



COLLECTIVE AGREEMENT

BETWEEN

THE BOARD OF GOVERNORS OF NORTHERN LAKES COLLEGE

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES LOCAL 071 CHAPTER 009

JULY 1, 2020 - JUNE 30, 2024

NUMERICAL INDEX

۰ ۲

Article No.		Page No.
	Preamble	ĭ
1	Definitions	2
2	Terms of Employment	4
3	Application	4
4	Management Recognition	8
5	Union Recognition	8
6	Legislation and the Collective Agreement	8
7	Union Membership and Dues Check-Off	9
8	Employer-Union Relations	9
9	Legislation and the Collective Agreement Union Membership and Dues Check-Off Employer-Union Relations Union Stewards	
10	Time Off for Union Business	
11	Attendance	
12	Acting Incumbent	
13	Position Abolishment	
14	Hours of Work	
15	Respect in the Workplace	
16	Overtime	
17	Shift Differential	
18	Reporting Pay	
19	Weekend Premium	
20	Workers' Compensation Supplement	
20	Workers' Compensation Supplement Forest Fire Operations, Flood Control and Pollution Control Travel Expenses Probationary Period and Trial Period	
22	Travel Expenses	
23	Probationary Period and Trial Period	
23	Disciplinary Action	20
25	Disciplinary Action Grievance Procedure	21
26	Wellness Leave and Modifier	
20	General Illness	
28	Proof of Illness	
29	Employee Benefit Plans	
30	Paid Holidays	
31	Annual Vacation Leave	
32	Compassionate Leave	32
33	Maternity/Parental/Adoption Leave	
34	Court Leave	
35	Employment Insurance Premium Reduction or Rebate	34
36	Health and Safety	34
37	Leave Without Pay	
38	Employee Management Advisory Committee	35
39	Protective Clothing, Supplies and Equipment	36
40	Medical Examinations	37
40	Classification and Pay	
41	Professional and Personal Development Fund	38
42	Isolation Modifier	
43 44	Classification Appeal	
	Northern Allowance Pay	
45	Northern Allowance Pay Market Modifier	
46	Northern Travel Benefit	
47		
48	Job Opportunities	
49	Printing of Agreements	
50	Term and Effective Date	
	Sign off Sheet	······································

NUMERICAL INDEX (cont.)

3

.

<u>Schedules</u>		<u>Page No.</u>
"A"		
В	General Staff Pay	
В	Formal Grids, July 1, 2020 - March 31, 2023	
В	Second Step (+2%), July 1, 2020 - March 31, 2023	
В	Third Step (+4%), July 1, 2020 - March 31, 2023	
В	Formal Grids, April 1, 2023 - November 30, 2023	
В	Second Step (+2 [%]), April 1, 2023 - November 30, 2023	
В	Third Step (+4%), April 1, 2023 - November 30, 2023	
В	Formal Grids, December 1, 2023 - June 30, 2024	
В	Second Step (+2%), December 1, 2023 - June 30, 2024	60
В	Third Step (+4%), December 1, 2023 - June 30, 2024	
Letters of U	nderstanding	<u>Page No.</u>
	Workload	

Workload	64
Contracting Out	
Temporary Layoff and Reduction in Hours Due to Unforeseen Circumstances	
1	

ii

ALPHABETICAL INDEX

r r

Article No.		<u>Page No.</u>
12	Acting Incumbent	
31	Annual Vacation Leave	
3	Application	
11	Attendance	
41	Classification and Pay	
44	Classification Appeal	
32	Compassionate Leave	
34	Court Leave	
1	Definitions	
24	Disciplinary Action	
29	Employee Benefit Plans	
38	Employee Management Advisory Committee Employer-Union Relations Employment Insurance Premium Reduction or Rebate Forest Fire Operations, Flood Control and Pollution Control	
8	Employer-Union Relations	9
35	Employment Insurance Premium Reduction or Rebate	
21	Forest Fire Operations, Flood Control and Pollution Control	
27	General Illness	
25	Grievance Procedure	
36	Health and Safety	
14	Hours of Work	
43	Isolation Modifier	
48	Job Opportunities	
37	Leave Without Pay	
6	Legislation and the Collective Agreement	8
4	Management Recognition	8
46	Market Modifier	
33	Maternity/Parental/Adoption Leave	
40	Medical Examinations	
45	Northern Allowance Pay	
47	Northern Travel Benefit	
16	Overtime	
30	Paid Holidays	
13	Position Abolishment	
	Preamble	
49	Printing of Agreements	
23	Probationary Period and Trial Period	
42	Professional and Personal Development Fund	
28	Proof of Illness	
39	Protective Clothing, Supplies and Equipment	
18	Reporting Pay	
15	Respect in the Workplace	
17	Shift Differential	
	Sign off Sheet	
50	Term and Effective Date	
2	Terms of Employment	
10	Time Off for Union Business	
22	Travel Expenses	
7	Union Membership and Dues Check-Off	
5	Union Recognition	
9	Union Stewards	
19	Weekend Premium	
26	Wellness Leave and Modifier	
20	Workers' Compensation Supplement	

ALPHABETICAL INDEX (cont.)

Schedules Page No. "A" В В В В В В В В В В Letters of Understanding Page No.

Contracting Out	65
Temporary Layoff and Reduction in Hours Due to Unforeseen Circumstances	66
Workload	64

Preamble

THIS AGREEMENT made the 30th day of May, 2022.

BETWEEN:

The Board of Governors, Northern Lakes College (hereinafter called the "Employer")

OF THE FIRST PART

- and –

The Alberta Union of Provincial Employees

on behalf of all Employees covered by this Collective Agreement (hereinafter called the "Union")

OF THE SECOND PART

WHEREAS, the Board of Governors is an Employer within the meaning of the *Public Service Employee Relations Act* and administers the Northern Lakes College; and

WHEREAS pursuant to the provisions of the *Act*, the Union has the sole right to negotiate on behalf of the Employer's Employees; and

WHEREAS the Parties are mutually desirous of entering into a Collective Agreement with the intent and purpose to promote a harmonious relationship between the said Employees and the Board of Governors and to set forth in this Collective Agreement rates of pay, hours of work and other terms or conditions of employment for each Employee of the Employer and provide a procedure for the consideration and settlement of differences.

NOW THEREFORE, the Parties hereto mutually agree as follows:

ARTICLE 1 Definitions

In this Agreement, unless the context otherwise requires:

- (a) A word used in the singular may also apply in the plural;
- (b) "Anniversary Date" means the first date of a pay cycle after a date of hire and shall be used for the purpose of long service and vacation entitlements.
- (c) "Annual Salary" means the basic grid plus the Isolation Modifier, Market Modifier, Northern Allowance Pay, Acting Incumbent and the Frozen Over Range Amount.
- (d) "Apprentice Position" means a position in which the incumbent is initially hired as an apprentice as defined under the Apprenticeship and Training Act and will remain in a temporary position for up to four (4) years.
- (e) "Arbitration" means the process referred to in Article 25.04 of the Grievance Procedure.
- (f) "Continuous Position" means half time (.5) or greater salaried position established as such in which the incumbent is required for continuous employment for an unlimited period greater than one (1) year.
- (g) "Days" means calendar days.
- (h) "Demotion" means a transfer to a position with a lower maximum salary without the Employee's agreement.
- (i) "Designated Officer" means a person who is authorized on behalf of the Employer to deal with grievances and is excluded from the bargaining unit as per the Public Service Employee Relations Act;
- (j) "Dismiss" means to discharge an Employee for just cause;
- (k) "Employee" means a person employed by the Employer who is in the Bargaining Unit covered by this Collective Agreement and who is employed in one of the following categories:
 - (i) "Apprentice" means an individual who is engaged in an apprenticeship program that is provided for under the Apprenticeship and Training Act;
 - (ii) "Continuous Full-Time Employee" means an employee who has completed the probationary period and who are employed in a continuous position and who are regularly scheduled to work the full normal hours of work, as outlined in Article 14 – Hours of Work;
 - (iii) "Continuous Part-Time Employee" means an employee who has completed the probationary period and who are employed in a continuous position and who are regularly scheduled to work not less than half time (0.5) of the full normal hours of work, as outlined in Article 14 – Hours of Work.
 - (iv) "Probationary Employee" means a person, who during their initial period of employment in a position is serving a probationary period;

- (v) "Temporary Employee" means an employee employed half time
 (0.5) or greater to perform duties for a period greater than six (6) months up to a maximum of twenty-eight (28) months.
- (vi) "Wage Employee" means an employee employed to meet short term staffing needs or overload duties, or where the number of days, weeks, or months is irregular.
- (l) "Employer" means the Board of Governors of Northern Lakes College or any person acting on behalf of the Board of Governors as the context of this Collective Agreement may require;
- (m) Executive Director, Human Resources and Health & Safety and the Manager, Employee and Labour Relations mean the officials appointed by the President to administer the Collective Agreement.
- (n) "Faculty" means a person who is employed in a classification assigned to the Faculty Association of Northern Lakes College;
- (o) "Hourly Rate" means the annual salary divided by the Employee's normal annual hours of work;
- (p) "Increment" means the difference between one step and the next step within the same pay grade, after the completion of one (1) year's hours of work.
- (q) "Month" means a calendar month;
- (r) "Monthly Salary" means annual salary divided by twelve (12);
- (s) "Pay Grade" means the periods assigned to a class within the salary grid;
- (t) "President" means the President and Chief Executive Officer of the Employer;
- (u) "Salary Increment date" for annual increases means the equivalent of the annual yearly hours worked in the classification.
- (v) "Statutory Declaration" means a document containing verified statements sworn by an Employee to be the truth before a Commissioner for Oaths.
- (w) "Step" means a single salary rate within the Pay Grade;
- (x) "Temporary Position" means a salaried position established as such in which the incumbent is required for continuous employment for a period of greater than six (6) months to a maximum of twenty-eight (28) months, and to work not less than the periods specified in Sub-clause 1.01 (ac). If the temporary position is renewed beyond twenty-eight (28) months the incumbent shall be placed into a continuous position.
- (y) "Trial period" means a six (6) month assessment period in a new position after an employee has served their probationary period with the College.
- (z) "Union" means the Alberta Union of Provincial Employees;
- (aa) "Union Representative" means a person who is not an Employee of the Employer and who is authorized by the Union to conduct business with the Employer or provide labour relations representation to members of the Union;

- (ab) "Union Steward" means an Employee in the bargaining unit who has completed the required AUPE courses and training necessary to be registered by the Union to provide labour relations representation to Members of the Union.
- ac) "Wage Position" means a job established and paid hourly in which the incumbent is required for employment for temporary relief or overload duties not exceeding six (6) months of full-time employment, or for ongoing periods less than half time (.5). If the wage position is half time (.5) or greater and is extended beyond six (6) months the incumbent will be moved into a temporary position;
- (ad) "Work Day" means any day on which an Employee is normally expected to be at their place of employment;

ARTICLE 2 Terms of Employment

- The Employer, during the life of this Collective Agreement may, with the agreement of the Union:
 - (a) alter rates of Employee compensation, or,
 - (b) alter any Employee entitlement or Employee rights

which are contained within this Collective Agreement and upon such agreement these changes shall become the rates, entitlements or Employee rights.

ARTICLE 3

Application

- The provisions of this Collective Agreement apply as specified in this Article to Employees as defined in Article 1 who are in the Union and are employed in classifications assigned to the Union.
 - This Collective Agreement applies to an Employee:
 - (a) appointed to a continuous position; however, where applicable, shall be applied on a pro-rata basis for an Employee who works part-time; and
 - (b) appointed to a temporary position, however, where applicable, shall be applied on a pro-rata basis for an Employee who works part-time; except that:
 - (i) Article 13, Position Abolishment, shall not apply, and
 - (ii) Long Term Disability (LTD), under Article 29, shall not apply when in a temporary position, and
 - (iii) Apprentices continue in a temporary position up to four (4) years. For Apprentices, the following articles shall not apply:

Article 12 – Acting Incumbent

- Article 13 Position Abolishment
- Article 25 Grievance Procedure for termination of employment, as a result of either:

2.01

a) failure to comply with the terms and conditions of the *Apprenticeship and Training Act* and/or regulations, or,

, 1

- b) lack of appropriate work, or,
- c) the unavailability of tradesmen positions upon completion of the Apprenticeship and Industry Training Program
- Article 37 Leave Without Pay
- Article 41 Classification and Pay
- Article 44 Classification Appeal
- (iv) All benefits in the Employee Benefit Plan apply to Apprentices except Long Term Disability,
- (c) hired for a wage position, according to the following chart:

Artic	le and Name	Article Applies	Article Does Not Apply
1.	Definitions	✓	
2.	Terms of Employment	✓	
3.	Application	✓	
4.	Management Recognition	✓	
5.	Union Recognition	√	
6.	Legislation and the Collective Agreement	√	
7.	Union Membership and Dues Check-Off	~	
8.	Employer - Union Relations	√	
9.	Union Stewards	✓	
10.	Time Off for Union Business	√	
11.	Attendance	✓	0
12.	Acting Incumbent	√ ·	
13.	Position Abolishment		\checkmark
14.	Hours of Work	~	
15.	Respect in the Workplace	~	
16.	Overtime	~	
17.	Shift Differential	~	
18.	Reporting Pay	\checkmark	

19.	Weekend Premium	\checkmark	
20.	Workers' Compensation Supplement	,	✓
21.	Forest Fire Operations, Flood Control, and Pollution Control	\checkmark	
22.	Travel Expenses	✓	
23.	Probationary Period and Trial Period	✓	
24.	Disciplinary Action	√ m	
25.	Grievance Procedure	The grievance procedure of non-disciplinary term	applies, except in the ca ination of employment.
26.	Wellness Leave and Modifier		\checkmark
27.	General Illness		~
28.	Proof of Illness	✓	
29.	Employee Benefit Plans		\checkmark
30.	Paid Holidays	1	\checkmark
31.	Annual Vacation Leave		\checkmark
32.	Compassionate Leave	✓	
33.	Maternity/Parental/ Adoption Leave	~	Supplemental top u does not apply
34.	Court Leave	See article 3.05	Does not apply in private capacity.
35.	Employment Insurance Premium Reduction or Rebate		✓
36.	Health and Safety	\checkmark	
37.	Leave Without Pay		✓
38.	Employee Management Advisory Committee	\checkmark	
39.	Protective Clothing, Supplies, and Equipment	\checkmark	
40.	Medical Examinations	✓	
41.	Classification and Pay	✓	Does not apply fo apprentices
42.	Professional and Personal Development Fund	✓	
43.	Isolation Modifier	✓	
44.	Classification Appeal	✓	
45.	Northern Allowance Pay	✓	

. *

46.	Market Modifier	\checkmark	
47.	Northern Travel Benefit		\checkmark
48.	Job Opportunities	\checkmark	
49.	Printing of Collective Agreements	\checkmark	
50.	Term and Effective Date	\checkmark	
	Schedule A	\checkmark	
Schedule B		\checkmark	

(d) A Wage Employee who is dismissed for disciplinary reasons in accordance with Article 24, shall have access to Level 2 of the Grievance Procedure as provided in Sub-Clause 25.01(f) but not to any other Levels of the Grievance Procedure. However, a Wage Employee shall not have access to Article 25 in the case of non-disciplinary termination of employment. 3.03 Notwithstanding Sub-Clause 3.02(c), an Employee hired for a wage position shall in lieu of receiving: paid holidays pursuant to Article 30, be allowed, in addition to their (a) regular wage earnings, pay at five point two percent (5.2%) of their regular wage earnings, and for working on a paid holiday, pay at time and one-half (1 1/2) of their regular hourly rate for all hours worked up to the equivalent of full normal daily hours and double time (2x) thereafter; and (b) annual vacation leave pursuant to Article 31, be allowed in addition to their regular wage earnings, pay at six percent (6%) of their regular wage earnings. 3.04 Notwithstanding Sub-Clause 3.02(c) a Wage Employee who is expected to have ongoing employment beyond six (6) months, or a Full-time Wage Employee who is employed up to six (6) months will be eligible for the Wellness Modifier in the form of pay at one percent (1%) of their regular hourly rate times their regular hours worked. 3.05 Notwithstanding Sub-Clause 3.02(c), a Wage Employee who is expected to have ongoing employment beyond six (6) months, or a Full-time Wage Employee who is employed up to six (6) months, will be eligible for Court Leave pursuant to Article 34. 3.06 Notwithstanding Sub-Clause 3.02(c), an ongoing Employee working as a Community Access Point (CAP) Assistant shall receive an additional two percent (2%) of their hourly rate time hours worked. 3.07 Services necessary for the operation of programs variously known as "Summer School", "Evening Class Program", "Continuing Education and Corporate Training", or "Further Education Programs" may be purchased by the Employer on a contract of service basis. Participation by an Employee in the above programs shall be voluntary. This is not intended for the purpose of inserting an Employee in a position of which the duties come within the jurisdiction of the Bargaining Unit.

3.08	Notwithstanding all of the foregoing Clauses, the President, after consultation with the Employee Management Advisory Committee shall decide the applicability of the Articles of this Collective Agreement to persons employed through special placement programs. Special placement programs include but
	are not limited to:
	(a) Student Work Study
	(b) Student Summer Employment
	(c) Student Work Experience
	(d) Co-operative Training
	(e) Summer Temporary Employment Program
	(f) Summer Career Placements
	(g) Priority Employment Programs
3.09	Except as otherwise specified in this Collective Agreement, there shall be no

pyramiding of leaves, benefits or other entitlements.

ARTICLE 4

Management Recognition

4.01 The Union recognizes that all functions, rights, powers and authority that the Employer has not specifically abridged, delegated or modified by this Collective Agreement are retained by the Employer.

ARTICLE 5

Union Recognition

- 5.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all Employees covered by this Collective Agreement.
- 5.02 The Parties agree that there shall be no discrimination or coercion exercised or practiced with respect to any Employee for reason of membership or legitimate activity in the Union.
- 5.03 No Employee shall be required or permitted to make any written or oral agreement that conflicts with the terms of this Collective Agreement.

ARTICLE 6

Legislation and the Collective Agreement

- 6.01 In the event that any law passed by the Government of Alberta or Canada renders null and void, or reduces any provision of this Collective Agreement, the remaining provisions shall remain in effect for the term of the Collective Agreement and the Parties hereto shall negotiate, in accordance with the bargaining procedures of the *Public Service Employee Relations Act*, a satisfactory provision to be substituted for the provision rendered null and void, or reduced.
- 6.02 Where a difference arises out of the provisions contained in an Article of the Collective Agreement, and the subject matter is also covered in Employer regulations, guidelines or directives, the Collective Agreement shall supersede the regulation, guideline or directive.

ARTICLE 7 Union Membership and Dues Check-Off

- 7.01 All Employees covered by this Collective Agreement shall become members of the Union as a condition of employment. An Employee who has a religious objection or religious belief to becoming a member of the Union shall be permitted to opt out of membership by providing the Union with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment. Amounts equal to the Union dues shall then be remitted by the Employer to a charitable organization agreed on by the Employee and the Union. If the Employee and the Union fail to agree on a charitable organization, the Alberta Labour Relations Board will designate a charitable organization to which the amounts must be remitted.
- 7.02 All Employees covered by this Collective Agreement shall be required to pay Union dues as a condition of employment, except for those who have a religious objection or religious belief as stated in Clause 7.01. The Employer shall deduct Union dues from the pay of all Employees covered by this Collective Agreement. The Union shall advise the Employer, in writing, of any change in the amount of dues to be deducted from the Employees covered by this Collective Agreement. Such notice shall be communicated to the Employer at least sixty (60) days prior to the effective date of the change.
- 7.03 The Employer shall remit Union dues deducted from the pay of all Employees, to the Union by the first working day after the fifteenth (15th) calendar day in the following month. Where an accounting adjustment is necessary to correct an over or under payment of dues, it shall be effective in the succeeding month. The deductions remitted shall be accompanied by particulars, in a printed form, identifying each Employee showing Employee number, starting date, classification, amount of Union dues deducted, name, phone number and last known address, and monthly salaries for dues calculation. A copy of the report outlining the particulars shall be forwarded to the Chapter Chair.
- 7.04 The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article.

ARTICLE 8 Employer-Union Relations

8.01 The Employer will grant Union Representatives access to its premises when investigating a grievance for the purpose of meeting with the Griever or their immediate supervisor, an appointment with the grieving Employee or their immediate supervisor will be obtained through the Executive Director, Human Resources and Health & Safety. The foregoing approval shall not be unreasonably denied.

- (a) On September 1st of each year, the Chapter shall provide a current list of Union Representatives and Union Stewards to the Executive Director, Human Resources and Health & Safety.
- (b) Within thirty (30) calendar days of any change to the list in Clause 8.02 (a), the Chapter shall provide an up to date list of Union Representatives and Union Stewards to the Executive Director, Human Resources and Health & Safety.
 - 9

8.03 The Employer shall grant the Chapter access to and the use of the communications systems available at the College, for the purpose of Union business, with the exception of long distance calls, which shall be cost recovery. Electronic mail belongs to the Employer and privacy of communication cannot be guaranteed.

ARTICLE 9

Union Stewards

- 9.01 The Employer acknowledges the right of the Union to register Employees in the Bargaining Unit as Union Stewards.
- 9.02 The Union shall determine the number of Union Stewards.
- 9.03 The Employer recognizes the Union Steward as an official representative of the Union.
- 9.04 The Chapter will ensure that each new Employee receives the name and location of their Union Steward and a copy of the Collective Agreement.

ARTICLE 10 Time Off for Union Business

- 10.01
- (a) Only where prior approval has been obtained in advance, the Employer shall grant an Employee time off for Union business. The following conditions must occur to be considered for the granting of leave:
 - (i) The Union must provide to their Supervisor a written request, satisfactory to the Employer, for the time off.
 - (ii) An Employee shall provide a minimum of five (5) work days' notice when requesting time off. Upon receiving the requested time off, the Employer shall make every reasonable effort to provide an electronic response, indicating approval or denial, within a minimum of three (3) working days.
 - (iii) Notwithstanding Clause 10.01 (a) (ii), the Employer may give consideration to the request where the five (5) work days' notice is not provided by the Employee.
 - (iv) Where time off is granted by the Employer for an indeterminate period of time, the Employee shall communicate with their Supervisor on a daily basis regarding their date of return.
- (b) When time off is granted by the Employer to an Employee for Union business, the time off will be granted with pay and benefits, subject to Clause 10.02.
- (a) To facilitate the operation and administration of Clause 10.01, when the Employer grants time off, the Employer will invoice the Union the full costs of the Employee involved.
- (b) The Union agrees to pay to the Employer the full invoiced amount under Clause 10.02 (a) within thirty (30) calendar days of the date on the invoice.

ARTICLE 11 Attendance

11.01 An Employee who is absent from duty without prior authorization shall communicate the reason for their absence to their immediate supervisor or designate within the time limits set out below:

- (a) in the case of shift workers, at least two (2) hours prior to the commencement of a shift; or,
- (b) in the case of non-shift workers, within two (2) hours of normal starting time.

Notification by email, text, or voicemail may be an acceptable way of communicating an absence. Each Supervisor shall communicate their required way of notification to Employees.

- 11.02 An Employee on authorized leave of absence and/or illness leave for an indeterminate period shall notify their immediate supervisor of their intention to return to work in the following manner:
 - (a) an Employee reporting for day work shall give notice during the preceding work day;
 - (b) an Employee reporting for work on an afternoon or a night shift shall give notice no later than noon of the day immediately preceding their return to work.

This Clause shall not apply to an Employee who wishes to return to work following an absence in which the Employee was in receipt of Long Term Disability or Workers' Compensation Benefits.

- 11.03 An Employee who is on an approved leave of absence without pay of twenty (20) work days or more, and who wishes to return to work prior to the fixed expiration date of the leave of absence shall notify the Executive Director, Human Resources and Health & Safety at least ten (10) full workdays prior to the desired date of return. This Clause shall not apply to an Employee who wishes to return to work following an absence in which the Employee was in receipt of Long Term Disability or Workers' Compensation Benefits.
- 11.04 Time limits, pursuant to Clauses 11.01, 11.02 and 11.03, shall be waived by the Employer when it can be established that the Employee, for reasons acceptable to the Employer, was unable to contact the Employer within the time limits specified.
- 11.05 An Employee is required to provide the Executive Director, Human Resources and Health & Safety with fifteen (15) work days of prior written notice of resignation if the Employee wishes to resign in good standing. During this notice period, the Employee must be actively at work for the Employer.
- 11.06 An Employee who absents themself from their employment and who has not notified their immediate supervisor for approval shall after three (3) consecutive workdays of such unauthorized absence, be considered to have abandoned their position and will be deemed to have resigned, unless it is subsequently shown by the Employee that special circumstances prevented the Employee from reporting to their place of work.

ARTICLE 12 Acting Incumbent

12.01

12.02

To receive acting incumbency pay an Employee shall be designated by the Executive Director, Human Resources and Health & Safety to perform the principal duties of the higher level position for a minimum period of five (5) consecutive work days, during which time the Employee may also be required to perform some of the duties of their regular position. On completion of the minimum five (5) day qualifying period in an acting incumbency position, an Employee shall be eligible for acting incumbency pay for the total period of acting incumbency, including the five (5) day qualifying period. Acting provisions shall not apply where an Employee is designated only limited additional duties.

Where an Employee is designated to be an acting incumbent in a position, the Employee's salary may be determined in accordance with the following provisions:

- (a) if the Employee is designated to act in a position in a classification with an assigned pay grade the maximum of which is less than one (1) increment higher than the maximum of the Employee's current pay grade assignment, the Employee's acting salary shall be the lowest step in the new pay grade that exceeds the Employee's current salary provided the maximum salary assigned the classification is not exceeded;
- (b) if the Employee is designated to act in a position in a classification with an assigned pay grade the maximum of which is at least one (1) increment higher than the maximum of their current pay grade assignment, the Employee's acting salary shall be the lowest step in the new pay grade that exceeds their current salary, except if the increase is less than one (1) increment, in which case their salary shall be adjusted to the step next higher than the lowest step that exceeds their current salary provided the maximum salary assigned the classification is not exceeded;
- (c) if the Employee is designated to act in a position in a classification of the Union, their salary shall be determined in accordance with the General Staff Pay Schedule, as the case may be;
- 12.03 Unless otherwise determined by the Employer, only one acting incumbent may be designated as a result of any one Employee's absence.
- 12.04 When an Employee who has been the acting incumbent of another position returns to their regular position, the Employee's salary shall be readjusted to that which would be in effect if they had continuously occupied that position.
- 12.05 The designation of acting incumbency shall not exceed a period of two (2) years.

ARTICLE 13

Position Abolishment

- 13.01 Position Abolishment occurs when the Employer eliminates a continuous position occupied by an Employee.
- 13.02 The Employer shall give a continuous Employee with greater than two (2) years of service at least ninety (90) calendar days' prior written notice that the Employee's position is to be abolished or pay in lieu of notice. The Employer will provide a copy of the written notice to the President of the Union and the Chapter Chair. The Union and the Employer shall meet and discuss reasonable measures to address the impact on the affected Employee(s).

- 3.03 The Employer shall attempt to place abolished Employees in comparable positions at no loss of pay or benefits.
- 13.04 The Employee may resign in writing and receive pay at their regular rate in lieu of part of the notice specified in Clause 13.02 to a maximum of two (2) months' pay. If eligible, the Employee may retire pursuant to the Public Service Pension Act. Retirement is to be effective on or after the date notice expires, pursuant to Clause 13.02 however, if the Employee resigns and retires before the end of the notice period, they shall not receive pay in lieu of notice.
- 13.05 An Employee whose job has become redundant may choose to be vested with the right to be appointed to the first available, comparable job through competition limited to such Employees, such vesting to last twelve (12) months commencing with the day following the release of the Employee. The Employer shall undertake to notify those Employees of all such available positions. The Employee shall notify the Employer promptly of any change in contact information, including mailing address, telephone number, e-mail address.
- 13.06 A Continuous Employee, who has more than two (2) years of ongoing employment immediately preceding the notice of position abolishment, shall be entitled to the provisions set out in the following schedule. These provisions will not be paid to an Employee who was dismissed, resigned, retired, or who refused a comparable alternate position within a commutable distance up to seventyfive (75) kilometers at no loss in salary or benefits.

Full Years of Continuous Regular Employment on the date notice was served	Weeks of Pay at Rate of Pay
2	15
3	16
4	17
5	19
6	22
7	25
8	28
9	31
10	34
11	37
12	40
13	43
14	45
15	47
16	50
17+	52

ARTICLE 14 Hours of Work

14.01

(a)

The normal hours of work for the purpose of determining pay, benefits and overtime under this Collective Agreement shall be:

- (i) thirty-six and one-quarter (361/4) hours per week; or
- (ii) forty (40) hours per week ; or
- (iii) the equivalent of (i) or (ii) above on an annual basis.
- (b) An Employee working less than normal hours of work will have their pay and benefits pro-rated accordingly.
- 14.02 An Employee's pay shall be based on the hours worked by an Employee.
- 14.03 Employees covered by this Collective Agreement shall normally receive two (2) fifteen (15) minute paid rest periods in each work period in excess of five (5) hours, one (1) period to be granted before the meal break and one (1) to be granted after. An Employee working a period of more than two (2) hours but not more than five (5) hours shall be granted one (1) rest period. Rest periods shall be taken at the worksite unless otherwise approved by their supervisor. Rest periods shall not be granted within one (1) hour of commencement or termination of a work period.
- 14.04 An unpaid meal period, normally one (1) hour and not less than one-half (1/2) hour shall be granted to all Employees at approximately the midpoint of each work period that exceeds four (4) hours. If the Employer designates an Employee to be readily available for duty at the Employee's work station during the Employee's meal break, the Employee shall be paid for that meal break at the Employee's regular rate of pay, or if overtime is worked Article 16 would apply.
- 14.05 An Employee shall not be required to work a split shift involving a break between work periods longer than the specified meal period except where there is agreement that the peculiarities of particular occupational categories require a split shift working arrangement.
- 14.06 Where it can be established that another work schedule than that contemplated in Clause 14.01 is required, the Employer, after consultation with the Union, has the right to establish such a schedule.
- 14.07 Where operational requirements permit, Employees employed in continuous operations shall be scheduled so that their days of rest fall on a Saturday and the following Sunday at least once in every four (4) weeks and, where operational requirements permit, a period of less than once every four (4) weeks may be considered.

ARTICLE 15 Respect in the Workplace

- 15.01 It is the policy of Northern Lakes College to provide a learning and working environment free of discrimination and harassment as per the *Human Rights Act* and the College's Respectful Workplace Policy.
- 15.02 Responsibility to ensure compliance with the aforementioned policy and procedure is shared equally by the Employer, the Union and all Employees.
- 15.03 The Employer and the Union agree to abide by the Alberta *Human Rights Act.* There shall be no discrimination, restriction or coercion exercised or practiced by the Employer or the Union with respect to any Employee by reason of membership or non-membership or activity in the Union, nor in respect to any of the listed grounds in the aforementioned Act including age, race, colour, religious or beliefs, gender, gender identity, gender expression, mental or physical disability, place of

origin, marital status, family status, sexual orientation, ancestry or source of income. For the purpose of the Article, the Parties agree that the defenses and definitions of the aforementioned Act are applicable.

- 15.04 Clause 15.03 shall not apply with respect to a refusal, limitation or preference based on a bona fide occupational requirement.
- 15.05 The Parties are committed to engage in informal discussion between Employees and their supervisor, and between the Union and the Employer, with the intent that problems and concerns be resolved without recourse to formal complaint.
- 15.06 As part of the informal resolution, an Employee who has a complaint of workplace violence, discrimination, bullying or harassment has a responsibility to document the incident and advise the offender that their actions are unwanted and improper. If the Employee is uncomfortable or feels intimidated about confronting the offender, the Employee shall contact their immediate supervisor, Manager, Department Head, Human Resources or Union Representative for assistance.
- 15.07 If the investigation determines that workplace violence, discrimination, bullying or harassment has occurred, the Employer may impose disciplinary action, up to and including termination.
- 15.08 If the investigation determines that the Employee acted in bad faith in making a complaint of workplace violence, discrimination, bullying or harassment, the Employer may impose disciplinary action, up to and including termination.
- 15.09 The Employer will not tolerate any form of retaliation against an Employee who in good faith, makes a complaint of workplace violence, discrimination, bullying or harassment. Any alleged retaliation may be considered an act of workplace violence, discrimination, bullying or harassment, and therefore subject to an investigation under the College's Respectful Workplace Policy and Procedure.
- 15.10 The Parties agree that neither Party should be required to defend itself in multiple forums. In the event that an Employee or either Party to this agreement files a complaint under any Alberta statute on the same or substantially the same facts and circumstances as those advanced under any grievance filed under this Article, the grievance may not be referred to arbitration.

ARTICLE 16 Overtime

- 16.01 An Employee may be required to work hours beyond regularly scheduled hours to overcome unexpected workloads and to meet extraordinary situations. Such overtime shall be pre-authorized by the Employer. The supervisor shall not unreasonably deny authorization after the fact for overtime worked where such overtime has occurred as a result of unforeseeable circumstances in which it was not possible to obtain pre-authorization, and where the work cannot be delayed until the following workday. In such circumstances, the Employee will be required to demonstrate reasonable attempts and methods (text, phone, email, Teams) to obtain authorization.
- 16.02 An Employee may occasionally be required to work extra time, up to fifteen (15) minutes, immediately following closing time, or to brief an oncoming shift, without payment. However, if the extra time exceeds fifteen (15) minutes, a minimum of one-half (1/2) hour overtime compensation will be paid or banked, in accordance with Clause 16.04 and 16.06.

16.03 For part-time Employees who work less than the hours defined in 14.01, any additional hours worked up to the hours in 14.01 will be paid at their regular rate of pay. Any hours in excess of a work week as defined in 14.01 will be subject to the applicable overtime rates.

An Employee who has been authorized to work overtime shall be compensated as follows:

- (a) Subject to Clause 16.09, for overtime hours worked on a regularly scheduled workday shall be paid at time and one-half (1 1/2) of their regular hourly salary for the first two (2) hours worked in excess of their regular daily hours and at double (2x) their regular hourly salary for hours worked in excess of two (2) hours;
- (b) Overtime hours worked on day(s) of rest shall be paid at time and onehalf (1 ½) of their regular hourly salary for all hours worked up to the equivalent of full normal daily hours and double time (2x) for additional hours worked thereafter.
- (c) For purposes of this subsection, authorized travel on Employer business shall be paid at applicable overtime rates except that an Employee shall not be compensated for travel spent proceeding to and from the usual place of work and residence.
- (d) Notwithstanding 16.04(c), an Employee who is required to attend a training course, seminar or other College-related business on their normal day of work shall be paid at straight time rates for the hours spent on training to a maximum of their normal daily hours of work for that period.
- (e) An Employee who is required to attend a training course, seminar or other College-related business on a regularly scheduled day of rest, shall be paid at applicable overtime rates for the hours spent on training to a maximum of their normal daily hours of work for that period.
- (f) An Employee who is required to attend a training course, seminar or other College-related business which necessitates travel outside of the area in which the Employee is employed shall be compensated at applicable overtime rates for the actual hours spent in travel provided such travel time is in excess of their normal daily hours of work
- Callback: An Employee who is called back to work one or more times within a two (2) hour period and works a total of two (2) hours or less, including travel time, shall be compensated at straight time for a minimum of three (3) hours. If the period worked on call back is in excess of two (2) hours, regular overtime rates and provisions will apply for the entire period.
 - Where overtime has been authorized by the Employer, a continuous and/or temporary Employee may, by mutual agreement with the Employer, be compensated with time off with pay (banked overtime) in place of overtime pay for those hours worked.
 - (a) Time off with pay is banked at the applicable overtime rate for each overtime hour worked.
 - (b) Overtime banks cannot exceed thirty (30) hours of banked time at any time (20 hours worked x 1.5=30 hours banked)

All accumulated time off shall be taken at a time that is mutually agreeable with the Employer and in accordance with the following schedule:

16.08

16.06

16.07

16.04

16

	(a)	Banked time off earned between January 1 to December 31 of any year must be taken by the end of that year.	
	(b)	Once the overtime is banked, it will not be paid out, however, where the banked time off cannot be taken in accordance with the above, the Employee will be paid the balance on the February 15 pay at the pay rate effect when the overtime was earned.	
	(c)	If either the Employee or the Employer ends the employment relationship all banked hours will be paid out.	
16.09		me pay and banked overtime shall be calculated to the nearest quarter $(1/4)$ and shall not be allowed twice for the same hours.	
16.10	Overtime pay shall be calculated from the annual salary rate in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.		
		ARTICLE 17 Shift Differential	
17.01	Where, because of operational requirements, an Employee is scheduled by the Employer to work shifts, that Employee shall receive two dollars and seventy-five cents ($$2.75$) per hour for working a shift where at least one-half ($1/2$) of the hours in such shift fall between 4:00 p.m. and 8:00 a.m.		
17.02	hours works shift d	e purposes of this Article, a shift refers to the daily equivalent of the normal of work as set out in Clause 14.01. A Wage or Part-time Employee who less than the daily equivalent of the normal hours of work shall be paid lifferential if the Employee works a minimum of four (4) hours within the l of 4:00 p.m. and 8:00 a.m.	
17.03	pay fo	time shall shift differential be included with the Employee's regular rate of or purposes of computing overtime payments, other premium payments, or mployee benefits.	
17.04		lifferential shall not be paid on any hours for which an Employee receives me compensation.	
		ARTICLE 18 Reporting Pay	
18.01	hourly	ge Employee shall be paid a minimum of three (3) hours pay at their rate when an expected work period is cancelled and the Employee was not ed of such cancellation on or before the day prior to the cancelled work l.	
18.02	withou	nployee who reports for a regularly scheduled shift and who is assigned, ut prior notification, to an alternate work shift commencing at a later time, eceive an additional three (3) hours pay at their hourly rate.	

ARTICLE 19 Weekend Premium

19.01

19.02

An Employee who works Saturdays or Sundays as part of their regularly scheduled work week, shall receive a weekend premium of two dollars and seventy-five cents (\$2.75) for each hour worked from 11:00 p.m. Friday to 7:00 a.m. Monday. The weekend premium shall not be paid to an Employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.

At no time shall weekend premium be included with the Employee's regular rate of pay for the purposes of computing overtime payments, other premium payments, or any Employee benefits.

