SUBSIDIARY AGREEMENT #003

BETWEEN

THE GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING CORRECTIONAL AND REGULATORY SERVICES

November 4, 2018

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ARTICLE 1 - PROBATIONARY PERIOD

1.01 All positions in the classifications covered by this Agreement have a probationary period of twelve (12) months.

1.02 Hours worked in continuous and active wage employment, immediately preceding appointment to a permanent position, will be counted toward a maximum of one-half of the probationary period for the class. This is provided that the wage duties performed are comparable to the duties of the permanent position and there is approval of the Employer. Such approval will not be unreasonably denied.

ARTICLE 2 - HOURS OF WORK

2.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement, the normal hours of work for Employees covered by this Agreement shall be:

(a) thirty-six and one-quarter (36 1/4) hours per week, or the equivalent on a bi-weekly, monthly or annual basis, for the Correctional Service Worker series,

(b) thirty-eight and three-quarter (38 3/4) hours per week, or the equivalent on a biweekly, monthly or annual basis, for all other classes.

2.02 Pursuant to Clause 16.04 of the Master Agreement, Employees are entitled to a meal period without pay at approximately the mid-point of their work period. Employees shall take their meal breaks within the Correctional or Young Offenders Institution but away from their work station and without a specific work assignment during the unpaid meal break. Pursuant to Clause 3.01 of the Master Agreement, only those Employees who are directed by a supervisor to remain at or return to a station of employment during their meal period, due to a specific assignment, shall be compensated in accordance with Clause 16.05 of the Master Agreement. Where no operational difficulties will arise, a request from an Employee to leave the Institution for part of the meal period will be allowed on the approval of the Institution Director or their designate.

2.03 Pursuant to Clause 3.01 of the Master Agreement, Clause 2.02 above and Clause 16.05 of the Master Agreement shall not apply to Correctional Officers or Correctional Service Workers who are entitled to benefits under Article 7 of this subsidiary agreement.

2.04 Museum security staff shall take their meal breaks within the Museum but away from their work station and without a specific work assignment during the unpaid meal break. Where no operational difficulties will arise, a request from an Employee to leave the Museum for part of the meal period will be allowed on the approval of the duty supervisor.

ARTICLE 3 - OVERTIME

3.01 Except as modified by this or other Articles in this Agreement, Employees shall be compensated in accordance with Article 17 of the Master Agreement for authorized overtime work, including tactical squad exercise outside an Employee's regular hours of work.

3.02 Employees assigned to a Camp shall not be eligible for overtime compensation except when engaged in forest fire or pollution control operations. In lieu of overtime compensation, they shall be entitled to benefits pursuant to Article 7 of this Agreement.

3.03 (a) Notwithstanding Clause 17.04 of the Master Agreement, the Employer shall bank as compensating time off all overtime earned by Correctional Service Workers who are assigned to work other than in Remand Centres, Correctional Centres, and/or Young Offender Centres and schedule it as compensatory time off.

(b) With the approval of the Employer, a Correctional Service Worker may request at the beginning of each month for monetary compensation of all, or portion thereof, accrued compensating time off.

(c) The Employer shall grant compensatory time off in lieu of authorized overtime hours within 6 months following the month in which the overtime hours were worked. Such time off will be scheduled by the Employer in accordance with operational requirements, and at a time which is mutually satisfactory to the Employee and Employer. Where compensatory time off with pay cannot be scheduled within the 6 month period following the month in which the overtime was earned, the overtime will be paid out by the end of the month following the 6 month period above.

ARTICLE 4 - PROTECTIVE CLOTHING

4.01 Uniforms or work clothing shall be supplied to Employees and replaced, as needed, where it is required by the Employer that such uniforms or work clothing be worn during working hours.

4.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the *Occupational Health and Safety Act* and any regulation thereto.

4.03 An annual shoe allowance of one hundred and twenty dollars ($120.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.

4.04 All Employees covered by this Agreement who are required to wear a uniform shall be provided an annual cleaning allowance of one hundred and fifty dollars ($150.00).

ARTICLE 5 - MEDICAL EXAMINATIONS

5.01 Where the Employer requires an Employee to undergo compulsory medical examinations, the cost of such examination shall be paid by the Employer. This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

ARTICLE 6 - COURT TIME

6.01 When an Employee is subpoenaed or summoned to appear in Court in the Employee's official capacity to give evidence or to produce government records, outside of the Employee's regular duty hours, the Employee shall be eligible for compensation as set out below.

6.02 Where such attendance in Court is required immediately preceding commencement of the Employee's normal work shift or immediately following completion of the Employee's normal work shift, all hours spent in Court in such official capacity shall be compensated at overtime rates of pay for the hours worked outside of the Employee's normal shift, in accordance with Article 17 of the Master Agreement between the Province of Alberta and the Alberta Union of Provincial Employees.

6.03 Where such attendance in Court is required in the forenoon or afternoon of a normal working day in which the affected Employee's regular work shift ends between the hours of 4:00 p.m. and 8:00 a.m., the Employee shall be compensated for all hours spent in Court in the Employee's official capacity, outside of the Employee's normal shift at premium overtime salary rates exclusive of all salary modifiers in accordance with Article 17 of the said Master Agreement, but with a minimum payment of two (2) hours at the premium overtime rate.

