

**MASTER AGREEMENT**

**BETWEEN**

**THE GOVERNMENT OF  
THE PROVINCE OF ALBERTA**

**AND**

**THE ALBERTA UNION  
OF PROVINCIAL EMPLOYEES**

**EFFECTIVE  
~~NOV 4, 2018~~**

THIS INGOING PROPOSAL IS MADE ON A WITHOUT PREJUDICE BASIS AND CONTAINS ALL ARTICLES, LETTERS OF UNDERSTANDING, LETTERS OF INTENT, ADDENDUMS, SUPPLEMENTS AND SCHEDULES THE UNION SEEKS TO PUT ON THE TABLE FOR DISCUSSION AND/OR AMENDMENT. THE POSITIONS IN THIS PROPOSAL ARE PRESENTED AS A PACKAGE AND THE UNION MAY AMEND ANY PART OF THE PACKAGE AND ANY AND ALL POSITIONS UPON NON-ACCEPTANCE. ALL OTHER ARTICLES, LETTERS OF UNDERSTANDING, LETTERS OF INTENT, ADDENDUMS, SUPPLEMENTS AND SCHEDULES ARE PROPOSED AS CURRENT AGREEMENT

THE UNION RESERVES THE RIGHT TO TABLE PROPOSALS AT ANY TIME DURING BARGAINING TO ADDRESS MATTERS NOT KNOWN TO THE UNION AT THE TIME OF EXCHANGING INITIAL PROPOSALS.

ERRORS AND OMISSIONS EXCLUDED

## Information about the Union Package

The Union proposal is made in an Article per page format for ease of reference

Article the Union intend to have discussion about during bargaining have a caveat at the top of the Article.

The Left Margin of a page will identify where changes are being proposed and will include ADM for amendments, DEL for deletions, MOV where language is relocated and NEW for new language.

**BOLD** Denotes proposed new language

~~Strikethrough~~ Denotes proposed deletions of existing language

This Agreement made ~~the 23<sup>rd</sup> day of October, 2018.~~ \_\_\_\_\_

BETWEEN:

THE CROWN IN RIGHT OF ALBERTA  
(hereafter referred to as the Employer)

OF THE FIRST PART

- and -

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES  
(hereafter referred to as the Union)

OF THE SECOND PART

- and -

WHEREAS, the Union has the sole right to negotiate and conclude a Collective Agreement on behalf of the Employees of the Crown pursuant to the *Public Service Employee Relations Act*; and  
WHEREAS, the Parties are mutually desirous of entering into a Collective Agreement, consisting of a Master and Subsidiary Agreements, with the intent and purpose to promote a harmonious relationship between the Employees and the Employer, and to set forth in this Collective Agreement rates of pay, hours of work and conditions of employment.

NOW THEREFORE, the Parties hereto mutually agree as follows:

**ARTICLE 1**  
**DEFINITIONS**

1.01

In this Agreement, unless the context otherwise requires:

- (a) A word used in the singular may also apply in the plural;
- (b) “Annual Salary” means the annual amount of an Employee’s regular salary or hourly rate of pay including pay differential for working more than the normal weekly hours of work applicable to a classification; but excluding any other compensation except that Acting Incumbency Pay shall be included for overtime calculations only;
- (c) “Apprentice” means a person as defined within the *Apprenticeship and Industry Training Act* who is serving a special training period in the Government Apprenticeship Program;
- (d) “Bargaining Unit” means all Employees of the Employer appointed pursuant to Section 18 or employed pursuant to Section 26 of the *Public Service Act* except those excluded pursuant to the Public Service Employee Relations Act, by mutual agreement of the Parties or by the Alberta Labour Relations Board;
- (e) “Bi-weekly Salary” means annual salary divided by twenty-six decimal one (26.1);
- (f) “Commissioner” means the Public Service Commissioner;
- (g) “Day(s)” means calendar day(s);
- (h) “Department” has the meaning set out in the *Public Service Act*.
- (i) “Deputy Head” has the meaning set out in the *Public Service Act*;
- (j) “Designated Officer” means a person who is authorized on behalf of the Employer to deal with grievances;
- (k) “Dismiss” means to discharge an Employee for just cause;
- (l) “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) the permanent service which consists of persons appointed to either full or part-time permanent positions; or
  - (ii) the temporary service which consists of persons appointed to temporary positions; or
  - (iii) the wage service which consists of persons defined in Section 26 of the *Public Service Act* employed for full or part-time wage employment.
- (m) “Employer” means the Crown in right of Alberta, the Deputy Head of a Department or any person acting on behalf of either or both of them, as the context of this Agreement may require;
- (n) “Grade” means the periods, assigned to a class, within the salary grid;

- (o) "Hourly Rate" means the annual salary divided by the Employee's normal annual hours of work;
- (p) "Increment" means the difference between one period and the next period within the same grade or, when increasing or decreasing an Employee's salary by an increment and a change in grade is necessary, an amount equal to two (2) grades higher or lower than the Employee's current period, whichever is applicable;
- (q) "Maximum Salary" means
  - (i) the highest period of the highest grade assigned a class; or
  - (ii) the job rate where no grade has been assigned a class.
- (r) "Minimum Salary" means the lowest period of the lowest grade assigned to a class;
- (s) "Month" means a calendar month;
- (t) "Period" means a single salary rate within the grade;
- (u) "Permanent Position" means a position established as such, in which the incumbent is required to work not less than:
  - (i) three (3) hours on each work day in the year; or
  - (ii) seven (7) hours per day on two (2) or more work days per week; or
  - (iii) ten (10) full work days in each month.
- (v) "Probationary Employee" means a person, who during the Employee's initial period of employment is serving a probationary period;
- (w) "Statutory Declaration" means a document containing verified statements sworn by an Employee to be the truth before a Commissioner for Oaths and made subject to criminal prosecution for false statements;
- (x) "Temporary Position" means a position established as such in which the incumbent is required for continuous employment for a limited period and includes:
  - (i) "Apprenticeship Position" in which the incumbent is initially hired as an apprentice as defined under the *Apprenticeship and Industry Training Act* and is employed in the Government Apprenticeship Program;

- AMD (ii) **“Project Position” in which the incumbent is employed for the duration of a project of greater than three (3) months but less than eighteen (18) months. Should the termination of Project Position not occur within 18 months from the commencement date of the appointment, the Employee shall become Permanent Full-time or Permanent Part-time as applicable. Such Employees shall not be rehired to another Temporary appointment within the same Classification, Department and Geographic Location for one (1) year following the date of termination.**
- AMD (iii) **“Replacement Position” in which the incumbent is employed to provide temporary relief ~~or over-load duties~~ for an Employee who is on an approved leave in excess of three (3) months but less than eighteen (18) months, to replace an Employee who is on leave due to illness or injury where the Employee has indicated the duration of the leave will be in excess of three (3) months but less than eighteen (18) months.**
- (y) **“Union” means the Alberta Union of Provincial Employees;**
- (z) **“Union Representative” means the President of the Union, or an Officer or Staff Member of the Union designated by the President in writing pursuant to the Union's Constitution to perform a specific function pertaining to this Collective Agreement;**
- DEL ~~(aa) “Wage Employment” is employment pursuant to 1.01(1)(iii) above;~~
- AMD (aa) **“Wage Employee” is a person employed in or under a Department of the Government who is paid at an hourly, daily, weekly or monthly rate.**
- (i) **Wage employment may be used under conditions that do not permit employment throughout a day, week or month; and**
- (ii) **a Wage Employee is regularly scheduled for a period of three (3) months or less for a specific project; or**
- (iii) **relieves in a Replacement Position for absences the duration of which is three (3) months or less; or**
- (iv) **works on an on call basis as a replacement for a Permanent Employee and is not regularly scheduled.**
- (bb) **“Work Day” means any day on which an Employee is normally expected to be at the Employee’s place of employment.**

This Article remains impacted by other Union Proposals to suspend Articles 12 and 15.

ARTICLE 12

LAY-OFF AND RECALL

12.01 Employees may be laid off in accordance with the provisions of this Article.

AMD

12.02 For purposes of this Article the following definitions shall apply:

- (a) "lay-off" - a temporary separation from employment with anticipated future recall
- (b) "seniority" - the length of continuous employment **in the Bargaining Unit** ~~with the Employer~~ from the most recent date of hire
- ~~(c) "similar employees" - two (2) or more Employees having a common status performing the same or similar functions within a classification, at a location and work unit as determined by the Employing Department~~
- (c) "similar Employees" - two (2) or more permanent Employees performing the same or similar functions within a department, classification, and geographic location.
- (d) "geographic location" – includes:
  - (i) any point within and up to 25 kilometres outside of the municipality in which the Employee's office or primary place of work is located;
  - (ii) if the terms of the Employee's employment require the Employee to work daily or near daily more than 25 kilometres outside of the municipality referred to in (i), any point within that assigned area; or
  - (iii) for any Employee who does not have an office or primary place of work, the geographic area in which the Employee is required by the terms of their employment to carry out their assigned duties.
- (e) "permanent status" - status given to Employees occupying a permanent position
- (f) "temporary status" - status given to Employees occupying a temporary position
- (g) "permanent employee" - permanent status Employee who has successfully completed his probationary period.

- AMD 12.03 Except in circumstances beyond the reasonable control of the **Employer** ~~Employing Department~~, the notice for the lay-off of Employees shall be as follows:
- (a) ~~fourteen (14)~~ **twenty-eight (28)** calendar days for Employees having permanent status;
  - (b) ~~seven (7)~~ **twenty-one (21)** calendar days for Employees having temporary status.
- AMD 12.04 When similar Employees are to be laid off, the **Employer** ~~Employing Department~~ shall lay off such Employees in reverse order of their seniority, providing those retained ~~are qualified and able to~~ **are capable and qualified** to perform the work remaining to be done. **To achieve the preceding, adjustments in the workforce may need to occur through redeployment. Redeployed Employees will be provided the typical on-the-job training required for the position.**
- 12.05 The time spent by Probationary Employees on lay-off will be added to the probationary period at the time of recall.
- AMD 12.06 An Employee may be recalled only to the position from which the Employee was laid off. In determining which of similar Employees are to be recalled to positions within **a department, classification, and geographic location**, a ~~classification, at a location and work unit as determined by the Employing Department~~, recall shall be on the basis of the seniority of such similar Employees, provided the Employee recalled **is capable and qualified is** ~~qualified and able~~ to perform the work that is available.
- 12.07 An Employee shall be responsible for providing the ~~Employing Department~~ **Employer** with ~~his~~ **their** current address for recall purposes.
- 12.08 Seniority is lost, all rights are forfeited, and the ~~Employing Department~~ **Employer** shall not be obliged to recall an Employee:
- (a) when the Employee resigns or employment is properly terminated; or
  - (b) when the Employee does not return to work on recall within three (3) work days of the stated reporting date, or the Employee cannot be located after reasonable effort on the part of the ~~Employing Department~~ **Employer** to recall the Employee; or
  - (c) upon the expiry of **one (1) year** ~~one hundred and eighty (180) calendar days~~ following lay-off during which time the Employee has not been recalled to work.
- AMD 12.09 If a permanent Employee has not been recalled within **one (1) year** ~~one hundred and eighty (180) calendar days~~ from the date of lay-off, ~~he~~ **the Employee** shall be entitled to severance pay in **accordance with the schedule below**. ~~the amount of one and one half (1 1/2) week's pay for each full year of continuous employment to a maximum of twenty five (25) weeks' pay.~~



Full Years of Continuous Employment	Separation Pay – Weeks of Pay at Regular Rate of Pay
1	14
2	15
3	16
4	17
5	19
6	22
7	25
8	28
9	31
10	34
11	37
12	40
13 Plus	43

Severance pay will not be paid to an Employee who resigned, retired, failed to return to work when recalled, or whose employment was properly terminated.

- AMD 12.10 Excluding Clauses 15.01, 15.02 and 15.03, a permanent Employee who qualifies pursuant to Clause 15.04 shall be eligible for the remaining provisions of Article 15 should ~~his~~ **their** position be abolished while on lay-off. A permanent Employee may choose to waive all of the applicable provisions of Article 15 by resigning in writing and receiving **severance in accordance with Clause 12.09. two (2) months' pay at his regular rate.**
- 12.11 This Article does not apply to Temporary Employees whose employment is terminated at the end of a specific term of employment. This Article does not apply to Wage Employees.
- 12.12 An Employee who is laid off under this Article and who at the commencement of the lay-off is participating in the Long Term Disability Plan, the Government Employees' Prescription Drug Plan, the Government Employee's Group Extended Medical Benefits Plan, the Government Group Dental Plan or the Government Group Life Insurance Plan may elect to continue existing coverage under these Plans during the one hundred and eighty (180) calendar day lay-off period. If the Employee elects to maintain coverage he shall submit both the Employer and Employee shares of the premium contributions in a fashion as determined by the Employer. If the Employee chooses not to continue to submit the total required premiums, coverage will cease and the Employee shall not be entitled to any benefits under these Plans.