ARTICLE 20

Workers' Compensation Supplement

- In accordance with the *Workers' Compensation Act*, when an Employee sustains an injury in the course of their duties with the Employer, the Employee and their supervisor shall report the injury to the Executive Director, Human Resources and Health & Safety. The Executive Director, Human Resources and Health & Safety shall record the date, time and nature of the injury on a form to be signed by the injured Employee. If the injury causes the Employee to be absent from work, the Employee and the Employer shall complete the required forms for Workers' Compensation. If the claim is approved by the Workers' Compensation Board, the Employee shall be paid their regular full salary during the period the Employee is required to remain off work up to eighty (80) consecutive work days, provided that the Employee has assigned to the Employer, the monies due to the Employee from the Workers' Compensation Board due to injury or accident.
- 20.02 If the Employee has not returned to work due to injury before the eighty (80) work day period has expired, the Employee shall then be paid according to the rate prescribed by the *Workers' Compensation Act*.
- 20.03 The eligibility period specified in Clause 20.01 shall not apply in the event of a recurrence of a disability due to a previously claimed injury, payable under this supplement, unless the Employee has not used the total eligibility period in which case the unexpended period of eligibility may be applied.
- 20.04 When a day designated as a paid holiday under Article 30 falls within a period of time an Employee is eligible to receive Workers' Compensation Supplement, it shall be counted as a day of Workers' Compensation Supplement, and under no circumstances shall an Employee receive any additional entitlement in respect of that day.
- 20.05 An Employee who is injured on the job during working hours and who is required to leave the job site for treatment, or is sent home as a result of such accident or injury, shall not suffer loss of pay for that day's work, regardless of the time of injury. That day shall not be deducted from the eligibility period specified in Clause 20.01.
- 20.06 The Parties agree that the Workers' Compensation Supplement is intended only for the purpose of protecting an Employee from loss of income while the Employee is unable to work because of injury

20.07 An Employee who receives Workers' Compensation benefits and who at the commencement of absence from work pursuant to Clause 20.01 is participating in the Employee Benefit Plans under Article 29 shall continue to be covered under these plans throughout the period the Employee is receiving Workers' Compensation benefits. Premium contributions shall continue to be paid by the Employer and the Employee according to Article 29.

ARTICLE 21

Forest Fire Operations, Flood Control and Pollution Control

21.01 An Employee employed temporarily in forest fire operations, flood control or pollution control shall not suffer a loss of salary or wages while so employed. Any reimbursements for salary or wages to the Employee (up to the amount of salary or wages received from the Employer) shall be paid to the Employer. The Employee may keep all monies paid to them for expenses and incidentals.

ARTICLE 22

Travel Expenses

- 22.01 Employees who incur travel expenses in the performance of authorized Employer business shall be reimbursed for those expenses in accordance with the Employer's Travel Expense, Hospitality, and Public Disclosure Policy.
- 22.02 The Employer agrees to consult with the Employee Management Advisory Committee prior to the alteration of the Travel Expense, Hospitality, and Public Disclosure Policy and the Travel and Transportation Procedure.

ARTICLE 23

Probationary Period and Trial Period

- 23.01 A person appointed to a position referred to in Schedule "A" with the Employer shall serve a probationary period.
- 23.02 An Employee who has previously been employed by the Employer may have such previous employment considered by the Employer as part of the probationary period.
- 23.03 The period of probation shall start on the date of commencement and shall be twelve (12) months. The period of probation may be extended by written agreement of the Union and the Employer.
- 23.04 On commencement of employment, a new Employee shall be provided with a copy of the position description or list of duties.
- 23.05 An Employee, while on probation, shall have an evaluation at approximately the sixth (6th) month of service.
- 23.06 An Employee who takes another position in the College will serve a trial period of six (6) months worked, in which to demonstrate the ability to fill the new position satisfactorily. During the trial period, if it is determined the Employee is unsuccessful, the Employee may either:
 - (a) Return to the Employee's former position, at the Employee's request; or
 - (b) Be returned to the Employee's former position at the Employer's discretion.

In the circumstance where the former position is unavailable, the Employer shall assign the Employee to a similar, vacant position consistent with the Employee's abilities and / or qualifications, which may not be the same position or in the same area occupied prior to the trial period. The rate of pay for such a position shall be equivalent to that of the Employee's former position.

ARTICLE 24 Disciplinary Action

24.01

24.02

When an Employee has been given a written reprimand, suspension, disciplinary demotion or is dismissed from employment, the Employee shall be informed in writing as to the reason(s) for such action. The Employee will be provided with a copy of all correspondence or written notices pertaining to their conduct or performance, which are placed on their personnel file.

An Employee who is to be interviewed with respect to disciplinary action as referred to in Clause 24.01, shall be notified of the time and place of the interview and if desired by the Employee, the Employee may arrange to be accompanied by a Union Representative or Union Steward of their choice. When a Union Steward requires time off from work to accompany an Employee to an interview pursuant to this Clause, the Union Steward must obtain prior approval from the Employer to be absent from work, and if approval is granted, leave without loss of pay will be allowed.

An Employee who has been subjected to disciplinary action may, after twentyfour (24) months of being actively at work from the date the disciplinary action was invoked, request that their personnel file be purged of any record of the disciplinary action. Such request will be granted providing:

- (a) the Employee's file does not contain any further record of disciplinary action during that twenty-four (24) months period; and
- (b) the disciplinary action is not the subject of an unresolved grievance.
- 24.03 The Employer will have an Employee's personnel file made available at the office of the Executive Director, Human Resources and Health & Safety or designate for the Employee to examine the Employee's file, upon a request for the same being made by the Employee, once in every year and as well in the event of a grievance. The Employee may request a representative of the Union to be present at the time of the examination.
- 24.04 The personnel file referred to in this Article is the personnel file of an Employee maintained by the Employer. Except as provided hereinafter this file shall contain copies of all documentation pertaining to the Employee. The Parties mutually agree that no information pertaining to interview records, reference checks, or confidential information related to a diagnosis or prognosis concerning Employee eligibility for General Illness and/or Long Term Disability shall be contained in this file.
- 24.05 When an Employee has grieved a disciplinary action and a Designated Officer has either allowed the grievance or reduced the penalty levied against the griever, the personnel file of the Employee shall be amended to reflect this action, provided that this action results in the abandonment of the grievance. Where the griever appeals the disciplinary action to arbitration, the personnel file of the Employee shall be amended to reflect the award of the arbitrator or Arbitration Board.

Subject to Article 25, an Employee may be dismissed, suspended, demoted or 24.06 given a written reprimand for just cause.

ARTICLE 25 Grievance Procedure

- 25.01 Definitions and Scope
 - (a) "Grievance" means a difference arising out of the interpretation, application, operation or any contravention or alleged contravention of this Collective Agreement or as to whether any such difference can be the subject of arbitration.
 - (b) "Policy Grievance" means a difference which seeks to enforce an obligation of the Employer to the Union, or the Union or its members to the Employer. A policy grievance shall not be an obligation that may or could have been subject of a grievance by an Employee.
 - Notwithstanding Sub-Clause 25.01(a), any complaint pertaining to a (c) classification or the classification process, or the evaluation of an Employee's preparation, shall not be considered a grievance for the purposes of this Article and shall not be subject to the grievance process.
 - (d) A complaint alleging harassment or discrimination may be presented as a grievance directly to Level 2.
 - (e) A complaint alleging unjust treatment or unfair working conditions may be presented as a grievance directly to Level 2, and a decision given at Level 2 shall be final and binding on the Parties and all interested persons.
 - (f) A grievance concerning the dismissal or termination of employment of a probationary Employee, or a grievance concerning a written reprimand, may be subject to the Grievance Procedure except that it shall not be a subject of arbitration at Level 3.
 - A grievance concerning the disciplinary dismissal of a Wage Employee (g) may be submitted at Level 2 but not at any other Levels of the Grievance Procedure. Such a grievance shall be submitted in writing and the decision given by the Designated Officer at Level 2 shall be final and binding on the Parties and all interested persons.
 - (h) "Days," when used in this Article, means calendar days.
- 25.02 Meetings during Grievance Procedure
 - A Union Steward shall not discuss a grievance, or leave the Employee's (a) place of work to investigate a grievance during working hours without first obtaining permission from their supervisor to do so.

(b) The Designated Officer or the aggrieved may request that a written grievance be discussed at Level 1 and/or Level 2 of the Grievance Procedure. A Union Representative or Union Steward shall be allowed to be present at these discussions, if desired by the griever. The griever's request for a discussion shall not be unreasonably denied. This discussion shall be recognized as the griever's opportunity to clarify the circumstances surrounding the Employee's grievance. When a request for discussion has been approved, leave with pay shall be allowed. However, the griever and any accompanying Union Steward shall obtain permission from their respective supervisors before leaving their respective workplace and immediately upon returning to their respective work places. Expenses incurred in attending the meeting may be claimed in accordance with the Employer's Finance Travel Expense, Hospitality and Public Disclosure Policy.

25.03 Grievance Process

The Executive Director, Human Resources and Health & Safety shall advise the Chapter Chair and the Union Representative (Membership Services Officer) of the name, title and mailing address of the Designated Officer for Levels 1 and 2 of this Grievance Procedure.

The Parties strongly encourage frank and thorough discussions to resolve differences, which might otherwise become formal grievances.

(a) Level 1

An Employee wishing to pursue a grievance, shall advise the Union to submit it in writing to the Designated Officer at Level 1 within fourteen (14) days of the date upon which the subject of the grievance occurred or the time the Employee first became aware of the subject of the grievance.

The Designated Officer shall reply in writing within fourteen (14) days of receipt of the grievance.

(b) Level 2

An Employee not satisfied with the reply at Level 1 shall, within fourteen (14) days of receipt of that decision, advise the Union to submit the Employee's grievance in writing to the Designated Officer at Level 2.

The Designated Officer at Level 2 shall reply in writing to the Employee within fourteen (14) days of receipt of the grievance at Level 2 and the Designated Officer shall submit a copy of the reply to the Union Representative (Membership Services Officer).

(c) Variance from Grievance Procedure

The level of commencement of a grievance may be varied up to and including Level 2 by written agreement between the Employer and the Union Representative (Membership Services Officer).

(d) Grievances involving Dismissal, Suspension without pay and Demotion shall be commenced at Level 2, unless otherwise agreed between the Parties pursuant to Sub-Clause 25.03(c) above.

(e) Policy Grievance

A Policy Grievance shall be submitted to the other Party within fourteen (14) days of the date upon which the alleged violation of the Collective Agreement has occurred, or within fourteen (14) days from the date upon which the aggrieved Party first became aware of the subject of the grievance.

Within thirty (30) days of filing a Policy Grievance, the Parties shall meet in an attempt to resolve the difference. Failure to resolve the Policy Grievance within thirty (30) days of filing shall entitle the aggrieved Party to advance the Policy Grievance to Level 3 within an additional fourteen (14) days.

04 Level 3 – Arbitration

- (a) If a settlement is not reached through the above proceedings, the Union (in the case of an Employee or Union grievance), and the Employer (in the case of an Employer grievance) may refer the grievance to arbitration by notice in writing that must be given within fourteen (14) days of receipt of the reply at the previous stage or level to which the grievance was advanced. Notice to the Employer shall be given to the President.
- (b) The submission of a grievance to arbitration shall be to an Arbitration Board of three (3) members, one (1) to be appointed by the Union, one (1) to be appointed by the Employer and a third (3rd), who shall act as Chairperson, to be mutually agreed upon by the other two (2), or to a single arbitrator, or to a mediator-arbitrator.
- (c) (i) The notice referred to in Sub-Clause 25.04(a) above, shall indicate which system of arbitration the Party wishes to follow, and state the name of its appointee to an Arbitration Board or suggest one or more names of persons it is willing to accept as a single arbitrator, or mediator-arbitrator, as the case may be;
 - Upon receipt of the notice referred to in Sub-Clause 25.04(a) above, (ii) the other Party shall respond within seven (7) days, indicating which system of arbitration it finds acceptable in respect to the grievance. If the other Party does not respond within the said seven (7) days, the grievance will be dealt with by an Arbitration Board. If it is not agreed that a single arbitrator or mediator-arbitrator shall be used, the other Party shall state the name of its appointee to an Arbitration Board. The Party initiating the submission of the grievance to arbitration under 25.04(c)(i) above shall then, within seven (7) days, state the name of its appointee to an Arbitration Board. If the other Party fails to appoint its nominee to an Arbitration Board within fourteen (14) days, its nominee will be appointed by the Chairperson of the Public Service Employee Relations Board upon request of the Party submitting the grievance to arbitration. If the other Party agrees to a single arbitrator or mediator-arbitrator, it shall suggest one or more names of persons it is willing to accept as arbitrator or mediator-arbitrator.

- (d) Where the Parties have submitted a grievance to a mediator-arbitrator, they shall request the mediator-arbitrator to mediate between them and to encourage them to resolve any difference or differences raised by the grievance. If the mediator-arbitrator determines that the Parties will not resolve their differences, then the mediator-arbitrator is empowered to determine any and all differences and to issue a written award concerning the same. The Parties agree that unless it is otherwise agreed between them, any resolution reached with the assistance of a mediator- arbitrator, or any determination made by a mediator-arbitrator shall not establish a precedent for any other grievance, difference or dispute.
- (e) A single arbitrator or mediator-arbitrator shall have all of the same powers as an Arbitration Board. In such cases, the Party referring the grievance to arbitration, shall, instead of submitting the name of its nominee, submit the name of the arbitrator it wishes to suggest to the other Party. If agreement cannot be reached on the appointment of a single arbitrator or upon the appointment of a mediator-arbitrator, within seven (7) days, an Arbitration Board will be appointed in accordance with the provisions above.
- (f) Each Party to this Collective Agreement shall bear its own costs of arbitration, including the costs of its appointees to the Arbitration Board. The Parties shall bear equally the costs of Arbitration Board Chairpersons, single arbitrator and mediator-arbitrator.
- (g) The Employer shall grant an Employee leave of absence with pay for the purpose of attending the arbitration of their grievance. Except where a dismissal of the Employee is upheld by the arbitration decision, an Employee may claim their expenses incurred in attending the arbitration of their grievance in accordance with the Employer's Travel Expense, Hospitality and Public Disclosure Policy.
- (h) The Employer shall grant leave of absence with pay to a witness appearing under notice to attend at arbitration proceedings.

Power of Boards of Arbitration

- (a) Arbitration Boards, single arbitrators and mediator-arbitrators are empowered to decide grievances between the Parties or persons bound by the Collective Agreement.
- (b) Arbitration Boards, single arbitrators and mediator-arbitrators shall not add to, alter, modify or amend any part of the terms of the Collective Agreement by their decision, nor make any decision inconsistent with it nor to deal with any other matter that is not a proper matter for grievance under the Collective Agreement.
- (c) Arbitration Boards, single arbitrators and mediator-arbitrators shall confine their decisions solely to the precise issue submitted to them and shall have no authority to make a decision on any other issue not so submitted.
- (d) When disciplinary action against an Employee is involved, the Arbitration Board, single arbitrators or mediator-arbitrators may vary the penalty as is considered just and reasonable under the circumstances.

(e) Where a grievance is heard by a three (3) member board, the decision of a majority of the members is the decision of the Arbitration Board, but if there is no majority, a decision of the Chairperson governs and their decision is the decision of the Arbitration Board.

25.06 Arbitration Decisions

Arbitration decisions shall be final and binding on the Parties and all other interested persons.

25.07 Procedures and Time Limits

- (a) Time limits and procedures contained in this grievance procedure are mandatory. Failure to pursue a grievance within the prescribed time limits and in accordance with the prescribed procedures shall result in abandonment of the grievance. Failure to reply to a grievance in a timely fashion shall advance the grievance to the next level. Grievances so advanced shall be subject to time limits as if a reply had been made on the last allowable day of the preceding level in the procedure.
- (b) Time limits in this Article may be extended by written agreement between the Employer and the Union Representative (Membership Services Officer).
- (c) Service of Documents

If anything is required or permitted to be served under this Collective Agreement, it shall be deemed to be properly served if it is served:

- (i) in the case of an individual:
 - (a) personally or by leaving it for the individual at their last or most usual place of abode with some person who is apparently at least eighteen (18) years old; or
 - (b) by mailing it to the individual by registered or certified mail at the individual's last known post office address; or
 - (c) personally by a receipted courier service; or
 - (d) via e-mail attachment.
- (ii) in the case of the Employer:
 - (a) personally on the President; or
 - (b) by leaving it at or by sending it by registered or certified mail to the office of the President; or
 - (c) personally on the President by a receipted courier service; or
 - (d) via e-mail attachment to the President.
- (iii) in the case of the Union:
 - (a) personally on the President, Secretary or an officer of the Union or by leaving it at an office occupied by the Union; or
 - (b) by sending it by registered or certified mail to the address of the President, Secretary or an officer of the Union; or
 - (c) personally on the President, Secretary or an officer of the Union by a receipted courier service; or

- (d) via e-mail attachment to the President, Secretary, or an officer of the Union.
- (iv) The date of delivery establishes the date of receipt for documents that are served personally.
- (v) Documents that are mailed by registered or certified mail shall be deemed to have been received on the date they are registered or certified with Canada Post.
- (vi) Procedures as stipulated in this Article may be varied by written agreement of the Parties.

ARTICLE 26

Wellness Leave and Modifier

"Wellness Leave" is a casual illness or special leave which causes a salaried Employee to be absent from duty for a period of three (3) consecutive days or less. An Employee in their first and in each subsequent year of employment shall be eligible for an annual maximum of twenty (20) workdays of wellness leave.

- (a) The limit of three (3) consecutive days shall not be exceeded. However, the Executive Director, Human Resources and Health & Safety may approve an extension for family illness, bereavement and travel time for family illness or bereavement.
- (b) In the case of bereavement leave, additional Wellness Leave may be approved by the President when twenty (20) days Wellness Leave has already been utilized.
- (c) Each day or portion of a day of Wellness Leave used, within a year of service, shall be deducted from the remaining Wellness Leave entitlement for that year of service. An employee starting or terminating employment during the year shall receive the Wellness Modifier on a pro-rated basis of 0.8333 days per pay period.
- (d) Any unused Wellness Leve as of August 31st of each year will not carry over.
- (e) The renewal date is September 1.

A salaried Employee shall receive a Wellness Modifier of one percent (1%) of their annual salary, less deductions for Wellness Leave, in December of each year.

- (a) Deductions for less than one half (1/2) a day are processed on a prorated basis.
- If an Employee takes Wellness Leave, the Employee shall make every reasonable effort to communicate in advance with the Employee's immediate supervisor about the absence. Leave shall normally be approved except where operational difficulties may arise, in which case an alternate date shall be agreed upon. Some examples of operational difficulties include but are not limited to; scheduled meetings, peak periods, emergency situations, and insufficient coverage on busy days.
 - (a) Wellness Leave may only be combined with an Employee's annual vacation leave when the Employee does not have sufficient annual vacation remaining to take.

26.01

26.02

26.03

- (b) "Combine" means to add a maximum of three (3) consecutive days to the end of the vacation period.
- (c) Wellness Leave must be taken for illness leave and prior to taking General Illness Leave.
- (d) Subject to Clause 26.03, examples of circumstances under which Special Leave may be approved include, but are not limited to, bereavement and travel for bereavement, illness or medical appointments within the immediate family; attending to emergency situations; accidents; moving of household effects; birth or adoption proceedings of an Employee's child.
- (e) An Employee shall earn wellness leave during the first forty-five (45) consecutive workdays while on general illness or Worker's Compensation Supplement.

ARTICLE 27 General Illness

- "General Illness" means an illness which causes an Employee to be absent from duty for a period of more than three (3) consecutive work days but General Illness shall not exceed:
 - (a) seventy-seven (77) consecutive work days; or
 - (b) where the Employer approves part-time absences and part-time use of general illness, the seventy-seven (77) work days of leave will be converted to the equivalent number of hours and administered accordingly.

General Illness Leave shall be in addition to any Wellness Leave entitlements specified in Article 26.

- 27.02 Provided the Employee is not then absent from work due to illness, pursuant to Clause 27.01, the Employee at the commencement of each year of employment shall be entitled to General Illness Leave at the specified rates of pay in accordance with the following Sub-Clauses, and the application of such General Illness Leave shall be as set out in accordance with Clause 27.03:
 - (a) Illness commencing in the first (1st) month within the first (1st) year of employment; no salary for each of the first (1st) ten (10) work days of illness and thereafter seventy percent (70%) of normal salary for sixty- seven (67) work days of illness.
 - (b) Illness commencing in the first (1st) year of employment, but following the first (1st) month of employment; one hundred percent (100%) of normal salary for each of the first ten (10) work days of illness and seventy percent (70%) of normal salary for each of the next sixty-seven (67) work days of illness.
 - (c) Illness commencing in the second (2nd) year of employment, one hundred percent (100%) of normal salary for each of the first fifteen (15) work days of illness and seventy percent (70%) of normal salary for each of the next sixty-two (62) work days of illness.
 - (d) Illness commencing in the third (3rd) year of employment; one hundred percent (100%) of normal salary for each of the first twenty-five (25) work days of illness and seventy percent (70%) of normal salary for each of the next fifty-two (52) work days of illness.

27.01

27

- (e) Illness commencing in the fourth (4th) year of employment; one hundred percent (100%) of normal salary for each of the first thirty-five (35) work days of illness and seventy percent (70%) of normal salary for each of the next forty-two (42) work days of illness.
- (f) Illness commencing in the fifth (5th) year of employment; one hundred percent (100%) of normal salary for each of the first forty-five (45) work days of illness and seventy percent (70%) of normal salary for each of the next thirty-two (32) work days of illness.
- (g) Illness commencing in the sixth (6th) to tenth (10th) year of employment; one hundred percent (100%) of normal salary for each of the first sixty (60) work days of illness and seventy percent (70%) of normal salary for each of the next seventeen (17) work days of illness.
- (h) Illness commencing in the eleventh (11th) or subsequent years of employment; one hundred percent (100%) of normal salary for each of the first sixty-five (65) work days of illness and seventy percent (70%) of normal salary for each of the next twelve (12) work days of illness.
- (i) For the purpose of Clause 27.02 "employment" includes salaried employment and also any prior employment on wages provided that there is no break in service.
- (a) Subject to Sub-Clause 27.03(b), an Employee upon return to active work after a period of general illness of less than seventy-seven (77) consecutive work days will have:
 - (i) general illness entitlements reinstated pursuant to Clause 27.02 when the Employee returns to work in the next year of employment; or,
 - (ii) any general illness days used for which normal salary was paid at the rate of one hundred percent (100%) or seventy percent (70%) reinstated for future use at the rate of seventy percent (70%) of normal salary, within the same year of employment.
- (b) Such reinstatement shall only occur where an Employee has not taken any general illness leave for the same or related illness during the first ten (10) consecutive workdays (seventy-two point five (72.5)/eighty (80) hours or the regular scheduled hours based on the Employee's position) following the date of return to active work.
- 27.04 For purposes of this Article, the maximum period of continuous absence recognized shall be seventy-seven (77) consecutive work days. Absences due to illness or disability in excess of that period shall be subject to Article 29.
- 27.05 Notwithstanding Clause 27.02, an Employee is not eligible to receive general illness benefits under this Article if the absence is due to an injury from employment of any other Employer that qualifies for Workers' Compensation benefits.
- 27.06 When a day designated as a Paid Holiday under Article 30 falls within a period of general illness it shall be counted as a day of general illness and under no circumstances shall an Employee receive any additional entitlement in respect of that day.

- 27.07 The Employer recognizes that alcoholism, drug addiction and mental illness are illnesses, which can respond to therapy and treatment and that absence from duty because of therapy or treatment is deemed to be illness.
- 27.08 This Article is subject to Article 28.

ARTICLE 28 Proof of Illness

28.01 To obtain General Illness leave benefits as described in Article 27, the Employee is required to provide a proper original medical certificate or other satisfactory proof of illness. If the Employee is charged a fee for Northern Lakes College's medical certificate, the cost of the fee to a maximum of forty dollars (\$40) shall be reimbursed by the Employer.

- (a) The Employer may require that an Employee be examined by a Medical Board:
 - (i) in the case of prolonged or frequent absence due to illness; or
 - (ii) where there is indication of apparent misuse of general illness leave; or
 - (iii) when it is considered that an Employee is unable to satisfactorily perform their duties due to disability or illness.
- (b) The report of the Medical Board shall contain conclusions and recommendations relating to any limitation or restrictions concerning the Employee's ability to perform the duties of their position and the medical information leading to those conclusions.
- (c) The Employer is responsible for the direct medical costs associated with the examination provided for in Sub-Clause 28.02(a).
- 28.03 Pursuant to Clause 28.02, an Employee shall be entitled to have their personal physician or other physician of their choice to be a member of the Medical Board or to act as their counsel before the Medical Board. Expenses incurred under this Clause shall be paid by the Employer. A copy of the report of the Medical Board shall be sent to the Employee's physician.
- 28.04 The Employer may require that an Employee undergo a medical examination or a medical interview and when such examination or interview is for purposes other than meeting the requirements of Clauses 27.01 and 27.02 the examination or interview shall be at the Employer's expense and on the Employer's time.
- 28.05 Where an Employee has been examined by a Medical Board and is also applying for LTD benefits, a copy of the medical report may be considered as part of the Employee's application depending on the application rules of the LTD provider.
- 28.06 The Parties agree that General Illness benefits as provided in Article 27 are intended only for the purpose of protecting an Employee from loss of income when the Employee is ill.

ARTICLE 29 Employee Benefit Plans

29.01

Cost-sharing between the Employer and the Employees shall remain at the overall cost-sharing proportions, and with comparable benefits, as referenced in the Northern Lakes College Flexible Benefits Plan. The cost-sharing, in aggregate, is sixty-one percent (61%) Employer and thirty-nine percent (39%) by all eligible Employees.

ARTICLE 30 Paid Holidays

30.01	Emplo	oyees are entitled to or	ne day's paid leave for each of the following holidays:	
	(a)	New Year's Day	Canada Day	
		Civic Holiday	Labour Day	
æ		Family Day	Thanksgiving Day	
		Good Friday	Remembrance Day	
		Easter Monday	Christmas Leave	
		Victoria Day		
30.02	The Christmas Leave shall be observed on December 24, 25, 26, 27, 28, 29, 30 and 31.			
30.03		livic Holiday as spec ay in August.	ified in Clause 30.01, shall be observed on the first	
30.04	work	When a day designated as a holiday under Clause 30.01 falls during an Employee's work week and an Employee is not required to work, the Employee shall be granted holiday leave on that day.		
30.05	30.01 f not re	cept for Christmas Leave, when a day designated as a holiday under Clause 01 falls on an Employee's regularly scheduled day of rest, and the Employee is t required to work, the Employee shall be granted holiday leave on the day served as the holiday and the day of rest shall be rescheduled.		
30.06		an Employee works byee shall elect to rece	on one of the holidays listed in Clause 30.01, the ive either:	
	(a)		plus time and one-half $(1 \ 1/2x)$ for all hours worked t of full normal daily hours and double (2x) time for rked thereafter; or	
	(b)	worked up to the ed	alar salary, time and one-half $(1 \ 1/2x)$ for all hours quivalent of full normal daily hours and double time burs worked thereafter, plus a day off in lieu with pay.	
30.07	emplo mutua month schedu	yed in continuous op ally agreeable to the is or paid out in cas	granted under Sub-Clause 30.06(b) Employees not berations shall have the day off scheduled at a time Employee and Employer within the next three (3) sh at the expiration of the three (3) months. Once ays off shall not be rescheduled except by mutual and the Employer.	

- 30.08 Except as provided in Clause 30.09, when a day off in lieu is granted under Sub-Clause 30.06(b) Employees employed in continuous operations shall have the opportunity to elect to have the day off scheduled in conjunction with their regularly scheduled days of rest, or to take these days in conjunction with their next annual vacation and administered in accordance with Clause 31.06. The day off shall be scheduled at a time mutually agreeable to the Employee and Employer, not later than December 31st of each year. Once scheduled, the alternate days off shall not be rescheduled except by mutual agreement of the Employee and the Employer.
- 30.09 Clause 30.08 shall not apply to Employees in continuous operations where the alternate days off are included in the Employee's shift schedule.
- 30.10 Authorized travel on Employer business on a paid holiday shall be compensated at overtime rates.

ARTICLE 31 Annual Vacation Leave

- 31.01 An Employee shall not take vacation leave without prior authorization from the Employer.
- 31.02 Vacation entitlements with pay, shall be as follows:

- (a) Less than twelve (12) calendar months' service: one point two five (1.25) days/month.
- (b) After twelve (12) calendar months' service: fifteen (15) working days/year, or one point two five (1.25) days/month.
- (c) After five (5) years' service: twenty (20) working days/year, or one point six seven (1.67) days/month.
- (d) After thirteen (13) years' service: twenty-five (25) working days/year, or two point zero eight (2.08) days/month.
- (e) After twenty-one (21) years' service: thirty (30) working days/year, or two point five (2.5) days/month.
- (f) After thirty (30) years' service: thirty-five (35) working days/year, or two point nine two (2.92) days/month.
- 31.03 All calculations which result in one-quarter (1/4) or three-quarters (3/4) work day fractions shall be rounded out to the next half (1/2) or full (1) day, whichever applies, except when vacation pay is paid out upon termination pursuant to Clause 31.06(e).
- 31.04 If one or more paid holidays falls during an Employee's annual vacation period, another day or days may be added at the end of the vacation period or at a time authorized by the Employer.
- 31.05 An Employee shall earn vacation leave pursuant to Clause 31.02 when authorized, during the first forty-five (45) consecutive work days of general illness or absence during Workers' Compensation Supplement.
 - (a) Vacation leave may be taken in one continuous period or in separate periods;
 - (b) Vacation leave shall be taken at such time or times as may be approved by the Employer, subject to operational requirements;

	(c)	An eligible Employee shall take the minimum vacation entitlement each year as prescribed by the Employment Standards Code. Human Resources can provide the details of that entitlement;
	(d)	Once vacations are authorized they shall not be changed, other than in cases of emergency, except by mutual agreement;
	(e)	An Employee shall not be paid cash in lieu of vacation earned, except upon termination in which case the Employee shall receive vacation pay in lieu of vacation leave which is prorated and accrued to the date of termination.
31.07	perioo additi	e an Employee is allowed to take any leave of absence, in conjunction with a d of vacation leave, the vacation leave shall be deemed to precede the ional leave of absence, except in the case of general illness or maternity leave a may be authorized before or after vacation leave.
31.08	vacati	mployee who fails to return to work following the last day of authorized ion leave shall be considered to have absented themselves from employment he provisions of Clause 11.06 shall apply.
31.09	reque	Employer shall make every reasonable effort to grant an Employee, upon st, at least two (2) weeks of their annual vacation entitlement during the hs of May through September.
31.10		mployee whose accumulated vacation entitlement on August 31 is greater heir annual vacation entitlement shall either:
	(a)	use sufficient leave that the accumulated vacation entitlement at December 31 does not exceed the annual vacation entitlement, or
	(b)	enter into a mutually binding commitment with the Employer such that

(b) enter into a mutually binding commitment with the Employer such that the uncommitted balance of accumulated vacation entitlement at December 31 does not exceed the annual vacation entitlement.

ARTICLE 32

Compassionate Leave

- 32.01 Leave of absence without pay on compassionate grounds will be available to Employees under the following conditions:
 - (a) the leave is available to an Employee who has to be absent from work in order to provide care or support to a gravely ill family member;
 - (b) the leave must be applied for and approved by the Executive Director, Human Resources and Health & Safety prior to the commencement of any leave and cannot be unreasonably denied;
 - (c) in order to qualify for this leave, the Employee must meet the criteria as set out in the Employment Standards Code;
 - (d) this leave may extend for a period of up to the maximum period under the Employment Standards Code;
 - (e) Employees are to make application to the attention of the Executive Director, Human Resources and Health & Safety as far in advance of the proposed commencement of the leave as is reasonably possible;
 - (f) for purposes of this article, family member shall mean those listed under the Employment Standards Code

	ARTICLE 33 Maternity/Parental/Adoption Leave
33.01	Leave without pay for Maternity, Parental, or Adoption leave shall be authorized if:
	(a) at least six (6) weeks written notice is given;
	(b) the Employee has completed or will have completed at least ninety (90) days of continuous employment with the Employer.
33.02	Birth mothers can take up to seventy-eight (78) consecutive weeks of unpaid job- protected leave. This will be made up of sixteen (16) weeks maternity leave and sixty-two (62) weeks of parental leave. The other parent and/or adoptive parents are eligible for up to sixty-two (62) weeks of unpaid, job-protected parental leave. Parental leave may be taken by one parent or shared between them but the total leave cannot exceed sixty-two (62) weeks.
33.03	An Employee who at the commencement of the leave is participating in the Colleges Consortium Benefits Program, may continue to be covered under the plan during the entire leave, in which case the Employer and the Employee shall continue to pay their respective portions of the applicable premium costs of the plans. Failure by the Employee to pay the Employee portion of the premiums as required shall result in cancellation of coverage for the remainder of the leave.
33.04	An Employee who returns from the leave authorized pursuant to subsection 33.01 shall be returned to their former position or provided with alternate work of a comparable nature at not less than the same salary that had accrued to them prior to the leave and at the same level of benefits.
33.05	An Employee who has completed ninety (90) days of continuous service and resigns for maternity reasons and who is re-employed in any capacity within six (6) months from the date of their resignation shall be considered to have been on leave without pay.
33.06	A pregnant Employee who presents medical evidence from their physician which satisfies the Employer that continued employment in their present position may be hazardous to themselves or to their unborn child, may request a transfer to a more suitable position if one is available.
33.07	Notwithstanding any date initially selected for the start of maternity leave, if the Employee subsequently indicates in writing that the Employee is no longer able to carry out their full normal duties, they may commence their maternity leave any time within thirteen (13) weeks of the estimated date of delivery.
33.08	Notwithstanding any of the other provisions in this section, if during the thirteen (13) week period immediately preceding the estimated date of delivery the pregnancy of an Employee interferes with the performance of their duties, the Employer may require that they proceed on maternity leave by notifying the Employee in writing.
33.09	Notwithstanding any other provisions of this Section, a Continuous Employee who has completed one (1) year of continuous service will be eligible for Supplemental Top Up. Eligible Employees on maternity, parental or adoption leave must apply for Employment Insurance benefits, and when approved, must submit to the Employer proof of Employment Insurance benefits in order to be paid the Supplemental Top Up. The Supplemental Top Up will be paid for the first fifteen (15) weeks following the waiting period of the approved Employment Insurance benefits. The Employer will top up the Employee's salary to 100%.

.

33.10 The Employee on leave pursuant to this section shall be required to give the Employer a minimum of four (4) weeks' notice of their intention to "return to/not return to" the workplace on the date agreed upon. Such notice shall be in writing.

ARTICLE 34 Court Leave

34.01 When an Employee:

- (a) is summoned or subpoenaed as a witness or as a defendant to appear in court on behalf of the Employer to give evidence or to produce Employer records, or
- (b) Is required to serve as a juror under the *Jury Act*,

The Employee shall be allowed leave with pay, but any monies received by the Employee shall be paid to the Employer.

- 34.02 When an Employee is subpoenaed as a witness in their private capacity:
 - (a) at a location within the Province of Alberta, the Employee may be allowed leave with pay if authorized by the Employer, but any monies receivable by the Employee shall be paid to the Employer;
 - (b) at a location outside the Province of Alberta, the Employee be allowed leave with pay if authorized by the Employer, but any monies receivable by the Employee shall be paid to the Employer.

ARTICLE 35

Employment Insurance Premium Reduction or Rebate

- 35.01 The Employer shall retain the full amount of any premium reduction or rebate allowable on employment insurance by the Employment Insurance Commission which is granted as a result of the benefits covering Employees to which this Collective Agreement applies.
- 35.02 The premium reduction or rebate referred to in Clause 35.01 shall be recognized as the Employee's contribution towards the benefits provided.
- 35.03 The Employer will inform the Chairperson of AUPE Local 071/009, in writing, annually of the amount of the premium reduction or rebate granted by Service Canada.

ARTICLE 36 Health and Safety

- 36.01 The Employer will maintain a Joint Occupational Health and Safety Committee composed of:
 - (a) Up to six (6) Employer representatives to be appointed by the President;
 - (b) Up to six (6) Union representatives to be appointed by the Union;
 - (c) Up to six (6) Faculty Association representatives to be appointed by the Faculty Association;
 - (d) The Parties may each appoint a total of two (2) alternate members to serve in the absence of a regular Health and Safety representation;

- (e) There will be two (2) Co-Chairs, one (1) chosen by the employer members and the other chosen by the worker members.
- 36.02 If any concerns arise with respect to the Occupational Health and Safety Act or its regulations or other legislation pertaining to workplace safety, they shall be referred to the Joint Operational Health and Safety Committee for resolution and not by way of the grievance procedure.
- 36.03 Each Employee and each Supervisor shall take reasonable care for the protection of public and Employee health and safety in the operation of equipment and the storage or handling of materials and substances, as required by the Occupational Health and Safety Act.
- 36.04 An Employee shall immediately notify their Supervisor when the Employee has an accident at a work site that results in injury or that had the potential of causing serious injury as defined in the Occupational Health and Safety Act. An Employee who becomes aware of a health and safety concern at their work site shall immediately notify their Supervisor.
- 36.05 The Employer shall notify the President of the Union or their designate or one (1) of the Co-Chairs of Joint Occupational Health and Safety Committee immediately after they are made aware of the occurrence of a serious injury or an accident that had the potential of causing serious injury to an Employee at a work site.
- 36.06 The Employer shall provide the Union with statistical information regarding occupational injuries and illnesses sustained by Employees as reported to and accepted by the Workers' Compensation Board.

ARTICLE 37

Leave Without Pay

- 37.01 An Employee may request a leave without pay. To be considered, the request must normally be submitted at least four (4) weeks in advance of the anticipated date of commencement of the leave. Where operational requirements permit and upon approval of the President and or their designate, the leave without pay shall be granted.
- 37.02 An Employee who, at the commencement of a leave without pay is participating in the Employee Benefit Plans under Article 29, may continue to be covered under these Plans throughout the total period the Employee is on a leave without pay, provided the Employee pays both the Employer and the Employee contributions for the benefit plans. Failure by the Employee to pay those contributions shall result in cancellation of coverage for the remainder of the leave under the benefit plans.

ARTICLE 38

Employee Management Advisory Committee

- 38.01 The Parties agree to establish an Employee Management Advisory Committee (EMAC) to discuss matters of mutual interest related to Employees and the Employer.
- 38.02 EMAC shall meet on a regular monthly basis and shall be composed of:
 - (a) Up to two (2) Employer representatives to be appointed by the President,
 - (b) Up to two (2) Union representatives to be appointed by the Union,

- (c) Up to two (2) Faculty Association representatives to be appointed by the Faculty Association,
- (d) The Parties may each appoint an alternate to serve in the absence of a regular member.
- (e) The Parties shall each appoint a Co-Chairperson.

The objectives of EMAC are:

- (a) To promote and maintain effective communication and consultation in the areas of;
 - (i) working conditions;
 - (ii) **Employee Benefits Plans;**
 - (iii) policies and procedures;
 - (iv)Employee development;
 - (v) suggestions for improved effectiveness and efficiency;
 - (vi) proposed operational changes;
 - (vii) administration of the terms and conditions of employment; and
 - (viii) other matters as agreed to mutually by the Parties.
- (b) It is agreed that EMAC 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; and
 - (iii) terms and conditions of employment under negotiation.
- (c) Except where authority to make a specific decision has been delegated to EMAC, EMAC is advisory only and not a decision making body. However, if a decision would be mutually beneficial to all Parties, it should be implemented.
- (d) Individuals who are Employees but not EMAC members may make presentations and participate at meetings with the agreement of the Cochairs and providing written notice is given to the Co-chairs three (3) full work days in advance of setting the agenda. Subjects to be discussed should previously be entered on the agenda. EMAC may adopt further Terms of Reference with the consent of all members.
- (e) Minutes of each meeting will be kept. The minutes shall be subject to the approval of both Parties and, upon approval of the Parties, the approved minutes will be made available.