6.04 Where such attendance in Court is required on an Employee's regularly scheduled day of rest, the Employee shall be compensated at premium overtime salary rates exclusive of all salary modifiers in accordance with Article 17 of the said Master Agreement, for all hours spent in Court in the Employee's official capacity, but with a minimum payment of two (2) hours at the premium overtime rate.

6.05 Any fees received by an Employee in respect to the Employee's appearance in Court shall be paid to the Employing Department.

6.06 When a Correctional Service Worker, excluding those designated as Living Unit Officers, or assigned to work in shifts, is required to attend Court in the Employee's official capacity on a regularly scheduled day of rest, time spent in Court shall be compensated as follows:

(a) If the Court time is scheduled in advance, time spent at Court proceedings shall be recognized, at hour for hour towards the normal weekly hours of work, however, if such time is less than two (2) hours, the Employee shall be credited with a minimum of two (2) hours towards the normal weekly hours of work.

(b) If the Court time is not scheduled in advance, then time spent in Court shall be compensated in accordance with Article 19 of the Master Agreement.

ARTICLE 7 - CAMP STAFF ALLOWANCE

7.01 A Correctional Officer or Correctional Service Worker required to report to Camp for a regular or relief assignment on a day in which the Employee has completed a full work day, or part thereof, at the Employee's normal location, shall be eligible for overtime compensation pursuant to Sub-Clause 17.03(a) of the Master Agreement, for all hours in excess of seven and three-quarters (7 3/4) or seven and one-quarter (7 1/4) hours (as appropriate for their Class) spent at work and/or travel.

7.02 (a) A Correctional Officer or Correctional Service Worker reporting for work and working in Camp on a regularly scheduled day of rest shall be eligible for overtime compensation pursuant to Sub-Clause 17.03(a) of the Master Agreement for all hours worked up to a maximum daily total of seven and three-quarters (7 3/4) or seven and one-quarter (7 1/4) hours (as appropriate for their Class).

(b) Work performed on the second and subsequent days of rest during that Employee's rest period shall be considered to be normal Camp hours with all the entitlements thereto, but without the payment of overtime. However, the second and subsequent day(s) of rest in that rest period shall be rescheduled subject to any adjustments as may be required to satisfy the annual hours requirement.

7.03 (a) A Correctional Officer or Correctional Service Worker assigned to Camp on a regular or relief basis shall be eligible to receive, in lieu of compensation under Clauses 2.02 and 3.01 of this Agreement, a daily allowance of thirty dollars ($30.00) for each day assigned to Camp, plus one (1) compensating day off with pay for each fifteen (15) days worked in Camp. Employees who work a different shift cycle (eg. ten (10) days worked and four (4) days off, or, seven (7) days worked and three (3) days off), shall be eligible for time off on a pro-rata basis.

(b) The Camp allowance shall not apply to any Employee entitled to overtime compensation provided in Clauses 7.01 and 7.02(a) and 7.02(b) above.

(c) The provisions of Sub-Clause 7.03(a) above shall apply on a pro-rata basis to Correctional Officers or Correctional Service Workers assigned to Camp on a daily relief basis and who do not work a full Camp work cycle.

SALARY TREATMENT INFORMATION

The wage rates contained in the April 1, 2016 Salary Grids in all of the Subsidiary Agreements shall be maintained in accordance with the following:

Year 1 (April 1, 2017 to March 31, 2018) – No increase
Year 2 (April 1, 2018 to March 31, 2019) – No increase
Year 3 (April 1, 2019 to March 31, 2020) – Wage Re-opener

The Parties shall commence negotiations to reach agreement on the Wage Re-Opener on January 15, 2019.

The Parties agree that the only items open for negotiations shall be:

(a) the general wage increase payable in Year 3 (April 1, 2019 to March 31, 2020) of the Collective Agreement, detailed in the Salary Grids in each Subsidiary Agreement; and

(b) the Pay Grade adjustment for the Correctional Peace Officer III classification from grade 63 to 67.

This Wage Re-opener shall not be construed in any way as "opening the agreement" for negotiation on any other issues by either Party.

If the Parties have not been able to agree upon the items above, at any time after March 31, 2019, either Party may give written notice to the other Party of its desire to submit resolution of the item(s) to interest arbitration before a three-member panel comprised of a nominee of both parties and a chair chosen by the Parties from among the following arbitrators: David Philip Jones, Andrew C. L. Sims, Phyllis A. Smith or Lyle Kanee.

If the Parties are unable to agree upon the chair, the Director of Mediation Services shall choose the chair from among the arbitrators named above.

The arbitration hearing shall be held by no later than June 30, 2019. In reaching its decision, the arbitration panel shall consider the matters identified in section 38 of the *Public Service Employee Relations Act*.