**ARTICLE 14**  
**ACTING INCUMBENT**

- AMD** 14.01 To receive acting incumbency pay an Employee shall be designated by a senior official at ~~his~~ **their** place of work to perform the ~~principal~~ **duties of another position at a higher classification having a higher assigned pay grade than the Employees current grade assignment**, for a minimum period of **one (1) day** ~~five (5) days~~, during which time ~~he~~ **they** may also be required to perform some of the duties of ~~his~~ **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.~~
- 14.02 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 grade the maximum of which is less than one (1) increment higher than the maximum of the Employee's current grade assignment, the acting salary shall be the lowest period in the new 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 grade the maximum of which is at least one (1) increment higher than the maximum of the Employee's current pay grade assignment, the acting salary shall be the lowest period in the new grade that exceeds the Employee's current salary, except if the increase is less than one (1) increment, in which case the salary shall be adjusted to the period next higher than the lowest period that exceeds the Employee's current salary provided the maximum salary assigned the classification is not exceeded;
  - (c) if the Employee is designated to be an acting incumbent from a classification with no pay grade assignment to a classification with a pay grade assignment, the Employee's salary is that period in the new grade which is higher than the Employee's current salary, except if this increase is less than four per cent (4%), in which case the Employee's salary is the next higher period.
- 14.03 It is understood that normally only one acting incumbent may be designated as a result of any one Employee's absence.
- 14.04 When an Employee who has been the acting incumbent of another position returns to the Employee's regular position, the Employee's salary shall be readjusted to that which would be in effect if the Employee had continuously occupied that position.

AMD 14.05 The designation of acting incumbency shall ~~normally~~ not exceed a period of one (1) year **unless mutually agreed between the Union and Employer. Under no circumstances will an acting incumbent be extended beyond eighteen (18) months.**

**This Article remains impacted by other Union Proposals to suspend Articles 12 and 15.**

**ARTICLE 15  
POSITION ABOLISHMENT**

15.01 The Employer will make a reasonable effort to effect reduction in the work force through attrition and redeployment possibilities prior to and during the position abolishment process.

**AMD** 15.02 For purposes of this Article the following definitions shall apply:

- (a) "seniority" – the length of continuous employment **in the Bargaining Unit with the Employer** from the most recent date of hire.
- (b) "similar Employees" – two (2) or more permanent Employees performing the same or similar functions within a department, classification, and geographic location.
- (c) "geographic location" – includes:
  - (i) any point within and up to 25 kilometres outside of the municipality in which the Employee's office or primary place of work is located;
  - (ii) if the terms of the Employee's employment require the Employee to work daily or near daily more than 25 kilometres outside of the municipality referred to in (i), any point within that assigned area; or
  - (iii) for any Employee who does not have an office or primary place of work, the geographic area in which the Employee is required by the terms of their employment to carry out their assigned duties.

15.03 In the event of anticipated position abolishment(s), the Employer will minimize the impact on Permanent Employees by cancelling contracts for employment agency personnel, cancelling individual contracts of employment and replacing ongoing Wage and Temporary Employees, performing the same or similar work in the same department, classification and geographic location.

When similar Employees are to have their position abolished, the Employing Department shall abolish the positions of such Employees in reverse order of seniority, providing those retained are capable and qualified to perform the work remaining to be done. To achieve the preceding, adjustments in the workforce may need to occur through redeployment. Redeployed Employees will be provided the typical on-the-job training required for the position.

15.04 The Employing Department will notify the Union twenty-four (24) hours in advance of any formal position abolishment notice being provided to Employees.

The Employing Department shall give a permanent Employee at least one hundred and twenty (120) days prior written notice that the Employee's position is to be abolished. The Employing Department will provide a copy of the written notice to the Union.

During the twenty-eight (28) day period after providing the above notices, the Employer will consult with the Union. This consultation will include the anticipated scope, impact, timing and transitional arrangements related to position reductions, including redeployment options and the Employee's election under Letter of Understanding #3.

15.05 The Employee may resign in writing and receive pay at the Employee's regular rate in lieu of part of the notice specified in Clause 15.04 to a maximum of two (2) months' pay. If eligible, the Employee may retire pursuant to the *Public Service Pension Plans Act* with such retirement to be effective on or after the date notice pursuant to Clause 15.04 expires, however, if the Employee resigns and retires before the end of the notice period, the Employee shall not receive pay in lieu of the notice.

15.06 A permanent Employee who has more than one (1) year of continuous employment immediately preceding the notice of position abolishment, and who has not resigned in writing or retired, pursuant to Clause 15.05, shall be entitled to the rights set out in the following clauses.

15.07 An Employee whose position is declared abolished and for whom the Employer has not arranged continuing other employment in the Alberta Public Service or with any successor employer, or with any employer under the *Public Service Employee Relations Act* or with any other Crown agency (including Boards, Corporations, Agencies and Commissions), during the one hundred and twenty (120) day notice period shall be eligible for placement as follows:

- (a) during the first two (2) weeks of the written notice period, the department shall fill all available comparable positions in the same general functional area in order of seniority exclusively of those Employees whose position have been declared abolished, provided that the Employee(s) who received notice of abolishment are capable and qualified of performing the required work. The Employer shall undertake to notify those Employees of all such available positions;
- (b) where no alternative position is available to the Employee of each abolished position under (a), the Employer shall fill all available comparable positions in the same general functional area throughout the Public Service in order of seniority exclusively of such Employees, provided that the Employee(s) who received notice of abolishment are capable and qualified of performing the required work;
- (c) where notice of abolishment(s) has been issued, no new Employees will be hired to vacant positions until Employees who have received abolishment notice have been considered to determine if they are capable and qualified of performing the work of the vacant position(s);

(d) When available comparable positions are filled, pursuant to Clause 15.07(a) or (b), the Deputy Head of the Department in which the available position is located, shall fill the position from amongst those Employees, provided that at least one of the Employees has the ability to perform the duties and to assume the responsibilities of the available position(s) or has the potential for job training that will enable the Employee to perform the duties and to assume the responsibilities of the available position within a reasonable time period. Employees shall be eligible for available positions in order of their seniority.

15.08 Where no alternative position is found for one (1) or more Employee(s) under Clause 15.07 and the written notice period has expired for such Employee(s), said Employee(s) may be released from the Public Service.

Employee(s) released from the Public Service shall be vested with the right to be recalled in order of their seniority to be appointed to the first available comparable position at the same or lower classification within the same geographical location for which they are capable and qualified to perform the work. Such vesting will last one (1) year, commencing with the day following the release of the Employee(s). The Employer shall undertake to notify those Employees of all such available positions. During the first one hundred and eighty (180) days of the vesting period an Employee shall be eligible to continue to be covered in the Government Employees' Prescription Drug Plan, the Government Group Dental Plan, the Government Employees' Group Extended Medical Benefits Plan and the Government Group Life Insurance Plan. The Employer and Employee premium contributions for these benefits, if applicable, shall continue during the one hundred and eighty (180) days.

15.09 If a permanent Employee is released from the Public Service pursuant to Clause 15.08, and there is a Wage Employee employed in the same geographic location, performing the same or similar functions within the same classification, the released Employee may be offered such wage employment, provided the released Employee is capable and qualified to perform the available work. If the released Employee accepts such wage employment, the Employee becomes a Wage Employee and the displaced Wage Employee will be immediately released from the Public Service. An Employee who accepts wage employment pursuant to this Clause shall have the vested rights set out in Clause 15.08 continue to apply for the full one (1) year period.

15.10 Under the application of this Article, an Employee placed into a position which has a maximum salary rate less than the salary rate the Employee was receiving upon the date of position abolishment shall have the Employee's salary rate maintained over-range, exclusive of any salary modifier, until such time as the negotiated maximum salary rate for the new position equals or surpasses the Employee's existing salary rate.

15.11 An Employee who accepts a position with a lower maximum salary pursuant to Clause 15.10, shall have the vested rights set out in Clause 15.08 continue to apply for the one (1) year period.

- 15.12 An Employee who refuses without good and satisfactory reason to accept an alternative permanent position in the same general functional area, with the same or a higher maximum salary as the position the Employee was in upon position abolishment, shall forfeit all vested rights pursuant to Clause 15.08.
- 15.13 All reasonable associated expenses involving relocation, job training pursuant to Clause 15.07(d), or appointments pursuant to Clause 15.08, shall be paid by the Employing Department in accordance with the Travel, Meal and Hospitality Directive and the Public Service Relocation and Employment Expenses Regulation.
- 15.14 During the period of notice of position abolishment pursuant to Clause 15.04, the Employer will allow the affected Employee a reasonable amount of time off with pay to be interviewed by prospective employers outside the Public Service.

AMD 15.15 At the end of the vesting period, an Employee who was released from the Public Service pursuant to this Article and who is no longer employed in the Public Service in any capacity ~~may~~ **shall** be eligible for severance pay ~~in accordance with the schedule below. the amount of one and one half (1 1/2) weeks' pay for each full year of continuous employment to a maximum of twenty five (25) weeks' pay.~~

Full Years of Continuous Employment	Separation Pay – Weeks of Pay at Regular Rate of Pay
1	14
2	15
3	16
4	17
5	19
6	22
7	25
8	28
9	31
10	34
11	37
12	40
<b>13 Plus</b>	<b>43</b>

Employees who at the end of the vesting period are still employed in the Public Service in some capacity other than a permanent position, shall be eligible for the severance provisions set out in this Clause when such non-permanent employment terminates. Severance pay will not be paid to an Employee who was dismissed, resigned, retired, or who refused an alternate position at no loss in salary.

15.16 Notwithstanding other provisions of this Article, an Employee who is released from the Public Service may choose to waive the Employee's vested right under Clause 15.08 and elect to receive severance pay at the time the Employee is released that the Employee would have been eligible to receive under Clause 15.15.

**ARTICLE 16  
HOURS OF WORK**

- 16.01 (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 (36 1/4) hours per week; or
  - (ii) thirty-eight and three-quarters (38 3/4) hours per week; or
  - (iii) forty (40) hours per week; or
  - (iv) the equivalent of (i), (ii) or (iii) above on a bi-weekly, monthly or annual basis.
- (b) The application of the hours of work stated herein, will be in accordance with provisions set out in the subsidiary agreements.

16.02 An Employee's pay shall be based on the hours worked by an Employee.

16.03 Employees covered by this Agreement shall normally receive two (2) fifteen (15) minute paid rest periods in each work period in excess of six (6) hours, one (1) period to be granted before the meal break and one to be granted after. An Employee working a period of more than two (2) hours but less than six (6) hours shall be granted one (1) rest period. Rest periods shall be taken at the work site unless otherwise approved by a senior official. Rest periods shall not be granted within one (1) hour of commencement or termination of a work period.

16.04 A meal period of not less than one-half (1/2) hour and, except where opted in "Flextime" operations, not more than one and one-half (1 1/2) hours shall be granted to all Employees at approximately the mid-point of each work period that exceeds four (4) hours. Such meal period shall be without pay except as provided for in Clause 16.05.

16.05 An Employee who is directed by a designated senior official to remain due to a specific assignment at the Employee's station of employment during the Employee's meal period shall be paid for such meal period at the Employee's regular rate of pay. Time worked during such on duty lunch break shall not contribute towards a fulfillment of the normal hours of work nor towards any overtime compensation.

16.06 An Employee shall not be required, without the Employee's agreement, to work a split shift involving a break between work periods longer than the specified meal period.

**AMD** 16.07 Employees who are required to work shift schedules where their days of rest and scheduled start and end times vary from week to week shall be entitled to the following scheduling provisions;

(a) Shift schedules shall be posted at least twelve (12) weeks in advance or such shorter period as is mutually agreed between the Employer and the Union;



- (b) The Employer shall not change an Employee's shift schedule where it results in the Employee's days of rest being changed with less than fourteen (14) days' notice, unless mutually agreed between Employee and the Employer; and
- (c) **The Employer shall not change an Employee's shift schedule where it results in the Employee's scheduled start and end times being changed with less than seven (7) days' notice, unless mutually agreed between Employee and the Employer; and**
- (d) Shift schedules shall provide for at least two (2) consecutive days of rest at least once in each bi-weekly period unless mutually agreed between Employer and the Union.

16.08 The Parties agree that an Employing Department may implement a flexible or modified work week system under conditions as provided in Supplement II of this Agreement.

**ARTICLE 17  
OVERTIME**

- AMD 17.01** (a) An Employee may be ~~required~~ **requested** to work hours beyond regularly scheduled hours to overcome unexpected workloads and to meet extraordinary situations. Such overtime shall be authorized by the Employer **and paid in accordance to Clause 17.02.**
- (b) **Where an Employee is required/ordered to work mandatory hours beyond their regular schedule hours they will be paid at double the Employee's regular hourly salary for all hours worked. The Employer will report to the Union on a monthly basis the total amount of mandatory overtime hours worked per Department.**

17.02 An Employee who has been authorized to work overtime ~~and who is employed in a classification that is not excluded from premium overtime payment~~ shall be compensated as follows:

- (a) Where overtime is controlled on a daily basis:
- (i) Subject to Clause 17.07, for overtime hours worked on a regularly scheduled work day at time and one half the Employee's regular hourly salary for the first two (2) hours worked in excess of the Employee's regular daily hours and at double the Employee's regular hourly salary for hours worked in excess of two (2) hours;
  - (ii) For overtime hours worked on day(s) of rest:
    - (a) at time and one-half the Employee's regular hourly salary for all hours worked up to the equivalent of full normal daily hours and double time for additional hours worked thereafter, on a compressed work week day off or on the Employee's regularly scheduled first day of rest; and
    - (b) at double the Employee's regular hourly salary for all hours worked on subsequently scheduled day(s) of rest in that rest period;
  - (iii) For purposes of this subsection, authorized travel on government business shall be considered working hours and when authorized outside of normal working hours, or on a regularly scheduled day of rest, the overtime rates of this subsection shall apply except that an Employee shall not be compensated for travel spent proceeding to and from their usual place of work and residence.
- (b) Where overtime is controlled other than on a daily basis, in accordance with appropriate subsidiary agreements.