ARTICLE 39

Protective Clothing, Supplies and Equipment

- 39.01 The Employer shall provide, maintain, replace and clean protective clothing where the Employer determines the foregoing is required.
- 39.02 Protective clothing and safety equipment shall be supplied by the Employer as required by appropriate Acts and Legislation.

38.03

- 39.03 All uniforms, clothing, and equipment supplied by the Employer, shall remain the property of the Employer.
- 39.04 The Employer shall make available to all staff the supplies and equipment deemed by the Employer to be necessary to the performance of their duties.

ARTICLE 40 Medical Examinations

40.01 Where the Employer requires an Employee to undergo compulsory medical examinations, the cost of such examinations shall be paid by the Employer. This Article does not apply to proof of illness as required under Article 28.

ARTICLE 41 Classification and Pay

- 41.01 Salaries shall be applicable to the Employee Classification defined in Schedule "A". Such salaries shall be according to the salary grids attached in Schedule 10A, 10B & 10C.
 - (a) Employees may access up to three (3) education steps; a formal education step, and a second (2nd) education step or a third (3rd) education step.
 - (b) To be recognized for an education step, learning must be generally related to the requirements of the position.
 - (c) The full range of education steps are:
 - (i) No high school diploma;
 - (ii) High school diploma or equivalency;
 - (iii) College Certificate, one (1) year of university or equivalency;
 - (iv) College diploma, or two (2) years of university, or Journeyman Trades Certificate, or equivalency;
 - (v) Applied degree, three (3) year undergraduate degree, three (3) years of university or equivalency;
 - (vi) Four (4) year undergraduate degree or three (3) year undergraduate degree plus one (1) full additional year of university in a related program;
 - (vii) Graduate diploma or five (5) years of university (must have undergraduate degree), or four (4) year undergraduate degree plus two (2) year college diploma, or two (2) undergraduate degrees representing five (5) years of university;
 - (viii) Graduate degree or graduate diploma and after-degree study representing six (6) years of university. (Must have undergraduate degree and graduate degree or diploma);
 - (ix) Graduate degree and one (1) year of after-graduate degree study representing seven (7) years of university study.
- 41.02 The President will establish a range of up to three (3) education steps for each classification listed in Schedule "A". Calculation for each education step will be based on an Employee's annual salary.

- (a) An Employee at the formal education step will be paid at the appropriate pay step on the salary grid;
- (b) An Employee at the second (2nd) education step will be paid two percent (2%) more than the rates of pay for the formal education step;
- (c) An Employee at the third (3rd) education step will be paid four percent (4%) more than the rates of pay for the formal education step;
- 41.03 The President will consult with the Employee Management Advisory Committee prior to designating a maximum education step for a new classification beyond which credit for salary purposes shall not be allowed. Such maximum designation shall be made known to applicants and the Committee.
- 41.04 The Executive Director, Human Resources and Health & Safety or designate shall evaluate each Employee's education and place them on the appropriate education step.
- 41.05 An Employee may appeal the decision of the Executive Director, Human Resources and Health & Safety to the President or designate.

ARTICLE 42

Professional and Personal Development Fund

- 42.01 All Employees of the Employer play a valuable role in insuring the continuing viability of the Employer on an on-going basis. In recognition of this role a Professional and Personal Development Fund, administered by the Chapter's Professional and Personal Development Fund Committee (PPDFC), will be available to Employees.
- 42.02 On June 30 of each year, the Employer will contribute forty-five thousand dollars (\$45,000) to the Professional and Personal Development Fund as its contribution under this Article.
- 42.03 The Chapter's PPDFC shall administer the fund under the following guidelines:
 - (a) Money in the fund is intended solely for short and long term Professional and Personal Development;
 - (b) Professional and Personal Development does not include Union training or business;
 - (c) Funds are to be used in compliance with Canada Revenue Agency's regulations. Personal Development training/courses taken mainly for the Employee's benefit are a taxable benefit. Professional Development training/courses taken to maintain or upgrade current or future employment related skills are not a taxable benefit;
 - (d) An Annual Report of fund activity will be provided to the Employer by January 1st for the previous calendar year.

ARTICLE 43 Isolation Modifier

43.01

An Employee who works and lives in an isolated locale, approved by the President, shall receive a salary modifier of two hundred and fifty-five dollars (\$255.00) a month.

43.02	An Employee who works and lives in an "extreme isolated locale", as approved by the President, will receive an additional salary modifier equal to the amount in Clause 43.01.
	ARTICLE 44 Classification Appeal
44.01	A classification review request may be made to Manager, Employee and Labour Relations, on an annual basis, subsequent to the Employee Performance Plan and Appraisal, including review of the employee's job duties and position description, where an Employee or the Employee's supervisor does not feel the Employee is correctly classified based on material changes that have been made to the position duties and/or position description.
44.02	The classification review request shall be made in writing to the Manager, Employee and Labour Relations for reclassification along with a new completed Job Description. The Manager, Employee and Labour Relations will make a decision within sixty (60) days following receipt of request. Any decision resulting in a change in classification for an Employee will be effective the date of the decision with no retroactivity. An Employee who receives no response, or is not satisfied with the decision of the Manager, Employee and Labour Relations in regard to a classification may file an appeal under Clause 44.02.
44.03	An Employee wishing to appeal a classification decision pursuant to Clause 44.02 shall submit a request in writing to the Executive Director, Human Resources and Health & Safety within fifteen (15) work days.
44.05	The Executive Director, Human Resources and Health & Safety shall select one (1) member of management to act on the Appeal Board and request the Union Representative to appoint a member to the Appeal Board. The two persons selected to act as members of the Appeal Board shall select a third person to act as a member and Chairperson within ten (10) work days of the date the second (2 nd) person is appointed.
	Where the two (2) persons selected as members of the Appeal Board fail to agree on the selection of a Chairperson, the Executive Director, Human Resources and Health & Safety shall appoint a person from outside of the College to act as Chairperson. The Parties to the Collective Agreement shall share equally the expenses of the Chairperson.
44.06	The Appeal Board may call upon records and interview such persons concerned as it sees fit and render a decision within twenty (20) days of the appointment of the last member to the Appeal Board. The decision of the Appeal Board shall be final and binding. The Employee may be represented by a Union Representative at the Board hearing.
44.07	The persons concerned shall be advised within ten (10) work days of the decision of the Appeal Board.
44.08	Notwithstanding any of the foregoing, the Appeal Board may not create, delete, or alter classes or class specifications.
44.09	The Employer agrees to provide a copy of the current Job Evaluation Plan Handbook along with any subsequent amendments to the Chapter Chair.

ARTICLE 45 Northern Allowance Pay

45.01 An Employee who lives and works at a location north of the 57th parallel of north latitude in the Province of Alberta shall be paid in addition to their basic salary, a Northern Allowance of two hundred and ninety dollars (\$290.00) for each month served.

45.02

For partial months of employment an Employee eligible for Northern Allowance pursuant to Clause 45.01 shall receive payment in accordance with the following formula:

Monthly Northern Allowance	÷	Number (#) of work days in the month	×	Number (#) of days worked in that month
----------------------------------	---	--	---	---

Example: = \$290.00 \div 22 work days \times 18 days worked

= \$237.27

45.03 An Employee not residing in the Northern Area specified in Clause 45.01, who is on travel status or is in receipt of any subsistence allowance will not be eligible for Northern Allowance Pay.

ARTICLE 46 Market Modifier

- 46.01 Where it is deemed that, as a result of market conditions positions will be hard to recruit to, there may be a need to pay salary above the rates in the salary grid.
- 46.02 The President, in consultation with the Union, may consider a market adjustment supported by appropriate market research. The President may then deem a market adjustment for a specific period of time to be reviewed on an annual basis.
- 46.03 If the modifier is to be reduced or removed, the Employer shall give the Union and the Employee three (3) months notice.
- 46.04 Human Resources will monitor market adjustments and provide information to the Union as to how often the market modifier is used and under what conditions.

ARTICLE 47

Northern Travel Benefit

47.01 Employees living and working in areas defined by the Canada Revenue Agency (CRA) as designated areas for Northern Travel Benefit shall have three thousand seven hundred fifty dollars (\$3,750) of the annual salary considered to be paid as Travel Assistance Benefit and shall be indicated as such in the appropriate box in the annual T4 slip. The provision of this benefit shall in no way add to the cost of salary or benefits to the Employer and shall be in accordance with the provisions set by the CRA.

ARTICLE 48 Job Opportunities

- 48.01 In filling positions due to vacancies, appointments will be made on the basis of education qualifications, experience, relevant job qualification, and personal suitability.
- 48.02 In applying Clause 48.01, where two or more candidates are considered to be equal, internal candidates will be given preference.
- 48.03 All available job opportunities will be emailed to all staff by Human Resources a minimum of five (5) working days prior to the closing date for application(s) being submitted to the job opportunity.
- 48.04 Internal applicants will be notified by Human Resources if they are not screened into a competition.
- 48.05 Any Internal applicants who were interviewed for a job opportunity and were not successful will receive notification from either the panel chair or Human Resources to advise them.
- 48.06 An Internal applicant who is successful in the competition will be contacted by Human Resources.
- 48.07 If a continuous Employee fills a position on a temporary basis for a set term up to twenty-four (24) months, their continuous status is retained and they may be returned to their former position at their previous rate of pay.
- 48.08 Where circumstances require the Employer to fill a vacancy prior to the posting of the vacancy and/or prior to the conclusion of a formal competition, the Employer may fill the position on a temporary basis with a Wage Employee.

ARTICLE 49 Printing of Agreements

- 49.01 Each Party agrees to pay one-half (1/2) the cost of printing sufficient copies to provide each present and new Employee with one copy of the Collective Agreement.
- 49.02 Each Party further agrees to pay the full cost of printing additional copies that they order.

ARTICLE 50 Term and Effective Date

- 50.01 This Collective Agreement shall be effective from the first of the month following the date the Collective Agreement is signed by the Parties until June 30, 2024 and shall remain in effect thereafter in accordance with the legislation governing the negotiation of a replacement Collective Agreement.
- 50.02 The Parties agree that all current bargaining unit Employees on the date of signing shall receive retroactive pay in accordance with the provisions of this Collective Agreement.

IN WITNESS WHEREOF the Parties hereto have caused these presents to be executed by their duly authorized officers in that behalf the day and year first written below.

Dated at Edmonton , Alberta this 22nd day of June , 2022.

For the College:

Witness:

Chair, Board of Governors

. Mufel

President

Chair, Negotiating Committee

For the Union:

Witness:

President, Alberta Union of Provincial Employees

Chair, Local 071, Chapter 009

car

General Staff Pay Schedule Schedule "A" Assignment of Bands to Pay Grade Effective July 1, 2020

٠.

Band	Hours/Week	Classification Title	Pay Grade
200-299	40.00	Security Personnel	1040
200-299	40.00	Bus Driver	
300-399	36.25	Caretaker	1110
300-399		Student Learning Assistant	
300-399		Community Access Point Assistant	
300-399		Printshop Operator	
300-399	40.00	Facilities Assistant	1140
400-499	36.25	Library Support	1410
400-499		Admissions Support	
400-499		Administrative Assistant, Campus	
400-499		Administrative Assistant, Programs	
400-499		Administrative Assistant, Operations	
400-499		Administrative Assistant, Special Events	
400-499		Laboratory Assistants	
500-599	36.25	Student Records Support	1910
500-599		Records Support	
500-599		Educational Support	
500-599		Accounting Assistant	
500-599		Acquisition Technician	
500-599		Library Technician	
500-599		Library Assistant	
500-599		Service Desk Assistant	
500-599		Administrative Assistant, Director	
500-599		Housing Administrator, Operations	
500-599	40.00	Maintenance Support	1940
600-699	36.25	Administrative Assistant, Dean	2110
600-699		Administrative Assistant, Senior Director	
600-699		Administrative Assistant, Facilities	
700-799	36.25	Admissions Specialist	6510
700-799		Technical Support Specialist	
700-799		Health & Safety Officer	
700-799		eLearning Support Specialist	
700-799	40.00	Maintenance Personnel	6540
800-899	36.25	Supervisor, Finance Services	6110
800-899		Laboratory Technologist	
800-899		Records Management Specialist	
800-899		Office Coordinator, WOLF	
800-899		Purchasing Associate, Facilities	

Band	Hours/Week	Classification Title	Pay Grade
800-899		Project Management Assistant	6110
800-899		Recreations Services	
800-899		Museum Program Assistant	
800-899		Administrator, Student Awards	
800-899		Administrator, Bookstore	
900-999	36.25	Student Wellness Facilitator Liaison, Continuing Education & Corporate	3210
900-999		Training	
900-999		Liaison, Dual Credit	
900-999		eLearning Specialist	
900-999		Administrator, Museum	
900-999	40.00	Trades	3240
1000-1099	36.25	Webmaster	4010
1000-1099		Administrator, Institutional Research	
1000-1099		Marketing Officer	
1000-1099		Communications Officer Senior Liaison, Continuing Education & Corporate	
1000-1099		Training	
1000-1099		Administrator, Programs	
1100-1199	36.25	Fund Development Officer	6010
1200-1299	36.25	Project Manager	4810
1200-1299		Librarian	

÷

Schedule B – General Staff Pay

Year 1: Effective July 1, 2020: 0%

Year 2: Effective July 1, 2021: 0%

Year 3: Effective April 1, 2023: 1.25%

Year 4: Effective December 1, 2023: 1.50%

Plus Additional 0.5% Subject to Gain Sharing Formula*

*Gain Sharing Formula:

Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective December 1, 2023.

"Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year would be a simple average of Alberta's Real GDP for 2023 across the following independent forecasting institutions:

- Conference Board of Canada
- Stokes Economics
- BMO Capital markets
- CIBC World Markets
- Laurentian Bank
- National Bank
- RBC Royal Bank
- Scotiabank
- TD Bank

The most recent publicly available forecast for Alberta's Real GDP for 2023 would be sourced from each institution at the time the pay-out determination would be made in February 2024.

ut Schedule B, the salary grids show annual, monthly and hourly rates of pay. ut Schedule B, the salary grids show annual, monthly rates of pay. 40 1040 40716 41520 4335 4345 44616 45732 4 1 3 3333 3460 3523 3521 3718 3718 3811 1 3 19.50 19.80 3523 36243 3713 3193 3811 1 3 3337 30372 40416 41724 4258 4372 3649 3641 3713 2114 2 1 40 1140 42348 43452 44604 45732 46992 48378 4 2 20.28 20.81 21.36 21.49 27.02 23.11 23.11 23.11 3 36.25 3644 51.20 21.39 26.43 37.46 47.43 45.45 43.31 1 36.25 1412 4.317 23.49 36.43 37.46	nort Schedule I, the salary gids show amual, monthly and hourly rates of pay. Hours per week Pay Grade 1 2 3 4 6	B-10A . Formal	B-10A July 1, 2020 - March Formal	rch 31, 2023								
Hours per week Pay Grade 1 2 3 3 4 5 6 9 40 1040 40716 41520 42336 43452 44616 45732 4 99 40 19.50 19.80 3281 33516 33572 40416 41424 42588 43732 4 99 36.25 1110 38376 39372 40416 41424 42588 43722 3441 99 40 1140 38376 39372 40416 41724 42588 43722 3441 4024 99 40 1140 42588 43728 44952 44664 45732 46992 43143 4024 99 36.25 1910 41424 42588 43728 44952 44956 41924 4258 4345 2493 54493 5314 2314 2314 2314 2314 2314 2314 2314 23141 23141 23141<	Hours per week Pay Grade 1 2 3 4 5 6 9 400 1040 40716 41520 3528 3221 3131 3831 3811 3718 3831 9 7 1 1040 40716 41520 4352 4345 4616 45732 4313 2136 3718 3831 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3183 3242 3549 3549 3549 3541 3711 23111 2311 23111 2311 2311 23111 2314 23131	Throughou	ut Schedule B, the sal	lary grids show a	annual, mon	thly and ho	urly rates of	pay.				
40 1040 40716 41520 42335 3450 3528 3521 31318 3811 7 3393 3460 3528 3521 3718 3811 7 3393 3460 3528 3521 3713 3191 7 3197 31376 39372 40416 4124 42588 43728 7 1140 38376 39372 40416 41724 42588 3644 3198 3221 3198 3221 3142 4588 43728 9 40 1140 47348 43452 46904 4714 2028 2081 2136 2136 2311 3916 4024 9 3625 1410 41324 4258 4353 4305 3930 9 3625 1910 41424 4258 4356 2343 2311 2314 2314 9 3625 1910 41324 4356	40 1040 40716 41520 42335 43452 44616 45732 4 1950 1950 1950 1950 1950 1950 20.81 21.37 21.97 21.97 21.91 3811 1950 1950 1950 1950 1950 20.81 21.36 21.91 21.37 21.91 21.9	Band	Hours per week	Pay Grade	1	2	S	4	S	9	7	8
3393 3460 3528 3621 3718 3811 9 36.25 1110 38376 39372 40416 41424 42588 43728 4 9 36.25 1110 38376 39372 40416 41424 42588 43728 4405 42548 43728 44504 45732 46992 48288 3644 9 40 1140 42348 43452 3561 21.89 22.51 23.11	10 3393 3460 3528 3621 3118 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3811 3644 3644 3643 3643 3643 3643 3643 3643 3643 3644 3646 3644 3	200-299	40	1040	40716	41520	42336	43452	44616	45732	46992	47436
9 36.25 1110 38376 39372 40416 41424 42588 43728 4 9 36.25 1110 38376 39372 40416 41424 42588 43728 4 9 40 1140 429452 40604 45732 46992 48288 4 9 40 1140 42348 43452 46992 48288 4 4024 9 40 1140 42348 43452 46992 48288 4 4024 9 36.25 1410 41424 42588 43728 46964 5118 22.51 23.11	10 19.50 19.80 20.28 20.81 21.37 21.30 10 36.25 1110 38376 39372 40416 41424 42588 43728 36493 36414 27.31 21.31 21.31 10 36.25 1110 38376 39372 40416 41724 42588 43728 28499 3644 23.11 21.31 23.11				3393	3460	3528	3621	3718	3811	3916	3953
36.25 1110 38376 39372 40416 41424 42588 43728 4 0 3198 3281 3368 3452 35498 3372 3452 35498 33748 3 0 40 1140 38376 3281 3365 3452 34690 3573 3649 36728 4	36.25 1110 38376 39372 40416 41424 42588 43728 43718 3649 3644 36314 3649 3644 3644 3644 3644 3641 22,51 2311 2 1 40 1140 42348 20.81 21.36 21.89 22,51 2311 2 1 40 1140 42348 43452 4604 45732 46992 48288 3644 20.28 20.81 21.36 21.36 21.89 22,51 2311 2 4024 20.28 3621 3171 3811 3916 4024 4126 4446 412				19.50	19.89	20.28	20.81	21.37	21.90	22.51	22.72
36.25 1110 38376 39372 40416 41424 42588 43728 4 7 20.28 20.81 21.36 21.89 25.51 23.11 2 7 20.28 20.81 21.36 21.89 22.51 23.11 2 7 40 1140 42348 43452 3460 45732 46992 48288 3644 7 20.28 20.81 21.6 21.89 23.51 23.11 2 7 20.28 20.81 21.71 3452 36.46 4732 48988 4 36.25 1410 41424 42588 43728 44952 46260 47160 4 36.25 1910 46680 48046 51120 52860 54540 5 36.25 1910 46680 48066 49644 51120 52860 54540 5 36.25 1910 51468 53076 50244 5445	36.25 1110 38376 39372 40416 41424 42588 43728 43728 43728 43728 43728 43728 43728 43728 43728 43728 43728 43728 43728 43728 43728 43728 4364 45732 46992 48288 43728 45692 48288 43728 45692 48288 43728 43644 45732 46992 48288 43728 4364 45732 46992 48288 43728 4373 49512 4311 3916 4024 0 36.25 1410 41424 42588 43728 44952 4556 3330 2311 23 23 23 23 23 23 333 23 23 23 13 23 13 2											
3198 3281 3368 3452 3549 3644 9 40 1140 42348 43452 44604 45732 46992 48288 4 9 40 1140 42348 43452 3611 3916 4024 9 36.25 1410 42348 43452 3644 3718 20.51 23.11 23 9 36.25 1410 41424 42588 43728 44952 46592 48288 4373 9 36.25 1910 46680 48096 49644 51120 52.660 54460 5445 9 36.25 1910 46680 49034 51120 52.860 5446 5445 9 36.25 1910 46680 4137 4260 4445 51.20 52.960 54540 5454 9 36.25 1940 51468 56424 58320 60204 660204 660204 6766 54545 </td <td>3198 3281 3368 3452 3549 3644 40 1140 20.28 20.81 21.36 21.89 22.51 23.11 9 40 1140 42348 43452 3460 45732 46992 48288 9 40 1140 42348 43452 3616 21.89 22.51 23.11 23.11 9 36.25 1410 41424 42588 43728 44952 46260 47160 4 9 36.25 1910 46680 48096 49644 5112 5361 23.11 9 36.25 1910 46680 48096 49644 51120 52860 54540 5 9 36.25 1910 4668 49644 51120 52860 54540 5 9 36.25 1910 51467 25.45 2 24.95 2 2 2 2 2 2 2 2 <</td> <td>300-399</td> <td></td> <td>1110</td> <td>38376</td> <td>39372</td> <td>40416</td> <td>41424</td> <td>42588</td> <td>43728</td> <td>44952</td> <td>45408</td>	3198 3281 3368 3452 3549 3644 40 1140 20.28 20.81 21.36 21.89 22.51 23.11 9 40 1140 42348 43452 3460 45732 46992 48288 9 40 1140 42348 43452 3616 21.89 22.51 23.11 23.11 9 36.25 1410 41424 42588 43728 44952 46260 47160 4 9 36.25 1910 46680 48096 49644 5112 5361 23.11 9 36.25 1910 46680 48096 49644 51120 52860 54540 5 9 36.25 1910 4668 49644 51120 52860 54540 5 9 36.25 1910 51467 25.45 2 24.95 2 2 2 2 2 2 2 2 <	300-399		1110	38376	39372	40416	41424	42588	43728	44952	45408
36.25 1140 42348 43452 44604 45732 46992 48288 371 3811 3916 4024 372 3623 3621 3717 3811 3916 4024 373 3529 3621 3717 3811 3916 4024 376 1410 41424 4268 43728 44952 46560 47160 4311 36.25 1910 41680 48096 49544 51120 52860 54540 4545 36.25 1910 46680 48096 4964 51120 52860 54540 4545 36.25 1910 4680 48096 54746 5476 24,95	36.25 20.81 21.36 21.89 22.51 23.11 1 40 1140 42348 4352 46004 45732 46992 48288 4 1 1 3522 3621 3117 3811 3916 4024 1 1 1 4352 3631 21.89 22.51 23.11 20.28 1410 41424 4258 3543 3746 3855 3930 1 36.25 1910 41680 48096 49644 51120 52860 54540 1 36.25 1910 46680 48096 49644 51120 52860 54540 1 36.25 1910 46680 48096 49644 51120 52860 54540 1 36.25 1910 14680 4803 2445 24.95 24.95 400 4142 5112 23.14 28.26 54.93 29.33 1 4				3198	3281	3368	3452	3549	3644	3746	3784
40 1140 42348 43452 44604 45732 46992 48288 4 3529 3621 3717 3811 3916 4024 3529 3521 3717 3811 3916 4024 3529 3529 3521 3117 3811 3916 4024 3525 1410 41424 42588 43728 44952 45560 47160 4 36.25 1910 46680 48096 49644 51120 52860 54540 5 36.25 1910 46680 48096 49644 51120 52860 54540 5 36.25 1910 46680 48096 49644 51120 52860 54540 5 36.25 23076 54768 56724 27.92 27.94 28.83 40 1940 51468 56424 58320 60204 6 40 1940 51468 56424 27.92 </td <td></td> <td></td> <td></td> <td></td> <td>20.28</td> <td>20.81</td> <td>21.36</td> <td>21.89</td> <td>22.51</td> <td>23.11</td> <td>23.76</td> <td>24.00</td>					20.28	20.81	21.36	21.89	22.51	23.11	23.76	24.00
40 1140 42348 43452 44604 45732 46992 48288 4 7 3529 3621 3717 3811 3916 4024 7 3529 3521 3717 3811 3916 4024 7 3525 1410 41424 42588 43728 43952 46602 48288 7 36.25 1910 41424 42588 43728 43952 45260 47160 7 36.25 1910 46680 48096 49544 51702 52.49 3330 36.25 1910 46680 48096 49644 51120 52.860 54540 4545 36.25 1910 46680 48096 4964 51120 52.860 54540 4545 36.25 1910 46680 48046 4137 4266 4445 2493 40 1940 51468 5674 2794 2883 2693 5454	0 40 1140 43452 44604 45732 46992 48288 4 1 1 3529 3621 3717 3811 3916 4024 1 20.28 3529 3521 3717 3811 3916 4024 1 20.28 3549 3644 3746 3855 3390 1 36.25 1910 41680 48096 49544 3746 3855 3390 1 36.25 1910 46680 48096 49644 51120 52860 54540 4555 1 36.25 1910 46680 48096 49644 51120 52860 54540 5454 1 36.25 23.11 23.15 23.11 23.15 24.45 24.93 1 36.25 25.42 27.02 27.94 28.83 54540 54540 54545 1 410 5142 25.42 26.24 27.02											
3529 3621 3717 3811 3916 4024 0 36.25 1410 41424 42588 43728 44952 46260 47160 4 0 36.25 1410 41424 42588 43728 44952 46260 47160 4 0 36.25 1910 46680 48096 49644 51120 52860 54540 3 0 36.25 1910 46680 48096 49644 51120 52860 54540 3 0 36.25 1910 46680 48096 4137 4260 4405 4545 1 36.25 1910 46680 55.42 26.24 27.92 27.94 28.83 1 24.67 25.42 26.24 27.02 27.94 28.83 1 40 1428 53.076 54.74 58.32 60204 6 1 40 14269 56.24 27.92 <t< td=""><td>36.1 37.1 38.1 39.16 4024 1 20.28 20.81 21.36 21.89 22.51 23.11 1 20.28 20.81 21.36 21.89 22.51 23.11 1 36.25 1410 41424 42588 43728 43952 45260 47160 1 36.25 1910 46880 48096 3644 3746 3855 3390 2 36.25 1910 46880 48096 49644 51120 52860 54540 545 36.25 1910 46880 48096 49644 51120 52860 54546 5456 36.25 23.016 54768 54768 5794 2601 2702 2794 2883 40 1940 51468 56424 56424 2601 56424 56424 56424 2601 36.25 21010 25.42 25.42 27.02 2794 28.83 29.82</td><td>300-399</td><td></td><td>1140</td><td>42348</td><td>43452</td><td>44604</td><td>45732</td><td>46992</td><td>48288</td><td>49644</td><td>50124</td></t<>	36.1 37.1 38.1 39.16 4024 1 20.28 20.81 21.36 21.89 22.51 23.11 1 20.28 20.81 21.36 21.89 22.51 23.11 1 36.25 1410 41424 42588 43728 43952 45260 47160 1 36.25 1910 46880 48096 3644 3746 3855 3390 2 36.25 1910 46880 48096 49644 51120 52860 54540 545 36.25 1910 46880 48096 49644 51120 52860 54546 5456 36.25 23.016 54768 54768 5794 2601 2702 2794 2883 40 1940 51468 56424 56424 2601 56424 56424 56424 2601 36.25 21010 25.42 25.42 27.02 2794 28.83 29.82	300-399		1140	42348	43452	44604	45732	46992	48288	49644	50124
36.25 1410 41424 20.88 43728 44952 46260 47160 - 1 36.25 1410 41424 42588 43728 44952 46260 47160 - 1 3452 3549 3644 3746 3855 3930 21.89 22.51 23.11 23.76 24.45 24.93 36.25 1910 46680 48096 49644 51120 52860 54540 - 36.25 1910 46680 48096 49644 51120 52860 54540 - 36.25 1910 46680 48096 49644 51120 52860 54540 - 36.25 1940 51468 53076 54768 56320 60204 - 40 1940 51468 54768 56424 28.83 28.83 36.25 210 2542 26.24 27.02 27.94 28.83 36.25 <t< td=""><td>1 20.28 20.81 21.36 21.89 22.51 23.11 36.25 1410 41424 42588 43728 44952 46260 47160 4 36.25 1910 41424 42588 43728 44952 46260 47160 4 36.25 1910 46680 48096 49644 51120 52860 54540 4 36.25 1910 46680 48096 49644 51120 52860 54540 5 36.25 1910 46680 48096 49644 51120 52860 54540 5 36.25 1940 51468 53076 54768 56424 58320 60204 6 40 1940 51468 53076 5474 58320 60204 6 36.25 2110 4403 56424 57.02 27.94 28.83 29.83 36.25 2110 48096 49644 57.02 27.94</td><td></td><td></td><td></td><td>3529</td><td>3621</td><td>3717</td><td>3811</td><td>3916</td><td>4024</td><td>4137</td><td>4177</td></t<>	1 20.28 20.81 21.36 21.89 22.51 23.11 36.25 1410 41424 42588 43728 44952 46260 47160 4 36.25 1910 41424 42588 43728 44952 46260 47160 4 36.25 1910 46680 48096 49644 51120 52860 54540 4 36.25 1910 46680 48096 49644 51120 52860 54540 5 36.25 1910 46680 48096 49644 51120 52860 54540 5 36.25 1940 51468 53076 54768 56424 58320 60204 6 40 1940 51468 53076 5474 58320 60204 6 36.25 2110 4403 56424 57.02 27.94 28.83 29.83 36.25 2110 48096 49644 57.02 27.94				3529	3621	3717	3811	3916	4024	4137	4177
36.25 1410 41424 42588 43728 44952 46260 47160 4 36.25 1410 3452 3644 3746 3855 3930 36.25 1910 416680 48096 49644 51120 52860 54540 4 36.25 1910 46680 48096 49644 51120 52860 54540 4 36.25 1910 46680 48096 49644 51120 52860 54540 4 40 1940 51468 53076 54768 56424 58320 60204 6 40 1940 51468 53076 54768 56424 58332 60204 6 36.25 2110 4289 4423 4564 4702 27.94 28.83 36.25 21120 55424 58320 60204 6 6 6 6 6 6 6 6 6 6 6 6	36.25 1410 41424 42588 43728 44952 46260 47160 4 36.25 1410 41424 42588 43728 4952 46260 47160 4 36.25 1910 3452 3549 3644 3776 24.45 24.93 36.25 1910 46680 48096 49644 51120 52860 54540 4 36.25 1910 46680 48096 49644 51120 52860 54540 54 36.25 1940 51468 53076 54768 56424 58320 60204 6 40 1940 51468 53076 54768 56424 58320 60204 6 36.25 2110 48096 49644 51120 57860 5017 27.92 27.94 28.83 36.25 21120 55860 54540 5017 25.42 26.24 28.83 29.83 36.25 21120 </td <td></td> <td></td> <td></td> <td>20.28</td> <td>20.81</td> <td>21.36</td> <td>21.89</td> <td>22.51</td> <td>23.11</td> <td>23.76</td> <td>24.00</td>				20.28	20.81	21.36	21.89	22.51	23.11	23.76	24.00
0 36.25 1410 41424 42588 43728 44952 46260 47160 4 1 3452 3549 3644 3746 3855 3930 1 21.89 22.51 23.11 23.76 24.45 24.93 1 36.25 1910 46680 48096 49644 51120 52860 54540 4 1 36.25 1910 46680 48096 49644 51120 52860 54540 4 1 36.25 1910 46680 48096 49644 51120 52860 54540 5475 1 40 1940 51468 53076 54768 56224 27.02 27.94 28.83 1 40 1940 51468 53076 54768 56424 5017 1 440 517.02 27.94 28.83 27.02 27.94 28.83 1 36.25 21.12 25.624	0 36.25 1410 41424 42588 43728 44952 46260 47160 4 1 3452 3452 3549 3644 3746 3855 3930 1 21.89 22.51 23.11 23.76 24.45 24.93 1 36.25 1910 46680 48096 49644 51120 52860 54540 3 1 36.25 1910 46680 48096 49644 51120 52860 54540 5 1 36.25 1940 51468 53076 54768 57.02 27.94 28.83 1 40 1940 51468 53076 54768 58320 60204 6 2 24.67 26.24 27.02 27.94 28.83 28.83 1 1 4405 54768 56424 27.02 27.94 28.83 2 36.25 26.91 27.02 27.94 28.83											
3452 3549 3644 3746 3855 3930 1 21.89 22.51 23.11 23.76 24.45 24.93 1 21.89 22.51 23.11 23.76 24.45 24.93 1 36.25 1910 46680 48096 49644 51120 52860 54540 1 1 36.25 1910 46680 48096 49644 51120 52860 54540 1 1 36.25 1940 51468 53076 54768 56424 58320 602044 1 1 40 1940 51468 53076 54768 56320 60204 1 2 40 1120 25.42 26.24 27.02 27.94 28.83 2 36.25 210 25.42 26.24 27.02 27.94 28.83 2 36.25 26.24 27.02 27.94 28.83 29.83 36.25	3452 3549 3644 3746 3855 3930 21.89 22.51 23.11 23.76 24.45 24.93 36.25 1910 46680 48096 49644 51120 52860 54540 1 36.25 1910 46680 48096 49644 51120 52860 5456 4545 24.67 25.43 25.26 27.02 27.94 28.83 20 1940 51468 53076 54768 56424 58.83 60204 6 40 1940 51468 53076 54768 56424 58.83 5017 24.67 25.42 26.24 27.02 27.94 28.83 5017 26.25 24.67 25.42 26.24 27.02 27.94 28.83 36.25 210 4809 4137 4564 4702 4860 5017 36.25 210 4809 56.24 27.02 27.94 28.83 <td>400-499</td> <td></td> <td>1410</td> <td>41424</td> <td>42588</td> <td>43728</td> <td>44952</td> <td>46260</td> <td>47160</td> <td>48684</td> <td>49188</td>	400-499		1410	41424	42588	43728	44952	46260	47160	48684	49188
21.89 22.51 23.11 23.76 24.45 24.93 36.25 1910 46680 48096 49644 51120 52860 54540 4 36.25 1910 46680 48096 49644 51120 52860 54545 4564 3890 4008 4137 4260 4405 4564 5476 54545 4564 4564 4564 4564 4564 4566 4564 58320 60204 6 60204 6 60204 6 60204 6 60204 6 60204 6 60204 6 6 56424 58320 60204 6	1 21.89 22.51 23.11 23.76 24.45 24.93 36.25 1910 46680 48096 49644 51120 52860 54540 4545 1 38.0 4008 4137 4260 4405 4545 4545 1 1910 3890 4008 4137 4260 5454 5833 2 40 1940 51468 53076 54768 56424 5832 60204 6 1 40 1940 51468 53076 54768 56326 5017 2833 1 440 1040 51468 53076 54768 56326 5017 2 24.67 25.42 26.24 27.02 27.94 28.83 2 36.25 2110 48096 4964 51120 52860 56424 5 36.25 21120 25860 52860 56424 28.83 29.83 36.25 <				3452	3549	3644	3746	3855	3930	4057	4099
36.25 1910 46680 48096 49644 51120 52860 54540 4 36.25 1910 3890 4008 4137 4260 4405 4545 40 24.67 25.42 26.24 27.02 27.94 28.83 40 1940 51468 53076 54768 56424 58320 60204 6 40 1940 51468 53076 54768 56424 58320 60204 6 36.25 2110 48096 49644 51120 52860 54424 4702 36.25 2110 48096 49644 51120 52860 54424 4702 36.25 2110 48096 49644 51120 52860 54424 4702 36.25 2110 48096 49644 51120 52860 54424 4702 36.25 2101 25.42 26.24 27.02 27.94 28.83 29.82	36.25 1910 46880 48096 49644 51120 52860 54540 5 1 36.25 1910 46830 48096 49644 51120 52860 54540 5 1 1 24.67 25.42 26.24 27.02 27.94 28.83 40 1940 51468 53076 54768 56424 58320 60204 0 2 40 1940 51468 53076 54768 56424 58320 60204 0 3 2 24.67 25.42 26.24 27.02 27.94 28.83 3 36.25 2110 48096 49644 51120 52860 54540 56424 2 3 36.25 2110 48096 49644 51120 52860 56424 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2				21.89	22.51	23.11	23.76	24.45	24.93	25.73	26.00
36.25 1910 46680 48096 49644 51120 52860 54540 1 3890 3890 4008 4137 4260 4405 4545 3890 24.67 25.42 26.24 27.02 27.94 28.83 40 1940 51468 53076 54768 56424 58320 60204 6 40 1940 51468 53076 54768 56424 58.33 28.83 10 40 51468 53076 54768 56424 58.83 26.204 1 10 420 2462 25.42 26.24 27.02 27.94 28.83 10 24.67 25.42 26.24 27.02 27.94 28.83 10 48096 49644 51120 52860 54424 2 10 26.25 21010 4105 27.94 28.83 29.83 10 36.25 2100 4105 26.24<	36.25 1910 46680 48096 49644 51120 52860 54540 1 1 24.67 28.67 4064 51120 52860 54540 1 1 24.67 28.67 25.42 26.24 27.02 27.94 28.83 1 40 1940 51468 53076 54768 56424 58320 60204 1 1 40 1940 51468 53076 54768 56320 60204 1 1 40 1940 51468 53076 54768 56320 60204 1 1 420 1423 4564 4702 27.92 28.83 2 2 36.25 2110 48096 49644 51120 57.94 28.83 2 3 36.25 27.02 27.92 27.94 28.83 2 2 3 36.25 26.94 51.27 27.94 28.83 2											
1 1	1 1 3890 4008 4137 4260 4405 4545 24.67 24.67 25.42 25.42 25.40 27.02 27.94 28.83 40 1940 51468 53076 54768 56424 58320 60204 1 1 440 1940 51468 53076 54768 56424 58.83 28.83 2 24.67 25.42 26.24 27.02 27.94 28.83 28.83 3 36.25 2110 48096 49644 51120 52860 54540 56424 1 3 36.25 2110 48096 49644 51120 52860 56424 1 3 36.25 2110 48096 4137 4260 4405 4702 4702 3 36.25 6510 52646 5140 56424 1<02	500-599	36.25	1910	46680	48096	49644	51120	52860	54540	56424	56976
40 1940 51468 53076 54768 56424 58320 60204 6 40 1940 51468 53076 54768 56424 58320 60204 6 10 40 1940 51468 53076 54768 56424 58320 60204 6 10 40 24.67 25.42 26.24 27.92 4860 5017 10 24.67 25.42 26.24 27.02 27.94 28.83 10 24.67 25.42 26.24 27.02 27.94 28.83 10 400 4137 4560 4405 4545 4702 10 4008 4137 4260 4405 4545 4702 10 25.42 26.24 27.02 27.94 28.83 29.82 10 36.25 6510 6406 6405 6424 56424 56424 10 36.25 6524 27.94 28.83 29.83 29.82 10 36.26 6504 670	40 1940 514.67 25.42 26.24 27.02 27.94 28.83 40 1940 51468 53076 54768 56424 58320 60204 6 700 1940 51468 53076 54768 56424 58320 60204 6 700 4289 4423 4564 4702 4860 5017 28.83 700 26.10 26.10 26.24 27.02 27.94 28.83 700 96.25 24.67 26.24 27.02 27.94 28.83 700 96.25 26.94 57.42 26.24 27.02 27.94 28.83 700 96.26 49644 51120 52860 54424 4702 700 96.26 4137 4260 4405 4545 4702 8 36.25 6510 5742 27.02 27.94 5883 29.82 8 36.24 26.24 27.02				3890	4008	4137	4260	4405	4545	4702	4748
40 1940 51468 53076 54768 56424 58320 60204 6 1940 51468 53076 54768 56424 58320 60204 6 1940 4289 4423 4564 4702 4860 5017 24.67 25.42 26.24 27.02 27.94 28.83 26.25 2110 48096 49644 51120 52860 54540 56424 4702 10 36.25 2110 48096 49644 51120 52860 54540 56424 4702 10 36.25 2110 48096 49644 51120 52860 5424 4702 200 55.42 27.02 27.94 28.83 29.83 29.82 200 55.42 27.02 27.94 28.83 29.82 210 36.25 57.02 27.94 28.83 29.82 25.47 55.47 5471 5471 5471	40 1940 51468 53076 54768 56424 58320 60204 6 100 1940 51468 53076 54768 56424 58320 60204 6 101 4289 4423 4564 4702 4860 5017 24.67 25.42 25.42 25.42 27.94 28.83 36.25 2110 48096 49644 51120 55460 56424 28.83 36.25 2110 48096 49644 51120 52860 54545 4702 36.25 2110 48096 49644 51120 52860 54545 4702 36.25 2510 25.42 27.02 27.94 28.83 29.82 36.25 6510 5547 27.02 27.94 28.83 29.82 36.25 6516 57.42 27.02 27.94 28.83 29.82 36.25 6516 5747 27.02 27.94 58.9				24.67	25.42	26.24	27.02	27.94	28.83	29.82	30.11
40 1940 51468 53076 54768 56424 58320 60204 6 10 40 1940 51468 53076 54768 56424 58320 60204 6 10 4289 4423 4564 4702 4860 5017 10 24.67 25.42 25.42 28.83 5612 5813 10 24.67 25.42 25.42 27.02 27.94 28.83 10 36.25 2110 48096 49644 51120 52860 56424 5 11 36.25 2110 48096 49644 51120 52860 56424 5 11 4008 4137 4260 4405 4702 4702 11 25.42 26.24 27.02 27.94 28.83 29.82 11 25.42 27.02 27.94 28.83 29.82 4702 11 36.25 26.24 27.02	40 1940 51468 53076 54768 56424 58320 60204 6 10 10 4289 4423 4564 4702 4860 5017 10 12 24.67 25.42 27.94 5832 60204 6 10 10 4289 4423 25.42 27.94 28.83 10 26.25 2110 48096 49644 51120 52860 5454 4702 10 36.25 2110 48096 49644 51120 52860 5454 4702 10 25.42 25.26.24 27.02 27.94 28.83 29.82 10 36.25 6510 55476 57.02 27.94 28.83 29.82 10 36.25 6510 5547 28.83 29.82 59.82 10 36.25 57.94 28.83 27.94 28.83 29.82 10 36.25 57.94 28.83											
1 1	1 1 4289 4423 4564 4702 4860 5017 2 24.67 25.42 26.24 27.02 2863 5013 3 25.55 2110 48096 49644 51120 52860 56424 5 3 36.25 2110 48096 4137 4260 4405 4545 4702 4 0 4137 4260 4405 4545 4702 5 2 25.42 26.24 27.02 27.94 28.83 29.82 3 36.25 6510 55476 5624 27.02 27.94 28.83 29.82 3 36.25 6510 55476 5672 68904 7 3 36.25 6510 55476 6565 68904 7 5 7 5 3 36.25 6516 5746 5471 5 5 5 5 5 5 5 5	500-599	40	1940	51468	53076	54768	56424	58320	60204	62244	62868
24.67 25.42 26.24 27.02 27.94 28.83 26.25 2110 48096 49644 51120 52860 54540 56424 4 7 36.25 2110 48096 49644 51120 52860 54540 56424 4 7 36.25 2110 48096 4137 4260 4405 4563 4702 25.42 25.42 26.24 27.02 27.94 28.83 29.82 7 36.25 6510 55476 5674 6704 58.63 59.82 8 36.25 6510 55476 57840 60192 62964 65652 68904 7 9 36.25 6510 55476 57840 5671 5742 5742 9 36.27 31.81 33.28 34.70 36.42 56.42 56.42 56.42 56.42 56.42 56.42 57.42 56.42 57.42 56.42 57.42 57.42 57.42 57.42 57.42 57.42 56.42 56.42 56.4	1 24.67 25.42 26.24 27.02 27.94 28.83 2 36.25 2110 48096 49644 51120 53660 54540 56424 4 3 6.25 2110 48096 49644 51120 52860 54540 56424 4 9 9 4137 4260 4405 4545 4702 4702 9 25.42 26.24 27.02 27.94 28.83 29.82 4702 9 36.25 6510 55476 57.94 28.83 29.82 4702 9 36.25 6510 55476 57.94 28.83 29.82 4702 9 36.25 6510 55476 577.94 5471 5742 5742 9 9 50.16 50.16 50.16 5747 5742 5742 9 9 30.57 31.81 33.28 34.70 36.42 5742				4289	4423	4564	4702	4860	5017	5187	5239
36.25 2110 48096 49644 51120 52860 54540 56424 4 36.25 2110 48096 49644 51120 52860 54540 56424 4 700 4008 4137 4260 4405 4545 4702 4702 25.42 25.42 26.24 27.02 27.94 28.83 29.82 36.25 6510 55476 57840 60192 62964 65652 68904 7 36.25 6510 55476 57840 60192 62964 65652 68904 7 36.25 6510 55476 57840 50162 5247 5471 5742 20.3 30.57 31.81 33.28 34.70 36.42	36.25 2110 48096 49644 51120 52860 54540 56424 4 700 4008 4137 4260 4405 4545 4702 4702 700 25.42 26.24 27.02 27.94 28.83 29.82 700 25.42 26.24 27.02 27.94 28.83 29.82 700 36.25 6510 55476 57840 60192 62964 65622 68904 7 700 36.25 6510 55476 57840 60192 62964 65652 68904 7 700 36.25 6510 55476 57840 5016 5247 5471 5742 700 20.57 31.81 33.28 34.70 36.42 7				24.67	25.42	26.24	27.02	27.94	28.83	29.82	30.11
36.25 2110 48096 49644 51120 52860 54540 56424 4 4008 4137 4260 4405 4545 4702 4702 25.42 25.42 26.24 27.92 27.94 28.83 29.82 25.42 6510 55476 57840 60192 62964 65652 68904 7 26.25 6510 55476 57840 60192 62964 65652 68904 7 27.32 36.25 6510 55476 57840 60192 62964 65652 68904 7 27.33 30.57 31.81 33.28 34.70 36.42	36.25 2110 48096 49644 51120 52860 54540 56424 4 700 4008 4137 4260 4405 4545 4702 700 25.42 26.24 27.02 27.94 28.83 29.82 700 25.42 26.24 27.02 27.94 28.83 29.82 700 36.25 6510 55476 57840 60192 62964 65652 68904 7 700 36.25 6510 55476 57840 60192 62964 65652 68904 7 700 700 5016 5247 5471 5742 5742 700 700 30.57 31.81 33.28 34.70 36.42											
4008 4137 4260 4405 4545 4702 25.42 25.42 26.24 27.02 28.83 29.82 36.25 6510 55476 57840 60192 62964 65622 68904 7 36.25 6510 55476 57840 60192 62964 65652 68904 7 29.32 30.57 31.81 33.28 34.70 36.42	1 1 4008 4137 4260 4405 4545 4702 1 25.42 25.42 26.24 27.02 28.83 29.82 1 36.25 6510 55476 57840 60192 62964 65652 68904 1 1 36.25 6510 55476 57840 60192 62964 65652 68904 1 1 36.25 6510 55476 5016 5247 5471 5742 1 29.32 30.57 31.81 33.28 34.70 36.42	669-009	36.25	2110	48096	49644	51120	52860	54540	56424	58404	59016
25.42 26.24 27.02 27.94 28.83 29.82 36.25 6510 55476 57840 60192 62964 65652 68904 7 4623 4820 5016 5247 5471 5742 29.32 30.57 31.81 33.28 34.70 36.42	25.42 26.24 27.02 27.94 28.83 29.82 36.25 6510 55476 57840 60192 62964 65652 68904 7 1 36.25 6510 55476 57840 60192 62964 65652 68904 7 1 4623 4820 5016 5247 5471 5742 29.32 30.57 31.81 33.28 34.70 36.42				4008	4137	4260	4405	4545	4702	4867	4918
36.25 6510 55476 57840 60192 62964 65652 68904 7 4623 4820 5016 5247 5471 5742 29.32 30.57 31.81 33.28 34.70 36.42	36.25 6510 55476 57840 60192 62964 65652 68904 7 4623 4820 5016 5247 5471 5742 29.32 30.57 31.81 33.28 34.70 36.42				25.42	26.24	27.02	27.94	28.83	29.82	30.87	31.19
4623 4820 5016 5471 5742 2932 3057 3181 3328 3470 36.42	4623 4820 5016 5247 5471 5742 29.32 30.57 31.81 33.28 34.70 36.42	200-799	36.25	6510	55476	57840	60192	62964	65652	68904	72264	72984
30.57 31.81 33.28 34.70 36.42	30.57 31.81 33.28 34.70 36.42				4623	4820	5016	5247	5471	5742	6022	6082
					29.32	30.57	31.81	33.28	34.70	36.42	38.19	38.58