SCHEDULE "A"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"
EFFECTIVE APRIL 1, 2017

Class No.	Class Title	Pay Grade
032CR	Correctional Peace Officer 1	54
034CR	Correctional Peace Officer 2	59
036CR	Correctional Peace Officer 3	63
032SH	Sheriff, Security and Transport 1	51
034SH	Sheriff, Security and Transport 2	57
035SH	Sheriff, Security and Transport 3	61
036SH	Sheriff, Security and Transport 4	67

SCHEDULE "A-1"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B-1"
EFFECTIVE APRIL 1, 2017

Class No.	Class Title	Pay Grade
036CS	Correctional Service Worker 1	62
036WC	Correctional Service Worker 2	66
038CS	Correctional Service Worker 3	70

Schedule B

CORRECTIONAL AND REGULATORY SERVICES – SALARY GRID (38 ¾ HOUR)*

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
39	$1,520.72	$19.62	$1,576.44	$20.34	$1,633.17	$21.07	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52
40	$1,548.33	$19.97	$1,605.07	$20.71	$1,663.34	$21.46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98
41	$1,576.44	$20.34	$1,633.17	$21.07	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41
42	$1,605.07	$20.71	$1,663.34	$21.46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88
43	$1,633.17	$21.07	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37
44	$1,663.34	$21.46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87
45	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33
46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86
47	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35
48	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92
49	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50
50	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12
51	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79
52	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35
53	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02
54	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73
55	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40
56	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17
57	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81
58	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60
59	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30
60	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11
61	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92
62	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71
63	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53
64	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71	$3,054.22	$39.40
65	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53	$3,117.61	$40.22
66	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71	$3,054.22	$39.40	$3,192.23	$41.19
67	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53	$3,117.61	$40.22	$3,255.10	$42.00
68	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71	$3,054.22	$39.40	$3,192.23	$41.19	$3,336.90	$43.05
69	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53	$3,117.61	$40.22	$3,255.10	$42.00	$3,397.72	$43.84

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B-1

CORRECTIONAL AND SERVICE WORKER – SALARY GRID (36 ¼ HOUR)*

	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
Grade	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
54	$1,916.87	$26.43	$1,993.55	$27.49	$2,069.70	$28.54	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61
55	$1,952.14	$26.92	$2,028.30	$27.97	$2,105.49	$29.04	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32
56	$1,993.55	$27.49	$2,069.70	$28.54	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11
57	$2,028.30	$27.97	$2,105.49	$29.04	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83
58	$2,069.70	$28.54	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60
59	$2,105.49	$29.04	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40
60	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18
61	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01
62	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90
63	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68
64	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64
65	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47
66	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45
67	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47	$3,224.42	$44.47
68	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45	$3,298.55	$45.49
69	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47	$3,224.42	$44.47	$3,375.75	$46.56
70	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45	$3,298.55	$45.49	$3,453.95	$47.64
71	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47	$3,224.42	$44.47	$3,375.75	$46.56	$3,535.23	$48.76
72	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45	$3,298.55	$45.49	$3,453.95	$47.64	$3,615.48	$49.86

* Hourly rates (to 2 decimal places) shown for informational purposes only

LETTER OF UNDERSTANDING #1 - 6 / 3 Shift Rotation

Pursuant to Clause 2.01(b) of the Master Agreement, the parties agree to administer the Collective Agreement to allow for the operation of a shift rotation of 6 days on followed by 3 days off as follows:

Correctional Peace Officers working the 6 & 3 rotation are expected to work the same number of hours over a balancing period as employees who work a 5 & 2 schedule of 38 3/4 hours per week. Correctional Service Workers working the 6 & 3 rotation are expected to work the same number of hours over a balancing period as other Correctional Service Workers who work a 5 & 2 schedule of 36 1/4 hours per week.

The existing shift schedule will be deemed to satisfy the annual hours of work requirement and will not be treated as overtime.

All existing practices with respect to the 6 & 3 shift rotation will remain the same.

This agreement only applies to employees of the Department of Justice and Solicitor General, Corrections Division who are assigned to a 6/3 shift rotation.

This Letter of Understanding may be cancelled by either party at any time by 120 day written Notice.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #2 – Wage Employees

WHEREAS it is the desire of the parties to maintain proper employment status of wage employees working for the Department of Justice and Solicitor General, Corrections Division;

Therefore, the parties agree to the following:

1. Every six (6) months a Joint Committee, comprised of three (3) representatives for the A.U.P.E. and three (3) representatives for the Department, shall meet and review the employment status of Subsidiary 003 members working at Adult and Young Offenders Centres and Community Corrections Centres.

2. The Employer shall provide the joint committee with staffing information and should the joint committee find that staff employed on wages do not have their proper employment status, they shall be appointed to a permanent position within three (3) months of such finding.

3. These terms have application only for the Department of Justice and Solicitor General, Corrections Division.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #3 - 12-Hour Shift Rotation Medicine Hat Remand Centre

Between the Government of the Province of Alberta and the Alberta Union of Provincial Employees Representing Correctional and Regulatory Services

Pursuant to Clause 2.01(b) of the Master Agreement, the parties agree to administer the Collective Agreement to allow for the operation of a 12-hour shift rotation.

Correctional Peace Officers working the 12-hour shift rotation are expected to work the same number of hours over a balancing period as employees who work a 5/2 schedule of 38-3/4 hours per week.

The 12-hour shift schedule will be deemed to satisfy the annual hours of work requirement and will not be treated as overtime.