- 17.03 Any overtime worked by the Employee may be claimed as compensatory time off with pay in lieu of a cash settlement. However, compensatory time off shall be scheduled before the end of the current fiscal year (March 31) to be taken at a mutually agreeable time within twelve (12) months from the date that the overtime was worked. All overtime not scheduled and approved as compensatory time off by the end of the current fiscal year shall be paid out in cash.
- 17.04 An Employee who requests for personal reasons, and who as a result of such a request, is authorized to work daily or weekly hours in excess of the Employee's normal requirement, shall be compensated for the extra hours worked at straight time rates. It is not the intent of this section to deny overtime rights to an Employee.
- 17.05 (a) An Employee who is required to attend a training course or seminar on the Employee's normal day of work shall be paid at straight time rates for the hours spent on training to a maximum of the Employee's normal daily hours of work for that period. Overtime rate shall apply to any hours worked beyond the normal daily maximum.
- (b) An Employee who is required to attend a training course or seminar on a regularly scheduled day of rest shall be paid at overtime rates for all hours spent on training or attending the seminar.
- (c) An Employee who is required to attend a training course or seminar, which necessitates travel outside of the urban area in which the Employee is employed shall be compensated at overtime rates for the actual hours spent in travel provided such travel time is in excess of the Employee's normal daily or weekly hours of work.
- 17.06 Overtime payment or compensatory time off shall be calculated to the nearest quarter hour and shall not be allowed twice for the same hours.
- 17.07 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.
- 17.08 Part-time Employees working less than the normal hours of work stated in Clause 16.01 who are required to work longer than their usual daily or weekly hours shall be paid at the rate of straight time for the hours so worked until they exceed the normal daily or weekly hours for full time Employees in the same Class, after which the overtime provisions of Clause 17.03 shall apply.
- 17.09 Where Employees are working flexible hours, or a modified work week, the conditions as provided in Supplement II to this Agreement shall apply.

ARTICLE 18  
SHIFT DIFFERENTIAL

- 18.01 (a) Where, because of operational requirements, an Employee is scheduled by the Employer to work shifts, that Employee shall receive two dollars and seventy-five (\$2.75) cents per hour for working a shift where at least one-half of the hours in such shift fall between 3:00 p.m. and 11:00 p.m.
- (b) Where, because of operational requirements, an Employee is scheduled by the Employer to work shifts, that Employee shall receive five dollars (\$5.00) per hour for working a shift where at least one-half of the hours in such shift fall between 11:00 p.m. and 7:00 a.m.

18.02 For the purposes of this Article, a shift refers to the daily equivalent of the normal hours of work as set out in Clause 16.01. A wage or part-time Employee who works less than the daily equivalent of the normal hours of work shall be paid shift differential if the Employee works a minimum of four (4) hours within the periods identified in Article 18.01 (a) and (b).

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

**DEL** 18.04 ~~Shift differential shall not be paid on any hours for which an Employee receives overtime compensation.~~

**ARTICLE 28  
DISCIPLINARY ACTION**

28.01 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 the Employee's conduct or performance which are placed on the Employee's personal file.

**NEW 28.02 When the Employer notifies an Employee they will be investigated with regard to an allegation or incident they shall be advised in writing and provided a copy of any complaint. The investigation will be completed in a timely manner and any Employee interview(s) will be in accordance with Clause 28.03. Written notification of the results will be provided to the Employee. Any disciplinary sanction as a result of the investigation will be issued within ten (10) days of the conclusion of the investigation.**

~~28.02~~ 03 An Employee who is to be interviewed for the purpose of disciplinary action or potential disciplinary action as referred to in Clause 28.01 shall be notified of the time and place of the interview with reasonable advance notice which shall not be less than twenty-four (24) hours unless otherwise mutually agreed upon and, if desired by the Employee, the Employee may arrange to be accompanied by a Union Representative or Union Steward. 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.

~~28.03~~ 04 An Employee who has been subjected to disciplinary action may, after twenty-four (24) months of continuous service from the date the disciplinary action was invoked, request that their personal 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.

~~28.04~~ 05 The Employer will make reasonable arrangements to have an Employee's personal file made available at an administrative office or headquarters that is in reasonable proximity to where the Employee works or at a place agreed on by the Employee and the Employee's Department and at a reasonable time 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.

- 28.05 06 The personal file referred to in this Article is the personal file of an Employee maintained by the Departmental Human Resources Office or the Institution Human Resources Office. Except as provided hereinafter this file shall contain copies of all documentation pertaining to the Employee. The Parties mutually agree that payroll documentation pertaining to the Employee shall be retained electronically and made available in hard copy as required. The Parties mutually agree that no information pertaining to interview records, reference checks, or confidential information related to a diagnosis or prognosis concerning either Employee eligibility for Long Term Disability Insurance, Employee Family Assistance Services, or Employee Support and Recovery Services shall be contained in this file.
- 28.06 07 When an Employee has grieved a disciplinary action and a Designated Officer has either allowed the grievance or reduced the penalty levied against the grievor, the personal file of the Employee shall be amended to reflect this action, provided that this action results in the abandonment of the grievance. Where the grievor appeals the disciplinary action to adjudication, the personal file of the Employee shall be amended to reflect the award of the arbitrator or arbitration board.
- 28.07 08 Subject to Article 29, an Employee may be dismissed, suspended, demoted or given a written reprimand for just cause.

Pursuant to Clause 33A.08 the Union will be engaging in discussion regarding the extension of LTDI benefits to Employee who are greater than Age 65. The arbitrary decision to end an employees eligibility at Age 65 may infringe on their equality rights under s.15(1) of the *Canadian Charter of Rights and Freedoms*, which prohibits discrimination on the basis of enumerated grounds, including age.

**ARTICLE 33A  
LONG TERM DISABILITY (LTD)**

- 33A.01 The eligibility of an Employee to participate in the Government Long Term Disability (LTD) Plan is subject to Article 4 and all eligible Employees shall be covered in accordance with the provisions of the Plan.
- 33A.02 The Employer and eligible Employees shall each pay fifty per cent (50%) of the premium costs for Long Term Disability benefits.
- 33A.03 An eligible Employee who becomes ill or disabled and who, as a result of such illness or disability is absent from work for a period of eighty (80) consecutive work days, may apply for Long Term Disability benefits as provided under the LTD Plan. Pursuant to Clause 32.01 where the Employer approves part-time absences and part-time use of General Illness Leave, the eighty (80) days of leave will be converted to the equivalent number of hours and administered accordingly. The final ruling as to whether or not the claimant's disability is of a nature which qualifies the claimant for benefits within the interpretation of the provisions of the Plan shall be made by the third party claims adjudicator.
- 33A.04 Long Term Disability benefits payable under the provisions of the LTD Plan, will entitle an Employee with a qualifying disability, to a total income, from sources specified under Clause 33A.05, of not less than seventy per cent (70%) the Employee's bi-weekly salary received or which the Employee is entitled to receive as a Government Employee at the commencement of the LTD benefits pursuant to Clause 33A.03.
- 33A.05 The bi-weekly LTD benefit amount to which an Employee is entitled, shall be reduced by:
- (a) the amount of disability benefit entitlement, related to the LTD claim excluding children's benefits and cost of living increases, under the Canada Pension Plan, Quebec Pension Plan or a government sponsored disability plan in another country which has a reciprocal or social security agreement with Canada or the Quebec Pension Plan;
  - (b) the amount of compensation under the *Workers' Compensation Act* related to the LTD claim, excluding cost of living increases, compensation related to employment with a concurrent employer at the time of disability and compensation related to a prior permanent impairments;
  - (c) the amount of benefits payable from any other group disability plan(s) sponsored by the Employer;
  - (d) Vacation Leave pay;

- (e) the amount of any other remuneration received as a result of employment or self-employment unless subject to Clause 33A.06;
- (f) loss of income benefits paid under an automobile insurance plan related to the LTD claim, to the extent permitted by law.

33A.06 An Employee who, after qualifying for LTD benefits, returns to work on an approved rehabilitation program or obtains gainful employment, and the resulting income received is less than the bi-weekly salary in effect immediately prior to the commencement of absence pursuant to Clause 33A.03 (pre-disability salary), shall have the bi-weekly LTD benefit payable by the Plan reduced by fifty per cent (50%) of the income received, provided that the combination of reduced LTD benefit and income does not exceed the pre-disability salary. Where the combination of reduced LTD benefits and income received is a higher amount than the pre-disability salary, the LTD benefits shall be reduced further so that LTD benefits and income received equal one hundred per cent (100%) of the pre-disability salary. Payments made pursuant to this Clause shall not exceed a period of twenty-four (24) months for an approved rehabilitation program or thirty-six (36) months for gainful employment commencing the date the Employee is determined fit for gainful employment. A combination of payments for a rehabilitation program and gainful employment shall not exceed a period of thirty-six (36) months.

33A.07 An Employee who receives LTD benefits and who, at the commencement of absence due to disability or illness, is participating in any of the Government Employees' Prescription Drug Plan, the Government Employees' Group Extended Medical Benefits Plan, the Government Group Dental Plan, and the Government Group Life Insurance Plan, shall continue to be covered under these Plans throughout the total period the Employee is receiving LTD benefits and the Employer and Employee premium contributions, if applicable, shall continue.

33A.08 The LTD benefits applicable to Employees covered by this Agreement shall not be altered except through negotiation by the Parties to this Agreement.



**ARTICLE 35  
INSURANCE**

35.01 MyCHOICE Core Group Life and Accidental Death and Dismemberment, MyCHOICE Dependent's Life and MyCHOICE Enhanced Group Life.

(a) The eligibility of Employees to participate in the Core Group Life Insurance Plan and Accidental Death and Dismemberment is subject to Article 4, and participation is a condition of employment for all eligible Employees who commenced employment on or after December 1st, 1971.

(b) The amount of Core Group Life Insurance for an eligible Employee is equivalent to either:

(i) 1.0 times basic annual salary, rounded to the next highest \$1,000.00 up to a maximum amount of insurance of \$400,000.00; or

(ii) 2.5 times basic annual salary, rounded to the next highest \$1,000.00, up to a maximum amount of insurance of \$400,000.00; or

~~DEL (iii) 1.0 times basic annual salary, rounded to the next highest \$1,000.00 up to a maximum amount of insurance of \$400,000.00, on the 1<sup>st</sup> day of the bi-weekly pay period following the Employee's 65<sup>th</sup> birthday; or~~

~~DEL (iv) Effective October 1, 2008, a flat dollar amount of \$25,000, on the 1<sup>st</sup> day of the bi-weekly pay period following the Employee's 70<sup>th</sup> birthday until the end of the pay period in which the Employee reaches age 75.~~

(c) Each Employee insured for Core Group Life Insurance under Sub-Clause (b), shall also be covered for an additional amount of insurance in the event of accidental death or dismemberment, with a principal sum equivalent to the Employee's amount of Core Group Life Insurance except that if the accidental death or dismemberment results from injury while the insured Employee is performing the Employee's duties for the Employer, including travelling on Employer business, the principal sum shall be equivalent to four (4) times the Employee's basic annual salary up to a maximum of \$400,000.00.

(d) The Employer shall pay two-thirds (2/3) and the Employee shall pay one-third (1/3) of the premium costs for the Core Group Life and Accidental Death and Dismemberment, where an Employee is covered for the insurance pursuant to Sub-Clauses (b) and (c) above.

- (e) Where an Employee is not covered under Sub-Clause (b) but is now insured for the single lump sum amount of insurance of \$4,000.00, the Employee shall also be covered for an additional amount of insurance in the event of an accidental death or dismemberment with a principal sum of \$4,000.00 except that if the accidental death or dismemberment results from injury while the insured Employee is performing the Employee's duties for the Employer, including travelling on Employer business, the principal sum shall be equivalent to four (4) times the Employee's basic annual salary up to a maximum of \$400,000.00. The Employer shall pay the total premium costs for those eligible Employees.
- (f)
  - (i) The Employer shall administer a policy of optional Dependent's Life Insurance and the entire premium shall be paid by each eligible Employee opting for such coverage.
  - (ii) The Employer shall administer a policy of optional Enhanced Group Life Insurance and the entire premium shall be paid by each eligible Employee opting for such coverage, subject to evidence of insurability.
- (g) All insurance coverage specified under Clause 35.01 shall be in accordance with the terms and conditions contained in a policy of insurance of which the Employer is the policy holder. The terms and conditions shall not be considered as incorporated in this Collective Agreement by reference or necessary intendment. Differences respecting any matters related to the administration and application of the MyCHOICE Group Life Insurance plans are not subject to the grievance and arbitration provisions of this Collective Agreement. The Union shall be provided with a copy of the policy of insurance and any amendments to the policy.
- (h) In order to ensure continued coverage, Employees are responsible for paying their premium costs, including during periods of leave without pay. Failure by the Employee to remit premiums when due will result in the termination of the benefit coverage for the Employee and all enrolled dependents. The Employer shall provide an Employee with a minimum of two (2) weeks written notice prior to terminating benefit coverage. The Employer retains the right to recover from the Employee's pay any benefit premium arrears that the Employee has not paid.

35.02 Accidental Death and Dismemberment Insurance for Employees not insured under Clause 35.01:

- (a) The Employer shall maintain a Master Insurance Policy for all Employees covered by this Agreement who are not insured for the insurance specified in Clause 35.01 that provides insurance coverage up to a maximum principal sum of \$400,000.00 in the event of accidental death or dismemberment resulting from injury occurring while working for the Employer including travelling on Employer business.
- (b) The total premium cost of this Master Insurance Policy shall be paid by the Employer.

- (c) Coverage provided shall be in accordance with the terms and conditions of the Master Policy of Insurance of which the Employer is the policy holder. The Employer shall provide the Union with a copy of the policy and any letter of intent issued by the Insurer.