.

all all all all bit for the server in th	all statement in the interview of the i	Schedu B-10A	Schedule B - General Staff Pay B-10A July 1, 2020 - March 31,	ff Pay ch 31, 2023								
4 5 6 7 69444 72456 76056 79764 5787 6038 6338 6647 33.28 34.70 36.42 38.19 33.28 34.70 36.42 38.19 5411 5671 5946 6210 5411 5671 5946 6210 34.32 35.97 37.71 39.39 5411 5671 5946 6210 34.32 35.93 6198 6479 35.84 37.64 39.31 41.09 5651 5935 6198 6479 5654 6549 6841 7150 5584 37.64 39.31 41.09 5523 6176 6454 6745 5523 6176 6454 6745 5523 6176 6454 6745 5523 6176 6454 6745 5523 6176 6454 6745 <th>Hours per week Pay Grade 1 2 3 4 5 6 7 9 40 6540 61188 5386 5787 5693 5643 5784 7056 7764 9 36.55 5099 5118 5332 3151 3232 36.57 5643 5641 9 36.55 6110 5719 5535 5173 5643 <td< th=""><th>Throughou</th><th>t Schedule B, the salar</th><th>ry grids show ar</th><th>nnual, month</th><th>Ily and hourl</th><th>y rates of p</th><th>ay.</th><th></th><th></th><th></th><th></th></td<></th>	Hours per week Pay Grade 1 2 3 4 5 6 7 9 40 6540 61188 5386 5787 5693 5643 5784 7056 7764 9 36.55 5099 5118 5332 3151 3232 36.57 5643 5641 9 36.55 6110 5719 5535 5173 5643 <td< th=""><th>Throughou</th><th>t Schedule B, the salar</th><th>ry grids show ar</th><th>nnual, month</th><th>Ily and hourl</th><th>y rates of p</th><th>ay.</th><th></th><th></th><th></th><th></th></td<>	Throughou	t Schedule B, the salar	ry grids show ar	nnual, month	Ily and hourl	y rates of p	ay.				
90 40 6540 61186 65316 6544 7145 76056 7764 91 7 5093 5318 5556 5787 6038 6533 6647 92 5035 5116 5942 5516 5417 36.25 7135 36.15 93 36.25 6110 57108 5942 5173 36.35 7452 37.1 93 36.25 3210 59352 61990 6482 71326 71326 71326 71748 940 5137 32.35 5651 5435 7156 5435 7132 7137 39.30 95 36.25 5402 5416 5435 7156 7120 7136 71748 96 40 5102 37.54 39.31 41.09 7150 96 40 5563 5402 5415 5415 5416 6745 6745 96 40 6533 5416	9 40 6540 61186 63816 6643 5784 7056 7056 7054 9 7 5093 5318 5536 5781 6038 6533 6647 9 36.25 6110 57108 59424 62143 5492 6332 7132 7132 7132 7132 7132 7132 7132 7132 7132 7132 7132 7132 7132 7133 313 9 36.25 32.10 59332 61990 6483 7156 5415 543 7132 7137 313 7143 9109 9 36.25 512 5535 61950 6436 7145 6419 6419 7146 9 36.25 5405 5405 5415 35.36 5643 6141 7150 9 36.25 5405 5405 5425 5425 5563 6193 7150 7130 7130 9	Band	Hours per week	Pay Grade	1	2	3		5	9	7	8
1 5099 5318 5536 5787 6038 6338 6647 29.32 30.57 31.81 33.28 34.70 36.42 38.19 36.25 6110 57108 59424 6213 5492 5471 5605 71352 7450 36.25 6110 57108 59424 6713 36.42 5805 71352 7450 36.25 6110 57108 5916 6492 6713 5671 5946 6210 36.25 3210 59352 61980 64824 6781 5916 6719 36.25 3240 5358 37.64 39.31 41.09 36.25 35.45 35.84 37.64 39.31 41.09 36.25 5403 6492 6849 6849 6479 6475 36.25 5401 6549 6841 7150 7148 80940 36.25 5401 5528 5528 5528	1 5	700-799	40	6540	61188	63816	66432	69444	72456	76056	79764	80556
36.25 6110 57108 59424 51.81 33.28 34.70 36.42 38.19 36.25 6110 57108 59424 5179 5413 56052 71352 74520 36.25 6110 57108 59424 5179 5413 55946 5420 5513 37.71 39.39 36.25 6110 59352 61980 64824 67812 71250 74376 71748 36.25 32.10 59352 61980 64434 71256 74376 7136 36.25 31.37 32.76 34.26 35.84 37.64 39.31 41.09 40 3240 65496 68436 71556 7426 758 7764 7148 90 36.25 64302 55.84 37.64 37.64 37.64 7150 91 40 55.96 57.03 56.23 52.34 37.64 7156 7148 7154 7154	1 29.32 30.57 31.81 33.28 34.70 36.42 38.19 36.25 6110 57108 59424 54713 5677 5946 7450 36.25 6110 57108 54924 5179 5411 5671 5946 6410 36.25 32.10 5932 61980 64324 5773 30.39 4109 36.25 32.10 5932 61980 64324 5764 5947 774 36.25 31.31 32.37 32.76 34.26 5893 5693 4709 36.25 5405 64936 6443 5436 6441 7100 31.31 32.76 34.26 55.84 37.64 39.31 41.09 36.25 5401 6503 55.84 37.64 39.31 41.09 36.25 5401 6503 55.84 37.64 39.31 41.09 36.25 5404 57.23 34.35 35.34				5099	5318	5536	5787	6038	6338	6647	6713
36.25 6110 57108 59424 62148 64932 66052 71352 74520 30.15 4759 4952 5179 5411 5571 5946 6210 30.16 30.18 31.41 32.85 5432 5597 37.71 39.39 36.25 3210 59352 61980 64824 67812 71220 74376 77748 36.25 31.37 32.76 34.25 5583 5636 5649 64947 7120 7436 41.09 40 5436 5703 5963 6238 6549 6841 7150 31.37 32.40 6593 5584 7748 80940 710 40 5436 5703 5963 6238 6549 6841 7150 36.25 4010 65304 64992 68040 71076 71448 80940 36.25 6101 65303 31.37 30.17 40.310 42.46 <td>36.25 6110 57108 59424 5179 5411 5671 5946 6210 30.18 31.41 3285 5179 5411 5671 5946 6210 30.18 31.41 32.85 5495 5411 5671 5946 6210 30.18 31.41 32.85 5195 5412 5535 6198 6473 36.25 3210 5935 6198 6432 5534 37.41 39.39 36.25 31.37 32.76 34.26 55.84 37.64 39.31 41.09 40 3240 65496 68436 71556 7426 7363 6474 7150 31.37 32.76 34.26 35.84 37.64 39.31 41.09 96 5470 5503 6630 6843 7156 7446 6454 6745 91 36.25 5416 5703 5524 37.54 37.41 40.39 47.41 <td></td><td></td><td></td><td>29.32</td><td>30.57</td><td>31.81</td><td>33.28</td><td>34.70</td><td>36.42</td><td>38.19</td><td>38.58</td></td>	36.25 6110 57108 59424 5179 5411 5671 5946 6210 30.18 31.41 3285 5179 5411 5671 5946 6210 30.18 31.41 32.85 5495 5411 5671 5946 6210 30.18 31.41 32.85 5195 5412 5535 6198 6473 36.25 3210 5935 6198 6432 5534 37.41 39.39 36.25 31.37 32.76 34.26 55.84 37.64 39.31 41.09 40 3240 65496 68436 71556 7426 7363 6474 7150 31.37 32.76 34.26 35.84 37.64 39.31 41.09 96 5470 5503 6630 6843 7156 7446 6454 6745 91 36.25 5416 5703 5524 37.54 37.41 40.39 47.41 <td></td> <td></td> <td></td> <td>29.32</td> <td>30.57</td> <td>31.81</td> <td>33.28</td> <td>34.70</td> <td>36.42</td> <td>38.19</td> <td>38.58</td>				29.32	30.57	31.81	33.28	34.70	36.42	38.19	38.58
36.25 32.10 59.35 51.1 55.97 37.71 39.39 36.25 32.10 59352 61980 64824 67812 71220 74376 7748 36.25 32.10 59352 61980 64824 67812 71220 74376 7748 36.25 32.10 59352 61980 64826 5402 5661 5935 6198 6479 31.37 32.76 32.78 55.84 5703 5935 6536 6498 6471 7150 40 5549 6549 6843 7155 7485 764 39.31 41.09 36.25 4010 65304 6499 6841 7150 7448 80940 36.25 4010 6512 5423 37.54 37.54 37.54 37.54 47.16 36.25 6010 5303 55.93 37.57 39.17 40.93 7.78 36.25 6010 5323 55.	0.0000 0.010 0.0000 </td <td>ROD_ROD</td> <td>36 25</td> <td>6110</td> <td>57108</td> <td>ИСИОЗ</td> <td>62148</td> <td>64032</td> <td>68052</td> <td>71352</td> <td>74520</td> <td>75264</td>	ROD_ROD	36 25	6110	57108	ИСИОЗ	62148	64032	68052	71352	74520	75264
36.25 30.18 31.41 32.85 34.32 35.97 37.71 39.39 36.25 32.10 59352 61980 64824 67812 71220 74376 7748 49.46 5165 5402 5651 5935 61980 6479 30.31 41.09 31.37 32.76 34.26 5436 5703 5963 6538 55.84 37.64 39.31 41.09 90 35.25 4010 65304 68936 7176 7448 80940 91 36.25 4010 62304 64992 68040 71076 74112 7148 80940 91 36.25 4010 62304 64992 6500 5923 6176 6454 6745 6745 91 36.25 4010 62304 64992 65040 5923 6176 6454 6745 6745 6745 91 36.25 5604 5903 7757 3174	30.18 31.41 32.85 34.32 35.97 37.71 30.39 36.25 32.10 59352 61980 64824 67812 71220 74376 7748 49.46 5165 5402 55.84 37.64 39.31 41.09 31.37 32.76 34.26 54.85 57.03 5963 6549 6841 7150 40 3240 65496 68436 7155 7485 55.84 57.03 5963 6573 5649 6841 7150 9 31.37 32.76 34.26 55.84 57.64 56.97 57.94 56.97 57.94 56.96 57.94 57.94 56.96 57.94 57.94 57.96 57.94 57.94 57.94 57.96 57.94 57.94 57.94 57.94 57.95 57.94 57.94 57.95 57.94 57.94 57.94 57.94 57.94 57.94 57.94 57.94 57.94 57.94 57.94	2000	07:00	2	4759	4952	5179	5411	5671	5946	6210	6272
36.25 3210 59352 61980 64824 67812 71220 74376 77748 470 5165 5402 5651 5935 6198 6479 6479 71.37 31.37 32.76 34.26 5841 710 5651 5935 6198 6470 40 3240 65496 68436 7156 34.26 35.84 37.64 39.31 41.09 31.37 32.40 65496 68436 71076 74412 7148 80940 90 36.25 4010 62304 64992 68040 71076 74112 7148 80940 91 5192 5416 5670 5923 6176 6454 6745 93 36.25 37.41 7093 71076 7444 7150 93 36.25 37.48 39.31 41093 7273 74.48 80940 93 36.25 37.48 37.54 39.17	36.25 3210 5935 61960 64824 6781 7120 74376 77748 4 7 31.37 32.10 5935 6196 6479 6479 6479 7 31.37 32.16 54.05 55.65 55.84 37.64 39.31 4109 40 3240 65496 68436 71556 74856 78588 82092 85800 31.37 32.16 5498 5703 5963 6238 6649 6841 7150 9 36.25 4010 62304 6492 6570 5583 6176 6434 6745 9 36.25 5604 5670 5573 3617 40.93 4716 9 36.25 5604 5006 6771 6745 6745 6745 9 36.25 5604 5006 6771 6094 7748 80548 9 36.25 5604 5703 37.41 <t< td=""><td></td><td></td><td></td><td>30.18</td><td>31.41</td><td>32.85</td><td>34.32</td><td>35.97</td><td>37.71</td><td>39.39</td><td>39.78</td></t<>				30.18	31.41	32.85	34.32	35.97	37.71	39.39	39.78
36.25 32.10 59352 61980 64824 67812 71220 74376 77748 470 31.37 32.76 34.26 5651 5335 6198 6479 410 3240 65496 68436 71556 7456 7858 82092 85800 31.37 32.76 34.26 35.84 37.64 39.31 41.09 31.37 32.76 34.26 35.84 37.64 39.31 41.09 99 36.25 4010 62304 64992 68040 71076 74112 77448 80940 99 36.25 4010 62304 64992 68040 71076 74112 77448 80940 990 36.25 61010 62306 6774 6745 6745 99 36.25 5604 5902 5606 5923 6176 6426 6745 <t< td=""><td>36.25 3210 5932 61960 64824 6712 7136 77748 40 5165 5402 5651 5935 6198 6479 40 31.37 32.76 34.26 55.84 37.64 39.31 41.09 40 3240 65496 68436 7156 74856 7588 82092 85800 91 5458 5703 5963 5238 6549 6841 7150 91 5458 5703 5963 53.84 37.64 39.31 41.09 92 36.25 4010 62304 64992 68040 71076 7412 7748 80940 93 36.25 4010 62304 64992 5903 6776 39.31 41.09 93 36.25 35.96 37.57 39.17 40.93 42.76 93 36.25 5703 57.48 74.48 80544 6745 93 35.54</td></t<> <td></td>	36.25 3210 5932 61960 64824 6712 7136 77748 40 5165 5402 5651 5935 6198 6479 40 31.37 32.76 34.26 55.84 37.64 39.31 41.09 40 3240 65496 68436 7156 74856 7588 82092 85800 91 5458 5703 5963 5238 6549 6841 7150 91 5458 5703 5963 53.84 37.64 39.31 41.09 92 36.25 4010 62304 64992 68040 71076 7412 7748 80940 93 36.25 4010 62304 64992 5903 6776 39.31 41.09 93 36.25 35.96 37.57 39.17 40.93 42.76 93 36.25 5703 57.48 74.48 80544 6745 93 35.54											
40 4946 5165 5402 5651 5935 6198 6479 40 31.37 32.76 34.26 55.84 37.64 39.31 4109 40 3240 65496 68436 71556 74856 78588 82092 85800 91 31.37 32.76 34.26 58436 71556 74856 78588 82092 85800 91 31.37 32.17 32.16 54.26 55.84 37.64 39.31 41.09 92 54.25 54.01 65303 66304 71076 71418 80940 93 36.25 6010 65304 5403 57.57 39.17 40.93 42.78 99 36.25 5604 5909 6210 6366 6745 6745 93 36.25 5604 5909 6210 6323 6176 6454 6745 93 36.25 5604 5909 6210	40 5165 5402 5651 5935 6198 6479 40 31.37 32.76 34.26 35.84 37.64 39.31 41.09 91 51.37 32.76 34.26 35.84 37.64 39.31 41.09 91 51.37 32.76 5436 68436 71556 74856 78589 65902 66800 31.37 32.76 34.26 35.84 37.64 39.31 41.09 93 36.25 4010 62304 64992 68040 71076 74112 77448 80940 93 36.25 6010 65360 67248 70908 74520 76584 6745 7743 93 36.25 6010 65360 67248 70908 74520 76584 6795 7089 93 36.25 6010 63560 5503 6176 643 7436 7436 93 36.25 5604 5909	666-006	36.25	3210	59352	61980	64824	67812	71220	74376	77748	78528
40 32.40 65496 68436 71556 74856 78588 82092 85800 40 32.40 65496 68436 71556 74856 78588 82092 85800 91 71.50 5458 5703 5963 6523 6549 6841 7150 91 31.37 32.76 34.26 55.84 37.64 39.31 41.09 92 36.25 4010 62304 64992 68040 71076 71448 80940 93 36.25 4010 63560 67248 70908 7457 39.17 40.93 42.78 93 36.25 5604 5909 6210 6386 6706 6464 6745 93 36.25 37.54 37.44 30.31 40.48 43.10 44.96 93 36.25 5604 5909 6716 6748 40.96 768 93 36.25 37.48 39.33	40 32.76 34.26 35.84 37.64 39.31 41.09 40 3240 65496 68435 71556 74856 78588 82092 85800 91 31.37 32.76 5963 6238 65496 68431 7150 91 31.37 32.76 6492 68040 71076 7412 7448 80940 92 36.25 4010 62304 6492 56040 71076 7412 77448 80940 93 36.25 6010 63560 6732 35.96 37.57 39.17 40.93 42.78 93 36.25 6010 63660 67248 70908 74520 76584 81540 8566 93 36.25 5604 5909 6210 6382 6795 7089 93 36.25 5604 5909 6210 6382 6796 7089 93 36.25 5604 5909 7				4946	5165	5402	5651	5935	6198	6479	6544
40 3240 65496 68436 71556 78556 78568 82092 85800 9 5458 5703 5963 6238 6549 6841 7150 9 36.25 4010 62304 64992 68040 71076 7448 80940 9 36.25 4010 62304 64992 68040 71076 7448 80940 9 36.25 4010 62304 6492 6570 5923 6176 6454 6745 9 36.25 6010 63660 67248 70908 74520 76584 81540 85068 9 36.25 6010 63660 67248 7093 42.76 77448 80940 9 36.25 5604 5909 62110 6382 6795 7089 9 36.25 5604 5909 6210 6382 6795 7084 9 36.25 41412 7448	40 3240 65496 68436 71556 74856 78588 82092 85800 91 5458 5703 5963 6238 6549 6841 7150 91 31.37 32.76 34.26 5563 6538 6549 6841 7150 91 36.25 4010 62304 64992 68040 71076 74112 7448 80940 91 55192 5416 5670 5923 6176 6454 6745 92 36.25 601 6392 5416 5903 6176 6454 6745 93 36.25 5604 5903 6210 6382 6795 7089 93 36.25 5604 5903 6216 6382 6795 7089 93 36.25 5604 5903 6216 6382 6795 7089 93 36.25 5604 7148 80544 81540 87048				31.37	32.76	34.26	35.84	37.64	39.31	41.09	41.51
1 1	40 5456 5403 5503 5534 5649 6841 7150 99 36.25 4010 62304 64992 68040 71076 71412 71448 80940 99 36.25 4010 62304 64992 68040 71076 74112 77448 80940 99 36.25 4010 62304 64992 68040 71076 7412 71448 80940 99 36.25 6010 63660 67248 70908 74520 76584 6745 6745 99 36.25 6010 63660 67248 70908 74520 76584 7196 99 36.25 6010 63660 67248 7093 42.10 44.96 99 36.25 5604 5903 6210 63526 6795 7089 90 36.25 6014 71076 7448 80544 81648 7049 90 36.26 <td< td=""><td>000-000</td><td>40</td><td>3240</td><td>65496</td><td>68436</td><td>71556</td><td>74856</td><td>78588</td><td>82092</td><td>85800</td><td>86628</td></td<>	000-000	40	3240	65496	68436	71556	74856	78588	82092	85800	86628
31.37 32.76 34.26 35.84 37.64 39.31 41.09 36.25 4010 62304 64992 68040 71076 74112 77448 80940 36.25 4010 62304 64992 56040 71076 74112 77448 80940 36.25 4010 62304 64992 56040 7475 39.17 40.93 42.78 36.25 6010 63660 67248 70908 74520 7554 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 87648 36.25 5604 5793 37.48 39.39 40.48 87648 7089 36.25 5604 71076 7448 80340 6792 6792 7093 36.25 5604 7748 80544 80544 84084 87648 36.25 5604 7748 80544 84084 87648 7007 36.26 5502 5523 6176 6454 6712 70	31.37 32.76 34.26 35.84 37.64 39.31 41.09 36.25 4010 62304 64992 68040 71076 74112 71448 80940 36.25 5192 5416 5670 5923 6176 6454 6745 36.25 6010 63660 67248 70908 7452 71448 80940 36.25 6010 63660 67248 70908 7452 6176 6454 6745 36.25 6010 63660 67248 70908 7420 81540 81540 36.25 6010 63650 67248 7748 81540 8768 36.25 6010 6366 6724 7748 81540 8768 36.25 5604 7748 81540 81540 8768 7089 36.25 6404 7148 80544 81540 8764 8164 36.25 6804 7148 80544 8164<		2	01-70	5458	5703	5963	6238	6549	6841	7150	7219
36.25 4010 62304 64992 68040 71076 71448 80940 36.25 4010 61392 5416 5670 5923 6176 6454 6745 5192 5192 5416 5670 5923 6176 6454 6745 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 5604 5305 5604 5303 6176 6434 703 36.25 4810 63060 67248 7144 80544 81540 87648 36.25 4810 63040 71076 7144 80544 87648 36.25 4810 77448 80544 8104 87648 36.26 5670 5923 6176 6424 7007 7304 36.26 5670 5931	36.25 4010 62304 64992 68040 7176 7416 6454 6745 7.10 5192 5416 5670 5923 6176 6454 6745 36.25 6010 5192 5416 5670 5923 6176 6454 6745 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 5604 5909 6210 6382 6795 7089 36.25 33.65 5604 5909 6210 6382 6795 7089 36.25 33.65 5604 5909 6210 6382 6795 7089 36.25 35.54 37.48 39.39 40.48 87648 7734 36.26 6353 6176 6454 6772 7007 7304 36.26 5593 6176 6454 6712 7007 7304 40 4806 712 40.93<				31.37	32.76	34.26	35.84	37.64	39.31	41.09	41.51
36.25 4010 62304 64992 68040 /10/6 /4112 //448 80940 36.25 4010 5192 5416 5670 5923 6176 6454 6745 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 5604 5504 5909 6210 6382 6795 7089 36.25 4810 68040 71076 74112 7448 80544 87648 36.25 4810 68040 71076 74112 7448 8064 7304 36.25 4810 5923 6176 6454 6795 7007 7304 36.25 4810 5923 6176 7448 80544 8108 46.33 36.26 5817 40.33 40.33	36.25 4010 62304 64992 68040 $710/6$ 74112 7448 80940 7.57 5192 5416 5670 5923 6176 6454 6745 36.25 6010 5192 5416 5670 5923 6176 6454 6745 36.25 6010 63660 67248 70908 74520 76584 81540 85068 37.57 37.48 37.48 37.48 37.48 39.39 40.48 43.10 44.67 36.25 4810 68040 71076 7414 80544 87648 36.25 4810 68040 71076 7144 81064 7304 36.25 4810 68040 71076 71448 80544 87648 36.25 48112 71448 80544 84084 87648 7304 36.26 8923 6172 805					0007.0					01000	01110
5192 5416 5670 5923 6176 6454 6745 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 100 63660 67248 37.48 39.39 40.48 87648 36.25 4810 68040 71076 7144 87648 87648 36.25 4810 71076 77448 80544 87648 87648 36.25 48176 7748 80544 6712 7007 7304 36.25 48176 6712 7013 42.57 84144 46.33 40 4840	6192 5416 5670 5923 6176 6454 6745 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 5604 5509 6210 6382 6795 7089 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 5502 6176 6454 6712 7007 7304 36.25 37.51 39.17 40.93 42.57 44.44 46.33 40 4840 75096 7843 81792 85452 8884 96736 40 6528 6536<	1000-105		4010	62304	64992	68040	/10/6	/4112	1/448	80940	96/18
36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 5604 5305 5604 5909 6210 6382 6795 7089 36.25 4810 63660 67248 70908 7452 8154 81064 36.25 4810 68040 71076 7748 80544 87648 87648 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 68040 71076 74112 77448 87648 87648 36.25 6816 7712 80544 6712 7007 7304 40 8664 7503 81792 85452 87648 87648 40 88054 80544 6712 7007 7304 40 88054 7053 85452 88844 96732 40 480 753 85	40.33 34.35 35.96 37.57 39.17 40.93 42.78 36.25 6010 63660 67248 70908 74520 76584 81540 85068 36.25 5010 63660 67248 70908 74520 76584 81540 85068 36.25 5604 5909 6210 6382 6795 7089 36.25 4810 68040 71076 7148 80544 81648 36.25 4810 68040 71076 71412 77448 80544 87648 36.26 5503 5515 39.17 40.93 42.57 44.96 7304 40 4840 75096 7751 40.93 42.57 44.46 36.32 40 4840 75096 7724 81792 85452 86884 96.32 40 4840 7509 7701 7701 7701 7304 40 68245 88168 7702 </td <td></td> <td></td> <td></td> <td>5192</td> <td>5416</td> <td>5670</td> <td>5923</td> <td>6176</td> <td>6454</td> <td>6745</td> <td>6813</td>				5192	5416	5670	5923	6176	6454	6745	6813
36.25 6010 63660 67248 70908 74520 76584 81540 85068 5305 5305 5604 5909 6210 6382 6795 7089 33.65 33.65 35.54 37.48 39.39 40.48 43.10 44.96 36.25 4810 68040 71076 74112 77448 80544 84084 87648 36.25 4810 68040 71076 74112 77448 80544 87648 87648 36.25 4810 68040 71076 74112 77448 80544 87648 87648 36.25 5592 6176 6454 6712 7007 7304 40 4840 75096 37.57 39.17 40.93 46.33 40 4840 7508 6816 7121 7407 7304 55.96 6536 6816 7121 7407 7308 96732 50.97 6536 </td <td>36.25 6010 63660 67248 70908 74520 76584 81540 85068 5305 5305 5604 5909 6210 6382 6795 7089 33.65 33.65 35.54 37.48 39.39 40.48 43.10 44.96 36.25 4810 68040 71076 7412 77448 80544 84084 87648 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 5523 6176 6454 6712 7007 7304 36.25 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 7843 8172 8884 92808 96732 40 4840 7526 68416 7121 7407 7734 8061</td> <td></td> <td></td> <td></td> <td>32.93</td> <td>34.35</td> <td>35.96</td> <td>37.57</td> <td>39.17</td> <td>40.93</td> <td>42.78</td> <td>43.21</td>	36.25 6010 63660 67248 70908 74520 76584 81540 85068 5305 5305 5604 5909 6210 6382 6795 7089 33.65 33.65 35.54 37.48 39.39 40.48 43.10 44.96 36.25 4810 68040 71076 7412 77448 80544 84084 87648 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 68040 71076 74112 77448 80544 87648 36.25 4810 5523 6176 6454 6712 7007 7304 36.25 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 7843 8172 8884 92808 96732 40 4840 7526 68416 7121 7407 7734 8061				32.93	34.35	35.96	37.57	39.17	40.93	42.78	43.21
5305 5604 5909 6210 6382 6795 7089 33.65 35.54 37.48 39.39 40.48 43.10 44.96 36.25 4810 68040 71076 7412 77448 80544 87648 36.25 4810 68040 71076 7412 77448 80544 87648 36.25 4810 68040 71076 7304 87648 87648 36.25 4810 5592 6176 6454 6712 7007 7304 40 48 757 39.17 40.93 42.57 44.44 46.33 40 4840 75096 7842 81782 85452 88884 92808 96732 40 4840 75096 7842 81646 7121 7407 7734 46.33 40 4845 6536 6536 6816 7121 7407 7608 96732 40 8056 83	6795 5604 5909 6210 6382 6795 7089 33.65 35.54 37.48 39.39 40.48 43.10 44.96 36.25 4810 68040 71076 7412 77448 80544 87648 36.25 4810 68040 71076 7304 87648 87648 36.25 4810 68040 71076 7412 7707 7304 36.25 5870 5923 6176 6454 6712 7007 7304 40 35.96 39.17 40.93 42.57 44.44 46.33 40 4840 75096 7842 81792 8884 92808 96732 40 85656 6536 6816 7121 7407 7734 8061 35.96 35.75 39.17 40.93 42.57 44.44 46.33 40 8566 6536 6536 85452 88849 96732 <	1100-115		6010	63660	67248	70908	74520	76584	81540	85068	85932
33.65 35.54 37.48 39.39 40.48 43.10 44.96 36.25 4810 68040 71076 74112 77448 80544 87648 87648 36.25 4810 68040 71076 74112 77448 80544 87648 87648 36.25 4810 68040 71076 5923 6176 6454 6712 7007 7304 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 7843 81792 85452 88884 92808 96732 40 4840 75096 7843 81792 85452 88884 92808 96732 40 40.93 42.57 39.17 40.93 42.57 44.44 46.33 10 85566 8516 712 7007 7734 8061 46.33 10 8556 8516 712 7093 42.57 44.44 46.33 46.33	33.65 35.54 37.48 39.39 40.48 43.10 44.96 36.25 4810 68040 71076 7412 77448 80544 87648 87648 36.25 4810 68040 71076 7412 77448 80544 87648 87648 36.25 4810 5670 5923 6176 6454 6712 7007 7304 35.96 35.96 39.17 40.93 42.57 44.44 46.33 40 4840 75096 7842 81792 85452 88884 92808 96732 40 4840 75096 7843 81792 87452 88884 92808 96732 80 6536 6536 6816 7121 7407 7734 8061 8061 80 35.96 39.17 40.93 42.57 44.44 46.33 8061 80 85.56 6536 6816 7121 7407 7734 8061 8061 80 35.59 39.17 40.93 42.57<				5305	5604	5909	6210	6382	6795	7089	7161
36.25 4810 68040 71076 74112 77448 80544 84084 87648 36.25 4810 68040 71076 5923 6176 6454 6712 7007 7304 5670 5923 6176 6454 6712 7007 7304 7304 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 78432 81792 85452 88884 92808 96732 40 6258 6536 6816 7121 7407 7734 8061 35.96 37.57 39.17 40.93 42.57 44.44 46.33	36.25 4810 68040 71076 74112 77448 80544 84084 87648 36.25 4810 68040 71076 5923 6176 6454 6712 7007 7304 5670 5923 6176 6454 6712 7007 7304 35.96 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 78432 81792 85452 88884 92808 96732 40 4840 75096 78432 81792 85452 88884 92808 96732 35.96 6816 7121 7407 7734 8061 35.96 37.57 39.17 40.93 42.57 44.44 46.33				33.65	35.54	37.48	39.39	40.48	43.10	44.96	45.42
30.25 4810 60040 710/6 74112 7446 60344 64064 6706 6704 6703 40 40 40.93 6316 7121 7101 7401 7601 8061	30.25 4810 60040 710/6 74112 77446 60040 6703 6704 7304 1 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 78432 81792 85452 88884 92808 96732 40 6258 6536 6816 7121 7407 7734 8061 35.96 37.57 39.17 40.93 42.57 44.44 46.33	1000		1010	01000	02072	0777	01122	00544	10010	070.40	00540
40 4840 75096 78432 81792 85452 88884 92808 96732 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 78432 81792 85452 88884 92808 96732 35.96 37.57 39.17 40.93 42.57 44.44 46.33	40 4840 75096 78432 81792 85452 88884 92808 96732 35.96 37.57 39.17 40.93 42.57 44.44 46.33 40 4840 75096 78432 81792 85452 88884 92808 96732 35.96 37.57 39.17 40.93 42.57 44.44 46.33	1200-122		4010	00040	5923	6176	6454	6712	7007	7304	04000
40 4840 75096 78432 81792 85452 88884 92808 96732 6258 6536 6816 7121 7407 7734 8061 35.96 37.57 39.17 40.93 42.57 44.44 46.33	40 4840 75096 78432 81792 85452 88884 92808 96732 40 4840 75096 78432 81792 85452 88884 92808 96732 6258 6536 6816 7121 7407 7734 8061 735.96 37.57 39.17 40.93 42.57 44.44 46.33				35.96	37.57	39.17	40.93	42.57	44.44	46.33	46.80
40 4040 7000 70432 01/32 03432 00004 32000 30/32 6258 6536 6816 7121 7407 7734 8061 35.96 37.57 39.17 40.93 42.57 44.44 46.33	40 4040 7000 7000 70432 004432 0004 92000 90132 1			0101	75006	00107	01700	OEAED	10000	00000	06730	AD770
37.57 39.17 40.93 42.57 44.44 46.33	37.57 39.17 40.93 42.57 44.44 46.33	120021			6258	6536	6816	7121	7407	7734	8061	8142
					35.96	37.57	39.17	40.93	42.57	44.44	46.33	46.80