Employees working 12 hours per day pursuant to clause 2.01(b) of the Master Agreement shall have all benefits and entitlements calculated so as to ensure no loss or gain in employee entitlements. The Articles listed below will be administered in the following manner:

> Articles 4.03(a), 4.04, 14, 23, 31, 32, 33A, 36, 37 and 38 of the Master Agreement shall be administered so as to provide the same number of hours of total entitlement as would be provided to an employee who normally works a 7.75-hour shift.

This agreement only applies to Correctional Peace Officers of the Department of Justice and Solicitor General, Correctional Services Division, at the Medicine Hat Remand Centre who are assigned to the 12-hour shift rotation.

The time limits listed in Supplement II of the Master Agreement and the Letter of Understanding for the 6/3 shifts in Subsidiary 3 will be waived in order to implement this 12-hour schedule and for ongoing modifications to this shift schedule.

Either party may terminate this Letter of Understanding within 120-calendar day's written notice to the other party.

This Letter of Understanding will remain in effect for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #4 - 9.25-Hour Shift Rotation
Traffic Enforcement Division, Sheriffs Investigative Support Unit and the Warrant Apprehension Team

Pursuant to Clause 2.01(b) of the Master Agreement, the parties agree to administer the Collective Agreement to allow for the operation of a 9.25-hour shift rotation.

Traffic Enforcement Officers, the Sheriffs Investigative Support Unit Officers and the Warrant Apprehension Team working the 9.25-hour shift rotation are expected to work the same number of hours over a balancing period as employees who work a 5/2 schedule of 38-3/4 hours per week.

The 9.25-hour shift schedule will be deemed to satisfy the annual hours of work requirement and will not be treated as overtime.

Employees working 9.25 hours per day shall have all benefits and entitlements calculated so as to ensure no loss or gain in employee entitlements. The Articles listed below will be administered in the following manner:

> Articles 4.03(a), 4.04, 14, 23, 31, 32, 33A, 36, 37 and 38 of the Master Agreement shall be administered so as to provide the same number of hours of total entitlement as would be provided to an employee who normally works a 7.75 hour shift.

This agreement only applies to Traffic Enforcement Officers, the Sheriffs Investigative Support Unit Officers and the Warrant Apprehension Team of the Department of Justice and Solicitor General, Public Security Division, who are assigned to the 9.25-hour shift rotation.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #5 – Employee Relations Committee

The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #003 Commercial Vehicle Enforcement Branch.

The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.

The Committee shall be comprised of equal representation of the Parties and shall be co-chaired.

The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective parties.

Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement.

The Parties agree that this Committee will be established only in the event that agenda items as outlined in the Terms of Reference are identified and brought forward to the Employer.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

EMPLOYEE RELATIONS COMMITTEE COMMERCIAL VEHICLE ENFORCEMENT BRANCH TERMS OF REFERENCE

1.0 PREAMBLE

1.1 The Parties agree to establish a joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by the Commercial Vehicle Enforcement Branch, Subsidiary #003. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.

1.2 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective parties.

1.3 Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement.

2.0 NAME OF COMMITTEES

2.1 The name of the Committee shall be: "Employee Relations Committee".

3.0 OBJECTIVE(S)

3.1 To promote and maintain effective communications in the areas of:

(a) working conditions;

(b) policies and procedures;

(c) staff development;

(d) suggestions for improved efficiency;

(e) information exchange relative to proposed operational changes;

(f) other matters as agreed to mutually by the Committee; and

(g) class series.

3.2 It is agreed that the Committee will not deal with:

(i) issues for which there exist avenues for discussion or resolution which have not been explored,

(ii) pending or potential grievances,

(iii) terms and conditions of the Master Agreement.

4.0 MEMBERSHIP

4.1 The Committee shall be composed of equal representatives from Subsidiary #003 and Management.

4.2 Employee representatives will be members of the A.U.P.E. Subsidiary #003 employed by the Government of the Province of Alberta.

4.3 Employee representatives will be chosen by A.U.P.E. Subsidiary #003.

4.4 The Employee Co-Chairperson shall be appointed from and elected by the Employee representatives of the Committee. The Management Co-Chairperson will be appointed by the Public Service Commissioner.

4.5 Participation by Departments in providing Management representatives shall be voluntary.

4.6 Ideally the Co-Chairperson will serve for a period of at least one year.

5.0 GENERAL

5.1 All members of the Committee will have equal authority to advise, recommend and vote.

5.2 The two Co-Chairpersons will alternate in chairing the meetings.

5.3 A recording secretary will be provided by the assigned Co-Chairperson. Minutes will be approved and signed by the Co-Chairpersons and distributed to all members within one (1) week from any meeting.

5.4 Meetings will be held a minimum of two (2) times a year - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.

5.5 An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-Chairpersons. The final agenda will be set by mutual agreement of the Co-Chairpersons.

5.6 Individuals who are not representatives on the Committee may make presentations at meetings with the agreement of the Co-Chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.

5.7 The Committee shall be entitled to have, upon approval of the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information.

5.8 These terms of reference may be amended at any regular meeting of the Committee, providing that a proper notice to amend was made at the preceding regular meeting.