35.03 The Employer shall provide liability coverage for all Employees covered by this Agreement while engaged in the scope of their work duties. Coverage provided will be in accordance with the terms and conditions of the Risk Management and Insurance participant liability coverage of the Alberta Risk Management Fund.

**Due to changes in the Alberta Government's OH & S Program and the lack of consultation with the Union we will be engaging in discussion about the programs and reserve the right to table language during negotiations.**

**ARTICLE 43  
SAFETY AND HEALTH**

- 43.01 The Employer and the Union agree to participate in the Government of Alberta Occupational Health and Safety Program and no procedure, rule, regulation, standard or any other provisions contained in that document limits an individual's rights under the *Occupational Health and Safety Act* and the regulations thereto.
- 43.02 The success of the Government of Alberta Occupational Health and Safety Program depends on the active participation of everyone. If any concerns arise with respect to the Government of Alberta Occupational Health and Safety Program or the operation of this Article, the matter shall be referred to the appropriate Occupational Health and Safety Committee for resolution and not by way of the grievance procedure.
- 43.03 The Employer shall require all new Employees to complete the Fundamentals in Occupational Health and Safety training course. 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*.
- 43.04 An Employee shall immediately notify the Employee's Supervisor when the Employee has an accident at a work site that results in injury or that had the potential of causing serious injury. An Employee who becomes aware of a health and safety concern at the Employee's work site shall immediately notify the Employee's Supervisor.
- 43.05 The Employer shall notify the President of the Union or the President's designate immediately after the Employer is 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.
- 43.06 The Employer shall have in place a policy to support a working alone safety plan which adheres to Occupational Health and Safety legislation.
- 43.07 The Employer shall provide the Union, through its representatives on the Government Occupational Health and Safety Committee, with statistical information regarding occupational injuries and illnesses sustained by Employees as reported to and accepted by the Workers' Compensation Board.

**ARTICLE 44  
PARKING**

44.01 An Employee working at an institution not serviced by public transportation shall not be charged a fee for unreserved parking space.

NEW

44.02 **An Employee who is required to have a personal vehicle available to conduct Employer business shall be reimbursed for the cost of parking at or near the worksite.**

**ARTICLE 47**  
**TERM AND EFFECTIVE DATE**

47.01 This Agreement shall be effective from the first day of the bi-weekly period following the date of signing until **March 31, 2022** ~~March 31, 2020~~, and shall remain in effect thereafter until a replacement agreement is established.

**ARTICLE 50  
HARASSMENT AND DISCRIMINATION**

50.01 The Employer, Union and Employees are committed to having a safe and respectful workplace where discrimination, harassment and bullying will not be tolerated.

50.02 There shall be no discrimination, harassment, coercion or interference by either party in respect of an Employee by reason of race, religious beliefs, color, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, sexual orientation, or political affiliation of that Employee.

50.03 Workplace Harassment, Workplace Bullying and Workplace Violence are defined in the Employer's Respectful Workplace Policy as follows:

- (a) Workplace Harassment is any unwelcome conduct by an individual or group of individuals that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonable to have known would cause offence or harm.
- (b) Workplace Bullying is a repeated pattern of negative behaviour aimed at a specific person or group.
- (c) Workplace Violence is threatened, attempted, or actual conduct of a person that causes or is likely to cause physical injury.

**AMD** 50.04 A complaint of Discrimination, Workplace Harassment, Workplace Bullying or Workplace Violence shall be submitted **in writing** to the Employer. The Employer **will acknowledge receipt of the complaint. The Union will be notified when a complaint has been filed under the Respectful Workplace Policy and an Employee can seek the support and advice of a Union Representative in relation to a complaint under the Policy. Bargaining Unit Employees also have a right to union representation if they are required to answer questions in an investigation, whether they are the complainant, the respondent, or a witness. The Employer shall ensure there are adequate resources to ~~shall conduct~~ ~~initiate~~ an investigation in accordance with the Respectful Workplace Policy **within fourteen (14) days of receiving the complaint. If internal resources are not available the Employer will seek the assistance of an agreed to third party to ensure a timely investigation.** ~~and~~ Employees are required to cooperate with the investigation. All complaints will be dealt with promptly and in a confidential manner. Investigations will be concluded within ninety (90) days from the date of the complaint unless documented **bona-fide** circumstances warrant an extension and agreement form the Union is received.**

50.05 Notwithstanding Clause 50.04, should an Employee have reasonable rationale not to use the Respectful Workplace Policy to file a complaint, an Employee shall have access to Article 29 to resolve their issue.

50.06 If natural justice of procedural fairness has not been followed or if the outcome for the complainant under the Respectful Workplace Policy was not reasonable, an Employee shall have access to Article 29 to resolve the issue.

- 50.07 This Article does not affect the operation of a bona fide pension plan or terms or conditions of a bona fide group insurance plan. Further this Article also does not apply with respect to refusal, limitation, specification or preference based on a bona fide occupational requirement.
- 50.08 The Employer will not tolerate any form of retaliation against an Employee who, in good faith, makes a complaint of harassment or discrimination. Frivolous complaints or false allegations maybe dealt with according to the Respectful Workplace Policy.
- 50.09 Nothing in this Article prevents Employees who believe they are being harassed or discriminated against from filing a complaint under the *Alberta Human Rights Act*.



**ARTICLE 53  
CONTRACTING OUT**

- AMD**      **53.01**      **In order to provide quality public services to Albertans and job security for members of the Bargaining Unit, the Employer agrees it will not enter into any contracting out (subcontracting, transfers of work, privatization....e.g.) in whole or in part of work that is performed or could be performed by Bargaining Unit Employee's.**
- DEL**      ~~53.01~~      ~~The Employer will not contract out services that will result in the loss of Permanent encumbered Bargaining Unit positions without meaningful consultation and discussion with the Union.~~
- DEL**      ~~53.02~~      ~~The Union shall be provided at least ninety (90) days' notice prior to when the final decision is required. Lesser notice may be provided when urgent issues rapidly emerge.~~
- DEL**      ~~53.03~~      ~~The Employer agrees that it will disclose to the Union the nature of and rationale for the initiative, scope and potential impacts on Employees and any anticipated timeframe for the initiative.~~
- DEL**      ~~53.04~~      ~~During the consultation the Parties shall discuss the reasons for and possible alternatives to the contracting out initiative including efforts to maximize the use of Bargaining Unit Employees by examining potential retraining and redeployment opportunities.~~
- 53.05 02      The Union may at any point ask to discuss with the Employer, services that are currently contracted out for specified work. Upon such a request the Employer agrees to entertain and give serious consideration to submissions and rationale from the Union based on an identified interest for specific work where the Union feels the Bargaining Unit may be better able to perform those services.
- 53.06-03      The application of the processes in this Article are subject to the Grievance Procedure in Article 29. The outcome of the process in this Article is not subject to the Grievance Procedure.

The Union is seeking clarification regarding the application of Clause 54.03(d) as their has been confusion during the life of the agreement regarding which Employees in Local 6 are covered by LOI #2 Workload Appeal Process and which, if any, are cover by Article 54. We reserve the right to table language on this matter.

**ARTICLE 54  
WORKLOAD**

54.01      Preamble

- (a) The Parties recognize the importance of discussions regarding workload. Employees are encouraged to regularly discuss the manageability of their workloads with their direct supervisors. Excessive workloads are of concern to Employees, the Union and the Employer.
- (b) Workload may be impacted by numerous factors, which may include seasonality, surge periods, staff shortages, increased demands, process improvements and efficiencies, or shifting priorities. Fluctuations in workload are normal and acceptable as long as they do not become excessive.
- (c) The Workload Review Process is intended to address excessive work assigned by the Employer. Excessive workloads are systemic and unmanageable workloads that span extended periods of at least 30 days.
- (d) The Workload Review Process is not intended to prevent the Employer from addressing performance management issues.
- (e) Throughout the Workload Review Process, the parties involved will look for ways to improve processes, create efficiencies, and assess resources available to respond to workload issues.

54.02      Workload Review Process

- (a) Stage 1 - Manager  
Where an Employee or group of Employees is concerned they cannot meet their direct supervisor's workload expectations and believe their workloads are excessive as per Article 54.01(c), the Employee or group of Employees may raise the concern to the Manager, equivalent position, or designate in writing. The Manager, equivalent position, or designate shall meet with the Employee or group of Employees within fourteen (14) days of the concern being raised to discuss and resolve the concern. The Manager shall provide a reply in writing.

(b) Stage 2 - Director

If the Manager and the Employee or group of Employees are unable to resolve the concern at Stage 1, the Union may submit the matter in writing to the appropriate Director, equivalent position, or designate within seven (7) days of receipt of the reply at Stage 1. If satisfied that the concern meets the definition of excessive in Article 54.01(c), the Director, equivalent position, or designate shall meet with the Employee or group of Employees within fourteen (14) days of the concern being raised to discuss and resolve the concern. The Director shall provide a reply in writing within fourteen (14) days of the Stage 2 meeting.

(c) Stage 3 - Workload Review Committee

- (i) Each Department will establish at least one (1) Workload Review Committee. At the Deputy Minister's discretion, additional Workload Review Committees may be established. Workload Review Committees shall be made up of two members: one (1) Employer representative, appointed by the Employer; and one (1) Union representative, appointed by the Union.
- (ii) If the Employee or group of Employees is not satisfied with the reply at Stage 2 the Union may, within seven (7) days of receipt of the reply, submit the workload concern in writing to the Office of the appropriate Deputy Minister, who shall assign the review to the appropriate Workload Review Committee.
- (iii) The Workload Review Committee shall meet and attempt to reach a consensus recommendation. In the event that the Committee is unable to reach consensus on all items, the Committee shall make a joint recommendation on the items on which consensus has been reached; each Committee member will make separate recommendations on any items where consensus was not reached, all to be provided to the Deputy Minister within thirty (30) days.
- (iv) The Deputy Minister, after considering the recommendations, shall make a final and binding decision regarding the workload concern, and convey the decision and rationale, in writing, to the Employee or group of Employees within fourteen (14) days of receipt of the recommendations of the Workload Review Committee.

54.03

General

- (a) The time limits in the Workload Review Process may be adjusted by mutual agreement of the Parties.
- (b) A representative of the Union may assist an Employee or group of Employees during the Workload Review Process.

- (c) The application of the processes in this Article are subject to the Grievance Procedure in Article 29. The outcome of the Workload Review Process is not subject to the Grievance Procedure set out in Article 29.
- (d) This Article does not apply to Employees of Subsidiary Agreement #006 to whom Letter of Intent #2 (Workload Appeal Process) applies.

NEW

ARTICLE 56

PENSION

- 56.01 The Employer shall contribute to the Public Service Pension Plan for retirement benefits for eligible participating Employees in accordance with the Plan text.
- 56.02 The Employer shall distribute to all Employees brochures and other relevant material outlining the above Plan upon hiring and when there are changes to the Plan.
- 56.03 For any Employee who is a member of the Public Service Pension Plan, the Employer shall contribute to an alternate plan, that will provide substantially the equivalent benefit as the Plan, as agreed to by the Union if the Plan is terminated or altered.
- 56.04 (a) In the event legislation is enacted that has the effect of reducing pensions or pension rights, benefits or the value of benefits accrued or provided to an Employee (“Reduced Entitlements”) by virtue of the Employee’s participation in the Public Service Pension Plan, the Employer shall top up or provide alternate or supplemental compensation (“Alternate Benefits”) that are equivalent in value to the pensions or benefits to which the Employee had or may have become entitled immediately prior to such legislation.
- (b) Alternate Benefits shall be funded and paid in such form and manner agreed to by the Union.
- (c) Reduced Entitlements may include, but are not limited to:
- (i) Restrictions in eligibility, e.g. for membership or benefits,
  - (ii) Increases to the amount of an early retirement reduction/penalty,
  - (iii) Increases to the retirement age for qualifying for an unreduced pension,
  - (iv) Reductions in or additional conditions placed on cost-of-living adjustments,
  - (v) Reductions in past or future service benefits,
  - (vi) Change in plan design to defined contribution or target benefits, and
  - (vii) Any other changes that result in any of the foregoing.

Given changes to the Legislation regarding Modified and Flexible hours of work have occurred the Union is interested in providing options similar to those in place prior to the current collective agreement. We reserve the right to table proposals during collective bargaining.

**SUPPLEMENT II  
MODIFIED OR FLEXIBLE HOURS OF WORK**

- (1) This Supplement sets forth terms and conditions of employment to be observed where the Employer utilizes any form of modified or flexible system of hours of work.
- (2) The Parties agree that Employees and the Employing Department may examine the feasibility of entering into a modified or flexible work week system. Provided that services are not adversely affected and there are no operational difficulties, the Employing Department may implement a flextime or modified work week system of hours of work, but participation by an Employee in such systems shall be voluntary.
- (3) The Employer has the sole right to determine the number of Employees who are required to be at work. However, upon entering into a flextime system, the Employees are entitled to have the first opportunity to plan their work schedule whereby they may arrange their starting times, lunch periods and finishing times on a daily basis, in keeping with the Employer's operational requirements. Employees shall have the opportunity to make up time lost during the flex period due to late arrival, subject to the approval of the Employing Department.
- (4) An Employee participating in a flextime system of hours of work will be allowed a ten (10) hour carry over per month, either in the way of a bank or a deficit, and regular bi-weekly salary shall be paid provided the Employee's time is within these limits and the variance is approved by the Employing Department. An Employee may not accumulate a bank in excess of ten (10) hours per month, and if at the end of any month the Employee's deficit is more than ten (10) hours, the Employee shall be deducted for those hours that are in excess of ten (10) hours. Hours shall not be banked unless the Employee has actually worked more than normal daily hours.
- (5) The banked hours may be taken, as time off with pay. Employee preference in this regard shall be honoured where possible.
- (6) Authorized overtime hours worked outside of flex or core times may not be used to cover off deficits pursuant to Section (4) above.
- (7) In the event the flextime or modified work week system of hours of work does not result in the provision of a satisfactory service to the public, or is deemed by the Employing Department to be impractical for other reasons, the Employing Department may require a return to regular times of work in which case Employees shall be provided advance notice of thirty (30) calendar days.
- (8) An Employee who is working according to a flexible or modified work week system may opt for regular times of work by providing the Employing Department advance notice of one (1) week.