		11 01, 2020								
Throughou	Second Step (+2%) Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	salary grids sh	ow annual,	monthly ar	nd hourly ra	ates of pay				
Band	Hours per week Pay Grade	Pay Grade	1	2	3	4	5	9	7	8
200-299	40.00	1040	41520	42360	43188	44328	45516	46632	47940	48384
			3460	3530	3599	3694	3793	3886	3995	4032
			19.89	20.29	20.68	21.23	21.80	22.33	22.96	23.17
300-399	36.25	1110	39132	40164	41232	42252	43440	44604	45852	46320
			3261	3347	3436	3521	3620	3717	3821	3860
			20.68	21.23	21.79	22.33	22.96	23.58	24.23	24.48
300-399	40.00	1140	43200	44328	45504	46632	47940	49260	50640	51132
			3600	3694	3792	3886	3995	4105	4220	4261
			20.68	21.23	21.79	22.33	22.96	23.58	24.23	24.48
400-499	36.25	1410	42252	43440	44604	45852	47184	48108	49656	50160
			3521	3620	3717	3821	3932	4009	4138	4180
			22.33	22.96	23.58	24.23	24.94	25.43	26.25	26.51
500-599	36.25	1910	47604	49044	50640	52140	53904	55632	57540	58116
			3967	4087	4220	4345	4492	4636	4795	4843
			25.16	25.92	26.77	27.56	28.49	29.40	30.41	30.72
500-599	40.00	1940	52500	54144	55860	57540	59484	61404	63492	64128
			4375	4512	4655	4795	4957	5117	5291	5344
			25.16	25.92	26.77	27.56	28.49	29.40	30.41	30.72
669-009	36.25	2110	49044	50640	52140	53904	55632	57540	59568	60192
			4087	4220	4345	4492	4636	4795	4964	5016
			25.92	26.77	27.56	28.49	29.40	30.41	31.48	31.81
662-002	36.25	6510	56592	58992	61392	64224	66960	70284	73704	74436
			4716	4916	5116	5352	5580	5857	6142	6203
			29.91	31.18	32 45	33 95	35.39	37 15	38.96	39.34

>	Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	salary grids she	ow annual,	monthly ar	nd hourly ra	ates of pay.				
Band	Hours per week Pay Grade	R Pay Grade	1	2	e	4	5	9	7	8
662-002	40.00	6540	62424	65088	67764	70836	73908	77580	81360	82176
			5202	5424	5647	5903	6159	6465	6780	6848
			29.91	31.18	32.45	33.95	35.39	37.15	38.96	39.34
800-899	36.25	6110	58248	60612	63396	66228	69408	72780	76020	76764
			4854	5051	5283	5519	5784	6065	6335	6397
			30.79	32.04	33.51	35.00	36.68	38.47	40.18	40.57
										00100
666-006	36.25	3210	60540	63216	66132	69168	/2648	9/84/	/9296	80100
			5045	5268	5511	5764	6054	6323	6608	6675
			32.00	33.41	34.95	36.56	38.40	40.10	41.91	42.34
666-006	40.00	3240	66804	69816	72984	76356	80160	83724	87516	88368
			5567	5818	6082	6363	6680	6977	7293	7364
			32.00	33.41	34.95	36.56	38.40	40.10	41.91	42.34
1000-1099	9 36.25	4010	63552	66288	69396	72492	75588	78996	82560	83400
			5296	5524	5783	6041	6299	6583	6880	6950
			33.59	35.04	36.68	38.32	39.95	41.75	43.64	44.08
00110011	26.26	010	64000	COCOA	ACCOT	UCU37	70100	00100	02770	07640
21-001		0.00	5411	5717	F2021	6335	6509	6932	7731	7304
			34.32	36.26	38.23	40.18	41.28	43.97	45.86	46.33
1200-1299	36.25	4810	69396	72492	75588	78996	82164	85776	89412	90324
			5783	6041	6299	6583	6847	7148	7451	7527
			36.68	38.32	39.95	41.75	43.43	45.34	47.26	47.74
1200-1299	9 40.00	4840	76596	79992	83436	87156	90672	94656	98664	99648
			6383	6666	6953	7263	7556	7888	8222	8304
			36.68	38.32	39.95	4175	43 43	45.34	47.26	47 74

Third Step (+4%) Throughout Schedule B, the salary g Band Hours per week Pa 200-299 40 40 300-399 36.25 40 400-499 36.25 40 500-599 36.25 40 500-599 36.25 40 600-599 36.25 40 500-599 36.25 40 500-599 36.25 40		nual, monthi 1 42336 3528 20.28 39912 3326 21.10 21.10 3670 3670 21.10	y and hourly 2 43188 3599 20.68	rates of par					
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	veek Pay Grade 1040 1110 1140	nual, monthi 1 42336 3528 20.28 39912 3326 21.10 21.10 3670 21.10	y and hourly 2 43188 3599 20.68	rates of pay					
	veek Pay Grade 1040 1110 1140	1 42336 3528 3528 20.28 39912 3326 21.10 21.10 44040 3670 21.10	2 43188 3599 20.68						
	1040	42336 3528 3528 20.28 39912 3326 21.10 44040 3670 3670 21.10	43188 3599 20.68	S	4	S	9	7	œ
	1110	3528 20.28 39912 3326 21.10 21.10 3670 21.10	3599 20.68	44028	45180	46392	47556	48864	49344
	1110	20.28 39912 3326 21.10 21.10 3670 21.10	20.68	3669	3765	3866	3963	4072	4112
	1110	39912 3326 21.10 44040 3670 21.10		21.09	21.64	22.22	22.78	23.40	23.63
	1110	39912 3326 21.10 44040 3670 21.10							
	1140	3326 21.10 44040 3670 21.10	40956	42036	43092	44304	45480	46752	47232
	1140	21.10 44040 3670 21.10	3413	3503	3591	3692	3790	3896	3936
	1140	44040 3670 21.10	21.65	22.22	22.78	23.42	24.04	24.71	24.96
	1140	44040 3670 21.10							
		3670 21.10	45180	46380	47556	48864	50208	51636	52128
		21.10	3765	3865	3963	4072	4184	4303	4344
	077		21.65	22.22	22.78	23.42	24.04	24.71	24.96
	0141								
	1410	43092	44304	45480	46752	48120	49044	50640	51144
		3591	3692	3790	3896	4010	4087	4220	4262
		22.78	23.42	24.04	24.71	25.43	25.92	26.77	27.03
	1910	48540	50016	51636	53172	54960	56724	58668	59256
		4045	4168	4303	4431	4580	4727	4889	4938
		25.66	26.44	27.29	28.10	29.05	29.98	31.01	31.32
	1940	53532	55200	56964	58668	60648	62616	64728	65376
		4461	4600	4747	4889	5054	5218	5394	5448
		25.66	26.44	27.29	28.10	29.05	29.98	31.01	31.32
	2110	50016	51636	53172	54960	56724	58668	60744	61380
		4168	4303	4431	4580	4727	4889	5062	5115
		26.44	27.29	28.10	29.05	29.98	31.01	32.11	32.44
700 700 36 JE	CE10	67606	GO156	67604	GEARA	C B J B D	71667	76144	75012
0.2.00	0100			10020			1002		21001
		30.40	31 70	33.00	24.64	36.00	37 87	3020	40.12
		01-00	01.10	00.00	0.5	00.00	0.00	41.00	10.14

Third Step (44%) Third Step (44%) Throughout Schedule B, the seniny grid for the seniny gr	B-10C J	эспеаціе Б General Stan Pay B-10C July 1, 2020 - March 31,	ап гау rch 31, 2023								
a to be a constraint, monthly and hourly rate of pay. Hours par week Pay Cirade 1 2 3 4 5 6 7 6 7 6 7 6 7 6 7 6 7 6 7 7 6 7 6 7 6 7 6 7 6 7 6 7 7 6 7 7 6 7 7 6 7 7 6 7 7 6 7 7 6 7 7 6 7 7 6 7 <t< th=""><th>Third St</th><th>ep (+4%)</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></t<>	Third St	ep (+4%)									
Hours per week Pay Grade 1 2 3 4 5 6 7 9 40 6540 65304 6531 5575 6019 65912 85914 8 9 40 6540 65304 6531 5757 6019 65902 85914 8 9 36.25 6110 59388 61800 6452 67728 7534 79092 8912 9 36.25 6110 59388 61800 6452 67728 7736 8098 787 9 36.25 3210 6112 61434 67428 7054 74064 7735 80988 82.23 9 36.25 3210 6112 71184 7412 727 39.15 40.94 7436 9 36.25 37.10 6112 71184 727 39.15 40.94 7436 9 40 727 39.15 6178 7272 39.15	Throughout	: Schedule B, the sal	lary grids show an	nual, monthi	ly and hourly	/ rates of pa	y.				
40 65340 65372 69084 7228 75348 76902 82944 8 5304 5331 5757 6019 6591 3602 37.87 30.72 5304 5331 5757 6019 6593 5416 55.93 6451 7716 74196 77508 7372 36.25 6110 5938 6150 64532 6743 7076 74196 77508 7097 7352 4091 7414 7419 77508 7436 6739 6539 6739 6579 6579 6579 5519 5619 5676 5932 5601 6487 7144 7436 7735 80168 8274 774 774 774 774 774 774 7744 7735 80168 8274 774 774 774 774 774 774 7744 7745 7744 7745 7744 7744 7744 7744 7744 7744 7744 7744 <th>Band</th> <th>Hours per wee</th> <th>k Pay Grade</th> <th>1</th> <th>2</th> <th>e</th> <th>4</th> <th>2</th> <th>9</th> <th>7</th> <th>8</th>	Band	Hours per wee	k Pay Grade	1	2	e	4	2	9	7	8
5304 5531 577 6019 6591 6912 33972 33787 33772 33787 33772 33787 33772 33787 33772 33787 33772 33787 33772 33787 33772 33727 33727 34796 77508 77508 77508 7752 44997 77537 39122 44997 33727 39122 44997 33727 5619 37371 33222 44997 77532 80968 8053 805368 80232 805368 80232 805368 80232<	700-799	40	6540	63648	66372	69084	72228	75348	79092	82944	83784
36.25 6110 5938 61800 6452 5573 36.06 37.87 39.72 7 36.25 6110 5938 61800 6452 5573 5898 6180 6459 77.68 7				5304	5531	5757	6019	6279	6591	6912	6982
36.25 6110 5938 61800 6452 5523 5898 6183 6459 36.25 5110 5346 5527 5898 6183 6459 36.25 31.39 32.66 5316 5536 5536 5593 37.41 39.22 40.97 36.25 3210 61728 64464 67428 70524 74064 77352 80868 6 36.25 3210 61728 64464 67428 70524 70.84 77352 80868 6 40 32.65 33.07 35.64 37.27 39.15 40.84 6 77352 80868 8 42.74 4.74 40 32.40 68112 71184 74412 7784 81720 8538 82232 5 36.25 4010 64800 67584 70764 73920 7014 7395 36.25 4010 64800 67584 7740 8774 87456				30.49	31.79	33.09	34.61	36.09	37.87	39.72	40.12
90.25 0110 5150 5356 31,40 5150 5356 31,41 3922 4097 7 36.25 3210 61728 64464 67428 70524 74064 77352 80868 8 36.25 3210 61728 64464 67428 70524 74064 77352 80868 8 37.41 5372 55.61 35.61 55.61 5617 64704 77352 80868 8 32.63 34.07 35.64 37.27 39.15 40.18 42.74 40 3240 68112 71184 74412 77844 81720 85368 89232 5 32.65 36.73 35.64 37.27 39.15 40.84 42.74 4 36.25 4010 64800 67584 77184 81720 85088 89232 5 36.25 4010 64800 67584 77184 81468 8774 81468 8774 <td></td> <td>26 25</td> <td>6440</td> <td>50200</td> <td>61000</td> <td>64600</td> <td>C7E04</td> <td>SETOF</td> <td>74106</td> <td>77600</td> <td>70776</td>		26 25	6440	50200	61000	64600	C7E04	SETOF	74106	77600	70776
36.25 32.10 61728 64464 67428 70524 74064 77352 80868 8 36.25 32.10 61728 64464 5372 5619 5741 39.22 40.97 51.44 5372 5619 5877 6172 64466 6739 51.44 5372 5619 57.27 39.15 40.88 42.74 40 3240 68112 71184 74412 77844 81720 85368 89232 9 5567 5932 34.07 35.64 37.27 39.15 40.88 42.74 9 36.25 4010 64810 55.63 34.07 35.64 37.27 39.15 40.88 42.74 4.735 9 36.25 4010 64800 55.53 34.07 35.64 37.27 39.15 40.88 42.74 4.49 9 36.25 5897 6160 5432 54918 7735 5714 4.257<	660-000	07.00	0110	000000	5150	04032 5386	42010	5808	6183	6459	10210
36.25 3210 61728 64454 67428 70524 74064 77352 80868 8 6446 5731 5144 5372 5619 5877 6172 6446 6739 6112 5144 5372 55.64 37.27 39.15 40.88 6573 610 5144 537 55.64 37.27 39.15 40.88 42.74 4736 610 55676 5932 6201 64817 7114 7436 42.74 42.44 42.74 42.44 42.74 <td< td=""><td></td><td></td><td></td><td>31.39</td><td>32.66</td><td>34.16</td><td>35.69</td><td>37.41</td><td>39.22</td><td>40.97</td><td>41.37</td></td<>				31.39	32.66	34.16	35.69	37.41	39.22	40.97	41.37
36.25 3210 61728 64464 6724 70524 74064 77352 80868 6 4 5144 5372 5619 5877 6172 6446 6739 4 32.63 34.07 35.64 37.27 39.15 40.88 42.74 40 3240 68112 71184 74412 77844 81720 85368 89222 5 5676 5932 5601 64810 67584 70764 73920 7018 8476 8774 42.87 9 36.25 4010 64800 6532 5897 6160 6424 6772 7044 7336 9 36.25 6010 6532 35.72 3740 77508 8406 8476 8 9 36.25 6010 6624 6994 7370 7068 8054 84168 8 7076 9 36.25 6010 6623 35.72 3732 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>											
1 5144 5372 5619 5877 6172 6446 6739 1 22.63 32.63 34.07 35.64 37.27 39.15 40.88 42.74 1 40 3240 68112 71184 74412 77844 81720 85368 89232 5 1 40 3240 68112 71184 74412 77844 81720 85368 89232 5 1 40 5503 34.07 35.64 7736 7732 39.15 40.88 42.74 7736 1 40 5503 34.07 35.64 7737 39.15 40.88 42.74 7736 1 40.10 64800 6753 70764 73920 70768 84168 8 1 36.25 6010 6426 64936 64369 6538 7067 7373 1 36.25 36.97 7038 80544 84176 7373	666-006	36.25	3210	61728	64464	67428	70524	74064	77352	80868	81660
40 32.63 34.07 35.64 37.27 39.15 40.88 42.74 40 3240 68112 71184 74412 77844 81720 85368 89232 7 9 40 3240 68112 71184 74412 77844 81720 85368 89232 7 9 5576 5932 6291 6480 6470 6416 7436 7 9 36.25 4010 64800 67584 70764 73920 77088 80544 84168 4 9 36.25 4010 64800 5632 5897 6459 6679 6474 6712 714 9 36.25 6010 66204 69948 77508 75656 84304 8476 773 9 36.25 6419 7424 6712 7449 7738 7676 7676 9 36.25 5817 38.97 40.97 40.79				5144	5372	5619	5877	6172	6446	6739	6805
40 3240 68112 71184 7412 77844 81720 85368 89232 9 5676 5932 6201 6487 6810 7114 7436 9 36.25 4010 64800 67584 70764 73920 7708 80544 84168 9 36.25 4010 64800 67584 70764 73920 77088 80544 84168 9 36.25 4010 64800 67584 70764 73920 77088 80544 84168 9 36.25 6010 64300 67584 70764 73920 77088 8476 9 36.25 6010 66204 69948 73740 7716 42.57 44.49 9 36.25 5837 40.97 42.57 44.79 7735 9 36.25 6491 6459 6459 6638 7656 46.76 7735 9 36.25 58.97 </td <td></td> <td></td> <td></td> <td>32.63</td> <td>34.07</td> <td>35.64</td> <td>37.27</td> <td>39.15</td> <td>40.88</td> <td>42.74</td> <td>43.16</td>				32.63	34.07	35.64	37.27	39.15	40.88	42.74	43.16
40 3240 68112 71184 74412 77844 81720 85368 89232 91 5676 5932 6201 6487 6810 7114 7436 91 32.55 4010 64800 67584 70764 73920 77088 80544 8476 92 36.25 4010 64800 67584 70764 73920 77088 80544 8476 93 36.25 6010 66204 69948 73740 77508 7065 84804 8476 93 36.25 6010 66204 69948 73740 77508 7065 84806 7373 93 36.25 6010 66204 69948 77508 7065 8476 7373 94 36.25 6160 6424 6712 44.49 7373 95 36.25 6419 77508 70656 84876 7373 96 36.25 4819 74											
5676 5932 6201 6487 6810 7114 7436 36.25 4010 64800 67584 70764 73920 71088 80544 84168 4 36.25 4010 64800 67584 70764 73920 77088 80544 84168 4 36.25 4010 64800 6732 5897 6160 6424 6712 7014 36.25 6010 66204 69948 77508 7656 84904 8476 36.25 6010 66204 69948 77508 7656 84904 8476 36.25 6910 7145 7708 7658 8476 7733 36.25 6410 6459 6459 6459 6456 6457 7733 36.25 4810 7340 77508 7426 7132 773 36.25 4810 7373 40.31 40.31 7405 71328 36.25 <td< td=""><td>666-006</td><td>40</td><td>3240</td><td>68112</td><td>71184</td><td>74412</td><td>77844</td><td>81720</td><td>85368</td><td>89232</td><td>96006</td></td<>	666-006	40	3240	68112	71184	74412	77844	81720	85368	89232	96006
36.25 4010 64800 67584 70764 73920 77088 80544 84168 8 36.25 4010 64800 67584 70764 73920 77088 80544 84168 8 36.25 5400 5632 5897 6160 6424 6772 7014 36.25 6010 66204 69948 73740 7508 79656 84804 8476 7 36.25 6010 66204 69948 73740 7508 7065 84806 7 7373 36.25 4810 73740 7508 7057 44.49 7 <td< td=""><td></td><td></td><td></td><td>5676</td><td>5932</td><td>6201</td><td>6487</td><td>6810</td><td>7114</td><td>7436</td><td>7508</td></td<>				5676	5932	6201	6487	6810	7114	7436	7508
36.25 4010 64800 6784 70764 73920 77088 80544 84168 8 5400 5632 5897 6160 6424 6712 7014 5400 5632 5897 6160 6424 6712 7014 36.25 6010 66204 69948 7740 77508 79656 84804 88476 8 36.25 6010 66204 69948 7770 40.57 44.49 7 36.25 6010 66204 69948 77708 7067 7373 36.25 4810 70764 73740 77508 7067 7373 36.25 4810 70764 7372 87456 91152 9 36.25 4810 7370 8746 6712 6167 7373 36.25 4810 7370 8745 61152 9 16 1752 9 36.25 4810 7703 8054				32.63	34.07	35.64	37.27	39.15	40.88	42.74	43.16
36.25 4010 64800 67584 70764 73920 77088 80544 84168 8 7 34.25 5400 5632 5897 6160 6424 6712 7014 7 34.25 35.72 35.72 37.40 39.07 40.74 42.57 44.49 4 36.25 6010 66204 69948 73740 77508 79656 84804 88476 8 36.25 6010 66204 7379 36.97 40.97 42.10 44.49 7 36.25 4810 70764 7332 56.97 44.98 83772 87456 91152 9 36.25 4810 70764 7078 80544 83772 87456 91152 9 36.25 4810 70708 80544 8176 8756 9 1596 36.25 4810 7066 7012 8745 91152 9 1596 16 16 <td></td>											
5400 5632 5897 6160 6424 6712 7014 34.25 35.72 35.72 37.40 39.07 40.74 42.57 44.49 4 36.25 6010 66204 69948 73740 77508 79656 84804 88476 8 36.25 6010 66204 69948 73740 77508 7067 7373 8 36.25 6010 66204 7329 6145 6459 6638 7067 7373 36.25 4810 70764 73920 77088 80544 8772 87456 91152 9 36.25 4810 70764 73920 70088 80544 8772 87456 91152 9 36.12 7374 40.74 42.57 44.28 7596 101696 10 36.14 7374 40.74 42.57 44.28 7696 10152 9 40.5 7809 81564 <	1000-109		4010	64800	67584	70764	73920	77088	80544	84168	85032
36.25 6010 66204 69948 73740 77508 79656 84804 8476 36.25 6010 66204 69948 73740 77508 79656 84804 88476 36.25 6010 66204 69948 73740 77508 79656 84804 88476 36.25 4810 5517 5829 6145 6459 6638 7067 7373 36.25 4810 70764 7392 38.97 40.97 42.10 81476 7373 36.25 4810 70764 73920 7708 80544 6176 7373 36.25 4810 70764 73920 7708 80742 8172 81456 36.25 4810 70764 73920 7708 8074 8277 46.26 40 440 7806 6160 6424 6712 6981 7596 7596 40 4840 7809 8174 42.57 44.28 46.22 48.18 40 6508 6796 81568				5400	5632	5897	6160	6424	6712	7014	7086
36.25 6010 66204 69948 73740 77508 79656 84804 88476 5517 5517 5829 6145 6459 6638 7067 7373 5517 5517 5829 6145 6459 6638 7067 7373 34.99 36.97 38.97 40.97 42.10 44.82 46.76 36.25 4810 70764 73920 77088 80544 83772 87456 91152 36.25 4810 70764 73920 77088 80544 87456 91152 36.25 4810 70764 73920 77088 80544 87456 91152 37.40 5897 6160 6424 6712 44.28 7596 7596 40 4840 78096 81564 8560 92436 96156 160596 18.48 40 480 7089 7405 7703 8043 8383 50				34.25	35.72	37.40	39.07	40.74	42.57	44.49	44.94
36.25 6010 66204 69948 73740 77508 79656 84804 88476 7373 5517 5829 6145 6459 6638 7067 7373 7373 33.97 58.97 58.97 58.97 6459 6638 7067 7373 737 33.97 58.97 58.97 58.97 40.97 44.82 46.76 7556 4810 70764 73920 7708 83772 87456 91152 7557 4810 70764 73920 7708 8574 83772 46.76 7596 7596 7703 83772 6981 712 6981 7596 7596 740 4840 7809 81564 85068 88860 9543 46.22 48.18 740 7405 7703 8043 8383 8043 8383 800 9506 8168 7405 7405 9516 100596 10556 </td <td></td>											
(1) (5517) (5829) (6145) (6538) (7067) (7373) (1)	1100-119		6010	66204	69948	73740	77508	79656	84804	88476	89376
34.99 36.97 38.97 40.97 42.10 44.82 46.76 36.25 4810 70764 73920 77088 80544 83772 87456 91152 36.25 4810 70764 73920 77088 80544 83772 87456 91152 36.25 4810 70764 73920 7708 80544 83772 87456 91152 37.40 5897 6160 6424 6712 6981 7288 7596 40 33.01 40.74 42.57 44.28 46.22 48.18 40 4840 78096 81564 85608 9546 100596 1 40 4840 78096 81564 85608 7405 7703 8043 8383 91 91 7089 7405 7405 7405 814.28 46.22 48.18 91 91 91 40.74 42.57 44.28 46.29 8383 91 91 91 91 40.59 7405 95416 <				5517	5829	6145	6459	6638	7067	7373	7448
36.25 4810 70764 73920 77088 80544 83772 87456 91152 36.25 4810 70764 73920 77088 80544 83772 87456 91152 5897 6160 6424 6712 6981 7288 7596 37.40 39.07 40.74 42.57 44.28 46.22 48.18 40 4840 78096 81564 85068 88860 92436 96516 100596 1 40 4840 78096 81564 83860 92436 9633 8383 37.40 39.07 40.74 42.57 44.28 46.23 48.18 37.40 39.07 40.74 42.57 44.28 46.22 48.18				34.99	36.97	38.97	40.97	42.10	44.82	46.76	47.24
36.25 4810 70764 73920 77088 80544 83772 87456 91152 5897 6160 6424 6712 6981 7288 7596 700 37.40 39.07 40.74 42.57 44.28 46.22 48.18 40 4840 78096 81564 85068 88860 92436 96516 100596 40 6508 6797 7089 7405 7089 88860 92436 8383 37.40 33.07 0.74 40.74 42.57 44.28 8383 8043 8383 37.40 33.07 0.703 89040 92436 96516 100596 1 1 37.40 39.07 40.74 42.57 44.28 46.23 48.18											
(1) (1) (2) (1200-129		4810	70764	73920	77088	80544	83772	87456	91152	92088
40 37.40 39.07 40.74 42.57 44.28 46.22 48.18 4 40 4840 78096 81564 85068 88860 92436 96516 100596 10 6508 6797 7089 7405 7703 8043 8383 3333 7101 37.40 39.07 40.74 42.57 44.28 48.18<				5897	6160	6424	6712	6981	7288	7596	7674
40 4840 78096 81564 85068 88860 92436 96516 100596 10 10 6508 6797 7089 7405 7703 8043 8383 37.40 37.40 39.07 40.74 42.57 44.28 46.22 48.18 4				37.40	39.07	40.74	42.57	44.28	46.22	48.18	48.67
40 4840 78096 81564 85068 88860 92436 96516 100596 10 10 6508 6797 7089 7405 7703 8043 8383 37.40 37.40 39.07 40.74 42.57 44.28 46.22 48.18 4											
6797 7089 7405 7703 8043 8383 39.07 40.74 42.57 44.28 46.22 48.18 4	1200-129		4840	78096	81564	85068	88860	92436	96516	100596	101604
39.07 40.74 42.57 44.28 46.22 48.18				6508	6797	7089	7405	7703	8043	8383	8467
				37.40	39.07	40.74	42.57	44.28	46.22	48.18	48.67

Throughout	Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	y grids show ar	nnual, month	Ily and hour	ly rates of p	ay.				
Band	Hours per week Pay Grade	Pay Grade	1	2	S	4	5	9	7	8
200-299	40	1040	41220	42036	42864	43992	45168	46308	47580	48024
			3435	3503	3572	3666	3764	3859	3965	4002
			19.74	20.13	20.53	21.07	21.63	22.18	22.79	23.00
						0.0				
300-399	36.25	1110	38856	39864	40920	41940	43116	44280	45516	45972
			3238	3322	3410	3495	3593	3690	3793	3831
			20.54	21.07	21.63	22.17	22.79	23.40	24.06	24.30
		0111	02001	10000		10000	17700	10000	10000	10740
300-399	40	1140	420/0	40992	40100	40200	1000/4	40000	00700	001100
			35/3	3000	3/03	6005	2065	40/4	4189	4229
			20.54	21.07	21.63	22.1/	22.79	23.40	24.06	24.30
100.400	36.25	1410	41940	43116	44280	45516	46836	47748	49296	49800
001-001	07.00		3495	3593	3690	3793	3903	3979	4108	4150
			22.17	22.79	23.40	24.06	24.75	25.24	26.05	26.32
500-599	36.25	1910	47268	48696	50268	51756	53520	55224	57132	57684
			3939	4058	4189	4313	4460	4602	4761	4807
			24.98	25.74	26.57	27.36	28.29	29.19	30.20	30.49
		0101	01101	COLOL		11100	01001	00000		0100
660-000	40	1940	01.1.7C	03/30	70400	132	ZCOAC	00200	03024	02040
			4343	44/8	4621	4/61	4921	0809	7979	5304
			24.98	25.74	26.57	27.36	28.29	29.19	30.20	30.49
669-009	36.25	2110	48696	50268	51756	53520	55224	57132	59136	59748
			4058	4189	4313	4460	4602	4761	4928	4979
			25.74	26.57	27.36	28.29	29.19	30.20	31.26	31.58
662-002	36.25	6510	56172	58560	60948	63756	66468	69768	73164	73896
			4681	4880	5079	5313	5539	5814	6097	6158
			00000		1000		0.1	0000		00 00