LETTER OF UNDERSTANDING #6 – Hours of Work for Motor Transport Officers (District Supervisors, Commercial Vehicle Enforcement)

Pursuant to the Collective Agreement the parties agree to administer Subsidiary Agreement 003 as follows:

A. The parties agree that notwithstanding the provisions of Article 4.01 of Subsidiary Agreement 003, hours of work shall be administered as follows:

1. To allow a schedule of forty (40) hours per week, eight (8) hours per day, for Employees in Sheriff, Security and Transport 4 classification (Schedule 'A') who are assigned District Supervisor, Commercial Vehicle Enforcement duties.

2. Sheriff, Security and Transport 4 Employees assigned District Supervisor's Commercial Vehicle Enforcement duties and assigned to work forty (40) hours per week shall receive, in addition to the specified salary for the respective classification, a differential of three point two three (3.23) percent. This additional amount shall be considered part of the Employee's annual salary.

B. The parties agree that notwithstanding Article 5 of Subsidiary Agreement 003, the hours of work in item 'A' above shall be considered regularly scheduled hours of work and not subject to overtime compensation.

C. Where an Employee's hours of work are modified by this Letter of Understanding, such Employees will have benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as if the work week was not modified. This will result in no loss or gain in Employee benefits and entitlements.

This Letter of Understanding may be cancelled by either party at any time by one hundred and twenty (120) day written notice.

This letter shall remain in effect for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #7 – 12-Hour Shift Rotation for Sheriffs at the Provincial Legislature Grounds

Pursuant to the Collective Agreement between the parties dated July 6, 2014 and in accordance with Clause 2.01 (b) of the Master Agreement, the parties agree to administer the Collective Agreement to allow for the operation of a 12-hour shift rotation, using a Pitman Schedule system.

Sheriffs working the 12-hour shift rotation are expected to work the same number of hours over a balancing period as employees who work a 5/2 schedule of 38-3/4 hours per week. In order to achieve this balancing of hours, employees will be scheduled 12 additional days off incorporated into the schedule throughout the year.

The 12-hour shift schedule will be deemed to satisfy the annual hours of work requirement and will not be treated as overtime.

Employees working 12 hours per day pursuant to clause 2.01(b) of the Master Agreement shall have all benefits and entitlements calculated so as to ensure no loss or gain in employee entitlements. The Articles listed below will be administered in the following manner:

> Articles 4.03(a), 4.04, 14, 23, 31, 32, 33A, 36, 37 and 38 of the Master Agreement shall be administered so as to provide the same number of hours of total entitlement as would be provided to an employee who normally works a 7.75-hour shift.

This agreement only applies to Sheriffs of the department of Justice and Solicitor General, Public Security division, Operations and Protection Services branch at Provincial Legislature grounds who are assigned to the 12-hour shift rotation.

The time limits listed in Supplement II of the Master Agreement and the Letter of Understanding for the 4/2 shifts in Subsidiary 003 will be waived in order to implement this 12-hour schedule and for ongoing modifications to this shift schedule.

Either party may terminate this Letter of Understanding by providing 120 calendar days' written notice to the other party.

This Letter of Understanding will take effective on August 28, 2016 and will remain in effect for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #8 - Alberta Law Enforcement Response Team Overtime

The parties agree to the administration of Alberta Law Enforcement Response Team (ALERT) overtime that falls outside of the ALERT Memorandum of Understanding (MOU) as follows:

1. This Letter of Understanding (LOU) applies to Sheriffs classified as Sheriff, Security and Transport 3 and Sheriff, Security and Transport 4 who are seconded to the ALERT.
2. The parties agree that Sheriffs who are seconded to ALERT pursuant to the ALERT MOU may voluntarily agree to work overtime surveillance files that fall outside of the ALERT MOU and are being requested and lead by an ALERT partner policing agency *.
3. The parties acknowledge that Sheriffs identified in item 1 above are authorized by their Peace Officer appointments to conduct surveillance and perform other duties within their scope of appointment and authorities as directed by the partnering policing agency.
4. The parties agree that overtime hours worked pursuant to item 2 above shall only be paid as a cash settlement. Compensatory time off with pay in lieu of cash settlement will not be available.
5. This LOU shall be effective from October 22, 2014 and subject to an annual review of the terms and conditions, shall remain in effect for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

* Applicable partner policing agencies may include: The Calgary Police Service, The Edmonton Police Service, The Lethbridge Police Service, The Medicine Hat Police Service, Her Majesty the Queen in right of Alberta as represented by the Ministry of Justice and Solicitor General including the Alberta Serious Incident Response Team, The Royal Canadian Mounted Police including the Integrated National Security Enforcement Team.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

LETTER OF UNDERSTANDING #9 – Salary Modifier – Drug Detection Dog Handler

The Parties agree:

1. The Parties agree that a salary modifier may be applied to the salaries of Employees who perform work that meets the criteria of a "Drug Detection Dog Handler" position as classified at the Correctional Peace Officers 2 level and who are currently handling and caring for a Drug Detection Dog.
2. The salary modifier identified in Item 1 above will form part of an eligible employee's salary and will be pensionable.
3. An eligible employee's base pay as negotiated between The Union and The Employer as contained in Schedule "A" of the Subsidiary #003 Agreement will not be affected by the modifier.
4. The salary modifier will be $75.87 per bi-weekly pay period.
5. The Employer maintains the right to assign, re-assign, and or discontinue the use of any specialist modifier functions upon ninety (90) days written notice to the affected Employee(s). The Employer further retains the right to immediately remove the salary modifier if the Employee is no longer authorized to handle and care for a Drug Detection Dog.
6. Pursuant to Article 29.01 (b) of the Master Agreement between the Parties, complaints relating to whether an Employee's assigned duties meet the criteria for a salary modifier according to this Letter shall not be subject to the grievance procedure.