- (9) Employees working according to a modified work week system of hours of work will have benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as they would have had if the work week had not been modified. This will result in no loss or gain in Employee benefits and entitlements.
- (10) Where applicable these provisions shall have force and effect in lieu of Articles 16 and 17 of this Master Agreement.

Re-New as amended

LETTER OF UNDERSTANDING #3  
SEPARATION PAYMENT FOR RESTRUCTURING

BETWEEN:

THE CROWN IN RIGHT OF ALBERTA  
(The Employer)

- and -

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES  
(The Union)

The Parties are entering into a Letter of Understanding to provide a Separation Payment to Employees.

The Parties agree:

- Del** 1. ~~During the term of this Letter of Understanding the Separation Payment as outlined outlined in the attached Schedule available as an alternative to and if selected by an Employee whose position is abolished, in lieu of the provisions of Article 15 of the Master terms of the Collective Agreement entered into between the Parties. The Separation Payment will not be available for Employees for whom the Employer has arranged ongoing employment within the general service or with any other employer.~~
- Del** 2. ~~The Separation Payment will be available for permanent Employees with at least one (1) year of continuous employment with the Employer. Eligible Employees will be entitled to receive Separation Payment at their regular rate of pay according to the attached Schedule.~~
- Move** 1. ~~In addition to paragraphs 1 and 2,~~ Employees who have not received notice of position abolishment may request the Separation Payment. Such offers may but will not necessarily result in an offer of the Separation Payment by the ~~employing department~~ Employer to that Employee. Offers are subject to operational requirements as determined by the Deputy Minister of the Employees department, whose decision is final and cannot be challenged. Employees who request the Separation Payment if approved by the ~~employing department~~ Employer under this paragraph are required to resign at a time acceptable to the ~~employing department~~ Employer.
- AMD** 3. 2. Where the Employee has made an ~~election to accept~~ a request for the Separation Payment, the ~~election request~~ shall not be altered without the agreement of the Employee and the Deputy Minister. Separation shall occur at a time selected by the Deputy Minister. ~~Employees shall make their election for Separation Payment within twenty eight (28) calendar days of the receipt of a position abolishment notice.~~



- MOV ~~4.~~ In addition to paragraphs 1 and 2, Employees who have not received notice of position abolishment may request the Separation Payment. Such offers may but will not necessarily result in an offer of the Separation Payment by the employing department to that Employee. Offers are subject to operational requirements as determined by the Deputy Minister of the employing department, whose decision is final and cannot be challenged. Employees who request the Separation Payment if approved by the employing department under this paragraph are required to resign at a time acceptable to the employing department.
5. 3. Employees accepting the Separation Payment are required to sign an agreement in the attached form.
6. 4. This Letter, including the attached Schedule, does not form part of the Collective Agreement and if concerns arise with respect to the Separation Payment, they shall be addressed by representatives of the Parties and not by way of the grievance procedure.
7. 5. This Letter of Understanding, including the attached Schedule, shall be effective the date of signing and shall remain in effect as provided in Article 47 of the Master terms.
8. 6. This Letter of Understanding may be cancelled at any time with the mutual agreement of both Parties.
9. 7. The Parties will meet at the request of either party at any time to consider issues related to position abolishments, which may occur following the expiry of this Letter.

**SCHEDULE - SEPARATION PAYMENT**

Full Years of Continuous Employment	Separation Pay Weeks of Pay at Regular Rate of Pay
1	14
2	15
3	16
4	17
5	19
6	22
7	25
8	28
9	31
10	34
11	37
12	40
13 plus	43

Separation pay is an alternative and in lieu of all the provisions of Article 15 of the Collective Agreement.

Re-New as amended

**LETTER OF UNDERSTANDING # 17  
EMPLOYMENT SECURITY**

**BETWEEN:**

**THE CROWN IN RIGHT OF ALBERTA  
(The Employer)**

**- and -**

**THE ALBERTA UNION OF PROVINCIAL EMPLOYEES  
(The Union)**

The Parties share an interest in ensuring quality public services for Albertans. This letter of understanding shall provide Employment Security for Permanent Bargaining Unit Employees who deliver and support those services.

The provisions of Article 12 Layoff and Recall and Article 15 Position Abolishment will be suspended for Permanent Bargaining Unit Employees and be replaced by the provisions contained below for the term of this letter of understanding.

Where the Employer determines that organizational restructuring is required that may impact encumbered positions in the Bargaining Unit, the Parties agree:

1. There will be no involuntary loss of employment for Permanent Bargaining Unit Employees, as a result of organizational restructuring.
2. To achieve the preceding, the Parties recognize that:
  - (i) adjustments in the workforce may occur through attrition and redeployment,
  - (ii) all retention options will be explored, and
  - (iii) Employees will “remain whole”, and where an Employee is faced with an involuntary reduction to pay or Permanent position status (Full-time or Part-time) any shortfalls will be remedied.
  - (iv) the Employer shall provide Employment Security through supernumerary employment while reviewing all retention options.
  - (v) supernumerary employment is intended as a temporary measure until redeployment to a Permanent Position at the same status is achieved.

## **Wage Increase(s) and Salary Schedules**

**The Wage rate contained in the April 1, 2019 to March 31, 2020 Salary Schedules/ Grids in all of the Subsidiary Agreement shall be increased in accordance with the schedule below;**

**Effective April 1, 2020 Salary Schedules/ Grids in all of the Subsidiary Agreements shall be increased by two point five percent (2.5%).**

**Effective April 1, 2021 Salary Schedules/ Grids in all of the Subsidiary Agreements shall be increased by two point five percent (2.5%).**

**SUBSIDIARY 1 – ADMINISTRATIVE AND SUPPORT SERVICE**

**The Union proposes deletion of Grade Levels 5 to 11 as there are no Classifications assigned in Schedule “A”**

**We have eliminated Step 1 & 2 and renumbered the remaining steps.**

**Schedule B  
Administrative & Support Services Salary Grid (36 ¼ Hour)\***

5	Step 1		Step 2		Step 3 1		Step 4 2		Step 5 3		Step 6 4		Step 7 5	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
5	\$1,215.56	\$16.76	\$1,245.20	\$17.17	\$1,276.38	\$17.60	\$1,309.10	\$18.05	\$1,343.34	\$18.52	\$1,383.73	\$19.08	\$1,425.64	\$19.66
6	\$1,229.35	\$16.95	\$1,259.52	\$17.37	\$1,291.21	\$17.80	\$1,324.95	\$18.27	\$1,359.19	\$18.74	\$1,400.60	\$19.31	\$1,443.55	\$19.91
7	\$1,245.20	\$17.17	\$1,276.38	\$17.60	\$1,309.10	\$18.05	\$1,343.34	\$18.52	\$1,383.73	\$19.08	\$1,425.64	\$19.66	\$1,472.16	\$20.30
8	\$1,259.52	\$17.37	\$1,291.21	\$17.80	\$1,324.95	\$18.27	\$1,359.19	\$18.74	\$1,400.60	\$19.31	\$1,443.55	\$19.91	\$1,488.53	\$20.53
9	\$1,276.38	\$17.60	\$1,309.10	\$18.05	\$1,343.34	\$18.52	\$1,383.73	\$19.08	\$1,425.64	\$19.66	\$1,472.16	\$20.30	\$1,517.65	\$20.93
10	\$1,291.21	\$17.80	\$1,324.95	\$18.27	\$1,359.19	\$18.74	\$1,400.60	\$19.31	\$1,443.55	\$19.91	\$1,488.53	\$20.53	\$1,536.57	\$21.19
11	\$1,309.10	\$18.05	\$1,343.34	\$18.52	\$1,383.73	\$19.08	\$1,425.64	\$19.66	\$1,472.16	\$20.30	\$1,517.65	\$20.93	\$1,565.19	\$21.58
12	\$1,324.95	\$18.27	\$1,359.19	\$18.74	\$1,400.60	\$19.31	\$1,443.55	\$19.91	\$1,488.53	\$20.53	\$1,536.57	\$21.19	\$1,587.16	\$21.89
13	\$1,343.34	\$18.52	\$1,383.73	\$19.08	\$1,425.64	\$19.66	\$1,472.16	\$20.30	\$1,517.65	\$20.93	\$1,565.19	\$21.58	\$1,616.31	\$22.29
14	\$1,359.19	\$18.74	\$1,400.60	\$19.31	\$1,443.55	\$19.91	\$1,488.53	\$20.53	\$1,536.57	\$21.19	\$1,587.16	\$21.89	\$1,637.78	\$22.59
15	\$1,383.73	\$19.08	\$1,425.64	\$19.66	\$1,472.16	\$20.30	\$1,517.65	\$20.93	\$1,565.19	\$21.58	\$1,616.31	\$22.29	\$1,671.51	\$23.05
16	\$1,400.60	\$19.31	\$1,443.55	\$19.91	\$1,488.53	\$20.53	\$1,536.57	\$21.19	\$1,587.16	\$21.89	\$1,637.78	\$22.59	\$1,691.44	\$23.33
17	\$1,425.64	\$19.66	\$1,472.16	\$20.30	\$1,517.65	\$20.93	\$1,565.19	\$21.58	\$1,616.31	\$22.29	\$1,671.51	\$23.05	\$1,724.69	\$23.78
18	\$1,443.55	\$19.91	\$1,488.53	\$20.53	\$1,536.57	\$21.19	\$1,587.16	\$21.89	\$1,637.78	\$22.59	\$1,691.44	\$23.33	\$1,746.15	\$24.08
19	\$1,472.16	\$20.30	\$1,517.65	\$20.93	\$1,565.19	\$21.58	\$1,616.31	\$22.29	\$1,671.51	\$23.05	\$1,724.69	\$23.78	\$1,782.96	\$24.59
20	\$1,488.53	\$20.53	\$1,536.57	\$21.19	\$1,587.16	\$21.89	\$1,637.78	\$22.59	\$1,691.44	\$23.33	\$1,746.15	\$24.08	\$1,808.00	\$24.93
21	\$1,517.65	\$20.93	\$1,565.19	\$21.58	\$1,616.31	\$22.29	\$1,671.51	\$23.05	\$1,724.69	\$23.78	\$1,782.96	\$24.59	\$1,843.28	\$25.42
22	\$1,536.57	\$21.19	\$1,587.16	\$21.89	\$1,637.78	\$22.59	\$1,691.44	\$23.33	\$1,746.15	\$24.08	\$1,808.00	\$24.93	\$1,869.84	\$25.79
23	\$1,565.19	\$21.58	\$1,616.31	\$22.29	\$1,671.51	\$23.05	\$1,724.69	\$23.78	\$1,782.96	\$24.59	\$1,843.28	\$25.42	\$1,902.55	\$26.24
24	\$1,587.16	\$21.89	\$1,637.78	\$22.59	\$1,691.44	\$23.33	\$1,746.15	\$24.08	\$1,808.00	\$24.93	\$1,869.84	\$25.79	\$1,932.73	\$26.65
25	\$1,616.31	\$22.29	\$1,671.51	\$23.05	\$1,724.69	\$23.78	\$1,782.96	\$24.59	\$1,843.28	\$25.42	\$1,902.55	\$26.24	\$1,970.04	\$27.17
26	\$1,637.78	\$22.59	\$1,691.44	\$23.33	\$1,746.15	\$24.08	\$1,808.00	\$24.93	\$1,869.84	\$25.79	\$1,932.73	\$26.65	\$1,997.64	\$27.55
27	\$1,671.51	\$23.05	\$1,724.69	\$23.78	\$1,782.96	\$24.59	\$1,843.28	\$25.42	\$1,902.55	\$26.24	\$1,970.04	\$27.17	\$2,034.95	\$28.06
28	\$1,691.44	\$23.33	\$1,746.15	\$24.08	\$1,808.00	\$24.93	\$1,869.84	\$25.79	\$1,932.73	\$26.65	\$1,997.64	\$27.55	\$2,066.65	\$28.50
29	\$1,724.69	\$23.78	\$1,782.96	\$24.59	\$1,843.28	\$25.42	\$1,902.55	\$26.24	\$1,970.04	\$27.17	\$2,034.95	\$28.06	\$2,106.01	\$29.04