Tomal Tomal Tomal Throughout Schedule I, the safety grids show amuel, monthly and hourly rates of pay. 3 4 5 6 7 8 Throughout Schedule I, the safety grids show amuel, monthly and hourly rates of pay. 6503 6503 6513 6410 80760 81543 9006 800-899 36.25 6110 571816 60168 5224 65743 6593 6110 75781 6730 6730 7546 7520 75305 7542 7530 7546 7520 75305 7542 7520 75305 7640 6750 6566 6566 6566 65664 7246 7530 7545 7520 7530 7545 7520 7530 7546 7520 7530 7546 7520 7539 7530 7547 6566 6566 6566 6566 6566 6566 6566 6566 6566 7 8 7234 7539 7239 7239 7239 7239 7239 7234 7535 <th>•</th> <th></th>	•										
Hours per week Tay Grade 1 2 3 4 5 6 7 40 6540 6195 64008 67260 73366 77004 8776 40 5163 5384 5605 3353 5640 6706 6706 5163 5384 5605 3322 3573 5643 6703 5643 5163 5716 60168 6724 5543 5643 6726 7536 36.55 318 5014 5724 5643 5646 5646 5643 5643 5645 <	Formal Throughou	t Schedule B, the salar	y grids show an	inual, month	ly and hour	y rates of p	ay.				
90 40 6540 61956 64608 67200 7335 7104 8076 91 700 5163 5384 5605 5859 6113 6417 6700 91 36.25 6110 57816 60168 5232 5472 562 5456 91 36.25 6110 57816 60168 5232 5475 5642 5869 7530 7546 92 36.25 31.0 5732 5476 5640 5742 5660 7836 93 36.25 31.76 33.17 34.69 5732 5642 7324 940 5236 5774 6036 5732 5813 5868 9627 31.76 31.77 34.69 36.29 31.61 7239 9627 5238 5774 6038 5314 5897 6566 7239 9627 5238 5743 5894 5743 5896 7164 72	Band	Hours per week	Pay Grade	1	2	e		5	9	7	8
1 5163 5334 5605 5859 6113 6417 6730 1 250.56 30.95 32.11 33.70 35.13 56.88 36.57 1 36.25 6110 57816 60168 5293 65748 68904 7240 75456 36.15 33.10 33.26 34.75 36.47 5742 6020 5286 36.25 32.10 6016 6560 6564 5724 6020 6586 36.25 37.16 5724 5724 5672 38.11 39.80 41.61 40 5246 5724 6593 5672 5724 6593 5726 6560 41.61 33.17 34.69 35.17 34.69 36.26 7239 7164 5525 5774 6038 6536 6537 6536 6536 36.21 35.21 33.17 34.69 7592 7154 7164 7164 9 <td>662-002</td> <td>40</td> <td>6540</td> <td>61956</td> <td>64608</td> <td>67260</td> <td>70308</td> <td>73356</td> <td>77004</td> <td>80760</td> <td>81564</td>	662-002	40	6540	61956	64608	67260	70308	73356	77004	80760	81564
1 29.69 30.95 32.21 35.10 36.88 36.67 36.25 6110 57816 60168 5928 5773 66.90 7240 7546 36.25 6110 57816 60168 5232 5473 56.42 38.18 39.86 36.25 31.80 33.26 5470 5722 66.90 7526 5728 36.25 37.17 34.60 5520 5774 66.93 38.11 39.86 36.25 37.17 34.60 56540 56540 56540 5675 56.60 7720 7720 36.25 37.17 34.60 5722 56.14 59.96 41.61 37.20 5526 5774 6038 7529 7729 7539 40 356.25 5774 5638 7529 8514 89.86 36.25 5537 5494 5746 5736 6536 653 36.25 6501 5573				5163	5384	5605	5859	6113	6417	6730	6797
36.25 6110 57816 60168 5243 5473 5742 6226 5288 30.56 31.80 33.26 34.75 54.73 57.42 6226 5288 30.56 31.80 33.26 34.75 56.42 38.18 39.86 36.25 3210 60096 62760 65640 6864 72108 75300 78720 36.25 37.71 34.69 36.29 38.11 39.80 41.61 96.27 55.26 5774 6038 7572 6037 6927 7239 91.76 33.17 34.69 36.29 38.11 39.80 41.61 93 36.26 5774 6038 73.46 36.29 8912 72.93 940 55.26 5774 6038 74.63 38.01 39.80 41.61 95 36.25 54.04 55.05 54.45 75.92 7239 95 55.25 54.94 57.				29.69	30.95	32.21	33.70	35.13	36.88	38.67	39.06
4818 5014 5244 5472 6020 6288 30.56 31.80 33.26 34.75 36.42 38.18 39.88 36.25 3210 60096 65700 65640 6864 7530 7530 7530 36.25 31.76 5008 5270 5526 5774 6038 6572 6573 6506 7573 40 3240 65312 69288 7246 7572 7571 38.11 39.80 41.61 740 3240 65312 69288 7246 7572 6371 39.80 41.61 740 3526 5774 6038 6316 6631 6462 6397 7239 98 36.25 5744 5397 36.41 39.60 41.61 7733 35.25 5484 5741 5997 65536 6829 98 36.25 6403 36.64 7608 71.69 7536 98 <td>800-899</td> <td>36.25</td> <td>6110</td> <td>57816</td> <td>60168</td> <td>62928</td> <td>65748</td> <td>68904</td> <td>72240</td> <td>75456</td> <td>76200</td>	800-899	36.25	6110	57816	60168	62928	65748	68904	72240	75456	76200
36.25 30.56 31.80 33.26 34.75 36.42 38.18 39.88 36.25 3210 60096 62760 65640 6864 73108 73200 78720 36.25 31.76 33.17 34.69 5629 5330 5471 5628 6573 6690 6275 6690 40 3240 66312 69288 72456 57792 79572 83124 86888 31.76 33.17 34.69 65316 6531 36.29 38.11 39.80 41.61 99 36.25 5774 6038 73.46 36.36 6631 29.80 41.61 99 31.76 33.17 34.60 86.80 7164 7038 7139 99 36.25 5494 5741 36.91 36.61 8630 7164 99 36.25 5494 7592 6690 7364 7334 99 36.25 5494 7796				4818	5014	5244	5479	5742	6020	6288	6350
36.25 3210 60096 62760 65640 63664 7300 7330 7870 4 31.76 31.7 3.459 54.70 57.22 6009 6275 6560 40 31.76 31.7 34.69 36.29 38.11 39.80 41.61 40 3240 66312 69288 72456 75792 79572 83124 86868 5526 5774 6038 6316 6631 6927 7239 90 36.25 4010 6334 65808 68892 71964 75036 7324 86868 31.76 33.17 34.69 36.25 6492 7336 8236 6823				30.56	31.80	33.26	34.75	36.42	38.18	39.88	40.27
36.25 32.10 60066 62.76 65640 68664 72108 75300 78720 40 51.76 31.7 34.69 52.29 5470 5722 6009 6275 6560 40 3240 66312 69288 72456 7572 39.80 41.61 5526 5714 6038 63316 6631 6927 7239 96 35.26 5714 6038 6316 6631 6927 7239 96 36.25 4010 63384 5741 5997 6533 6169 6163 980 36.25 4010 63084 5741 5997 6253 6829 7178 980 36.25 6010 64452 6808 7176 7553 6829 7178 980 36.41 38.04 39.66 41.45 43.31 45.63 6829 7											
40 5008 5230 5470 5722 6009 6275 6560 40 3240 66312 69288 75792 79572 83124 86868 40 3240 66312 69288 72456 75792 79572 83124 86868 31.76 33.17 34.69 36.29 38.11 39.80 41.61 31.76 53.17 34.69 36.29 38.11 39.80 41.61 31.76 53.17 34.69 36.29 38.11 39.80 41.61 31.76 5526 5434 5741 5997 6253 6536 6829 36.25 6010 64452 68088 71796 7544 82560 86136 36.25 6010 64452 68088 71796 7546 82560 86136 36.25 6910 64452 68088 71796 7544 8563 7178 36.25 6101 64452 6808	666-006	36.25	3210	96009	62760	65640	68664	72108	75300	78720	79512
40 31.76 33.17 34.69 36.29 38.11 39.80 41.61 40 3240 66312 69288 72456 75792 79572 83124 86868 9 5526 5774 6038 65316 6531 6927 7239 9 36.25 4010 65084 65808 68892 71964 75036 78420 81948 9 36.25 6010 63084 65808 68892 71964 75036 6325 6829 9 36.25 6010 63084 65808 6741 39.66 41.61 9 36.25 6010 64452 68088 71796 7546 7546 8630 7178 9 36.25 68103 37.95 37.95 39.86 41.61 45.53 9 36.25 68082 7794 82560 86136 7736 9 36.25 4810 7546 7754 8256				5008	5230	5470	5722	6009	6275	6560	6626
40 3240 66312 6928 72456 67792 69312 69868 9 5526 5774 6038 5526 5774 6038 6316 6927 733 9 31.76 33.17 34.69 36.29 38.11 39.80 41.61 9 36.25 4010 63084 65808 68892 71964 75036 6923 733 9 36.25 4010 63084 5743 36.41 39.06 41.45 43.31 9 36.25 6010 64452 68088 71796 75456 77544 82560 86136 9 36.25 6010 64452 5608 71796 75456 743 45.53 9 36.25 33.01 35.93 6238 40.99 7456 7436 9 36.25 539.86 77546 77546 7546 7754 45.53 9 36.25 33.81 739.66 <td></td> <td></td> <td></td> <td>31.76</td> <td>33.17</td> <td>34.69</td> <td>36.29</td> <td>38.11</td> <td>39.80</td> <td>41.61</td> <td>42.03</td>				31.76	33.17	34.69	36.29	38.11	39.80	41.61	42.03
40 5240 6031 6356 6774 6038 6316 6631 6927 7239 9 36.25 4010 63084 65808 6892 71964 75036 6927 7239 9 36.25 4010 63084 65808 6892 71964 75036 78420 81948 9 36.25 4010 63084 65808 6892 71964 75036 78420 81948 9 36.25 5401 5334 34.78 36.41 5997 6253 6535 6832 9 36.25 6010 64452 68088 71796 7546 8256 43.31 9 36.24 38.04 5983 6195 33.05 41.45 43.31 9 36.25 6808 71796 7546 82560 86136 9 36.26 37.94 5983 40.99 43.64 45.53 9 36.26 37.82		4	0700	66240	00000	70460	76700	70570	10100	00000	07770
36.25 4010 63084 65808 68892 71964 75036 78420 81948 36.25 4010 63084 65808 68892 71964 75036 78420 81948 36.25 5257 5484 5741 5997 6553 6535 6829 33.34 34.78 36.41 5997 6553 6535 6829 36.25 6010 64452 68088 71796 75456 77544 82560 86136 36.25 6010 64452 68088 71796 75456 77544 82560 86136 36.25 6010 64452 58088 71796 75456 77546 7336 36.25 6701 7547 35.99 37.955 39.88 40.99 47.60 7736 36.25 6802 7794 8552 6796 7395 7395 36.241 5997 6253 6796 7095 7395 <td< td=""><td>888-008</td><td>40</td><td>3240</td><td>5526</td><td>5774</td><td>6038</td><td>6316</td><td>6631</td><td>6927</td><td>7239</td><td>7309</td></td<>	888-008	40	3240	5526	5774	6038	6316	6631	6927	7239	7309
36.25 4010 63084 65808 68892 71964 75036 78420 81948 36.25 5257 5484 5741 5997 6253 6535 6829 36.25 6010 64452 5484 5741 58.04 83.04 83.04 33.34 36.25 6010 64452 68088 71796 7546 82560 86136 36.25 6010 64452 68088 71796 7546 82560 86136 36.25 6010 64452 68088 71796 7546 82560 86136 36.25 6535 6535 6535 6536 6536 7178 36.21 36.21 35.02 7795 7792 85140 7178 36.25 6535 6535 6535 6536 6536 7395 36.21 36.41 39.06 41.45 43.10 45.00 46.90 36.41 38.04 39.66 41				31.76	33.17	34.69	36.29	38.11	39.80	41.61	42.03
36.25 4010 63084 65802 71964 75036 78420 81948 5257 5484 5741 5997 6253 6535 6829 33.34 33.34 34.78 36.41 5997 6253 6535 6829 33.34 34.78 36.41 5997 6253 6535 6829 33.34 5445 6808 7179 36.45 8166 41.45 43.31 36.25 6010 64452 68088 71796 75456 77544 82560 86136 36.25 6010 64452 68082 71964 5983 6228 6462 6880 7178 36.25 4810 68892 71964 7593 80.40 8740 8740 36.25 4810 68892 7196 7395 7395 36.24 5741 38.04 39.66 41.45 43.10 7395 36.41 5993 6253 6253											
1 5257 5484 5741 5997 6253 6535 6829 33.34 33.34 34.78 36.41 38.04 39.66 41.45 43.31 36.25 6010 64452 68088 71796 7546 82560 86136 36.25 6010 64452 68088 71796 75456 82560 86136 36.25 6010 64452 68088 71796 75456 85140 86136 36.25 4810 64452 68088 71964 75936 6462 6880 7178 36.25 4810 68892 71964 75036 7420 81540 7395 36.24 536 6236 6535 6535 6796 7395 36.41 5997 6536 6462 88740 7395 36.41 38.04 39.66 41.45 43.10 8740 40.9 7386 7145 41.45 43.10 7395 <td>1000-105</td> <td></td> <td>4010</td> <td>63084</td> <td>65808</td> <td>68892</td> <td>71964</td> <td>75036</td> <td>78420</td> <td>81948</td> <td>82776</td>	1000-105		4010	63084	65808	68892	71964	75036	78420	81948	82776
33.34 34.78 36.41 38.04 39.66 41.45 43.31 36.25 6010 64452 6808 71796 75456 77544 82560 86136 36.25 6010 64452 6808 71796 75456 7754 82560 86136 36.25 6010 64452 6808 71796 7546 8156 86136 37.10 5371 5574 5583 6228 6462 6890 7178 36.25 4810 68892 71964 7503 81552 85140 88740 36.25 4810 68892 71964 7503 81552 8514 45.53 36.41 5997 6253 6525 6536 6796 7095 7395 40 4840 7603 39.66 41.45 43.10 45.00 46.90 40 6336 6618 839.66 86520 9000 93972 9744 40 6336 6618 839.66 7145 43.10 7500 9744				5257	5484	5741	5997	6253	6535	6829	6898
36.25 6010 64452 6808 71796 75456 77544 82560 86136 5371 5371 5674 5983 6288 6462 6880 7178 5371 5579 35.99 37.95 5938 6462 6880 7178 36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.25 64810 68892 71964 75036 78420 81552 7395 36.41 5997 6253 6535 6796 7095 7395 40 940 7603 7145 38.04 39.66 41.45 45.00 46.90 40 88740 7395 6795 7995 7395 40 98.04 39.66 41.45 43.10 7500 7395 40 6302				33.34	34.78	36.41	38.04	39.66	41.45	43.31	43.75
36.25 6010 64452 68088 71796 75456 82560 86136 5371 5374 5383 6288 6462 6880 7178 5371 5374 5573 5593 6288 6462 6880 7178 34.07 34.07 35.99 37.95 39.88 60.99 43.64 45.53 36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.25 6796 6796 7095 7395 7395 36.41 5997 6253 6535 6796 7095 7395 40 440 7603 39.66 41.45 43.10 45.00 46.90 40 4840 76032 7946 8252 9794 8162 8740 8162 40 4840 76032 7946 8262 9000 93972 9794 40 6336 614 38.04 39.66											
5371 5674 5983 6288 6462 6880 7178 34.07 35.99 37.95 39.88 40.99 43.64 45.53 36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.25 6796 7895 6796 7095 7395 5741 5997 6253 6535 6796 7095 7395 6706 7810 38.04 38.04 39.66 41.45 43.10 45.00 46.90 40 4840 76032 7941 830.66 614.45 43.10 7395 40 4840 76032 7941 8801 7210 7500 9794 40 6336 6618 6901 7210 7500 9794 40 830.61 39.66 41.45 43.10	1100-115		6010	64452	68088	71796	75456	77544	82560	86136	87012
34.07 35.99 37.95 39.88 40.99 43.64 45.53 36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.41 5997 6253 6535 6536 7095 7095 7395 40 36.41 38.04 39.66 41.45 43.10 45.00 46.90 40 4840 76032 79416 82812 86520 90000 93972 97944 40 6336 6618 6901 7210 7500 7831 8162 36.41 38.04 39.66 41.45 43.10 45.00 9794				5371	5674	5983	6288	6462	6880	7178	7251
36.25 4810 68892 71964 75036 78420 81552 85140 88740 5741 5997 6253 6535 6796 7095 7395 5741 5997 6253 6535 6796 7095 7395 36.41 36.41 38.04 39.66 41.45 43.10 46.90 40 4840 76032 79416 82812 86520 90000 93972 97944 6336 6618 6901 7210 7500 7831 8162 36.41 38.04 39.66 41.45 43.10 45.00 46.90				34.07	35.99	37.95	39.88	40.99	43.64	45.53	45.99
36.25 4810 68892 71964 75036 78420 81552 85140 88740 36.25 5741 5997 6253 6535 6796 7095 7395 40 36.41 38.04 39.66 41.45 43.10 45.00 46.90 40 4840 76032 79416 82812 86520 90000 93972 97944 6336 6618 6901 7210 7500 7831 8162 36.41 38.04 39.66 41.45 43.10 45.00 97944											
5741 5997 6253 6535 6796 7095 7395 40 36.41 38.04 39.66 41.45 43.10 45.00 46.90 40 4840 76032 79416 82812 86520 90000 93972 9794 6336 6618 6901 7210 7500 7831 8162 7 36.41 38.04 39.66 41.45 43.10 45.00 46.90	1200-12(4810	68892	71964	75036	78420	81552	85140	88/40	89652
40 36.41 38.04 39.66 41.45 43.10 45.00 46.90 40 4840 76032 79416 82812 86520 90000 93972 97944 6336 6618 6901 7210 7500 7831 8162 36.41 38.04 39.66 41.45 43.10 45.00 46.90				5741	2665	6253	6535	6796	7095	7395	7471
40 4840 76032 79416 82812 86520 90000 93972 97944 6336 6618 6901 7210 7500 7831 8162 36.41 38.04 39.66 41.45 43.10 45.00 46.90				36.41	38.04	39.66	41.45	43.10	45.00	46.90	47.38
40 4040 70032 73410 02012 00320 33312 31341 6336 6618 6901 7210 7500 7831 8162 36.41 38.04 39.66 41.45 43.10 45.00 46.90			1040	76037	70446	01010	OCEDO		02070	07044	80080
38.04 39.66 41.45 43.10 45.00 46.90	21-0021		1040	2000/	0140	21020	07000	20000	71004	0160	07000
				36.41	38.04	39.66	41.45	43.10	45.00	46.90	47.38

Throughou Band	Carona Stan (+7%)									
Band	Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	alary grids sh	ow annual,	monthly ar	nd hourly ra	ates of pay.				
	Hours per week Pay Grade	Pay Grade	1	2	3	4	5	9	7	8
200-233	40.00	1040	42036	42888	43728	44880	46080	47220	48540	48984
			3503	3574	3644	3740	3840	3935	4045	4082
	×		20.13	20.54	20.94	21.49	22.07	22.61	23.25	23.46
300-399	36.25	1110	39624	40668	41748	42780	43980	45156	46428	46896
			3302	3389	3479	3565	3665	3763	3869	3908
			20.94	21.49	22.07	22.61	23.25	23.87	24.54	24.79
300-399	40.00	1140	43740	44880	46068	47220	48540	49872	51276	51768
			3645	3740	3839	3935	4045	4156	4273	4314
			20.94	21.49	22.07	22.61	23.25	23.87	24.54	24.79
400-499	36.25	1410	42780	43980	45156	46428	47772	48708	50280	50784
			3565	3665	3763	3869	3981	4059	4190	4232
			22.61	23.25	23.87	24.54	25.25	25.74	26.58	26.84
500-599	36.25	1910	48204	49656	51276	52788	54576	56328	58260	58848
			4017	4138	4273	4399	4548	4694	4855	4904
			25.48	26.25	27.10	27.90	28.85	29.77	30.79	31.10
			0101	01011		00001	00000	02170		00000
200-299	40.00	1940	53160	54816	00000	09286	87709	7/1.79	04784	04932
			4430	4568	4713	4855	5019	5181	5357	5411
			25.48	26.25	27.10	27.90	28.85	29.77	30.79	31.10
669-009	36.25	2110	49656	51276	52788	54576	56328	58260	60312	60948
			4138	4273	4399	4548	4694	4855	5026	5079
			26.25	27.10	27.90	28.85	29.77	30.79	31.88	32.21
662-002	36.25	6510	57300	59724	62160	65028	67800	71160	74628	75372
			4775	4977	5180	5419	5650	5930	6219	6281
			30.29	31.57	32.85	34.37	35.84	37.61	39.44	39.84

.

Second Step (+2*6) Tructud schedule 8, the satisfy grids sithwarm and surful states of pay. Tructud schedule 8, the satisfy grids sithwarm and surful schedule 8, the satisfy grids sithwarm and surful schedule 8, the satisfy grids sithwarm and schedule 8, the satisfy sith a satis satis satis satisfy sith a satisfy sith a satisfy sith a sati	B-10B A	B-10B April 1, 2023 - November 30, 2023	n r ay ember 30, 20	123							
Incur Schedule B, the salary grids show annual, monthy and hourly rates of pay. 6 7 7 6 7 7 6 7 7 6 7 6 7 7 6 7 7 7 6 7 1 1 1 1	Second	Step (+2%)									
Hours per week Pay Grade 1 2 3 4 5 6 7 9 4000 6540 65304 6594 5712 74832 76552 28390 8 9 40.00 6540 65304 6596 6954 8655 8655 8655 8655 8656	Througho	ut Schedule B, the s	salary grids sh	ow annual,	monthly ar	nd hourly re	ates of pay.				
40.00 6540 65204 65816 71724 7432 7552 22300 8 5267 5492 5718 5477 5286 6546 6646 6646 6646 6646 6646 6646 6646 6646 64188 67056 70272 75692 76968 7 36.25 6110 58980 6134 5343 5544 37.14 38.95 40.66 4018 6141 6414	Band	Hours per week	Pay Grade	1	7	3	4	5	9	7	œ
5267 5492 5718 5977 6236 6546 6865 36.25 6110 58960 61368 64188 67056 70272 73692 76958 7 36.25 6110 58960 61368 64188 67056 70272 73692 76958 7 36.25 6110 58960 61368 6418 67054 37.51 38.95 40.56 7 36.25 32.10 61296 64008 65960 7032 73560 76958 7 36.25 32.10 61296 64018 6533 35.39 37.01 38.98 40.56 42.44 4 40.00 3240 6764 7052 7386 6764 7064 7384 40.00 3240 6754 6716 7054 7653 7653 8696 40.00 32.40 6754 7064 7984 7064 7384 50.25 6010 6433 <	700-799	40.00	6540	63204	65904	68616	71724	74832	78552	82380	83208
1 30.29 31.57 32.85 34.37 35.64 37.61 39.44 7 36.25 6110 59980 61368 64188 67056 73592 75962 76968 7 36.25 6110 59980 61368 64188 67056 6137 35.99 35.44 37.14 38.95 40.68 7 36.25 3210 61206 64008 66960 70032 73560 76824 80292 8 36.25 3210 61206 64008 66960 7032 73560 76824 80292 8 40.68 40.44 4				5267	5492	5718	5977	6236	6546	6865	6934
36.25 6110 5990 61368 64188 67056 70272 73692 76968 7 31.17 32.14 53143 5349 5586 5856 6141 6414 6 31.17 32.14 53143 5333 55.35 5595 6130 6402 6691 7032 73560 76824 80292 8 36.25 3210 61296 64008 66960 7032 73560 76824 80292 8 36.25 3210 61296 64008 5533 35.39 37.01 38.84 40.60 42.44 7 36.25 5331 55.39 37.01 38.84 40.60 42.44 7 40.00 3240 6764 7064 7384 7364 7384 7384 7669 7634 7344 7 40.00 3240 6744 70560 7344 7 7544 7 744 7 744 7				30.29	31.57	32.85	34.37	35.84	37.61	39.44	39.84
36.25 6110 58980 61388 64188 67056 70272 73692 76968 7 31.17 32.14 33.93 35.44 33.93 35.44 37.14 38.95 40.66 6402 6691 6414 6414 6402 6691 6402 6691 42.44 816 8468 6402 6691 42.44 40.60 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>											
4915 5114 5339 5588 5856 6141 6414 31.17 32.40 31.17 32.41 37.14 38.95 40.66 40.66 40.66 40.66 40.66 40.66 40.66 42.44	800-899	36.25	6110	58980	61368	64188	67056	70272	73692	76968	77724
36.25 32.10 61296 64006 66960 7032 73560 76824 80292 8 36.25 3210 61296 64006 66960 7032 73560 76824 80292 8 36.25 3210 61296 64006 6533 35.39 35.39 5636 66910 42.44 8 8 6601 42.44 4 4 4 6 4 6 4 6				4915	5114	5349	5588	5856	6141	6414	6477
36.25 3210 61296 64008 66960 70032 73560 76824 80292 8 40.00 5108 5334 5560 5836 6130 6402 6691 40.00 32.40 5708 5334 5539 37.01 38.88 40.60 42.44 7384 40.00 3240 67644 70892 7386 677316 81168 84768 88608 8 5637 5891 6138 6443 6764 7064 7384 32.40 67644 70822 583 57316 81168 84768 88608 8 32.40 67644 70822 583 6117 6378 6764 7064 7384 36.25 40.10 64346 6716 70378 6665 6966 6966 6966 6966 6966 6966 6966 6966 6966 6966 6966 6966 6966 6966 6966 6966				31.17	32.44	33.93	35.44	37.14	38.95	40.68	41.08
36.25 3210 61296 64008 66960 7032 73560 76824 80292 8 40.00 3240 5708 5334 5580 5836 6130 6402 6691 40.00 3240 6764 7062 7386 6130 6402 6681 40.00 3240 6764 7062 7386 6116 8416 7664 7344 7 553 5531 5532 5533 35.36 6117 6536 7369 84768 88608 8 9 36.25 4010 6434 6716 7344 7 7364 7364 7364 7364 7364 7364 7364 7364 7364 7364 7374 744 7 744 7 744 7 744 7 744 7 7364 7364 7666 6905 6905 6905 6905 6905 6905 6905 6905 6916 7414											
1 5108 5334 5580 5835 6130 6402 6691 40.00 3240 67644 70632 533.83 35.39 37.01 38.88 40.60 42.44 4. 40.00 3240 67644 70692 73896 6743 6764 7384 40.60 42.44 4. 9 40.00 3240 67644 70692 5895 6117 6736 7384 40.60 42.44 4. 9 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 9 36.25 6010 65748 6714 7324 7388 40.60 42.44 4. 9 36.25 6010 64344 6714 38.80 40.60 42.44 6 9 36.25 6101 35.47 37.14 6887 70980 87852 8 9 36.25 6117 6378	666-006	36.25	3210	61296	64008	66960	70032	73560	76824	80292	81096
0 32.40 33.83 35.39 37.01 38.88 40.60 42.44 40.60 40.00 3240 67644 7082 73896 77316 81168 84768 86608 8 90.00 3240 67644 7082 73896 77316 81168 84768 86608 8 9100 3240 5637 5631 6138 6158 6443 6764 7084 7384 92 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 99 36.25 6010 65748 69456 7324 76968 70980 87852 8 99 36.25 6010 65748 69456 73224 76968 7731 44.18 7 99 36.25 6010 65748 69456 7324 76968 7731 7 90 36.25 6117 6378 75968 87658<				5108	5334	5580	5836	6130	6402	6691	6758
40.00 3240 67644 70692 73896 77316 81168 84768 88608 8 99 36.25 4010 6434 67543 5533 35.39 37.01 38.88 40.60 42.44 47.44 99 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 99 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 99 36.25 6010 65748 69456 7324 76968 79080 84268 87643 9763 99 36.25 6010 65748 69456 73224 76968 70980 87852 8 99 36.25 6117 6378 6414 6665 6966 7324 44.18 7 99 36.25 6117 6378 7598 76443 7 7 46.43 7 4				32.40	33.83	35.39	37.01	38.88	40.60	42.44	42.86
40.00 3240 6764 70692 73896 77316 81168 84768 8608 8 99 36.37 5891 6158 6443 6764 7064 7384 99 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 99 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 99 36.25 6101 64344 67116 70260 73404 76536 79980 83592 8 99 36.25 6010 65748 69456 73224 7698 7019 7321 91 36.25 6010 65748 69456 73224 74.18 7 92 36.25 6101 65748 69665 69666 69666 7321 74.18 7 93.0.25 6102 6445 75968 79080 81782 874											
5637 5891 6158 6443 6764 7064 7384 36.25 4010 64344 67116 73.03 35.39 37.01 38.88 40.60 42.44 4 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 36.25 5593 5855 6117 6378 6665 6966 7321 41.18 7 36.25 56.71 38.70 40.68 7028 7321 6963 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7321 7544 7544 7544 <	666-006	40.00	3240	67644	70692	73896	77316	81168	84768	88608	89472
36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 36.25 5362 5593 5655 6117 6378 6665 6966 7323 7231 741.18 7 36.25 6010 65748 6946 7324 7698 81782 8665 6966 7324 7321 7321 7 1				5637	5891	6158	6443	6764	7064	7384	7456
36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 36.25 5362 5593 5855 6117 6378 6665 6966				32.40	33.83	35.39	37.01	38.88	40.60	42.44	42.86
36.25 4010 64344 67116 70260 73404 76536 79980 83592 8 7.1 5362 5593 5855 6117 6378 6665 6966 74.18 44.18 44.18 44.18 7321 7341 7321 7341 7321 7341 7321 7341 7321 7341 7341 7331 7341 7351											
5362 5593 5855 6117 6378 6665 6966 34.01 35.47 35.47 37.14 38.80 40.45 42.27 44.18 4 36.25 6010 65748 69456 73224 76968 79080 84228 87852 8 36.25 6010 65748 69456 73224 76968 7019 7321 44.18 7 36.25 4810 70260 73404 76536 70980 83196 6652 90528 9 36.25 4810 70260 73404 76536 79980 83196 6743 2 36.25 4810 70260 73404 76536 79980 83196 6743 2 36.25 4810 70260 73404 76536 6933 7 7544 2 36.12 5885 6117 6378 6353 7 2 7 7 4 2 7	1000-109		4010	64344	67116	70260	73404	76536	79980	83592	84444
36.25 6010 65748 69456 7324 76968 79080 84228 87852 8 36.25 6010 65748 69456 73224 76968 79080 84228 87852 8 36.25 6010 65748 69456 73224 76968 79080 84228 87852 8 36.25 4810 5778 6102 6414 6590 7019 7321 7321 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 4810 70260 73404 7536 6665 6933 7237 7544 40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 40.00 4840 77556 80988 84480 7650 7984 99900 10 40.00 4840 7040 7354 45.30 45.90 7648 8325 10 40.01 6463 6743 7040 7354				5362	5593	5855	6117	6378	6665	6966	7037
36.25 6010 65748 69456 73224 76968 79080 84228 87852 8 36.25 6010 65748 69456 73224 76968 7019 7321 5479 5479 5788 6102 6414 6590 7019 7321 34.75 36.71 38.70 40.68 7180 844.52 46.43 46.43 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 6117 6378 6665 6933 7237 7544 9 37.14 38.80 40.45 45.90 47.85 47.85 4 40.00 4840 7754 45.90 95844 999900 10 40.01 4840 7040 7354 42.27 43.97 7587				34.01	35.47	37.14	38.80	40.45	42.27	44.18	44.63
36.25 6010 65748 69456 73224 76968 79080 84228 87852 8 5479 5479 5788 6102 6414 6590 7019 7321 34.75 34.75 36.71 38.70 40.68 6130 7412 7321 34.55 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 6117 6378 6665 6933 7237 7544 7544 40.00 4840 77556 80988 84480 8228 91800 95844 99900 10 40.00 4840 77556 80988 84480 7354 7544 93900 10 40.01 7354 7364 7360 7584 99900 10 10 10 10 10 10											
5479 5788 6102 6414 6590 7019 7321 34.75 36.71 38.70 40.68 41.80 44.52 46.43 7 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 37.14 38.80 40.45 42.27 43.97 45.90 47.85 4 40.00 4840 7756 80988 84480 88248 91800 99900 10 40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 1000 137.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85 1010 7354 7040 7354 7040 7367 45.90 47.85 47.85 1010 88248 8180 <td>1100-119</td> <td></td> <td>6010</td> <td>65748</td> <td>69456</td> <td>73224</td> <td>76968</td> <td>79080</td> <td>84228</td> <td>87852</td> <td>88740</td>	1100-119		6010	65748	69456	73224	76968	79080	84228	87852	88740
34.75 36.71 38.70 40.68 41.80 44.52 46.43 4 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 6117 6378 6665 6933 7237 7544 9 37.14 38.80 40.45 42.27 43.97 45.90 47.85 4 40.00 4840 7756 8098 84480 88248 91800 95844 99900 10 40.01 7856 80988 84480 7040 7354 7534 8325 47.85 <td></td> <td></td> <td></td> <td>5479</td> <td>5788</td> <td>6102</td> <td>6414</td> <td>6590</td> <td>7019</td> <td>7321</td> <td>7395</td>				5479	5788	6102	6414	6590	7019	7321	7395
36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 5855 6117 6378 6665 6933 7237 7544 37.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85 40.00 4840 77556 80988 84480 88248 91800 99900 10 40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 37.14 38.80 40.45 7040 7354 7587 47.85 47.85 47.85 37.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 47.85 <td></td> <td></td> <td></td> <td>34.75</td> <td>36.71</td> <td>38.70</td> <td>40.68</td> <td>41.80</td> <td>44.52</td> <td>46.43</td> <td>46.90</td>				34.75	36.71	38.70	40.68	41.80	44.52	46.43	46.90
36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 36.25 4810 70260 73404 76536 79980 83196 86844 90528 9 5855 6117 6378 6665 6933 7237 7544 754 37.14 38.80 40.45 42.27 43.97 45.90 47.85 4 40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 7 37.14 38.80 40.45 7.257 43.97 45.90 47.85 47.85 7 37.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85											
5855 6117 6378 6665 6933 7237 7544 37.14 37.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85 40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 37.14 37.14 38.80 40.45 7040 7354 7650 7987 8325 37.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85	1200-129		4810	70260	73404	76536	79980	83196	86844	90528	91452
47.85 37.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85 45.90 47.85 45.90 47.85 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85 45.90 47.85				5855	6117	6378	6665	6933	7237	7544	7621
40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 6463 6749 7040 7354 7987 8325 3325 3325 3325 3325 3325 3255 3325 3255 3255 3325 3255				37.14	38.80	40.45	42.27	43.97	45.90	47.85	48.34
40.00 4840 77556 80988 84480 88248 91800 95844 99900 10 6463 6749 7040 7354 7650 7987 8325 325 77.14 37.14 38.80 40.45 42.27 43.97 45.90 47.85 47.85											
6749 7040 7354 7650 7987 8325 38.80 40.45 42.27 43.97 45.90 47.85 4	1200-129		4840	77556	80988	84480	88248	91800	95844	00666	100896
38.80 40.45 42.27 43.97 45.90 47.85				6463	6749	7040	7354	7650	7987	8325	8408
				37.14	38.80	40.45	42.27	43.97	45.90	47.85	48.34

.

Third Step (+4%) The optication is the opticati	Third St	1 40/ 1									
out Schedule B, the selary grids show armual, monthly and houthy rates of pay. Hours per week Pay Grada 1 3 3 4 4 <th< th=""><th></th><th>tep (+4%)</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></th<>		tep (+4%)									
Hours per week Pay Grade 1 2 3 4 5 6 7 9 40 1040 42864 43723 3451 3815 34915 34915 9 40 1040 42864 43723 2131 2343 23.63 3173 2347 23.65 3173 2347 23.65 9 36.25 1110 40416 41472 45.56 4353 48.66 45.43 3345 9 36.25 1110 40416 41472 23.56 23.65 23.65 23.71 23.34 23.65 9 36.25 1410 4452 45.14 46956 45.17 24.32 25.64 9 36.25 1410 44552 24.14 47340 47340 47340 47340 9 36.25 23.14 47340 48720 49666 51276 9 36.25 23.14 47340 47340 47340 47340 <th>Throughou</th> <th>it Schedule B, the salar</th> <th>y grids show an</th> <th>nual, monthl</th> <th>y and hourly</th> <th>/ rates of pa</th> <th>y.</th> <th></th> <th></th> <th></th> <th></th>	Throughou	it Schedule B, the salar	y grids show an	nual, monthl	y and hourly	/ rates of pa	y.				
40 1040 42864 43728 44560 45744 48968 48156 49476 3572 3544 3715 3812 3914 4013 4123 3675 1110 40416 41472 42564 43632 41856 46044 4730 9 40 41472 42564 43632 41856 46044 4730 1 40 41592 21.92 22.50 23.01 24.33 3945 1 40 4150 21.92 21.92 23.06 4377 24.34 25.02 1 40 4150 21.92 21.92 23.06 23.71 24.34 25.02 1 40 4750 3817 3636 37.1 24.34 25.02 1 40 46956 17.0 23.05 23.71 24.34 25.02 2 1 4036 21.92 21.92 25.71 24.34 27.36 <td< th=""><th>Band</th><th>Hours per week</th><th>Pay Grade</th><th>1</th><th>2</th><th>e</th><th>4</th><th>5</th><th>9</th><th>7</th><th>8</th></td<>	Band	Hours per week	Pay Grade	1	2	e	4	5	9	7	8
3572 3644 3715 3812 3914 4013 4123 1 20.33 20.94 21.35 21.91 23.06 23.70 1 36.25 1110 40416 41472 4564 3636 3738 3837 3456 1 36.25 1110 40416 41472 4566 5447 3636 5738 3837 3845 2 36.25 1140 44592 4516 4946 56032 5524 2 36.25 1410 44592 4514 4595 5171 24.34 25.02 3 36.25 1410 4452 21.92 23.06 23.71 24.34 25.02 3 36.25 1417 24.34 4536 51.26 23.71 24.34 25.02 3 36.25 1401 47340 4865 51.76 24.36 51.06 24.36 24.26 24.26 25.02 3 36.25	200-299	40	1040	42864	43728	44580	45744	46968	48156	49476	49956
1 20.53 20.94 21.35 21.91 22.49 23.06 23.70 1 36.25 1110 40416 4172 42664 45632 44856 46464 47340 1 21.38 31456 35.56 35.36 33.33 33.45 3456 1 1 440 44522 21.92 22.50 23.06 23.71 24.34 36.55 1 40 1140 44552 21.92 22.50 23.06 23.71 24.34 25.02 1 40 1140 4452 44856 46044 47340 4875 26.02 21.01 2 1.36 23.71 24.34 25.02 25.01 24.06 4734 26.02 1 236.25 1410 43636 57.10 24.36 27.10 27.10 27.10 27.10 27.10 27.10 27.10 27.10 27.10 27.14 26.02 27.10 27.14 26.02				3572	3644	3715	3812	3914	4013	4123	4163
36.25 1110 40416 41472 42564 43632 44656 6044 47340 1 21.36 3345 3547 3633 3455 3547 3633 3455 3547 1 1 1 3368 3456 3547 3633 3437 3455 1 21.36 21.92 22.50 23.06 23.71 24.34 25.02 1 40 1140 44592 4514 46956 46044 47340 48720 4855 51276 21.36 21.92 21.92 22.50 23.06 4371 24.34 25.02 23.06 4373 3945 4060 4138 4273 23.06 23.71 24.34 56.47 27.30 27.10 36.25 1910 49152 5040 57.30 27.11 24.34 27.3 36.25 1910 49152 5040 57.24 58.45 29.41 30.36				20.53	20.94	21.35	21.91	22.49	23.06	23.70	23.93
0 36.25 1110 40416 4172 42564 43632 44856 46044 47340 1 1 21.36 21.92 22.50 23.71 24.34 25.02 1 40 1140 44592 4574 46956 48156 49476 5082 55284 1 40 1140 44592 4574 46956 4123 4236 4557 1 21.36 21.32 23.91 4013 4123 4236 4557 1 40 47340 47340 47340 47340 47340 47340 1 36.25 1410 4365 5127 25.05 25.040 27.05 1 36.25 1410 4365 4571 24.34 456 4571 1 36.25 2710 27.35 26.04 57.36 57.04 55.02 1 36.26 27.11 24.34 57.30 25.040 57.60											
1 3368 3456 3547 3636 3738 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3345 3371 24.34 25.02 23.06 23.71 24.34 25.02 33 1 1 1 440 44592 4514 46956 4377 24.34 25.02 23.06 1 36.25 1410 43632 44856 4604 47340 49720 49656 51276 5 1 36.25 1910 49152 50640 52.28 25.14 56.22 27.10 26.02 27.10 27.03 54.14 6 56.17 24.34 26.02 27.10 26.02 27.10 27.03 54.14 26.02 27.10 27.03 54.140 65.125 27.10 27.14 26.02 27.10 27.14 26.125 27.10 27.14 26.1	300-399		1110	40416	41472	42564	43632	44856	46044	47340	47820
1 21.36 21.92 22.50 23.06 23.71 24.34 50.02 1 40 1140 44592 45744 46956 49156 49372 4236 4357 1 1 21.36 21.92 22.50 23.01 24.73 24.34 25.03 1 1 21.36 21.35 21.35 21.34 4055 43.73 24.34 25.03 1 201.3 1 4353 21.35 21.34 25.04 25.04 25.04 1 25.55 1910 49152 56640 57.73 28.45 29.40 4138 4273 1 36.25 1910 49152 56640 57.73 28.45 29.41 30.36 31.40 1 36.25 1910 49152 56641 57.32 28.45 29.41 30.36 31.40 1 36.25 56041 57.25 28.45 29.41 30.36 31.40				3368	3456	3547	3636	3738	3837	3945	3985
40 1140 44592 45744 46956 48156 49476 50832 5284 1 1 3716 3812 3913 4013 4123 4357 4357 1 1 21.36 21.92 22.50 23.06 23.71 24.34 55.02 1 1 43632 44866 46044 47340 48720 49656 51276 1 36.25 1410 43632 44866 46044 47340 4872 2400 1 36.25 1410 49152 50640 52.84 53832 56644 57432 59400 36.25 1910 49152 50640 52.84 53832 56644 57432 59400 36.25 25.01 27.63 28.45 29.41 30.36 5140 26.25 55.94 53832 56644 57432 59400 5140 5140 5140 26.01 25.98 56.77				21.36	21.92	22.50	23.06	23.71	24.34	25.02	25.27
3716 3812 3913 4013 4123 4236 4357 1 21.36 21.36 21.36 21.36 21.36 23.71 24.34 25.02 2 1 36.25 1410 43632 44856 46044 47340 48720 49656 51276 5 1 36.25 1910 49152 50640 52.24 25.02 25.10 2 1 36.25 1910 49152 50640 52.28 28.45 26.41 57.43 25.90 6 1 36.25 1910 49152 50640 52.28 58.45 26.41 57.43 25.92 7 1 2 1 40 1940 64952 56.44 57.43 20.35 21.40 7 2 1 40 1940 5420 52.63 28.45 29.41 30.36 54.61 57.43 24.66 57.40 57.40 52.64 57.40	300-399		1140	44592	45744	46956	48156	49476	50832	52284	52776
0 36.25 1410 43632 24.856 65.12 23.06 23.71 24.34 25.02 1 36.25 1410 43632 44856 46044 47340 48720 49656 51276 5 1 36.25 1910 49152 50640 52.84 5332 55644 57432 59400 6 1 36.25 1910 49152 50640 52.84 53332 5644 57432 59400 6 1 36.25 1910 49152 50640 52.84 53332 5461 57432 59400 6 1 40 1940 54204 5586 57672 29.41 30.36 5140 2 1 40 1940 54204 5589 27.13 30.36 5140 2 2 140 2 2 2 2 2 2 2 2 2 2 2 2 2 2				3716	3812	3913	4013	4123	4236	4357	4398
36.25 1410 43632 44856 46044 47340 48720 49656 51276 5 3636 3738 3837 3945 4060 4138 4273 3636 3738 3837 3945 4060 4138 4273 3636 23.71 24.34 53832 55644 57432 59400 6 36.25 1910 49152 50640 57228 53832 55644 57432 59400 6 40 1940 54204 55896 57672 59400 61404 63396 65532 6 40 1940 54204 55896 57672 59400 61404 63396 65532 6 36.25 2110 5640 5763 28.45 29.41 30.36 5140 7 36.25 2117 2583 5461 30.36 5117 5283 5461 7 36.25 2117 25644 57432 </td <td></td> <td></td> <td></td> <td>21.36</td> <td>21.92</td> <td>22.50</td> <td>23.06</td> <td>23.71</td> <td>24.34</td> <td>25.02</td> <td>25.27</td>				21.36	21.92	22.50	23.06	23.71	24.34	25.02	25.27
0 36.25 1410 43632 44856 46044 47340 48720 49656 51276 5 1 2 36.36 37.38 3837 3945 4060 4138 4273 1 2 36.36 37.38 3837 3945 4060 4138 4273 1 2 23.06 23.71 24.34 55.44 57.432 59400 6 36.25 1910 49152 56640 52.284 57.432 59400 6 40 1940 54.51 26.77 27.63 28.45 29.41 30.36 55532 6 40 1940 5451 4568 4806 5767 59.40 6170 57.33 40 1940 54213 4658 26.71 27.63 28.45 29.41 30.36 5461 56.25 2110 55.644 57432 59400 61502 5461 5743 5461 5743											
1 3636 3738 3837 3945 4060 4138 4273 2 23.06 23.71 24.34 25.02 25.75 26.25 27.10 2 3 36.25 1910 49152 50640 52284 53832 55644 57432 59400 6 3 36.25 1910 49152 50640 52284 53832 55644 57432 59400 6 1 36.25 1910 4915 52.6 4357 4486 4637 4786 4950 1 40 5364 5383 28.45 29.41 30.36 31.40 25 1 40 5404 5763 26.77 27.63 28.45 29.41 30.36 5461 27.0 25 24.01 25 25 27 26 26 27 26 26 21 26 29.41 20.36 21.40 25 26 26 26 26	400-499		1410	43632	44856	46044	47340	48720	49656	51276	51780
36.25 1910 49152 56640 52.284 53832 55644 57432 59400 36.25 1910 49152 50640 52284 53832 55644 57432 59400 4096 4220 4357 4486 4637 4786 4950 1 40 54208 57672 59400 61404 63366 65532 1 40 54204 55886 58672 59400 61404 63366 65532 1 40 5421 26528 57672 59400 61500 5461 1 40 5458 4806 4950 5117 5283 5461 1 25.58 26.17 27.63 28.45 29.41 30.36 5461 1 25.58 210 5173 28.45 29.41 30.36 5461 1 26.58 5784 5383 28.45 29.41 30.36 5756 5760 5140 <td></td> <td></td> <td></td> <td>3636</td> <td>3738</td> <td>3837</td> <td>3945</td> <td>4060</td> <td>4138</td> <td>4273</td> <td>4315</td>				3636	3738	3837	3945	4060	4138	4273	4315
36.25 1910 49152 50640 52284 53832 55644 57432 59400 400 4096 4220 4357 4486 6637 4786 4950 40 25.98 26.77 27.63 28.45 59.40 30.36 31.40 40 1940 54204 55896 57672 59400 61404 65336 5461 40 1940 54204 55896 57672 59400 61502 5416 30.36 555.98 26.77 27.63 28.45 59.41 30.36 65532 30.50 555.98 26.77 27.63 28.45 29.41 30.36 65532 30.50 555.84 53832 55644 57432 59400 61500 30.525 2110 50640 52284 53832 5461 30.36 5125 30.525 6510 5204 57432 59400 61500 5125 30.525				23.06	23.71	24.34	25.02	25.75	26.25	27.10	27.37
36.25 1910 49152 50640 52284 53832 55644 57432 59400 1 4006 4220 4357 4486 4637 4786 4950 1 25.98 26.77 27.63 28.45 29.41 30.36 31.40 1 40 1940 54204 55896 5767 59400 6143 4550 1 40 1940 54204 55896 5767 59400 5117 5283 5461 1 40 54204 55896 5763 29.41 30.36 5532 1 40 5430 5763 29.41 30.36 5116 1 25.98 26.77 27.63 28.45 29.41 30.36 5128 1 26.59 26.77 27.63 58.45 5141 30.36 5151 1 36.25 210 5743 5743 5743 5740 5126 1 <td></td>											
(4) (4) <td>500-599</td> <td>36.25</td> <td>1910</td> <td>49152</td> <td>50640</td> <td>52284</td> <td>53832</td> <td>55644</td> <td>57432</td> <td>59400</td> <td>60000</td>	500-599	36.25	1910	49152	50640	52284	53832	55644	57432	59400	60000
1 25:98 26.77 27.63 28.45 29.41 30.36 31.40 1 40 1940 54204 55896 57672 59400 61404 65335 5461 40 4517 4658 4806 4950 5117 5283 5461 25:98 26.77 27.63 28.45 29.41 30.36 31.40 26.00 50640 5284 5832 28.45 29.41 30.36 517 36.25 2110 50640 5284 5846 4950 5140 6150 36.25 2110 50640 5284 5382 55644 6570 5140 36.25 2110 50640 5283 55644 6570 5140 5150 36.26 4486 4657 29.41 30.36 31.40 32.51 36.26 516 5283 25845 29.41 30.36 5126 36.26 6510 5764 <t< td=""><td></td><td></td><td></td><td>4096</td><td>4220</td><td>4357</td><td>4486</td><td>4637</td><td>4786</td><td>4950</td><td>5000</td></t<>				4096	4220	4357	4486	4637	4786	4950	5000
40 1940 54204 55896 57672 59400 61404 63396 65532 4517 4658 4806 57672 59400 61404 63396 65532 4517 4658 4806 5767 59400 6117 5283 5461 25.98 25.98 26.77 27.63 28.45 29.41 30.36 5140 36.25 2110 50640 52284 53832 55644 57432 59400 61500 36.25 2110 50640 52284 53832 55644 57432 59400 61500 36.25 2110 50640 52284 53832 55644 57432 59400 61500 2011 2012 2763 28.45 20.41 30.36 5125 36.25 65040 58.45 29.41 30.36 5126 5126 36.25 6517 27.63 28.45 29.41 30.36 51255 76080				25.98	26.77	27.63	28.45	29.41	30.36	31.40	31.71
40 1940 54204 55896 57672 59400 61404 63396 65532 4517 4517 4658 4806 4950 5117 5283 5461 7517 25.98 26.17 27.63 28.45 29.41 30.36 5161 755 2110 50640 52284 53832 55644 57432 31.40 755 2110 50640 52284 53832 55644 57432 5400 755 2110 50640 52284 53832 55644 57432 5400 61500 755 2110 50640 52284 53832 55644 57432 5140 61500 72652 6610 67.6 23.41 30.36 31.40 32.51 72652 6510 58416 6012 63384 66300 69132 72552 70080 72652 6516 5285 5761 33.350 5764 53.36 40											
1 1	500-599	40	1940	54204	55896	57672	59400	61404	63396	65532	66192
7.5.98 26.77 27.63 28.45 29.41 30.36 31.40 7.5 7.5 7.5 7.5 7.5 7.5 7.40 7.40 7.5 7.10 50640 52284 53832 55644 57432 59400 61500 7.5 420 4357 4486 4637 4786 4950 5125 7.5 7.6 7.6 7.6 7.6 7.6 7.6 7.6 7.5 7.6 7.6 7.6 7.6 7.6 7.6 7.6 7.6 57.6 57.6 5761 5761 5761 5761 5761 7.6 7.6 5725 5761 6640 5282 5564 5761 6640 7.6 5726 5761 5761 6046 6340 6340 7.6 5762 5525 5761 6640 6340 6340 7.6 7.6 5525 5564 38.35 40.21 70.25				4517	4658	4806	4950	5117	5283	5461	5516
36.25 2110 50640 52284 53832 55644 57432 59400 61500 4220 4357 4486 4637 4786 4950 5125 4220 4357 4486 4637 4786 4950 5125 26.77 26.77 27.63 28.45 29.41 30.36 31.40 32.51 36.25 6510 58416 60912 63384 66300 69132 72552 76080 36.25 6510 58416 60912 63384 66300 69132 72552 76080 36.25 5761 5848 5076 5282 5525 76080 6340 30.36 33.50 33.50 33.51 30.35 40.21 70.25 70.25 70.21				25.98	26.77	27.63	28.45	29.41	30.36	31.40	31.71
36.25 2110 50640 52284 53832 55644 57432 59400 61500 420 4357 4486 4637 4786 4950 5125 420 26.77 27.63 28.45 29.41 30.36 31.40 32.51 56.77 27.63 28.45 29.41 30.36 31.40 32.51 65.0 58416 60912 63384 66300 69132 72552 76080 65.0 58416 5076 5282 5525 5761 6046 6340 76.0 33.50 33.50 33.50 53.54 33.35 40.21											
4220 4357 4486 4637 4786 4950 5125 26.77 26.77 27.63 28.45 29.41 30.36 31.40 32.51 36.25 6510 58416 60912 63384 66300 69132 72552 76080 7 36.25 6510 58416 60912 63384 66300 69132 72552 76080 7 30.36.25 0510 58416 8076 5282 5561 6080 7 30.36.25 0510 58416 8076 63384 66300 69132 72552 76080 7 30.38 30.388 30.503 35.04 36.54 38.35 40.21	669-009	36.25	2110	50640	52284	53832	55644	57432	59400	61500	62148
26.77 27.63 28.45 29.41 30.36 31.40 32.51 36.25 6510 58416 60912 63384 66300 69132 72552 76080 7 4868 5076 5282 5525 5761 6046 6340 7 30.388 32.19 33.50 35.04 36.54 38.35 40.21				4220	4357	4486	4637	4786	4950	5125	5179
36.25 6510 58416 60912 63384 66300 69132 72552 76080 4 4868 5076 5282 5525 5761 6046 6340 30.88 32.19 33.50 35.04 36.54 38.35 40.21				26.77	27.63	28.45	29.41	30.36	31.40	32.51	32.85
4868 5076 5282 5525 5761 6046 6340 30.88 32.19 33.50 35.04 36.54 38.35 40.21	200-799	36.25	6510	58416	60912	63384	66300	69132	72552	76080	76860
32.19 33.50 35.04 36.54 38.35 40.21	-			4868	5076	5282	5525	5761	6046	6340	6405
				30.88	32.19	33.50	35.04	36.54	38.35	40.21	40.62