7. The effective date for this Letter of Understanding shall be November 5, 2012.

8. This Letter of Understanding shall remain in effect for the term of the current Collective Agreement.

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

GUY SMITH

President, Alberta Union of Provincial Employees

Dated this 27th day of November, 2018.

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY

LANA LOUGHEED

Public Service Commissioner

ORIGINAL SIGNED BY

Witness

ORIGINAL SIGNED BY

GUY SMITH

President, Alberta Union of Provincial Employees

Schedule B

CORRECTIONAL AND REGULATORY SERVICES – SALARY GRID (38 ¾ HOUR)*

	Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	39	$1,520.72	$19.62	$1,576.44	$20.34	$1,633.17	$21.07	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52
April 1, 2019		$1,535.93	$19.82	$1,592.20	$20.54	$1,649.50	$21.28	$1,711.47	$22.08	$1,777.02	$22.93	$1,841.55	$23.76
Current	40	$1,548.33	$19.97	$1,605.07	$20.71	$1,663.34	$21.46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98
April 1, 2019		$1,563.81	$20.17	$1,621.12	$20.92	$1,679.97	$21.67	$1,741.94	$22.47	$1,810.60	$23.36	$1,877.70	$24.22
Current	41	$1,576.44	$20.34	$1,633.17	$21.07	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41
April 1, 2019		$1,592.20	$20.54	$1,649.50	$21.28	$1,711.47	$22.08	$1,777.02	$22.93	$1,841.55	$23.76	$1,911.24	$24.65
Current	42	$1,605.07	$20.71	$1,663.34	$21.46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88
April 1, 2019		$1,621.12	$20.92	$1,679.97	$21.67	$1,741.94	$22.47	$1,810.60	$23.36	$1,877.70	$24.22	$1,947.92	$25.13
Current	43	$1,633.17	$21.07	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37
April 1, 2019		$1,649.50	$21.28	$1,711.47	$22.08	$1,777.02	$22.93	$1,841.55	$23.76	$1,911.24	$24.65	$1,986.12	$25.62
Current	44	$1,663.34	$21.46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87
April 1, 2019		$1,679.97	$21.67	$1,741.94	$22.47	$1,810.60	$23.36	$1,877.70	$24.22	$1,947.92	$25.13	$2,025.36	$26.13
Current	45	$1,694.52	$21.86	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33
April 1, 2019		$1,711.47	$22.08	$1,777.02	$22.93	$1,841.55	$23.76	$1,911.24	$24.65	$1,986.12	$25.62	$2,061.50	$26.59
Current	46	$1,724.69	$22.25	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86
April 1, 2019		$1,741.94	$22.47	$1,810.60	$23.36	$1,877.70	$24.22	$1,947.92	$25.13	$2,025.36	$26.13	$2,102.81	$27.13
Current	47	$1,759.43	$22.70	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35
April 1, 2019		$1,777.02	$22.93	$1,841.55	$23.76	$1,911.24	$24.65	$1,986.12	$25.62	$2,061.50	$26.59	$2,141.01	$27.62
Current	48	$1,792.67	$23.13	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92
April 1, 2019		$1,810.60	$23.36	$1,877.70	$24.22	$1,947.92	$25.13	$2,025.36	$26.13	$2,102.81	$27.13	$2,185.92	$28.20
Current	49	$1,823.32	$23.52	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50
April 1, 2019		$1,841.55	$23.76	$1,911.24	$24.65	$1,986.12	$25.62	$2,061.50	$26.59	$2,141.01	$27.62	$2,231.35	$28.79
Current	50	$1,859.11	$23.98	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12
April 1, 2019		$1,877.70	$24.22	$1,947.92	$25.13	$2,025.36	$26.13	$2,102.81	$27.13	$2,185.92	$28.20	$2,279.88	$29.41
Current	51	$1,892.32	$24.41	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79
April 1, 2019		$1,911.24	$24.65	$1,986.12	$25.62	$2,061.50	$26.59	$2,141.01	$27.62	$2,231.35	$28.79	$2,332.04	$30.09
Current	52	$1,928.63	$24.88	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35
April 1, 2019		$1,947.92	$25.13	$2,025.36	$26.13	$2,102.81	$27.13	$2,185.92	$28.20	$2,279.88	$29.41	$2,375.91	$30.65
Current	53	$1,966.46	$25.37	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02
April 1, 2019		$1,986.12	$25.62	$2,061.50	$26.59	$2,141.01	$27.62	$2,231.35	$28.79	$2,332.04	$30.09	$2,428.58	$31.33
Current	54	$2,005.31	$25.87	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73
April 1, 2019		$2,025.36	$26.13	$2,102.81	$27.13	$2,185.92	$28.20	$2,279.88	$29.41	$2,375.91	$30.65	$2,483.82	$32.05
Current	55	$2,041.09	$26.33	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40
April 1, 2019		$2,061.50	$26.59	$2,141.01	$27.62	$2,231.35	$28.79	$2,332.04	$30.09	$2,428.58	$31.33	$2,536.46	$32.72