30	\$1,746.15	\$24.08	\$1,808.00	\$24.93	\$1,869.84	\$25.79	\$1,932.73	\$26.65	\$1,997.64	\$27.55	\$2,066.65	\$28.50	\$2,137.18	\$29.47
31	\$1,782.96	\$24.59	\$1,843.28	\$25.42	\$1,902.55	\$26.24	\$1,970.04	\$27.17	\$2,034.95	\$28.06	\$2,106.01	\$29.04	\$2,179.10	\$30.05
32	\$1,808.00	\$24.93	\$1,869.84	\$25.79	\$1,932.73	\$26.65	\$1,997.64	\$27.55	\$2,066.65	\$28.50	\$2,137.18	\$29.47	\$2,214.38	\$30.54
33	\$1,843.28	\$25.42	\$1,902.55	\$26.24	\$1,970.04	\$27.17	\$2,034.95	\$28.06	\$2,106.01	\$29.04	\$2,179.10	\$30.05	\$2,256.80	\$31.12
34	\$1,869.84	\$25.79	\$1,932.73	\$26.65	\$1,997.64	\$27.55	\$2,066.65	\$28.50	\$2,137.18	\$29.47	\$2,214.38	\$30.54	\$2,292.58	\$31.62
35	\$1,902.55	\$26.24	\$1,970.04	\$27.17	\$2,034.95	\$28.06	\$2,106.01	\$29.04	\$2,179.10	\$30.05	\$2,256.80	\$31.12	\$2,335.00	\$32.20
36	\$1,932.73	\$26.65	\$1,997.64	\$27.55	\$2,066.65	\$28.50	\$2,137.18	\$29.47	\$2,214.38	\$30.54	\$2,292.58	\$31.62	\$2,371.31	\$32.70
37	\$1,970.04	\$27.17	\$2,034.95	\$28.06	\$2,106.01	\$29.04	\$2,179.10	\$30.05	\$2,256.80	\$31.12	\$2,335.00	\$32.20	\$2,416.28	\$33.32
38	\$1,997.64	\$27.55	\$2,066.65	\$28.50	\$2,137.18	\$29.47	\$2,214.38	\$30.54	\$2,292.58	\$31.62	\$2,371.31	\$32.70	\$2,456.16	\$33.87
39	\$2,034.95	\$28.06	\$2,106.01	\$29.04	\$2,179.10	\$30.05	\$2,256.80	\$31.12	\$2,335.00	\$32.20	\$2,416.28	\$33.32	\$2,504.21	\$34.54
40	\$2,066.65	\$28.50	\$2,137.18	\$29.47	\$2,214.38	\$30.54	\$2,292.58	\$31.62	\$2,371.31	\$32.70	\$2,456.16	\$33.87	\$2,544.08	\$35.09
41	\$2,106.01	\$29.04	\$2,179.10	\$30.05	\$2,256.80	\$31.12	\$2,335.00	\$32.20	\$2,416.28	\$33.32	\$2,504.21	\$34.54	\$2,593.66	\$35.77
42	\$2,137.18	\$29.47	\$2,214.38	\$30.54	\$2,292.58	\$31.62	\$2,371.31	\$32.70	\$2,456.16	\$33.87	\$2,544.08	\$35.09	\$2,632.51	\$36.31
43	\$2,179.10	\$30.05	\$2,256.80	\$31.12	\$2,335.00	\$32.20	\$2,416.28	\$33.32	\$2,504.21	\$34.54	\$2,593.66	\$35.77	\$2,685.17	\$37.03
44	\$2,214.38	\$30.54	\$2,292.58	\$31.62	\$2,371.31	\$32.70	\$2,456.16	\$33.87	\$2,544.08	\$35.09	\$2,632.51	\$36.31	\$2,731.68	\$37.67
45	\$2,256.80	\$31.12	\$2,335.00	\$32.20	\$2,416.28	\$33.32	\$2,504.21	\$34.54	\$2,593.66	\$35.77	\$2,685.17	\$37.03	\$2,780.23	\$38.34
46	\$2,292.58	\$31.62	\$2,371.31	\$32.70	\$2,456.16	\$33.87	\$2,544.08	\$35.09	\$2,632.51	\$36.31	\$2,731.68	\$37.67	\$2,830.83	\$39.04
47	\$2,335.00	\$32.20	\$2,416.28	\$33.32	\$2,504.21	\$34.54	\$2,593.66	\$35.77	\$2,685.17	\$37.03	\$2,780.23	\$38.34	\$2,881.45	\$39.74
48	\$2,371.31	\$32.70	\$2,456.16	\$33.87	\$2,544.08	\$35.09	\$2,632.51	\$36.31	\$2,731.68	\$37.67	\$2,830.83	\$39.04	\$2,934.61	\$40.47
49	\$2,416.28	\$33.32	\$2,504.21	\$34.54	\$2,593.66	\$35.77	\$2,685.17	\$37.03	\$2,780.23	\$38.34	\$2,881.45	\$39.74	\$2,987.76	\$41.21
50	\$2,456.16	\$33.87	\$2,544.08	\$35.09	\$2,632.51	\$36.31	\$2,731.68	\$37.67	\$2,830.83	\$39.04	\$2,934.61	\$40.47	\$3,038.88	\$41.91
51	\$2,504.21	\$34.54	\$2,593.66	\$35.77	\$2,685.17	\$37.03	\$2,780.23	\$38.34	\$2,881.45	\$39.74	\$2,987.76	\$41.21	\$3,096.13	\$42.70
52	\$2,544.08	\$35.09	\$2,632.51	\$36.31	\$2,731.68	\$37.67	\$2,830.83	\$39.04	\$2,934.61	\$40.47	\$3,038.88	\$41.91	\$3,148.28	\$43.42
53	\$2,593.66	\$35.77	\$2,685.17	\$37.03	\$2,780.23	\$38.34	\$2,881.45	\$39.74	\$2,987.76	\$41.21	\$3,096.13	\$42.70	\$3,208.08	\$44.24
54	\$2,632.51	\$36.31	\$2,731.68	\$37.67	\$2,830.83	\$39.04	\$2,934.61	\$40.47	\$3,038.88	\$41.91	\$3,148.28	\$43.42	\$3,261.74	\$44.98
55	\$2,685.17	\$37.03	\$2,780.23	\$38.34	\$2,881.45	\$39.74	\$2,987.76	\$41.21	\$3,096.13	\$42.70	\$3,208.08	\$44.24	\$3,324.12	\$45.84
56	\$2,731.68	\$37.67	\$2,830.83	\$39.04	\$2,934.61	\$40.47	\$3,038.88	\$41.91	\$3,148.28	\$43.42	\$3,261.74	\$44.98	\$3,379.32	\$46.61

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

Schedule B

Administrative & Support Services Salary Grid (40 Hour)\*

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
5	\$1,215.56	\$15.19	\$1,245.20	\$15.56	\$1,276.38	\$15.95	\$1,309.10	\$16.36	\$1,343.34	\$16.79	\$1,383.73	\$17.29	\$1,425.64	\$17.82
6	\$1,229.35	\$15.36	\$1,259.52	\$15.74	\$1,291.21	\$16.14	\$1,324.95	\$16.56	\$1,359.19	\$16.98	\$1,400.60	\$17.50	\$1,443.55	\$18.04
7	\$1,245.20	\$15.56	\$1,276.38	\$15.95	\$1,309.10	\$16.36	\$1,343.34	\$16.79	\$1,383.73	\$17.29	\$1,425.64	\$17.82	\$1,472.16	\$18.40
8	\$1,259.52	\$15.74	\$1,291.21	\$16.14	\$1,324.95	\$16.56	\$1,359.19	\$16.98	\$1,400.60	\$17.50	\$1,443.55	\$18.04	\$1,488.53	\$18.60

9	\$1,276.38	\$15.95	\$1,309.10	\$16.36	\$1,343.34	\$16.79	\$1,383.73	\$17.29	\$1,425.64	\$17.82	\$1,472.16	\$18.40	\$1,517.65	\$18.97
10	\$1,291.21	\$16.14	\$1,324.95	\$16.56	\$1,359.19	\$16.98	\$1,400.60	\$17.50	\$1,443.55	\$18.04	\$1,488.53	\$18.60	\$1,536.57	\$19.20
11	\$1,309.10	\$16.36	\$1,343.34	\$16.79	\$1,383.73	\$17.29	\$1,425.64	\$17.82	\$1,472.16	\$18.40	\$1,517.65	\$18.97	\$1,565.19	\$19.56
12	\$1,324.95	\$16.56	\$1,359.19	\$16.98	\$1,400.60	\$17.50	\$1,443.55	\$18.04	\$1,488.53	\$18.60	\$1,536.57	\$19.20	\$1,587.16	\$19.83
13	\$1,343.34	\$16.79	\$1,383.73	\$17.29	\$1,425.64	\$17.82	\$1,472.16	\$18.40	\$1,517.65	\$18.97	\$1,565.19	\$19.56	\$1,616.31	\$20.20
14	\$1,359.19	\$16.98	\$1,400.60	\$17.50	\$1,443.55	\$18.04	\$1,488.53	\$18.60	\$1,536.57	\$19.20	\$1,587.16	\$19.83	\$1,637.78	\$20.47
15	\$1,383.73	\$17.29	\$1,425.64	\$17.82	\$1,472.16	\$18.40	\$1,517.65	\$18.97	\$1,565.19	\$19.56	\$1,616.31	\$20.20	\$1,671.51	\$20.89
16	\$1,400.60	\$17.50	\$1,443.55	\$18.04	\$1,488.53	\$18.60	\$1,536.57	\$19.20	\$1,587.16	\$19.83	\$1,637.78	\$20.47	\$1,691.44	\$21.14
17	\$1,425.64	\$17.82	\$1,472.16	\$18.40	\$1,517.65	\$18.97	\$1,565.19	\$19.56	\$1,616.31	\$20.20	\$1,671.51	\$20.89	\$1,724.69	\$21.55
18	\$1,443.55	\$18.04	\$1,488.53	\$18.60	\$1,536.57	\$19.20	\$1,587.16	\$19.83	\$1,637.78	\$20.47	\$1,691.44	\$21.14	\$1,746.15	\$21.82
19	\$1,472.16	\$18.40	\$1,517.65	\$18.97	\$1,565.19	\$19.56	\$1,616.31	\$20.20	\$1,671.51	\$20.89	\$1,724.69	\$21.55	\$1,782.96	\$22.28
20	\$1,488.53	\$18.60	\$1,536.57	\$19.20	\$1,587.16	\$19.83	\$1,637.78	\$20.47	\$1,691.44	\$21.14	\$1,746.15	\$21.82	\$1,808.00	\$22.60
21	\$1,517.65	\$18.97	\$1,565.19	\$19.56	\$1,616.31	\$20.20	\$1,671.51	\$20.89	\$1,724.69	\$21.55	\$1,782.96	\$22.28	\$1,843.28	\$23.04
22	\$1,536.57	\$19.20	\$1,587.16	\$19.83	\$1,637.78	\$20.47	\$1,691.44	\$21.14	\$1,746.15	\$21.82	\$1,808.00	\$22.60	\$1,869.84	\$23.37
23	\$1,565.19	\$19.56	\$1,616.31	\$20.20	\$1,671.51	\$20.89	\$1,724.69	\$21.55	\$1,782.96	\$22.28	\$1,843.28	\$23.04	\$1,902.55	\$23.78
24	\$1,587.16	\$19.83	\$1,637.78	\$20.47	\$1,691.44	\$21.14	\$1,746.15	\$21.82	\$1,808.00	\$22.60	\$1,869.84	\$23.37	\$1,932.73	\$24.15
25	\$1,616.31	\$20.20	\$1,671.51	\$20.89	\$1,724.69	\$21.55	\$1,782.96	\$22.28	\$1,843.28	\$23.04	\$1,902.55	\$23.78	\$1,970.04	\$24.62
26	\$1,637.78	\$20.47	\$1,691.44	\$21.14	\$1,746.15	\$21.82	\$1,808.00	\$22.60	\$1,869.84	\$23.37	\$1,932.73	\$24.15	\$1,997.64	\$24.97
27	\$1,671.51	\$20.89	\$1,724.69	\$21.55	\$1,782.96	\$22.28	\$1,843.28	\$23.04	\$1,902.55	\$23.78	\$1,970.04	\$24.62	\$2,034.95	\$25.43
28	\$1,691.44	\$21.14	\$1,746.15	\$21.82	\$1,808.00	\$22.60	\$1,869.84	\$23.37	\$1,932.73	\$24.15	\$1,997.64	\$24.97	\$2,066.65	\$25.83
29	\$1,724.69	\$21.55	\$1,782.96	\$22.28	\$1,843.28	\$23.04	\$1,902.55	\$23.78	\$1,970.04	\$24.62	\$2,034.95	\$25.43	\$2,106.01	\$26.32
30	\$1,746.15	\$21.82	\$1,808.00	\$22.60	\$1,869.84	\$23.37	\$1,932.73	\$24.15	\$1,997.64	\$24.97	\$2,066.65	\$25.83	\$2,137.18	\$26.71
31	\$1,782.96	\$22.28	\$1,843.28	\$23.04	\$1,902.55	\$23.78	\$1,970.04	\$24.62	\$2,034.95	\$25.43	\$2,106.01	\$26.32	\$2,179.10	\$27.23
32	\$1,808.00	\$22.60	\$1,869.84	\$23.37	\$1,932.73	\$24.15	\$1,997.64	\$24.97	\$2,066.65	\$25.83	\$2,137.18	\$26.71	\$2,214.38	\$27.67
33	\$1,843.28	\$23.04	\$1,902.55	\$23.78	\$1,970.04	\$24.62	\$2,034.95	\$25.43	\$2,106.01	\$26.32	\$2,179.10	\$27.23	\$2,256.80	\$28.21
34	\$1,869.84	\$23.37	\$1,932.73	\$24.15	\$1,997.64	\$24.97	\$2,066.65	\$25.83	\$2,137.18	\$26.71	\$2,214.38	\$27.67	\$2,292.58	\$28.65
35	\$1,902.55	\$23.78	\$1,970.04	\$24.62	\$2,034.95	\$25.43	\$2,106.01	\$26.32	\$2,179.10	\$27.23	\$2,256.80	\$28.21	\$2,335.00	\$29.18
36	\$1,932.73	\$24.15	\$1,997.64	\$24.97	\$2,066.65	\$25.83	\$2,137.18	\$26.71	\$2,214.38	\$27.67	\$2,292.58	\$28.65	\$2,371.31	\$29.64
37	\$1,970.04	\$24.62	\$2,034.95	\$25.43	\$2,106.01	\$26.32	\$2,179.10	\$27.23	\$2,256.80	\$28.21	\$2,335.00	\$29.18	\$2,416.28	\$30.20
38	\$1,997.64	\$24.97	\$2,066.65	\$25.83	\$2,137.18	\$26.71	\$2,214.38	\$27.67	\$2,292.58	\$28.65	\$2,371.31	\$29.64	\$2,456.16	\$30.70
39	\$2,034.95	\$25.43	\$2,106.01	\$26.32	\$2,179.10	\$27.23	\$2,256.80	\$28.21	\$2,335.00	\$29.18	\$2,416.28	\$30.20	\$2,504.21	\$31.30
40	\$2,066.65	\$25.83	\$2,137.18	\$26.71	\$2,214.38	\$27.67	\$2,292.58	\$28.65	\$2,371.31	\$29.64	\$2,456.16	\$30.70	\$2,544.08	\$31.80
41	\$2,106.01	\$26.32	\$2,179.10	\$27.23	\$2,256.80	\$28.21	\$2,335.00	\$29.18	\$2,416.28	\$30.20	\$2,504.21	\$31.30	\$2,593.66	\$32.42
42	\$2,137.18	\$26.71	\$2,214.38	\$27.67	\$2,292.58	\$28.65	\$2,371.31	\$29.64	\$2,456.16	\$30.70	\$2,544.08	\$31.80	\$2,632.51	\$32.90
43	\$2,179.10	\$27.23	\$2,256.80	\$28.21	\$2,335.00	\$29.18	\$2,416.28	\$30.20	\$2,504.21	\$31.30	\$2,593.66	\$32.42	\$2,685.17	\$33.56
44	\$2,214.38	\$27.67	\$2,292.58	\$28.65	\$2,371.31	\$29.64	\$2,456.16	\$30.70	\$2,544.08	\$31.80	\$2,632.51	\$32.90	\$2,731.68	\$34.14
45	\$2,256.80	\$28.21	\$2,335.00	\$29.18	\$2,416.28	\$30.20	\$2,504.21	\$31.30	\$2,593.66	\$32.42	\$2,685.17	\$33.56	\$2,780.23	\$34.75