Third Step (+4%) Third Step (+4%) Trund Step (+4%) Trund Step (+4%) Trund Step (+4%) Trung Step (+4%) Trung Jourd Schedule b., the safety grifts in trung	Schedu B-10C /	Schedule B - General Staff Pay B-10C April 1, 2023 - November 30, 2023	f Pay ember 30, 2(123							
Hours par week Pay Grade 1 2 3 4 5 6 7 9 40 6540 64440 67200 69948 73128 75284 80076 83976 9 40 6550 5600 5620 66346 6540 8543 5671 7672 78480 9 35.25 6110 60132 65268 65363 5613 5714 57120 78480 9 36.25 35.11 5013 65268 65363 5613 5714 5720 78480 9 36.25 35.10 62496 65268 65268 65268 6537 5613 5724 8187 9 36.25 35.10 6234 5636 5537 3534 5728 5528 9 36.25 35.14 5636 5734 3653 4146 7529 9 36.25 35.26 5636 5724 5824 5722 <	Thiroughout	ep (+4%) t Schedule B, the salar	y grids show an	nual, monthl	y and hourly	/ rates of pa					
9 40 6540 64440 67200 6994 73128 7624 80076 63976 9 36.25 6110 5370 5600 5335 5634 75120 75430 9 36.25 6110 60132 62368 65364 71664 75120 76490 9 36.25 6110 60132 62368 65364 71684 75120 76490 9 36.25 5011 5214 5433 5697 5636 6549 6527 6536 9 36.20 5439 6596 6549 6527 6536 6537 6537 6532 9 35.00 5218 5526 5590 5249 6527 6533 7132 9 36.00 5303 34.50 37.74 3963 7233 7529 9 40 531 531 5324 6136 7303 723 723 9 40	Band	Hours per week	Pav Grade		2	°.		5	9	7	8
1 5370 5600 5829 6004 6551 6673 6698 1 5 30.88 32.19 33.50 35.04 35.5 40.21 1 5 6110 60132 62588 6534 7164 7512 78490 36.25 6110 60132 5268 6536 6534 5697 6536 6530 36.25 6110 5011 214 5435 5697 37.88 39.70 4140 36.25 32.10 65288 6536 5590 6549 6526 6530 7140 7140 4140 36.25 32.10 65288 5439 5680 5590 6549 6528 6528 6530 4140 4227 36.25 37.14 39.65 4740 7323 7323 7323 7323 36.25 4010 65616 6504 7404 7303 743 45.04 45.04 36.25	662-002	40	6540	64440	67200	69948	73128	76284	80076	83976	84828
36.25 6110 60122 5568 6543 5697 5612 75120 78480 36.25 6110 60122 52568 6536 7597 5613 7597 6740 6740 36.25 511 5214 5453 5697 37.88 39.70 4148 31.78 33.07 44.93 5513 34.50 5697 5726 6540 6524 35.25 32.10 6248 6528 6597 37.88 39.70 4148 35.29 5439 5568 5950 6249 6524 6524 35.21 6504 6573 8568 5950 6249 6324 40 3240 5530 34.50 37.74 3963 41.46 36.25 4010 6594 6504 6504 6796 702 36.25 4010 6594 6504 6796 41.48 45.04 45.04 36.25 6401 6504				5370	5600	5829	6094	6357	6673	6998	7069
36.25 6110 6012 6568 6543 6597 5972 6540 6540 31.78 33.07 34.53 5697 5972 6260 6540 31.78 33.07 34.53 5697 5972 6580 6540 31.78 33.07 54.53 5697 5972 6540 6540 31.73 35.05 5303 54.50 5689 5950 6544 6540 31.74 32.05 5694 7100 7498 7832 6832 40 32.40 68964 7140 7327 6323 5703 34.50 36.08 37.74 39.63 41.40 43.27 40 32.240 6894 72072 7534 7303 7529 36.25 4010 65616 69424 7165 7414 43.27 36.25 541 39.56 41.48 7604 81552 8124 36.25 6616 67				30.88	32.19	33.50	35.04	36.54	38.35	40.21	40.62
36.25 6110 60132 62568 6594 71664 7120 6540 36.25 5011 5214 5453 5697 5972 6260 6540 36.25 32.10 62146 65268 68268 71400 7498 78324 81876 36.25 32.10 62496 65268 68268 7140 7498 6532 6532 36.25 32.10 62496 65268 6536 6533 41.40 43.27 40 3240 68964 72072 75348 78916 8935 7203 7529 40 3240 68964 72072 75348 78916 81552 8124 36.16 5747 6006 6273 36.16 37.74 39.63 41.40 73.27 969 36.26 6594 6796 7102 7529 7529 960 5504 6504 6796 7162 7494 7630 43.27											00001
5011 5214 543 5697 5972 6260 6540 36.25 3210 62496 65288 68288 71400 74988 78324 81876 36.25 3210 62996 65296 6596 5950 6249 6527 6823 40 5208 5439 5699 5950 6249 6527 6823 33.03 34.50 36.08 774 39.63 41.40 43.27 90 774 6006 6774 6694 7203 75.43 91 40 3240 6594 72072 75348 78916 87.74 84.35 92 551 5514 6506 6694 7102 73.74 39.63 41.40 43.27 93 36.25 4010 65616 6942 7162 7494 78048 81552 85224 93 55.55 5917 6504 6796 7102 7455 7450	800-899	36.25	6110	60132	62568	65436	68364	71664	75120	78480	79260
36.25 32.10 55.30 35.10 54.39 56.86 55.96 55.10 41.40 41.40 36.25 32.10 52.496 652.68 58268 71400 74968 78324 81876 40 52.08 54.39 56.89 5950 62.49 652.7 682.3 40 32.40 68964 72072 75348 78816 82740 864.36 90.48 5747 6006 6279 65963 71.40 78.04 84.36 43.27 99 36.25 4010 65616 68424 71652 74844 780.48 81552 85224 99 36.25 4010 65616 68424 71652 7484 780.48 81552 85224 99 36.25 4010 65616 68424 71652 7465 7102 99 36.25 41464 78048 81552 8524 7102 99 36.26 6903				5011	5214	5453	5697	5972	6260	6540	6605
36.25 3210 62496 65268 6826 62496 6527 6823 40 5208 5439 5689 5950 6249 6527 6823 40 33.03 34.50 36.08 37.74 39.63 41.40 43.27 90 3240 68964 72072 75348 78816 82740 6893 7203 7529 91 40 3240 68964 72072 75348 78816 8152 90348 91 91 65616 6894 72072 7534 78963 61203 7703 92 36.25 4010 65616 6844 78048 81552 8524 93 36.25 7002 5971 6568 6702 6704 6704 7102 93 36.25 5902 6924 7203 7455 4504 7102 93 36.25 5916 37.43 39.56 41.48 7604				31./8	33.07	34.59	30.13	37.88	39.70	41.48	41.89
40 3240 6530 5630 5774 5643 5774 5655 6633 5774 5633 5774 5633 5774 5633 5774 5633 5774 5633 5733 5733 5733 5733 5734 5816 8274 68436 50334 5733 5733 5734 5668 6895 7203 7529 5733 7529 5733 7529 7465 7702 7715 7465 7465 7702 7715 7465 7465 7465 7465 7465 7465 7465 <th< td=""><td></td><td>36 75</td><td>3210</td><td>62406</td><td>65768</td><td>GROGR</td><td>71400</td><td>74088</td><td>78324</td><td>81876</td><td>82680</td></th<>		36 75	3210	62406	65768	GROGR	71400	74088	78324	81876	82680
40 32.40 68964 72072 75348 78816 82740 86436 90348 90 36.25 4010 65864 72072 75348 78816 82740 86436 90348 90 35.25 4010 65616 68424 71652 7484 78048 81552 85224 90 36.25 4010 65616 68424 71652 7484 78048 81552 85224 90 36.25 4010 65616 68424 71652 7484 78048 81552 85224 90 36.25 4010 65616 68424 71652 7431 43.10 45.04 91 36.25 6010 6702 5971 6237 6504 6796 7102 92 36.25 6804 7102 39.56 41.48 45.04 47.05 47.05 93 36.25 6816 5902 65224 6504 6706 7105	000-000	0.4.00	07 10	500g	5130	5680	2020	6240	6527	6823	6890
40 3240 68964 72072 75348 78816 82740 86436 90348 90 36.25 4010 65616 6895 7203 7529 90 36.25 4010 65616 68424 71652 74844 78048 81552 85224 90 36.25 4010 65616 68424 71652 74844 78048 81552 85224 91 36.25 6010 65616 68424 71652 7434 78048 81552 85224 92 36.25 6010 6702 5971 6504 6796 7102 936.25 6010 6702 7484 78048 81552 8524 7465 93 36.25 6704 6796 7102 7102 7102 93 36.25 6704 6796 7102 7165 7465 7105 7465 93 36.25 74848 7368 81552 85				0070			00000	20.62	11 40	12.27	12 70
40 3240 68964 72072 75348 78816 82740 86436 90348 91 5747 6006 6279 6568 6895 7203 7529 92 36.25 4010 65616 68424 71652 7484 78048 81552 85224 93 36.25 4010 65616 68424 71652 7484 78048 81552 85224 93 36.25 6010 65616 68424 71652 7484 78048 81552 85224 93 36.25 6010 6702 5971 6524 7102 45.04 93 36.25 610 37.87 39.56 41.25 43.10 45.38 93 36.25 6502 6524 7808 81552 85580 89580 93 36.25 614 7808 81552 83516 47.35 7465 93 36.25 4810 7148 740				33.03	04.00	20.00	51.14	0.95	41.40	40.21	40./0
$$ $ $		UV	3240	68064	C70C7	75348	78816	82740	86436	00348	91224
36.25 4010 55616 68424 71652 74844 78048 81552 85224 36.25 4010 65616 68424 71652 74844 78048 81552 85524 36.25 6010 65616 68424 71652 74844 78048 81552 8550 36.25 6010 67032 70824 74664 78480 80652 43.10 45.04 36.25 6010 67032 70824 74664 74480 80652 85860 89580 36.25 6010 67032 74664 7448 7488 7453 47.35 36.25 4810 71652 74848 81552 84816 7456 36.25 4810 71652 74848 81552 84816 7456 36.25 48126 6796 6796 7178 7456 7465 36.25 4814 78048 81552 84816 82392 7456	000-000	2	0470	5747	6006	6279	6568	6895	7203	7529	7602
36.25 4010 65616 68424 71652 74844 78048 81552 85224 36.25 6010 5468 5702 5971 6237 6504 6796 7102 36.25 6010 6703 7082 74840 78480 80552 43.10 45.04 36.25 6010 67032 70824 74664 78480 80552 43.10 45.04 36.25 6010 67032 70824 7466 7142 43.05 45.36 45.04 36.25 6010 67032 70824 7466 7125 7465 36.25 4810 71652 74844 78048 81552 84816 89580 36.25 4810 71652 7482 81552 45.36 7755 36.25 48152 6816 6726 6736 6736 6736 36.25 4816 7148 7148 7148 7156 7465 36.25				33.03	34.50	36.08	37.74	39.63	41.40	43.27	43.70
36.25 4010 65616 68424 71652 74844 78048 81552 85524 7 34.68 5702 5971 6237 6504 6796 7102 36.25 6010 6702 37.87 39.56 41.25 43.10 45.04 36.25 6010 6703 70824 7466 7848 6796 7102 36.25 6010 6703 70824 7466 7848 81552 45.04 45.04 36.25 6010 6703 7143 39.46 7468 7165 7465 36.25 4810 7165 7484 78048 81552 84816 92292 36.25 4810 71652 7484 78048 81552 84816 92292 36.25 4810 81552 84316 7379 7691 7691 40 700 81552 8416 7068 92392 941.8 96368 97292											
Image: Marrie Marri Marrie Marrie Marrie Marrie Marrie Marrie Marrie Marrie Marrie M	1000-109		4010	65616	68424	71652	74844	78048	81552	85224	86100
36.25 6010 67032 70824 7464 78480 80652 85860 89580 36.25 6010 67032 70824 7464 78480 80652 85860 89580 36.25 6010 6703 70824 7464 78480 80652 85860 89580 36.25 6010 6703 70824 7464 7840 80652 6586 7465 7465 36.25 4810 71652 7484 78048 81552 84816 88548 92292 36.25 4810 71652 7484 78048 81552 84816 85548 92292 36.26 4810 71652 7484 78048 81552 84816 7799 7691 40 4840 79068 82584 86136 89776 91728 7691 40 4840 79068 82584 86136 93768 91728 7691 40 8882 7178 7178 7498 9178 9186 91868 40				5468	5702	5971	6237	6504	6796	7102	7175
36.25 6010 67032 70824 74664 78480 80652 85860 89580 36.25 6010 67032 70824 74664 78480 80652 85860 89580 7455 5586 5902 6522 6540 6721 7155 7465 35.43 35.43 37.43 39.46 41.48 42.63 47.35 36.25 4810 71652 74844 78048 81552 84816 89548 92292 36.25 4810 71652 74844 78048 81552 84816 89548 92292 36.25 4810 71652 74844 78048 81552 84816 89548 92292 40 5971 6234 6796 74.83 46.80 7691 40 4840 79068 82584 86136 89976 9728 9728 101856 40 4840 79068 82584 86136 7798				34.68	36.16	37.87	39.56	41.25	43.10	45.04	45.51
36.25 6010 67032 70824 74664 78480 80652 85860 89580 5586 5902 6222 6540 6721 7155 7465 35.43 37.43 37.43 39.46 41.48 45.63 45.36 47.35 36.25 4810 71652 74844 78048 81552 84816 89548 92292 36.25 4810 71652 74844 78048 81552 84816 89548 92292 36.25 4810 71652 74844 78048 81552 84816 7379 7691 40 7378 6504 6504 6796 7379 7691 40 7408 7308 81563 9728 91286 91786 40 6589 6807 80568 89976 9728 910866 91866 40 8488 7199 81618 9178 9178 91868 9178 91868											
1 5586 5902 6222 6540 6721 7155 7465 35.43 35.43 37.43 39.46 41.48 45.38 47.35 36.25 4810 71652 74844 78048 81552 84816 88548 92292 36.25 4810 71652 7484 78048 81552 84816 88548 92292 36.25 4810 71652 7484 78048 81552 84816 88548 92292 36.01 6504 6504 6796 7068 7379 7691 40 7378 39.56 41.25 43.10 74.83 46.80 48.78 40 7906 7068 85548 86136 93568 97728 101856 1 40 8480 7799 7498 7799 8144 8488 53.6 6583 6136 83976 93.56 93.10 8148 8488 70 <t< td=""><td>1100-119</td><td></td><td>6010</td><td>67032</td><td>70824</td><td>74664</td><td>78480</td><td>80652</td><td>85860</td><td>89580</td><td>90492</td></t<>	1100-119		6010	67032	70824	74664	78480	80652	85860	89580	90492
35.43 37.43 39.46 41.48 42.63 45.38 47.35 36.25 4810 71652 74844 78048 81552 84816 88548 92292 36.25 4810 71652 74844 78048 81552 84816 88548 92292 36.25 4810 71652 74844 78048 81552 84816 82592 37.81 5971 6237 6504 6796 7768 7379 7691 40 37.81 39.56 41.25 43.10 46.80 7878 7691 40 10868 82584 86136 89976 93588 97728 101856 1 40 5589 6882 7178 7498 7799 8144 8488 37.81 39.56 41.25 43.10 8488 101856 1 1 40 5589 6882 7178 7498 8148 8488 1 1 8488 57.81 39.56 41.25 43.10 84.83 1				5586	5902	6222	6540	6721	7155	7465	7541
36.25 4810 71652 74844 78048 81552 84816 88548 92292 5971 5971 6237 6504 6796 7068 7379 7691 5971 5371 6504 6796 7068 7379 7691 780 37.87 39.56 41.25 43.10 44.83 46.80 48.78 40 4840 79068 82584 86136 89976 93588 97728 101856 1 40 6589 6882 7178 7498 7799 8144 8488 37.87 39.56 41.25 43.10 44.83 46.80 48.78				35.43	37.43	39.46	41.48	42.63	45.38	47.35	47.83
36.25 4810 71652 74844 78048 81552 84816 88548 92292 5971 5971 6237 6504 6796 7068 7379 7691 7691 337.87 39.56 41.25 43.10 44.83 46.80 48.78 40 79068 82584 86136 89976 93588 97728 101856 1 40 79068 82584 86136 89976 93588 97728 101856 1 80 97 8136 89376 84136 7799 8144 8488 1 80 97 93569 6882 7178 7498 7799 8144 8488 80 97 39.56 41.25 43.10 44.83 46.80 48.78											
40 4840 5971 6237 6504 6796 7068 7379 7691 40 37.87 39.56 41.25 43.10 44.83 46.80 48.78	1200-129		4810	71652	74844	78048	81552	84816	88548	92292	93240
40 4840 79068 82584 86136 43.10 44.83 46.80 48.78 4 40 4840 79068 82584 86136 89976 93588 97728 101856 10 10 6589 6882 7178 7498 7799 8144 8488 10 37.87 39.56 41.25 43.10 44.83 46.80 48.78 48.78				5971	6237	6504	6796	7068	7379	7691	7770
40 4840 79068 82584 86136 89976 93588 97728 101856 10 6 6589 6882 7178 7498 7799 8144 8488 37.87 37.87 39.56 41.25 43.10 44.83 46.80 48.78 48.78				37.87	39.56	41.25	43.10	44.83	46.80	48.78	49.28
40 4840 79068 82584 86136 89976 93588 97728 101856 10 10 6589 6882 7178 7498 7799 8144 8488 10 6589 6882 7178 7498 7799 8144 8488 10 37.87 39.56 41.25 43.10 44.83 46.80 48.78 48.78											
6882 7178 7498 7799 8144 8488 39.56 41.25 43.10 44.83 46.80 48.78	1200-129		4840	79068	82584	86136	89976	93588	97728	101856	102876
39.56 41.25 43.10 44.83 46.80 48.78				6589	6882	7178	7498	7799	8144	8488	8573
				37.87	39.56	41.25	43.10	44.83	46.80	48.78	49.28

Formal Throughout	Formal Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	y grids show ar	nnual, month	Ily and hour	y rates of p	ay.				
Band	Hours per week Pay Grade	Pay Grade	1	2	3	4	2	9	7	8
200-299	40	1040	41844	42672	43512	44652	45840	47004	48288	48744
			3487	3556	3626	3721	3820	3917	4024	4062
			20.04	20.44	20.84	21.39	21.95	22.51	23.13	23.34
300-399	36.25	1110	39444	40464	41532	42564	43764	44940	46200	46656
			3287	3372	3461	3547	3647	3745	3850	3888
			20.85	21.39	21.95	22.50	23.13	23.75	24.42	24.66
300-399	40	1140	43524	44652	45828	47004	48288	49620	51024	51504
			3627	3721	3819	3917	4024	4135	4252	4292
			20.85	21.39	21.95	22.50	23.13	23.75	24.42	24.66
400-499	36.25	1410	42564	43764	44940	46200	47544	48468	50040	50544
			3547	3647	3745	3850	3962	4039	4170	4212
			22.50	23.13	23.75	24.42	25.13	25.62	26.45	26.71
500-599	36.25	1910	47976	49428	51024	52536	54324	56052	57984	58548
			3998	4119	4252	4378	4527	4671	4832	4879
			25.36	26.12	26.97	27.77	28.71	29.63	30.65	30.95
500-599	40	1940	52896	54540	56280	57984	59940	61872	63972	64608
			4408	4545	4690	4832	4995	5156	5331	5384
			25.36	26.12	26.97	27.77	28.71	29.63	30.65	30.95
000	1000	0110	00101	11001	00101	1 1001	10010	12004	1000	00040
660-000	02.05	7110	49420	4201C	000070	7624	70000	102/0	5002	000040
			4 ב ע	7074	40/04	1704	40/	4002		
			26.12	26.97	27.77	28.71	29.63	30.65	31.73	32.05
662-002	36.25	6510	57012	59436	61860	64716	67464	70812	74256	75000
			4751	4953	5155	5393	5622	5901	6188	6250
			01 10	14 44	02 00	1010	00 10	CV 10	10.00	1000

Band Hours per 700-799 40 800-899 36.2 900-999 36.2	Hours per week Pay Grade 40 6540 36.25 6110 36.25 3210 36.25 3210	,			minoughout ochedule b, the salary grus show annual, monthing and mouth rates of pay.	JY.				
	0 25 25	Pay Grade	1	2	3	4	5	9	7	8
	55 55	6540	62880	65580	68268	71364	74460	78156	81972	82788
	, 55 25		5240	5465	5689	5947	6205	6513	6831	6899
	52 52		30.13	31.41	32.70	34.21	35.66	37.43	39.25	39.64
	5 25 25									
	55	6110	58680	61068	63876	66732	69936	73320	76584	77340
	25		4890	5089	5323	5561	5828	6110	6382	6445
	52		31.01	32.28	33.76	35.27	36.96	38.75	40.48	40.88
	25									
	c	3210	96609	63696	66624	69696	73188	76428	79896	80700
	c		5083	5308	5552	5808	6609	6369	6658	6725
	c		32.24	33.67	35.21	36.84	38.68	40.40	42.23	42.65
	c									
900-999 40	ç	3240	67308	70332	73548	76932	80760	84372	88176	89028
			5609	5861	6129	6411	6730	7031	7348	7419
			32.24	33.67	35.21	36.84	38.68	40.40	42.23	42.65
1000-1099 36.	36.25	4010	64032	66792	69924	73044	76164	79596	83172	84012
			5336	5566	5827	6087	6347	6633	6931	7001
			33.84	35.30	36.96	38.61	40.26	42.07	43.96	44.40
1100-1199 36.	36.25	6010	65424	69108	72876	76584	78708	83796	87432	88320
			5452	5759	6073	6382	6559	6983	7286	7360
			34.58	36.53	38.52	40.48	41.60	44.29	46.21	46.68
1200-1299 36	36.25	4810	69924	73044	76164	79596	82776	86412	90072	96606
			5827	6087	6347	6633	6898	7201	7506	7583
			36.96	38.61	40.26	42.07	43.75	45.67	47.61	48.10
1200-1299 4(40	4840	77172	80604	84060	87816	91356	95376	99408	100416
			6431	6717	900/	/318	/613	/948	8284	8368
			36.96	38.61	40.26	42.07	43.75	45.67	47.61	48.10

Throughout Schedule B,	Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	/ grids show ar	nual, month	ly and hourl	y rates of pa	ay.				
Band	Hours per week Pay Grade	Pay Grade	1	2	e	4	5	9	7	8
200-299	40	1040	42672	43536	44388	45552	46776	47928	49272	49716
			3556	3628	3699	3796	3898	3994	4106	4143
			20.44	20.85	21.26	21.82	22.40	22.95	23.60	23.81
300-300	36.75	1110	40224	41280	42372	43416	44640	45828	47124	47604
200	000	2	3352	3440	3531	3618	3720	3819	3927	3967
			21.26	21.82	22.40	22.95	23.59	24.22	24.91	25.16
300-399	40	1140	44400	45552	46764	47928	49272	50616	52044	52548
			3700	3796	3897	3994	4106	4218	4337	4379
			21.26	21.82	22.40	22.95	23.59	24.22	24.91	25.16
	36 25	1410	43416	44640	45828	47124	48492	49440	51036	51540
		2	3618	3720	3819	3927	4041	4120	4253	4295
			22.95	23.59	24.22	24.91	25.63	26.13	26.97	27.24
the second										
500-599	36.25	1910	48924	50400	52044	53580	55392	57168	59136	59736
			4077	4200	4337	4465	4616	4764	4928	4978
			25.86	26.64	27.51	28.32	29.28	30.22	31.26	31.57
500-599	40	1940	53952	55644	57408	59136	61128	63108	65244	65904
			4496	4637	4784	4928	5094	5259	5437	5492
			25.86	26.64	27.51	28.32	29.28	30.22	31.26	31.57
600-699	36.25	2110	50400	52044	53580	55392	57168	59136	61212	61860
			4200	4337	4465	4616	4764	4928	5101	5155
			26.64	27.51	28.32	29.28	30.22	31.26	32.35	32.70
662-002	36.25	6510	58164	60624	63096	66000	68820	72228	75744	76500
			4847	5052	5258	5500	5735	6019	6312	6375
			100	1000	1000	00 00	20.07	0100		CV OV