Schedule B

CORRECTIONAL AND REGULATORY SERVICES – SALARY GRID (38 ¾ HOUR)*

	Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	56	$2,081.99	$26.86	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17
April 1, 2019		$2,102.81	$27.13	$2,185.92	$28.20	$2,279.88	$29.41	$2,375.91	$30.65	$2,483.82	$32.05	$2,596.88	$33.50
Current	57	$2,119.81	$27.35	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81
April 1, 2019		$2,141.01	$27.62	$2,231.35	$28.79	$2,332.04	$30.09	$2,428.58	$31.33	$2,536.46	$32.72	$2,646.96	$34.15
Current	58	$2,164.28	$27.92	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60
April 1, 2019		$2,185.92	$28.20	$2,279.88	$29.41	$2,375.91	$30.65	$2,483.82	$32.05	$2,596.88	$33.50	$2,708.92	$34.95
Current	59	$2,209.26	$28.50	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30
April 1, 2019		$2,231.35	$28.79	$2,332.04	$30.09	$2,428.58	$31.33	$2,536.46	$32.72	$2,646.96	$34.15	$2,763.63	$35.65
Current	60	$2,257.31	$29.12	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11
April 1, 2019		$2,279.88	$29.41	$2,375.91	$30.65	$2,483.82	$32.05	$2,596.88	$33.50	$2,708.92	$34.95	$2,827.14	$36.47
Current	61	$2,308.95	$29.79	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92
April 1, 2019		$2,332.04	$30.09	$2,428.58	$31.33	$2,536.46	$32.72	$2,646.96	$34.15	$2,763.63	$35.65	$2,890.64	$37.29
Current	62	$2,352.39	$30.35	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71
April 1, 2019		$2,375.91	$30.65	$2,483.82	$32.05	$2,596.88	$33.50	$2,708.92	$34.95	$2,827.14	$36.47	$2,952.08	$38.09
Current	63	$2,404.53	$31.02	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53
April 1, 2019		$2,428.58	$31.33	$2,536.46	$32.72	$2,646.96	$34.15	$2,763.63	$35.65	$2,890.64	$37.29	$3,016.62	$38.92
Current	64	$2,459.23	$31.73	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71	$3,054.22	$39.40
April 1, 2019		$2,483.82	$32.05	$2,596.88	$33.50	$2,708.92	$34.95	$2,827.14	$36.47	$2,952.08	$38.09	$3,084.76	$39.79
Current	65	$2,511.35	$32.40	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53	$3,117.61	$40.22
April 1, 2019		$2,536.46	$32.72	$2,646.96	$34.15	$2,763.63	$35.65	$2,890.64	$37.29	$3,016.62	$38.92	$3,148.79	$40.62
Current	66	$2,571.17	$33.17	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71	$3,054.22	$39.40	$3,192.23	$41.19
April 1, 2019		$2,596.88	$33.50	$2,708.92	$34.95	$2,827.14	$36.47	$2,952.08	$38.09	$3,084.76	$39.79	$3,224.15	$41.60
Current	67	$2,620.75	$33.81	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53	$3,117.61	$40.22	$3,255.10	$42.00
April 1, 2019		$2,646.96	$34.15	$2,763.63	$35.65	$2,890.64	$37.29	$3,016.62	$38.92	$3,148.79	$40.62	$3,287.65	$42.42
Current	68	$2,682.10	$34.60	$2,799.15	$36.11	$2,922.85	$37.71	$3,054.22	$39.40	$3,192.23	$41.19	$3,336.90	$43.05
April 1, 2019		$2,708.92	$34.95	$2,827.14	$36.47	$2,952.08	$38.09	$3,084.76	$39.79	$3,224.15	$41.60	$3,370.27	$43.48
Current	69	$2,736.27	$35.30	$2,862.02	$36.92	$2,986.75	$38.53	$3,117.61	$40.22	$3,255.10	$42.00	$3,397.72	$43.84
April 1, 2019		$2,763.63	$35.65	$2,890.64	$37.29	$3,016.62	$38.92	$3,148.79	$40.62	$3,287.65	$42.42	$3,431.70	$44.28