46	<del>\$2,292.58</del>	<del>\$28.65</del>	<del>\$2,371.31</del>	<del>\$29.64</del>	\$2,456.16	\$30.70	\$2,544.08	\$31.80	\$2,632.51	\$32.90	\$2,731.68	\$34.14	\$2,830.83	\$35.38
47	<del>\$2,335.00</del>	<del>\$29.18</del>	<del>\$2,416.28</del>	<del>\$30.20</del>	\$2,504.21	\$31.30	\$2,593.66	\$32.42	\$2,685.17	\$33.56	\$2,780.23	\$34.75	\$2,881.45	\$36.01
48	<del>\$2,371.31</del>	<del>\$29.64</del>	<del>\$2,456.16</del>	<del>\$30.70</del>	\$2,544.08	\$31.80	\$2,632.51	\$32.90	\$2,731.68	\$34.14	\$2,830.83	\$35.38	\$2,934.61	\$36.68
49	<del>\$2,416.28</del>	<del>\$30.20</del>	<del>\$2,504.21</del>	<del>\$31.30</del>	\$2,593.66	\$32.42	\$2,685.17	\$33.56	\$2,780.23	\$34.75	\$2,881.45	\$36.01	\$2,987.76	\$37.34
50	<del>\$2,456.16</del>	<del>\$30.70</del>	<del>\$2,544.08</del>	<del>\$31.80</del>	\$2,632.51	\$32.90	\$2,731.68	\$34.14	\$2,830.83	\$35.38	\$2,934.61	\$36.68	\$3,038.88	\$37.98
51	<del>\$2,504.21</del>	<del>\$31.30</del>	<del>\$2,593.66</del>	<del>\$32.42</del>	\$2,685.17	\$33.56	\$2,780.23	\$34.75	\$2,881.45	\$36.01	\$2,987.76	\$37.34	\$3,096.13	\$38.70
52	<del>\$2,544.08</del>	<del>\$31.80</del>	<del>\$2,632.51</del>	<del>\$32.90</del>	\$2,731.68	\$34.14	\$2,830.83	\$35.38	\$2,934.61	\$36.68	\$3,038.88	\$37.98	\$3,148.28	\$39.35
53	<del>\$2,593.66</del>	<del>\$32.42</del>	<del>\$2,685.17</del>	<del>\$33.56</del>	\$2,780.23	\$34.75	\$2,881.45	\$36.01	\$2,987.76	\$37.34	\$3,096.13	\$38.70	\$3,208.08	\$40.10
54	<del>\$2,632.51</del>	<del>\$32.90</del>	<del>\$2,731.68</del>	<del>\$34.14</del>	\$2,830.83	\$35.38	\$2,934.61	\$36.68	\$3,038.88	\$37.98	\$3,148.28	\$39.35	\$3,261.74	\$40.77
55	<del>\$2,685.17</del>	<del>\$33.56</del>	<del>\$2,780.23</del>	<del>\$34.75</del>	\$2,881.45	\$36.01	\$2,987.76	\$37.34	\$3,096.13	\$38.70	\$3,208.08	\$40.10	\$3,324.12	\$41.55
56	<del>\$2,731.68</del>	<del>\$34.14</del>	<del>\$2,830.83</del>	<del>\$35.38</del>	\$2,934.61	\$36.68	\$3,038.88	\$37.98	\$3,148.28	\$39.35	\$3,261.74	\$40.77	\$3,379.32	\$42.24

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

**SUBSIDIARY 2 – ADMINISTRATIVE AND PROGRAM SERVICE**

**The Union proposes deletion of Grade Levels 48 to 55 as there are no Classifications assigned in Schedule “A”**

**The Union proposes deletion of Grade Levels 74 to 77 as there are no Classifications assigned in Schedule “A-1”**

**Schedule B  
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
48	\$1,748.71	\$24.12	\$1,819.76	\$25.10	\$1,889.28	\$26.05	\$1,966.46	\$27.12	\$2,042.12	\$28.16	\$2,131.57	\$29.40	\$2,215.40	\$30.55
49	\$1,781.92	\$24.57	\$1,854.51	\$25.57	\$1,922.50	\$26.51	\$2,000.20	\$27.58	\$2,086.07	\$28.77	\$2,166.84	\$29.88	\$2,259.36	\$31.16
50	\$1,819.76	\$25.10	\$1,889.28	\$26.05	\$1,966.46	\$27.12	\$2,042.12	\$28.16	\$2,131.57	\$29.40	\$2,215.40	\$30.55	\$2,313.03	\$31.90
51	\$1,854.51	\$25.57	\$1,922.50	\$26.51	\$2,000.20	\$27.58	\$2,086.07	\$28.77	\$2,166.84	\$29.88	\$2,259.36	\$31.16	\$2,367.22	\$32.65
52	\$1,889.28	\$26.05	\$1,966.46	\$27.12	\$2,042.12	\$28.16	\$2,131.57	\$29.40	\$2,215.40	\$30.55	\$2,313.03	\$31.90	\$2,419.35	\$33.37
53	\$1,922.50	\$26.51	\$2,000.20	\$27.58	\$2,086.07	\$28.77	\$2,166.84	\$29.88	\$2,259.36	\$31.16	\$2,367.22	\$32.65	\$2,475.58	\$34.14
54	\$1,966.46	\$27.12	\$2,042.12	\$28.16	\$2,131.57	\$29.40	\$2,215.40	\$30.55	\$2,313.03	\$31.90	\$2,419.35	\$33.37	\$2,530.79	\$34.90
55	\$2,000.20	\$27.58	\$2,086.07	\$28.77	\$2,166.84	\$29.88	\$2,259.36	\$31.16	\$2,367.22	\$32.65	\$2,475.58	\$34.14	\$2,588.03	\$35.69
56	\$2,042.12	\$28.16	\$2,131.57	\$29.40	\$2,215.40	\$30.55	\$2,313.03	\$31.90	\$2,419.35	\$33.37	\$2,530.79	\$34.90	\$2,656.53	\$36.64
57	\$2,086.07	\$28.77	\$2,166.84	\$29.88	\$2,259.36	\$31.16	\$2,367.22	\$32.65	\$2,475.58	\$34.14	\$2,588.03	\$35.69	\$2,711.74	\$37.40
58	\$2,131.57	\$29.40	\$2,215.40	\$30.55	\$2,313.03	\$31.90	\$2,419.35	\$33.37	\$2,530.79	\$34.90	\$2,656.53	\$36.64	\$2,775.64	\$38.28
59	\$2,166.84	\$29.88	\$2,259.36	\$31.16	\$2,367.22	\$32.65	\$2,475.58	\$34.14	\$2,588.03	\$35.69	\$2,711.74	\$37.40	\$2,834.93	\$39.10
60	\$2,215.40	\$30.55	\$2,313.03	\$31.90	\$2,419.35	\$33.37	\$2,530.79	\$34.90	\$2,656.53	\$36.64	\$2,775.64	\$38.28	\$2,901.39	\$40.01
61	\$2,259.36	\$31.16	\$2,367.22	\$32.65	\$2,475.58	\$34.14	\$2,588.03	\$35.69	\$2,711.74	\$37.40	\$2,834.93	\$39.10	\$2,963.75	\$40.87
62	\$2,313.03	\$31.90	\$2,419.35	\$33.37	\$2,530.79	\$34.90	\$2,656.53	\$36.64	\$2,775.64	\$38.28	\$2,901.39	\$40.01	\$3,035.81	\$41.87
63	\$2,367.22	\$32.65	\$2,475.58	\$34.14	\$2,588.03	\$35.69	\$2,711.74	\$37.40	\$2,834.93	\$39.10	\$2,963.75	\$40.87	\$3,098.18	\$42.73
64	\$2,419.35	\$33.37	\$2,530.79	\$34.90	\$2,656.53	\$36.64	\$2,775.64	\$38.28	\$2,901.39	\$40.01	\$3,035.81	\$41.87	\$3,171.79	\$43.74
65	\$2,475.58	\$34.14	\$2,588.03	\$35.69	\$2,711.74	\$37.40	\$2,834.93	\$39.10	\$2,963.75	\$40.87	\$3,098.18	\$42.73	\$3,241.32	\$44.70
66	\$2,530.79	\$34.90	\$2,656.53	\$36.64	\$2,775.64	\$38.28	\$2,901.39	\$40.01	\$3,035.81	\$41.87	\$3,171.79	\$43.74	\$3,322.58	\$45.82
67	\$2,588.03	\$35.69	\$2,711.74	\$37.40	\$2,834.93	\$39.10	\$2,963.75	\$40.87	\$3,098.18	\$42.73	\$3,241.32	\$44.70	\$3,394.66	\$46.82
68	\$2,656.53	\$36.64	\$2,775.64	\$38.28	\$2,901.39	\$40.01	\$3,035.81	\$41.87	\$3,171.79	\$43.74	\$3,322.58	\$45.82	\$3,472.34	\$47.89
69	\$2,711.74	\$37.40	\$2,834.93	\$39.10	\$2,963.75	\$40.87	\$3,098.18	\$42.73	\$3,241.32	\$44.70	\$3,394.66	\$46.82	\$3,549.03	\$48.95
70	\$2,775.64	\$38.28	\$2,901.39	\$40.01	\$3,035.81	\$41.87	\$3,171.79	\$43.74	\$3,322.58	\$45.82	\$3,472.34	\$47.89	\$3,638.48	\$50.18
71	\$2,834.93	\$39.10	\$2,963.75	\$40.87	\$3,098.18	\$42.73	\$3,241.32	\$44.70	\$3,394.66	\$46.82	\$3,549.03	\$48.95	\$3,723.33	\$51.35
72	\$2,901.39	\$40.01	\$3,035.81	\$41.87	\$3,171.79	\$43.74	\$3,322.58	\$45.82	\$3,472.34	\$47.89	\$3,638.48	\$50.18	\$3,815.86	\$52.63
73	\$2,963.75	\$40.87	\$3,098.18	\$42.73	\$3,241.32	\$44.70	\$3,394.66	\$46.82	\$3,549.03	\$48.95	\$3,723.33	\$51.35	\$3,904.80	\$53.85