Throughout Schedule 8, the selery grids show annual, monthly and houly rates of pen. 5 3 4 5 6 7 8 700-799 40 6640 6648 6698 6648 7806 79 8 7 8 700-799 40 6640 6546 5574 5604 7335 348 6537 6617 7306 6614 6966 7335 4122 6110 6546 6574 5604 7335 3418 6507 7336 6510 6546 6546 6530 6644 7126 7170 6510 6546 6533 6510 6510 6510 6511 6561 6533 6510 6511 6561 650 6512 64968 6733 6510 6511 650 6511 650 6516 6711 43201 6510 6510 6711 650 6510 6511 6513 6513 6513 6513 6513 6513 6513 6516 6516 65	Second Step (+2%)	Second Step (+2%)									
Hours per week Pay Grade 1 2 3 4 5 6 7 1 400 6540 6412 66848 65948 7204 75960 79728 86964 1 5014 5034 5574 5804 65630 64182 66888 65948 7306 79728 86964 60064 71928 74796 78120 1 3625 6110 59888 6222 65148 66064 71928 74796 78120 1 3625 5110 59888 6222 65148 66064 71928 74796 78120 1 3625 35144 5622 64988 5231 6512 64989 7316 7307 1 3625 35144 5623 64388 7304 5523 6410 7306 1 40 3523 5124 5523 5523 5523 5524 5646 7107 7305 <td< th=""><th>Throughou</th><th>it Schedule B, the salar</th><th>y grids show ar</th><th>nual, month</th><th>ly and hourly</th><th>y rates of pa</th><th>ay.</th><th></th><th></th><th></th><th></th></td<>	Throughou	it Schedule B, the salar	y grids show ar	nual, month	ly and hourly	y rates of pa	ay.				
40 6540 64152 66888 69648 72804 73728 8361 5346 5574 30.74 32.04 33.3 36.37 33.18 4003 5346 5574 30.74 32.04 33.55 34.8 56.30 66.44 966 36.25 6110 59868 6591 5422 5673 5612 544 6606 71328 74796 78120 36.25 511 53292 5414 5603 5413 5521 544 6733 6610 36.25 511 5328 5414 5664 5924 6223 6498 6793 56.25 5414 5664 5923 37.57 39.46 41.21 4307 56.25 5414 5664 5923 37.57 39.46 41.21 4307 56.25 5414 5632 5414 5632 57.53 54.46 41.21 4307 56.25 5414 <t< th=""><th>Band</th><th>Hours per week</th><th>Pay Grade</th><th>1</th><th>2</th><th>3</th><th>4</th><th>5</th><th>9</th><th>7</th><th>8</th></t<>	Band	Hours per week	Pay Grade	1	2	3	4	5	9	7	8
1 5346 5574 5804 6644 6968 6633 644 6968 36.15 30.14 30.74 30.35 34.88 36.37 38.18 4003 36.25 6110 59868 6292 6519 5423 5610 39.53 4123 36.25 6110 59868 5191 5423 5610 39.53 4123 36.25 5110 5328 5414 35.97 39.53 4123 4123 36.25 32.10 6520 6496 5924 6594 6796 7796 36.25 32.10 6520 6496 5722 6496 6791 4307 40 32.240 68664 7128 7108 7466 7176 7495 40 32.240 68694 6592 6412 7128 7496 7745 40 32.240 68644 6864 6804 6804 7495 57 5614	700-799	40	6540	64152	66888	69648	72804	75960	79728	83616	84456
36.25 6110 50.74 32.04 33.35 34.88 36.37 38.18 4003 36.25 6110 59868 65129 65148 66064 71328 74796 78120 36.25 6110 59868 5191 5429 5672 5444 6233 6510 36.25 31.64 2329 34.34 35.97 39.46 7496 74126 36.25 31.64 5592 6498 5161 2923 64121 4307 36.25 32.40 6864 71748 7500 7466 7476 7496 40 32.240 6864 71748 7500 7466 7470 7497 5722 5373 5573 35.46 5593 6479 6496 7170 7496 5722 5473 5504 6593 6573 5546 7170 7496 6505 5723 6501 6586 7176 7456 7176				5346	5574	5804	6067	6330	6644	6968	7038
36.25 6110 5986 62220 6514 68064 71328 74796 78120 1 36.25 5191 5191 5429 5597 5944 6513 6510 36.25 31.64 5164 5191 5429 5443 5597 37.70 39.53 4129 36.25 3210 6220 64968 67968 7108 7464 7797 8142 36.25 3210 6220 64968 67968 7108 7464 7797 8142 40 3240 68564 7174 5600 7496 8142 36.01 3240 68564 7178 7500 7440 7797 8944 36.25 4010 65304 68124 7136 7436 7436 36.25 6700 7440 7500 7440 7436 7436 7436 36.25 6610 68124 7136 7436 6763 7070 7466<				30.74	32.04	33.35	34.88	36.37	38.18	40.03	40.43
36.25 6110 5988 62292 65148 68064 71328 74796 78120 31.0 31.0 31.0 32.93 35.97 37.70 39.53 41.29 31.0 31.0 32.92 34.43 35.97 37.70 39.53 41.29 36.25 32.10 62220 64968 7178 5694 6797 81492 5185 5414 5694 53.92 37.57 39.46 41.21 43.07 40 32.240 68664 71748 7500 78490 82380 86040 89440 40 32.40 6873 34.34 35.92 37.57 39.46 41.21 43.07 90 36.255 44010 65304 6812 7138 7108 7148 7108 7148 7107 7495 91 36.255 6410 65304 6812 6498 7108 7149 7143 91 5521 5412 <td></td>											
4980 5191 5420 5672 5944 6233 6510 3164 32.92 34.43 35.97 37.70 39.53 4129 36.25 3210 6220 64968 67968 71088 74664 77976 81492 36.25 3210 6220 64968 6794 6533 41.21 43.07 36.25 3240 65864 7174 7500 78480 82380 86940 89940 40 3240 65864 7174 7500 78480 81180 8440 89940 5722 5979 55.93 34.34 35.92 37.57 39.46 41.21 43.07 95 7720 6843 55.93 55.93 55.93 57.91 43.94 96 36.25 6671 5943 52.96 6644 6765 7070 96 36.25 54.14 75.93 41.21 43.04 74.34 96	800-899	36.25	6110	59868	62292	65148	68064	71328	74796	78120	78888
1 31.64 32.92 34.43 35.97 37.70 39.53 41.29 36.25 3210 64968 67968 7198 74664 77976 81492 36.25 3210 6320 64968 67968 7708 736.22 6498 6791 36.25 3210 6320 6304 5502 5572 5978 7170 7495 40 3240 68664 7178 7500 7480 82380 86040 8940 5722 5979 5597 5946 6716 6865 7170 7495 9 3562 4010 65304 68124 7136 74508 81180 8440 9 36.25 501 5343 55.92 37.57 39.46 41.21 43.07 9 36.25 5010 68124 7136 74508 81430 7768 8174 7145 9 36.25 5013 37.55 39.28<				4989	5191	5429	5672	5944	6233	6510	6574
36.25 3210 6522 64968 67968 7108 74664 7976 6192 6 5 7 7 5 5 7 7 5 5 7 7 7 5 5 7 7 7 7 7 7 7 7 7 7 7 7 7 7 <				31.64	32.92	34.43	35.97	37.70	39.53	41.29	41.70
36.25 3210 6220 64968 67968 7108 7464 77976 81492 40 5185 5414 5664 5924 6222 6498 6791 40 3240 68664 7178 7500 7840 8236 7170 7496 5722 5979 6864 71748 7500 7840 8236 7170 7496 5722 5979 6570 6864 7174 37.57 39.46 41.21 43.07 96 35.25 4010 65304 6812 71316 74508 81780 8944 93.6.25 4010 65304 6817 5943 6209 6474 6765 7070 93 36.25 6010 6650 73.69 39.38 81136 814840 93 36.25 6010 6677 5943 6701 43.69 41.34 93 36.25 6010 6673 7759 41.06 <td></td>											
1 5185 5414 5664 5924 6222 6498 6791 40 32240 68664 71748 35.92 37.57 39.46 41.21 43.07 40 32240 68664 71748 75000 78480 86940 7895 5722 5979 6550 65540 6864 7174 73.06 32.89 35.22 5773 39.46 6471 73.06 36.25 4010 65304 68124 71316 74508 81180 89440 36.25 6010 65304 68124 71316 74508 8176 74.84 36.25 6010 65304 68124 71316 74.30 7124 74.31 36.25 6010 66732 37.26 39.29 41.06 72.91 47.13 36.25 6010 66732 37.26 39.29 41.29 72.46 74.84 36.25 6010 66732 37.	666-006	36.25	3210	62220	64968	67968	71088	74664	77976	81492	82308
40 32.89 34.34 35.92 37.57 39.46 41.21 43.07 40 3240 68664 71748 75000 78480 82380 86040 89940 5722 5979 6250 6540 6865 7170 7495 9 36.25 4010 65304 68124 71316 74508 7170 7495 9 36.25 4010 65304 68124 71316 74508 7170 7495 9 36.25 4010 65304 68124 71316 74508 81480 84840 9 36.25 6010 65304 68124 7136 7450 8748 87186 9 36.25 6010 66732 35.01 37169 47.31 7314 9 36.25 6194 6510 6893 87126 87136 7324 9 36.25 6194 6510 8742 45.18 7346 7551 </td <td></td> <td></td> <td></td> <td>5185</td> <td>5414</td> <td>5664</td> <td>5924</td> <td>6222</td> <td>6498</td> <td>6791</td> <td>6859</td>				5185	5414	5664	5924	6222	6498	6791	6859
40 3240 68664 71748 75000 78480 82380 86040 89940 9 5722 5979 6250 6540 6865 7170 7495 9 36.25 4010 65304 68124 71316 74508 7170 7495 9 36.25 4010 65304 68124 71316 74508 7170 7495 9 36.25 4010 65304 68124 71316 74508 81180 8440 9 36.25 6010 65304 68124 71316 74508 6703 7136 7136 7136 7136 7136 7136 7136 7131 7136 7134 7131 9 36.25 4810 7136 7136 7134 7134 7134 9 36.25 6879 68170 88152 7134 7134 7346 7551 9 36.25 7410 7423 71346				32.89	34.34	35.92	37.57	39.46	41.21	43.07	43.50
40 3240 68664 7178 7500 78480 86340 89340 9 572 5979 6550 6540 6865 7170 7495 9 32.55 4010 65304 68124 71316 74508 7170 7495 99 36.25 4010 65304 68124 71316 74508 7170 7495 99 36.25 4010 65304 68124 71316 74508 7130 7430 99 36.25 6010 65304 68124 5943 6209 6474 6765 7070 99 36.25 6010 7422 74106 7423 7431 90 36.25 6194 6510 6689 7124 7431 90 36.25 5875 6194 6510 7124 7431 90 36.25 6194 6510 6898 7124 7431 90 36.25 6194											
1 572 5979 6250 6540 6865 7170 7495 36.25 4010 65304 68124 71316 74508 7179 7495 36.25 4010 65304 68124 71316 74508 81180 84840 36.25 4010 65304 68124 71316 74508 7176 7495 36.25 6010 65304 68124 71316 7420 81180 84840 36.25 6010 65302 5617 5943 6209 6474 6765 7070 36.25 6010 6572 70500 7428 89172 7441 36.25 6010 6573 7050 7426 7431 36.25 6474 6765 7070 7426 7431 36.25 7428 7124 7431 7431 7436 36.25 7428 7326 7346 7546 7565 40 7328 </td <td>666-006</td> <td>40</td> <td>3240</td> <td>68664</td> <td>71748</td> <td>75000</td> <td>78480</td> <td>82380</td> <td>86040</td> <td>89940</td> <td>90816</td>	666-006	40	3240	68664	71748	75000	78480	82380	86040	89940	90816
41.01 32.89 34.34 35.92 37.57 39.46 41.21 43.07 36.25 4010 65304 68124 71316 74508 77688 81180 84840 36.25 4010 65304 68124 5943 6209 6474 6765 7070 36.25 6010 65702 5875 6194 6510 6689 7124 7431 36.25 6010 66732 77328 78120 80268 89172 36.25 6010 66732 77326 74328 7732 7734 7431 36.25 4810 7134 7432 81120 80458 7124 7431 36.25 4810 7736 7736 7124 7431 7431 36.25 737 7768 8178 8172 7366 7366 7366 7366 7366 7366 7366 7366 7366 7366 7366 7366 7366 7366				5722	5979	6250	6540	6865	7170	7495	7568
36.25 4010 65304 68124 71316 74508 7186 61180 64840 36.25 4010 5442 5677 5943 6209 6474 6765 7070 36.25 33.52 5601 5425 35.01 37.69 39.38 41.06 42.91 44.84 36.25 6010 66732 70500 74328 78120 80268 85488 89172 36.25 6010 66732 70500 74328 78120 80268 87414 8751 47.13 36.25 6010 66732 70500 7424 45.16 47.13 36.25 4810 71346 7768 81180 8416 7124 7431 36.29 6474 6765 7037 7346 7536 7134 75346 7651 36.29 84106 7763 89152 91844 7652 91844 7652 91844 36.29 39.38 <t< td=""><td></td><td></td><td></td><td>32.89</td><td>34.34</td><td>35.92</td><td>37.57</td><td>39.46</td><td>41.21</td><td>43.07</td><td>43.50</td></t<>				32.89	34.34	35.92	37.57	39.46	41.21	43.07	43.50
36.25 4010 65304 68124 71316 74508 81180 84840 7.00 5442 5677 5943 6209 6474 6765 7070 34.52 5617 5943 6209 6474 6765 7070 36.25 6010 66732 7050 7432 81120 8548 89172 36.25 6010 66732 7050 7432 81120 80268 89172 7431 36.25 6010 7551 5875 6194 6510 6689 7124 7431 36.25 4810 71316 7768 81180 8444 88152 9184 36.25 4810 71316 74508 81180 84145 7651 36.29 933 41.06 42.91 44.63 7656 7651 36.29 933 81.06 6765 7037 7346 7651 36.29 933 81.06 8566 <											
5442 5677 5943 6209 6474 6765 7070 34.52 36.01 37.69 39.38 41.06 42.91 44.84 36.25 6010 66732 70500 7432 78120 80268 85488 89172 36.25 6010 66732 70500 7432 78120 80268 89172 7431 36.25 6194 6510 6689 7124 7431 7431 36.25 4810 7136 37.26 9412 6765 7037 7346 7551 36.25 4810 7136 7458 81180 8444 8753 7346 7651 36.25 4810 7136 7346 7346 7651 7346 7651 37.69 37.69 39.38 41.06 42.91 74.63 7651 40 786 7037 7346 7656 7346 7651 40 786 7766 852	1000-105		4010	65304	68124	71316	74508	77688	81180	84840	85716
36.25 6010 66732 70500 74328 78120 80268 85488 89172 36.25 6010 66732 70500 74328 78120 80268 85488 89172 36.25 6010 66732 70500 74328 78120 80268 85488 89172 36.25 6010 6571 5571 5772 39.29 41.29 42.42 45.18 7431 36.25 4810 71316 74568 81180 8444 88152 91884 36.25 4810 71316 74508 77688 81180 8444 88152 9184 36.25 4810 7768 81180 8444 86152 7657 36.26 5938 6474 6765 7037 7346 7657 40 7650 39.38 41.06 42.91 46.59 48.56 40 7650 82200 8572 89568 93180 97284 101400 40 6560 6850 7146 7667 46.59				5442	5677	5943	6209	6474	6765	7070	7143
36.25 6010 66732 70500 74328 78120 80268 85488 89172 36.25 6010 66732 5561 5875 6194 6510 6689 7124 7431 5561 5561 5875 6194 6510 6689 7124 7431 35.27 37.26 39.29 41.29 42.42 45.18 47.13 36.25 4810 71316 74508 81180 84444 88152 91884 36.25 4810 71316 74508 87180 84444 88152 91884 36.25 4810 71316 74508 81180 84444 8765 7657 36.26 9303 6474 6765 7037 7346 7657 40 4840 78763 39.38 41.06 42.91 46.59 48.56 40 4840 7872 89568 93180 97284 101400 40 7765				34.52	36.01	37.69	39.38	41.06	42.91	44.84	45.30
36.25 6010 66732 70500 74328 78120 80268 85488 89172 7 5561 5875 6194 6510 6689 7124 7431 7 35.27 37.26 39.29 41.29 45.18 89172 36.25 4810 71316 74508 87180 87180 47.13 36.25 4810 71316 74508 81180 8444 88152 47.13 36.25 4810 71316 74508 6703 7346 7651 36.29 5943 6209 6474 6765 7037 7346 7651 36.29 5933 41.06 8572 89568 9184 7651 7651 40 4840 7872 8572 89568 9186 9186 7651 40 4840 7872 8572 89568 9186 9186 9186 40 910 8752 89568 9166 </td <td></td>											
1 5561 5875 6194 6510 6689 7124 7431 35.27 35.27 37.26 39.29 41.29 42.42 45.18 7431 36.25 4810 71316 74508 77688 81180 84444 88152 91884 36.25 5943 6209 6474 6765 7037 7346 7657 37.69 39.38 41.06 42.91 44.63 46.59 48.56 40 7870 8203 6474 6765 7037 7346 7657 40 4840 7872 8208 6474 6765 7037 7346 7657 40 4840 7872 8208 6474 6765 9184 7657 50 6850 6850 6716 42.65 9186 7656 48.56 70 6850 8572 89568 9136 9167 8450 70 7466 7366	1100-115		6010	66732	70500	74328	78120	80268	85488	89172	90072
35.27 37.26 39.29 41.29 42.42 45.18 47.13 36.25 4810 71316 74508 71688 81180 84444 88152 91884 36.25 4810 71316 74508 77688 81180 84444 88152 91884 36.25 4810 71316 74508 6474 6765 7037 7346 7657 37.69 39.38 41.06 42.91 44.63 46.59 48.56 40 7869 39.38 41.06 42.91 44.63 46.59 48.56 40 7870 82700 85752 89568 93180 97284 101400 6560 6850 7146 7464 7765 8107 8450 7037 37.69 39.38 41.06 42.91 44.63 46.59 4856				5561	5875	6194	6510	6689	7124	7431	7506
36.25 4810 71316 74508 77688 81180 84444 88152 91884 36.25 4810 71316 74508 7768 81180 84444 88152 91884 5943 5943 6209 6474 6765 7037 7346 7657 730 37.69 39.38 41.06 42.91 44.63 46.59 48.56 40 4840 78720 82200 85752 89568 93180 97284 101400 40 6560 6850 7146 7464 7765 8107 8450 37.69 39.38 41.06 42.91 44.63 46.59 48.56				35.27	37.26	39.29	41.29	42.42	45.18	47.13	47.61
Joint	1200-120		4810	71316	74508	77688	81180	84444	88152	01884	92820
40 4840 78720 82200 85752 89568 93180 97284 101400 37.69 39.38 41.06 42.91 44.63 46.59 48.56 40 4840 78720 82200 85752 89568 93180 97284 101400 50 6560 6850 7146 7464 7765 8107 8450 37.69 39.38 41.06 42.91 44.63 46.59 48.56	10001		2	5043	6209	6474	6765	7037	7346	7657	7735
40 4840 78720 82200 85752 89568 93180 97284 101400 100 6560 6850 7146 7464 7765 8107 8450 100 37.69 39.38 41.06 42.91 44.63 46.59 48.56				37.69	39.38	41.06	42.91	44.63	46.59	48.56	49.06
40 4840 78720 82200 85752 89568 93180 97284 101400 6560 6850 7146 7464 7765 8107 8450 37.69 39.38 41.06 42.91 44.63 46.59 48.56											
6850 7146 7464 7765 8107 8450 39.38 41.06 42.91 44.63 46.59 48.56	1200-125		4840	78720	82200	85752	89568	93180	97284	101400	102408
39.38 41.06 42.91 44.63 46.59 48.56				6560	6850	7146	7464	7765	8107	8450	8534
				37.69	39.38	41.06	42.91	44.63	46.59	48.56	49.06

.

hird St.	Third Step (+4%) Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	/ grids show ar	nnual, month	ly and hour	ly rates of p	ay.				
Band	Hours per week Pav Grade	Pav Grade	1	2	e	4	5	9	7	8
200-299	40	1040	43512	44388	45252	46428	47676	48876	50220	50700
			3626	3699	3771	3869	3973	4073	4185	4225
			20.84	21.26	21.67	22.24	22.83	23.41	24.05	24.28
	36 JE	1110	410.28	12006	00000	COCAA	15578	46740	48048	48540
000-000	02.00	2	3419	3508	3600	3691	3794	3895	4004	4045
			21.68	22.25	22.83	23.41	24.06	24.70	25.40	25.66
300-399	40	1140	45264	46428	47664	48876	50220	51600	53064	53568
			3772	3869	3972	4073	4185	4300	4422	4464
			21.68	22.25	22.83	23.41	24.06	24.70	25.40	25.66
007 00		0777	00044	15570	46740	100.40	ADAED	EDADO	F DO A A	EDEED
400-433	C7.05	1410	3691	3794	3895	40040	43432	20400 4200	4337	4380
			23.41	24.06	24 70	25.40	26.14	26.64	27.51	27 78
			1.04	00.14	01.12	04.04	1.02	10.04	2.17	
500-599	36.25	1910	49884	51396	53064	54636	56484	58296	60288	00609
			4157	4283	4422	4553	4707	4858	5024	5075
			26.37	27.16	28.05	28.88	29.85	30.81	31.86	32.19
500-599	40	1940	55020	56736	58536	60288	62328	64344	66516	67188
			4585	4728	4878	5024	5194	5362	5543	5599
			26.37	27.16	28.05	28.88	29.85	30.81	31.86	32.19
669-009	36.25	2110	51396	53064	54636	56484	58296	60288	62424	63084
			4283	4422	4553	4707	4858	5024	5202	5257
			27.16	28.05	28.88	29.85	30.81	31.86	32.99	33.34
662-002	36.25	6510	59292	61824	64332	67296	70164	73644	77220	78012
			4941	5152	5361	5608	5847	6137	6435	6501
			21 21	00 00	00 10	11 10	00 00	00 00		

4 5 6 7 74220 71424 81276 85236 8 74220 71424 81276 85236 8 6185 6452 6773 7103 7103 35.57 37.08 38.92 40.81 7656 8 5782 6053 774 76248 79656 8 5782 6062 6354 40.30 42.10 4 5782 58.602 6343 6625 6326 8 5782 38.45 40.30 42.10 42.10 4 5783 6062 63371 6625 6926 8 6033 6623 6343 42.02 43.92 43.92 38.30 40.23 42.02 43.92 43.75 45.72 38.31 6625 6926 8 7642 45.72 38.30 6023 6345 42.02 43.92 45.72 40.15 <t< th=""><th>B-10C December 1, 2023 - J Third Step (+4%) Throughout Schedule B, the salary of</th><th>Third Step (+4%) Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay</th><th>ry grids show annua</th><th>nual, month</th><th>ly and hour</th><th>v rates of p</th><th>av.</th><th></th><th></th><th></th><th></th></t<>	B-10C December 1, 2023 - J Third Step (+4%) Throughout Schedule B, the salary of	Third Step (+4%) Throughout Schedule B, the salary grids show annual, monthly and hourly rates of pay	ry grids show annua	nual, month	ly and hour	v rates of p	av.				
9 40 6540 65412 68208 70992 7422 71742 81276 85236 8 9 36.25 6110 6103 5564 5684 5916 6185 6422 6773 7103 9 36.25 6110 61032 63504 6640 69384 72144 72748 7616 633 9 36.25 6110 61032 63356 5535 5782 6062 6334 6634 6636 6326 633 643 6636 633 6637 6637 6637 6436 6432 633 633 633 633 7311 7422 7322 7310 8 731 7432 7312 7312 7432 6325 6325 633 633 633 633 633 632 632 633 7311 7642 732 7430 7312 7430 7311 7642 732 7430 7311 7423 7430	Band	Hours per week	Pav Grade	1	2	3		2	9	7	8
5451 5646 5916 6185 6452 6173 7103 36.25 6110 61032 65304 65420 6555 5782 6082 6354 6638 36.25 6110 61032 65304 65420 6534 6658 6535 5782 6555 5535 5782 6062 6354 6638 6535 6536 6536 6536 6536 6535 6535 6535 6535 6535 6535 6536 6535 6536 6536 6536 6536 6536 6535 6536 6535 6535 6535 6535 6535 6535 6535 6536 6535 6536 6535 6536 6535 <	700-799	40	6540	65412	68208	70992	74220	77424	81276	85236	86100
36.25 6110 61032 65504 66420 65334 72744 76248 76656 8 36.25 6110 61032 65504 66420 65334 7674 76248 76748 76548 76710 4210				5451	5684	5916	6185	6452	6773	7103	7175
36.25 6110 61032 65304 5642 69384 72744 76248 79656 8 36.25 5086 5232 5535 5782 6062 6534 6633 36.25 32.10 6543 5535 5782 6062 6334 6535 6534 6633 36.25 32.10 6543 5622 5521 5774 6039 6343 6552 69326 7310 23 36.25 33.53 35.02 36.62 38.30 40.23 40.20 43376 87732 91704 92 40 3240 69996 73152 76476 80004 83976 87732 91704 93 33.533 35.02 35.53 35.52 35.53 35.52 35.52 40.33 47.02 43.92 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72				31.34	32.68	34.00	35.57	37.08	38.92	40.81	41.23
36.25 6110 61032 63504 66420 69384 7.14 7.636 6354 66056 6											
5086 5222 5535 5782 6662 6534 6638 36.25 3210 63432 6525 574 6039 6343 6625 6926 36.25 3210 63432 6521 5774 6039 6343 6625 6926 33.53 35.02 36.62 38.30 40.23 42.02 43.92 43.92 40 3240 6996 7312 76476 80004 83976 87732 91704 9 33.53 56.02 35.02 36.62 38.30 40.23 42.02 43.92 43.92 40 660 6996 7312 7769 86508 8 7571 7922 35.25 6010 68040 71892 75762 43.75 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72	800-899	36.25	6110	61032	63504	66420	69384	72744	76248	79656	80448
36.25 35.11 36.67 38.45 40.30 42.10 42.10 36.25 32.26 5521 5774 6039 6343 6625 6925 40 5286 5521 5774 6039 6343 6625 6922 40 32.40 6996 73152 76476 80004 83976 87732 91704 2 90 32.50 5833 6096 6373 6667 6998 7311 7642 91 35.50 5833 6096 6373 6667 6998 7311 7642 33.53 56.02 5788 6671 6331 6602 6898 7311 7642 90 36.25 578 6061 6331 6602 6898 7312 7642 91 5670 5590 5780 7924 82776 8572 7522 96 36.25 5780 7327 7327 45.02 7572 <t< td=""><td></td><td></td><td></td><td>5086</td><td>5292</td><td>5535</td><td>5782</td><td>6062</td><td>6354</td><td>6638</td><td>6704</td></t<>				5086	5292	5535	5782	6062	6354	6638	6704
36.25 3210 63432 66252 69288 72468 76116 79500 83100 8210 40 5286 5521 5774 6039 6333 6625 6925 40 33.53 35.02 36.62 38.30 40.23 42.02 43.92 40 3240 69996 73152 76476 80004 83976 87732 91704 9 33.53 55.02 35.02 36.62 6373 6667 6998 7311 7842 99 36.25 4010 66600 69456 72732 75924 82776 82776 85708 8 99 36.25 6010 68040 7182 75790 7924 82776 45.72 45.72 99 36.25 6801 6315 6626 6898 7002 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 <td></td> <td></td> <td></td> <td>32.26</td> <td>33.56</td> <td>35.11</td> <td>36.67</td> <td>38.45</td> <td>40.30</td> <td>42.10</td> <td>42.52</td>				32.26	33.56	35.11	36.67	38.45	40.30	42.10	42.52
36.25 32.10 63432 66522 69268 72468 76116 79500 83100 8 40 5286 5571 5774 6039 6343 6625 6925 6925 40 3240 69996 73152 76476 80004 83976 87732 91704 9 31 740 3240 66996 73152 76476 80004 83976 87732 91704 9 99 36.25 4010 66600 69456 7732 75972 79224 82776 86508 8 99 36.25 5550 5788 6061 6331 6602 68968 7202 45.72 4 4.75 45.72<											
40 5286 5521 5774 6039 6343 6625 6925 40 32.53 35.02 35.02 35.02 35.02 35.02 43.92 45.72 43.92 45.72 43.92 45.72 43.92 45.72 43.92 45.72 45.92 45.72 45.92 45.72 45.92 45.72 45.92 45.72 45.92 45.72 45.92 45.72 45.92 45.72 45.92 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.72 45.77 45.77 45.77	666-006	36.25	3210	63432	66252	69288	72468	76116	79500	83100	83916
40 33.53 35.02 36.62 38.30 40.23 42.02 43.92 - 40 3240 6996 73152 76476 80004 83976 87732 91704 9 99 36.25 4010 66600 69456 72732 75972 79224 82776 86508 8 99 36.25 4010 66600 69456 72732 75972 79224 82776 86508 8 99 36.25 6010 66600 69456 72732 75972 79224 87144 90924 9 99 36.25 6010 68040 71892 75780 7926 87144 90924 9 99 36.25 6010 68040 71892 7206 7572 45.72 7562 7577 45.72 7562 7577 7562 7577 7562 7577 7562 7577 7562 7577 7562 7577 45.72				5286	5521	5774	6039	6343	6625	6925	6993
40 3240 69996 73152 76476 80004 83976 87732 91704 9 91 5833 6096 6373 6667 6998 7311 7642 43.92 43.92 43.92 43.92 43.92 43.92 43.92 43.92 43.92 43.92 43.92 45.02 43.92 45.02 43.92 43.72 43.72 45.72 <t< td=""><td></td><td></td><td></td><td>33.53</td><td>35.02</td><td>36.62</td><td>38.30</td><td>40.23</td><td>42.02</td><td>43.92</td><td>44.35</td></t<>				33.53	35.02	36.62	38.30	40.23	42.02	43.92	44.35
40 3240 6996 73152 76476 80004 83976 87732 91704 9 99 36.25 4010 66600 69456 72732 75972 79224 82776 86508 8 99 36.25 4010 66600 69456 72732 75972 79224 82776 86508 8 99 36.25 4010 66600 69456 72732 75972 79224 82776 85508 8 99 36.25 6010 68040 71892 75780 79656 81864 87144 90924 9 99 36.25 6010 68040 71892 75780 79656 81864 87144 90924 9 99 36.25 6101 63915 6602 6398 6321 7562 7577 4 6 6 48.06 6 7 7 7 7 7 7 7 7 7											
5833 6096 6373 6667 6998 7311 7642 36.25 4010 66600 69456 7272 75972 7202 43.92 4 36.25 4010 66600 69456 72732 75972 7924 82776 86508 8 36.25 5510 5578 6061 6331 6602 6898 7209 36.25 6010 68040 71892 7578 80.16 831 6602 6898 7209 36.25 6010 68040 71892 7578 7577 45.72 45.72 36.25 6010 68040 71892 7315 46.06 48.06 36.25 4810 71892 7327 45.06 48.06 7209 36.25 4810 72732 7592 7262 7562 7577 36.25 4810 72732 7592 7202 43.076 8608 93672 7562 <t< td=""><td>666-006</td><td>40</td><td>3240</td><td>96669</td><td>73152</td><td>76476</td><td>80004</td><td>83976</td><td>87732</td><td>91704</td><td>92592</td></t<>	666-006	40	3240	96669	73152	76476	80004	83976	87732	91704	92592
36.25 4010 66600 69456 72732 75972 79224 82776 86508 8 36.25 4010 66600 69456 72732 75972 79224 82776 86508 8 36.25 550 5788 6061 6331 6602 6898 7209 36.25 6010 68040 71892 7578 80.16 6331 6602 6898 7209 36.25 6010 68040 71892 7578 80.16 80.08 80.98 80924 90 90924 90 90924 90 90924 90 90924 90 90924 90 90 90 90 90 90 90 90 90 90				5833	6096	6373	6667	6998	7311	7642	7716
36.25 4010 66600 69456 72732 75972 79224 82776 86508 8 36.25 5550 5788 6061 6331 6602 6898 7209 35.20 35.20 36.71 38.44 40.15 41.87 43.75 45.72 4 36.25 6010 68040 71892 75780 79556 81864 87144 90924 9 36.25 6010 68040 71892 7157 42.10 43.75 45.05 48.06 36.25 4810 7236 38.00 40.05 42.10 43.27 46.06 48.06 36.25 4810 7237 7924 82776 86088 93672 9 36.25 4810 7237 6602 6898 7174 7490 7806 36.25 48167 43.75 43.75 45.50 47.51 49.51 49.51 36.25 5898 7187 43.75 </td <td></td> <td></td> <td></td> <td>33.53</td> <td>35.02</td> <td>36.62</td> <td>38.30</td> <td>40.23</td> <td>42.02</td> <td>43.92</td> <td>44.35</td>				33.53	35.02	36.62	38.30	40.23	42.02	43.92	44.35
36.25 4010 06000 09450 12.122 13912 19224 02.170 06000 06900 09450 12.122 0311 6602 6898 7209 0000 06900 06900 06900 06900 06900 06000 06900 06000 06900 06000 06	1000		1040	00000	00450	00202	75030	FUCUL	07770	OCEDO	07200
5550 5788 6061 6331 6602 6898 7209 35.20 35.20 36.71 38.44 40.15 41.87 43.75 45.72 45.72 36.25 6010 68040 71892 75780 79656 81864 87144 90924 9 36.25 5610 5991 6315 6638 6822 7262 7577 36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 36.25 4810 72732 75972 79276 43.75 45.50 47.51 49.51 19 40 8602 6898 89880 93672 9 16 46.66 48.06 48.06 48.06 48.05 45.50 47.51 49.51 49.51 49.51 49.51 49.51 49.51 49.	-nnni		4010	00000	00420	12132	71601	13224	0//70	00000	060 10
35.20 36.71 38.44 40.15 41.87 43.75 45.72 45.72 36.25 6010 68040 71892 75780 79656 81864 87144 90924 9 36.25 6010 68040 71892 75780 79656 81864 87144 90924 9 36.25 6010 68040 71892 7578 6638 81864 87144 90924 9 36.25 4810 72732 75972 79224 82776 86088 898800 93672 9 36.25 4810 72732 75972 79224 82.776 86088 898800 93672 9 36.25 4810 72732 75972 79224 82.776 86088 898800 93672 9 40 6601 6331 6602 6898 7174 7490 7806 40 8364 40.15 41.87 43.75 45.50 47.51 49.				5550	5788	6061	6331	6602	6898	7209	7283
36.25 6010 68040 71892 75780 79656 81864 87144 90924 5 5670 5991 6315 6638 6822 7262 7577 5670 5991 6315 6638 6822 7262 7577 35.96 35.96 38.00 40.05 42.10 43.27 46.06 48.06 36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 36.15 4810 7273 40.15 41.87 43.75 45.50 47.51 49.51 40 8888 6088 89880 93672 9 45.50 47.51 49.51 40 4886 88888				35.20	36.71	38.44	40.15	41.87	43.75	45.72	46.19
36.25 6010 68040 71892 7510 7950 6144 90924 87144 90924 5670 5691 6315 6638 6822 7262 7577 36.25 4810 7273 7597 7924 82776 86088 89880 93672 2 36.25 4810 72732 75972 79224 82776 86088 89880 93672 2 36.25 4810 72732 75972 79224 82776 86088 89880 93672 2 36.25 4810 72732 75972 79224 82776 86088 7174 7490 7806 36.40 4840 80256 83820 87432 91320 94992 9192 103380 10 40 4840 80256 83820 87432 91320 94992 99192 103380 10 38.44 40.15 41.87 43.75 45.50 47.51 49.51				01000	00072	00111	01005	10010	07444	10000	01010
5670 5991 6315 6638 6822 7262 7577 36.25 4810 72732 75972 7924 82776 86088 89880 93672 9 36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 36.25 4810 72732 75972 7924 82776 86088 89880 93672 9 36.44 40.15 41.87 43.75 45.50 47.51 49.51 9 40 4840 80256 83820 87432 91320 94992 99192 103380 10 40 4840 80256 83820 87432 91320 94992 99192 103380 10 40 100 80256 83820 87432 91320 949920 8615 8615	1100-11		6010	68040	/1892	N8/G/	0006/	81804	8/144	90924	91040
36.25 4810 72732 75972 79224 82776 86088 89880 93672 2 36.25 4810 72732 75972 79224 82776 86088 89880 93672 2 36.25 4810 72732 75972 79224 82776 86088 89880 93672 2 6061 6331 6602 6898 7174 7490 7806 38.44 40.15 41.87 43.75 45.50 47.51 49.51 2 40 4840 80256 83820 87432 91320 94992 99192 103380 10 40 5688 6985 7286 7610 7916 8266 8615 38.44 40.15 41.87 43.75 45.50 94992 99192 103380 10 38.44 40.15 41.87 43.75 45.50 8766 8615 8615 38.44 40.15 41.87 43.75 45.50 47.51 49.51 49.51 49.51 40<				5670	5991	6315	6638	6822	7262	7577	7654
36.25 4810 72732 75972 79224 82776 86088 89880 93672 9 6061 6331 6602 6898 7174 7490 7806 6061 6331 6602 6898 7174 7490 7806 38.44 40.15 41.87 43.75 45.50 47.51 49.51 40 4840 80256 83820 87432 91320 94992 99192 103380 10 40 4840 80256 83820 87432 91320 94992 99192 103380 10 38.44 40.15 41.87 43.75 45.50 47.51 49.51 49.51				35.96	38.00	40.05	42.10	43.27	46.06	48.06	48.55
40 4840 80256 83820 87432 91320 94992 99192 103380 10 40 4840 80256 83820 87432 91320 94992 99192 103380 10 40 80256 83820 87432 91320 94992 99192 103380 10 38.44 40.15 41.87 43.75 45.50 47.51 49.51 49.51 40 88266 83820 87432 91320 94992 99192 103380 10 38.44 40.15 41.87 43.75 45.50 47.51 49.51 49.51	1200 126		4010	77720	76072	ACCO7	87776	86088	08808	03672	OAGAA
40 4840 80256 83820 87432 43.75 45.50 47.51 49.51 38.44 40.15 41.87 43.75 45.50 47.51 49.51 49.51 40 4840 80256 83820 87432 91320 94992 99192 103380 10 5688 6985 7286 7610 7916 8266 8615 38.44 40.15 41.87 43.75 45.50 47.51 49.51	-0071		2	6061	6331	6602	6898	7174	7490	7806	7887
40 4840 80256 83820 87432 91320 94992 99192 103380 10 6688 6985 7286 7610 7916 8266 8615 3615 <t< td=""><td></td><td></td><td></td><td>38.44</td><td>40.15</td><td>41.87</td><td>43.75</td><td>45.50</td><td>47.51</td><td>49.51</td><td>50.02</td></t<>				38.44	40.15	41.87	43.75	45.50	47.51	49.51	50.02
40 4840 80256 83820 87432 91320 94992 99192 103380 10 10 6688 6985 7286 7610 7916 8266 8615 10 10 38.44 40.15 41.87 43.75 45.50 47.51 49.51 49.51											
6985 7286 7610 7916 8266 8615 40.15 41.87 43.75 45.50 47.51 49.51	1200-12		4840	80256	83820	87432	91320	94992	99192	103380	104424
40.15 41.87 43.75 45.50 47.51 49.51				6688	6985	7286	7610	7916	8266	8615	8702
				38.44	40.15	41.87	43.75	45.50	47.51	49.51	50.02

Letter of Understanding

between

the Board of Governors of Northern Lakes College

and

the Alberta Union of Provincial Employees Local 071, Chapter 009

Re: Workload

The Parties agree to the following and will remain in effect until June 30, 2024:

- 1. Any workload concerns should be addressed with an Employee's immediate supervisor. The Employee's Supervisor or designate shall meet with the Employee and, if so desired by the Employee, a representative of the Union to discuss and resolve the specifics of the concerns.
- 2. Fluctuations in workload are normal and acceptable as long as they do not become excessive. Excessive workloads are systemic and unmanageable workloads that span extended periods of at least twenty (20) consecutive work days.
- 3. Throughout workload discussions, the parties involved will look for ways to improve processes, create efficiencies, and assess resources available to respond to workload issues.
- 4. Any decisions deriving from workload discussions are not subject to Article 25 Grievance Procedure.

On behalf of the Employer

On behalf of the Union

22/22

June 22, 2022

Date

Letter of Understanding

Between

the Board of Governors of Northern Lakes College

and

the Alberta Union of Provincial Employees Local 071 Chapter 009

Re: Contracting Out

The parties agree to the following:

In order to provide job security for current members of the bargaining unit, the Employer agrees it is not the intention to enter into any contracting out that directly results in the loss of any bargaining unit Employee's employment during the term of the Collective Agreement. However, if it becomes necessary to contract out the Union will be provided with as much notice as possible and with a minimum of ninety (90) calendar days notice wherever possible. The Union will be provided the opportunity to discuss any planned intent to contract out.

This Letter of Understanding will expire on June 30, 2024.

mfill

On behalf of the Employer

On behalf of the Union

Date Jun 22/22

June 22, 2022

Date

Letter of Understanding

between

the Board of Governors of Northern Lakes College

and

the Alberta Union of Provincial Employees Local 071, Chapter 009

RE: Temporary Layoff and Reduction in Hours Due to Unforeseen Circumstances

- 1. This Letter applies to all Employees covered by this Collective Agreement.
- 2. For the purposes of this Letter, the following definitions shall apply:
 - a) "lay-off" is a temporary or permanent separation from employment
 - b) "similar position" are two or more employees performing the same or similar functions, in the same work unit and same location within a classification;
 - c) "FTE" is full time equivalent

3. The Employer, at its discretion may proceed with temporary layoff or reductions in FTE as a result of fire, flood, earthquake, pandemic or other natural disasters where:

- a) There is a temporary shortage of work associated with the change in Employer operations; or
- b) Ancillary services have been reduced or suspended; or
- c) Employees are not required to perform critical services on campus and are not able to complete their regular duties or modified/alternative duties remotely; or
- d) The funding source used to pay salaries is no longer available (e.g. cancelation of events, closure of facilities, etc.); or
- e) The Employer determines that temporary layoffs or reductions in FTE are required.
- 4. Notice of temporary layoff and/or reduction in FTE will be provided in writing to the employee and will include the effective date. Every reasonable effort will be made to provide seven (7) calendar days' written notice for temporary layoff and/or reduction in FTE.
- 5. Employees subject to temporary layoff will not receive payment of salary during the period of layoff.
- 6. Employees subject to temporary layoff will not have access to General Illness provisions during the period of temporary layoff, nor shall they accrue Wellness Leave or vacation entitlements.

- 7. Employees subject to temporary layoff will only retain the extended health and dental benefits they were enrolled in at the time of notification during the period of temporary layoff for a maximum of six (6) months. For the period of temporary layoff, Employees will maintain the Health and Dental benefits cost sharing in accordance with Article 29 Employee Benefit Plans.
- 8. Employees subject to temporary reduced FTE will maintain Health and Dental benefits cost sharing based on their regular FTE in accordance with Article 29 Employee Benefit Plans for the duration of the temporary reduction in FTE for a maximum of six (6) months. Group Life Insurance and Long-term Disability will be prorated based on the reduced FTE.
- 9. Employees subject to temporary reduced FTE will accrue vacation based on their reduced FTE.
- 10. There shall be no deduction or remittance of the Union's regular monthly membership dues during the temporary layoff period.
- 11. An employee subject to temporary layoff or temporary reduced FTE, whose employment term expires during the period of layoff, will not be subject to an extension of their employment unless they are provided with a signed extension from Northern Lakes College prior to the end of their existing appointment.
- 12. Nothing in this Article prevents Northern Lakes College from proceeding with Position Abolishments or Terminations, including the early ending of a Temporary Position in accordance with the Collective Agreement.
- 13. In determining the order of recall of employees, the primary consideration will be the timing at which various departments of Northern Lakes College's operations resume. Employees will be recalled based on the operational needs required by the department. Where there are more than one similar position as defined in Clause 2(b) the decision regarding recall will be at the discretion of the Supervisor for the department.
- 14. An Employee will lose their recall rights if they fail to return to work within seven (7) calendar days following written notification to do so, unless failure to return to work is due to a verified medical issue and the employee is unable to respond to the recall notice due to circumstances beyond the control of the employee, as documented appropriately.
- 15. It shall be the responsibility of the Employee to keep the Employer informed of their current address, personal e-mail and telephone number for recall purposes. The parties agree that a notice of recall may be issued to the last personal e-mail address provided by the employee to the Employer, and that service of such notice will be deemed to occur on that day that it is sent to the employee.
- 16. If a Continuous Employee subject to temporary layoff under this Article with greater than two (2) years of ongoing employment is not recalled within six (6) months or up to the maximum as per Employment Standards, whichever is greater, from the date of layoff, the Employee shall be entitled to receive a severance payment in the amount shown in the schedule in Article 13, Position Abolishment. This shall not apply where an employee fails to return to work within seven (7) calendar days following written notice to do so, and such employee shall not be entitled to any termination or severance pay.

17. If a Continuous Employee subject to temporary reduced FTE under this Article with greater than two (2) years of ongoing employment is not reinstated to their normal hours within six (6) months or up to the maximum as per Employment Standards, whichever is greater, from the date of FTE reduction, the Employee shall have their FTE adjusted and be entitled to receive the percentage of FTE that was reduced as pay in lieu of notice in accordance with the schedule in Article 13, Position Abolishment. All other benefits and entitlements will be adjusted accordingly.

On behalf of the Employer

On behalf of the Union

Data 22/22

June 22, 2022

Date