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B-1

CORRECTIONAL AND SERVICE WORKER – SALARY GRID (36 ¼ HOUR)*

	Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
		Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
Current	54	$1,916.87	$26.43	$1,993.55	$27.49	$2,069.70	$28.54	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61
April 1, 2019		$1,936.04	$26.69	$2,013.49	$27.76	$2,090.40	$28.83	$2,170.43	$29.94	$2,260.78	$31.18	$2,355.27	$32.48	$2,461.10	$33.95
Current	55	$1,952.14	$26.92	$2,028.30	$27.97	$2,105.49	$29.04	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32
April 1, 2019		$1,971.66	$27.19	$2,048.58	$28.25	$2,126.54	$29.33	$2,212.77	$30.51	$2,308.28	$31.84	$2,406.88	$33.19	$2,513.76	$34.66
Current	56	$1,993.55	$27.49	$2,069.70	$28.54	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11
April 1, 2019		$2,013.49	$27.76	$2,090.40	$28.83	$2,170.43	$29.94	$2,260.78	$31.18	$2,355.27	$32.48	$2,461.10	$33.95	$2,571.57	$35.46
Current	57	$2,028.30	$27.97	$2,105.49	$29.04	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83
April 1, 2019		$2,048.58	$28.25	$2,126.54	$29.33	$2,212.77	$30.51	$2,308.28	$31.84	$2,406.88	$33.19	$2,513.76	$34.66	$2,624.24	$36.19
Current	58	$2,069.70	$28.54	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60
April 1, 2019		$2,090.40	$28.83	$2,170.43	$29.94	$2,260.78	$31.18	$2,355.27	$32.48	$2,461.10	$33.95	$2,571.57	$35.46	$2,680.52	$36.97
Current	59	$2,105.49	$29.04	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40
April 1, 2019		$2,126.54	$29.33	$2,212.77	$30.51	$2,308.28	$31.84	$2,406.88	$33.19	$2,513.76	$34.66	$2,624.24	$36.19	$2,738.86	$37.77
Current	60	$2,148.94	$29.64	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18
April 1, 2019		$2,170.43	$29.94	$2,260.78	$31.18	$2,355.27	$32.48	$2,461.10	$33.95	$2,571.57	$35.46	$2,680.52	$36.97	$2,796.14	$38.56
Current	61	$2,190.86	$30.21	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01
April 1, 2019		$2,212.77	$30.51	$2,308.28	$31.84	$2,406.88	$33.19	$2,513.76	$34.66	$2,624.24	$36.19	$2,738.86	$37.77	$2,856.56	$39.40
Current	62	$2,238.40	$30.87	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90
April 1, 2019		$2,260.78	$31.18	$2,355.27	$32.48	$2,461.10	$33.95	$2,571.57	$35.46	$2,680.52	$36.97	$2,796.14	$38.56	$2,922.13	$40.30
Current	63	$2,285.43	$31.52	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68
April 1, 2019		$2,308.28	$31.84	$2,406.88	$33.19	$2,513.76	$34.66	$2,624.24	$36.19	$2,738.86	$37.77	$2,856.56	$39.40	$2,978.93	$41.09
Current	64	$2,331.95	$32.16	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64
April 1, 2019		$2,355.27	$32.48	$2,461.10	$33.95	$2,571.57	$35.46	$2,680.52	$36.97	$2,796.14	$38.56	$2,922.13	$40.30	$3,049.65	$42.06
Current	65	$2,383.05	$32.86	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47
April 1, 2019		$2,406.88	$33.19	$2,513.76	$34.66	$2,624.24	$36.19	$2,738.86	$37.77	$2,856.56	$39.40	$2,978.93	$41.09	$3,110.06	$42.89
Current	66	$2,436.73	$33.61	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45
April 1, 2019		$2,461.10	$33.95	$2,571.57	$35.46	$2,680.52	$36.97	$2,796.14	$38.56	$2,922.13	$40.30	$3,049.65	$42.06	$3,182.34	$43.88
Current	67	$2,488.87	$34.32	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47	$3,224.42	$44.47
April 1, 2019		$2,513.76	$34.66	$2,624.24	$36.19	$2,738.86	$37.77	$2,856.56	$39.40	$2,978.93	$41.09	$3,110.06	$42.89	$3,256.66	$44.91
Current	68	$2,546.11	$35.11	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45	$3,298.55	$45.49
April 1, 2019		$2,571.57	$35.46	$2,680.52	$36.97	$2,796.14	$38.56	$2,922.13	$40.30	$3,049.65	$42.06	$3,182.34	$43.88	$3,331.54	$45.94
Current	69	$2,598.26	$35.83	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47	$3,224.42	$44.47	$3,375.75	$46.56
April 1, 2019		$2,624.24	$36.19	$2,738.86	$37.77	$2,856.56	$39.40	$2,978.93	$41.09	$3,110.06	$42.89	$3,256.66	$44.91	$3,409.51	$47.03
Current	70	$2,653.98	$36.60	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45	$3,298.55	$45.49	$3,453.95	$47.64
April 1, 2019		$2,680.52	$36.97	$2,796.14	$38.56	$2,922.13	$40.30	$3,049.65	$42.06	$3,182.34	$43.88	$3,331.54	$45.94	$3,488.49	$48.12
Current	71	$2,711.74	$37.40	$2,828.28	$39.01	$2,949.44	$40.68	$3,079.27	$42.47	$3,224.42	$44.47	$3,375.75	$46.56	$3,535.23	$48.76
April 1, 2019		$2,738.86	$37.77	$2,856.56	$39.40	$2,978.93	$41.09	$3,110.06	$42.89	$3,256.66	$44.91	$3,409.51	$47.03	$3,570.58	$49.25
Current	72	$2,768.46	$38.18	$2,893.20	$39.90	$3,019.46	$41.64	$3,150.83	$43.45	$3,298.55	$45.49	$3,453.95	$47.64	$3,615.48	$49.86
April 1, 2019		$2,796.14	$38.56	$2,922.13	$40.30	$3,049.65	$42.06	$3,182.34	$43.88	$3,331.54	$45.94	$3,488.49	$48.12	$3,651.63	$50.36

* Hourly rates (to 2 decimal places) shown for informational purposes only