74	\$3,035.81	\$41.87	\$3,171.79	\$43.74	\$3,322.58	\$45.82	\$3,472.34	\$47.89	\$3,638.48	\$50.18	\$3,815.86	\$52.63	\$4,012.65	\$55.34
75	\$3,098.18	\$42.73	\$3,241.32	\$44.70	\$3,394.66	\$46.82	\$3,549.03	\$48.95	\$3,723.33	\$51.35	\$3,904.80	\$53.85	\$4,103.64	\$56.60
76	\$3,171.79	\$43.74	\$3,322.58	\$45.82	\$3,472.34	\$47.89	\$3,638.48	\$50.18	\$3,815.86	\$52.63	\$4,012.65	\$55.34	\$4,203.32	\$57.97
77	\$3,241.32	\$44.70	\$3,394.66	\$46.82	\$3,549.03	\$48.95	\$3,723.33	\$51.35	\$3,904.80	\$53.85	\$4,103.64	\$56.60	\$4,297.37	\$59.27
78	\$3,322.58	\$45.82	\$3,472.34	\$47.89	\$3,638.48	\$50.18	\$3,815.86	\$52.63	\$4,012.65	\$55.34	\$4,203.32	\$57.97	\$4,409.31	\$60.81
79	\$3,394.66	\$46.82	\$3,549.03	\$48.95	\$3,723.33	\$51.35	\$3,904.80	\$53.85	\$4,103.64	\$56.60	\$4,297.37	\$59.27	\$4,505.93	\$62.15
80	\$3,472.34	\$47.89	\$3,638.48	\$50.18	\$3,815.86	\$52.63	\$4,012.65	\$55.34	\$4,203.32	\$57.97	\$4,409.31	\$60.81	\$4,609.18	\$63.57
81	\$3,549.03	\$48.95	\$3,723.33	\$51.35	\$3,904.80	\$53.85	\$4,103.64	\$56.60	\$4,297.37	\$59.27	\$4,505.93	\$62.15	\$4,723.68	\$65.15
82	\$3,638.48	\$50.18	\$3,815.86	\$52.63	\$4,012.65	\$55.34	\$4,203.32	\$57.97	\$4,409.31	\$60.81	\$4,609.18	\$63.57	\$4,833.08	\$66.66
83	\$3,723.33	\$51.35	\$3,904.80	\$53.85	\$4,103.64	\$56.60	\$4,297.37	\$59.27	\$4,505.93	\$62.15	\$4,723.68	\$65.15	\$4,945.52	\$68.21
84	\$3,815.86	\$52.63	\$4,012.65	\$55.34	\$4,203.32	\$57.97	\$4,409.31	\$60.81	\$4,609.18	\$63.57	\$4,833.08	\$66.66	\$5,067.84	\$69.90
85	\$3,904.80	\$53.85	\$4,103.64	\$56.60	\$4,297.37	\$59.27	\$4,505.93	\$62.15	\$4,723.68	\$65.15	\$4,945.52	\$68.21	\$5,177.80	\$71.41

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

**Schedule B-1  
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
74	\$2,815.50	\$38.83	\$2,945.34	\$40.62	\$3,082.85	\$42.52	\$3,227.50	\$44.51	\$3,383.41	\$46.66	\$3,546.48	\$48.91	\$3,726.92	\$51.40
75	\$2,878.89	\$39.70	\$3,012.31	\$41.54	\$3,152.38	\$43.48	\$3,299.58	\$45.51	\$3,462.13	\$47.75	\$3,629.78	\$50.06	\$3,819.95	\$52.68
76	\$2,945.34	\$40.62	\$3,082.85	\$42.52	\$3,227.50	\$44.51	\$3,383.41	\$46.66	\$3,546.48	\$48.91	\$3,726.92	\$51.40	\$3,921.66	\$54.09
77	\$3,012.31	\$41.54	\$3,152.38	\$43.48	\$3,299.58	\$45.51	\$3,462.13	\$47.75	\$3,629.78	\$50.06	\$3,819.95	\$52.68	\$4,018.80	\$55.43
78	\$3,082.85	\$42.52	\$3,227.50	\$44.51	\$3,383.41	\$46.66	\$3,546.48	\$48.91	\$3,726.92	\$51.40	\$3,921.66	\$54.09	\$4,126.13	\$56.91
79	\$3,152.38	\$43.48	\$3,299.58	\$45.51	\$3,462.13	\$47.75	\$3,629.78	\$50.06	\$3,819.95	\$52.68	\$4,018.80	\$55.43	\$4,226.32	\$58.29
80	\$3,227.50	\$44.51	\$3,383.41	\$46.66	\$3,546.48	\$48.91	\$3,726.92	\$51.40	\$3,921.66	\$54.09	\$4,126.13	\$56.91	\$4,341.33	\$59.88
81	\$3,299.58	\$45.51	\$3,462.13	\$47.75	\$3,629.78	\$50.06	\$3,819.95	\$52.68	\$4,018.80	\$55.43	\$4,226.32	\$58.29	\$4,444.59	\$61.30
82	\$3,383.41	\$46.66	\$3,546.48	\$48.91	\$3,726.92	\$51.40	\$3,921.66	\$54.09	\$4,126.13	\$56.91	\$4,341.33	\$59.88	\$4,567.27	\$62.99
83	\$3,462.13	\$47.75	\$3,629.78	\$50.06	\$3,819.95	\$52.68	\$4,018.80	\$55.43	\$4,226.32	\$58.29	\$4,444.59	\$61.30	\$4,674.10	\$64.47
84	\$3,546.48	\$48.91	\$3,726.92	\$51.40	\$3,921.66	\$54.09	\$4,126.13	\$56.91	\$4,341.33	\$59.88	\$4,567.27	\$62.99	\$4,805.98	\$66.28
85	\$3,629.78	\$50.06	\$3,819.95	\$52.68	\$4,018.80	\$55.43	\$4,226.32	\$58.29	\$4,444.59	\$61.30	\$4,674.10	\$64.47	\$4,914.85	\$67.79

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

## LETTER OF UNDERSTANDING #2

**Alberta Works, Community and Social Services, ~~Children's Services, and Office of the Public Guardian and Trustee~~ Delivery Program Advisory Committee**

The Parties agree to continue a joint Employee – Management Program Advisory Committee.

The Committee shall be co-chaired by ~~an Executive Director from Community and Social Services, Children's Services, or the Office of the Public Guardian and Trustee (OPGT)~~ **Assistant Deputy Minister (ADM), Alberta Supports and Income and Employment Services (ASIES) or a representative within one reporting level appointed by the Assistant Deputy Minister (ADM) from Community and Social Services** and an **Alberta Works** Employee representative appointed to the co-chair role by the AUPE. Management membership shall be comprised of the management Co-Chair and representatives of the service delivery regions, appointed by the Management Co-Chair. Employee membership shall be the co-chair and members, not to exceed eight (8) in number, who are appointed by AUPE to represent the delivery regions of Community and Social Services, ~~Children's Services and the Office of the Public Guardian and Trustee.~~

The purpose of the Committee is to discuss items of mutual interest to the Parties related to the delivery of the programs of Community and Social Services, ~~Children's Services, and the Office of the Public Guardian and Trustee.~~ Discussion topics may include, but are not limited to:

- Program delivery improvement strategies;
- Program delivery changes;
- Occupational Health and Safety issues that have a provincial focus;
- Workload management strategies.

Recommendations of the Committee are intended for the consideration of the appropriate ADM from Community and Social Services, ~~Children's Services, or the Office of the Public Guardian and Trustee (OPGT)~~, whose decision on any action to be taken is final.

The Committee will meet quarterly or as necessary. Employees sitting on the Committee will receive regular pay (no premium payments, including overtime). Travel time will be compensated at straight time rates. Travel and subsistence costs will be paid by the Employer.

Where matters of mutual interest affect Employees from other subsidiary agreements, this Committee will operate as the forum for discussions, with ad-hoc representation from Employees covered by those subsidiary agreements.

The Chair of Local 002 shall be an ex-officio member of the Committee and Local 002 shall be responsible for salary and expenses related to the Chair's attendance at committee meetings.

**SUBSIDIARY 3 – CORRECTIONAL AND REGULATORY SERVICE**

**ARTICLE 4 - PROTECTIVE CLOTHING**

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

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

**AMD**

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

**Employees who are required to wear a uniform shall be eligible for a shoe allowance of two hundred and forty dollars(\$240.00) every two years, when shoes or boots are not provided as part of the uniform.**

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

The Union proposes deletion of Grade Levels 39 to 50 as there are no Classifications assigned in Schedule "A"

The Union proposes deletion of Grade Levels 54 to 61 as there are no Classifications assigned in Schedule "A-1"

**Schedule B  
CORRECTIONAL AND REGULATORY SERVICES - SALARY GRID (38 ¾ HOUR)\***

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

67	\$2,620.75	\$33.81	\$2,736.27	\$35.30	\$2,862.02	\$36.92	\$2,986.75	\$38.53	\$3,117.61	\$40.22	\$3,255.10	\$42.00
68	\$2,682.10	\$34.60	\$2,799.15	\$36.11	\$2,922.85	\$37.71	\$3,054.22	\$39.40	\$3,192.23	\$41.19	\$3,336.90	\$43.05
69	\$2,736.27	\$35.30	\$2,862.02	\$36.92	\$2,986.75	\$38.53	\$3,117.61	\$40.22	\$3,255.10	\$42.00	\$3,397.72	\$43.84

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

Schedule B-1

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

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

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

**SUBSIDIARY 4 – TRADES AND RELATED SERVICE**

**The Union proposes deletion of Grade Levels 36 to 40 as there are no Classifications assigned in Schedule “A”**

**SCHEDULE B  
TRADES AND RELATED SERVICES - SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
36	\$1,422.07	\$19.61	\$1,473.18	\$20.31	\$1,528.90	\$21.08	\$1,582.58	\$21.82	\$1,639.31	\$22.61	\$1,700.66	\$23.45
37	\$1,443.55	\$19.91	\$1,500.28	\$20.69	\$1,552.41	\$21.41	\$1,609.16	\$22.19	\$1,673.05	\$23.07	\$1,733.37	\$23.90
38	\$1,473.18	\$20.31	\$1,528.90	\$21.08	\$1,582.58	\$21.82	\$1,639.31	\$22.61	\$1,700.66	\$23.45	\$1,766.08	\$24.35
39	\$1,500.28	\$20.69	\$1,552.41	\$21.41	\$1,609.16	\$22.19	\$1,673.05	\$23.07	\$1,733.37	\$23.90	\$1,801.86	\$24.85
40	\$1,528.90	\$21.08	\$1,582.58	\$21.82	\$1,639.31	\$22.61	\$1,700.66	\$23.45	\$1,766.08	\$24.35	\$1,832.53	\$25.27
41	\$1,552.41	\$21.41	\$1,609.16	\$22.19	\$1,673.05	\$23.07	\$1,733.37	\$23.90	\$1,801.86	\$24.85	\$1,866.79	\$25.74
42	\$1,582.58	\$21.82	\$1,639.31	\$22.61	\$1,700.66	\$23.45	\$1,766.08	\$24.35	\$1,832.53	\$25.27	\$1,902.04	\$26.23
43	\$1,609.16	\$22.19	\$1,673.05	\$23.07	\$1,733.37	\$23.90	\$1,801.86	\$24.85	\$1,866.79	\$25.74	\$1,935.79	\$26.70
44	\$1,639.31	\$22.61	\$1,700.66	\$23.45	\$1,766.08	\$24.35	\$1,832.53	\$25.27	\$1,902.04	\$26.23	\$1,976.17	\$27.25
45	\$1,673.05	\$23.07	\$1,733.37	\$23.90	\$1,801.86	\$24.85	\$1,866.79	\$25.74	\$1,935.79	\$26.70	\$2,014.51	\$27.78
46	\$1,700.66	\$23.45	\$1,766.08	\$24.35	\$1,832.53	\$25.27	\$1,902.04	\$26.23	\$1,976.17	\$27.25	\$2,054.37	\$28.33
47	\$1,733.37	\$23.90	\$1,801.86	\$24.85	\$1,866.79	\$25.74	\$1,935.79	\$26.70	\$2,014.51	\$27.78	\$2,088.64	\$28.80
48	\$1,766.08	\$24.35	\$1,832.53	\$25.27	\$1,902.04	\$26.23	\$1,976.17	\$27.25	\$2,054.37	\$28.33	\$2,133.61	\$29.42
49	\$1,801.86	\$24.85	\$1,866.79	\$25.74	\$1,935.79	\$26.70	\$2,014.51	\$27.78	\$2,088.64	\$28.80	\$2,184.20	\$30.12
50	\$1,832.53	\$25.27	\$1,902.04	\$26.23	\$1,976.17	\$27.25	\$2,054.37	\$28.33	\$2,133.61	\$29.42	\$2,226.13	\$30.70
51	\$1,866.79	\$25.74	\$1,935.79	\$26.70	\$2,014.51	\$27.78	\$2,088.64	\$28.80	\$2,184.20	\$30.12	\$2,274.18	\$31.36
52	\$1,902.04	\$26.23	\$1,976.17	\$27.25	\$2,054.37	\$28.33	\$2,133.61	\$29.42	\$2,226.13	\$30.70	\$2,324.27	\$32.05
53	\$1,935.79	\$26.70	\$2,014.51	\$27.78	\$2,088.64	\$28.80	\$2,184.20	\$30.12	\$2,274.18	\$31.36	\$2,371.31	\$32.70
54	\$1,976.17	\$27.25	\$2,054.37	\$28.33	\$2,133.61	\$29.42	\$2,226.13	\$30.70	\$2,324.27	\$32.05	\$2,425.99	\$33.46
55	\$2,014.51	\$27.78	\$2,088.64	\$28.80	\$2,184.20	\$30.12	\$2,274.18	\$31.36	\$2,371.31	\$32.70	\$2,477.62	\$34.17
56	\$2,054.37	\$28.33	\$2,133.61	\$29.42	\$2,226.13	\$30.70	\$2,324.27	\$32.05	\$2,425.99	\$33.46	\$2,538.45	\$35.01
57	\$2,088.64	\$28.80	\$2,184.20	\$30.12	\$2,274.18	\$31.36	\$2,371.31	\$32.70	\$2,477.62	\$34.17	\$2,593.15	\$35.76
58	\$2,133.61	\$29.42	\$2,226.13	\$30.70	\$2,324.27	\$32.05	\$2,425.99	\$33.46	\$2,538.45	\$35.01	\$2,651.41	\$36.57
59	\$2,184.20	\$30.12	\$2,274.18	\$31.36	\$2,371.31	\$32.70	\$2,477.62	\$34.17	\$2,593.15	\$35.76	\$2,707.15	\$37.34
60	\$2,226.13	\$30.70	\$2,324.27	\$32.05	\$2,425.99	\$33.46	\$2,538.45	\$35.01	\$2,651.41	\$36.57	\$2,765.41	\$38.14
61	\$2,274.18	\$31.36	\$2,371.31	\$32.70	\$2,477.62	\$34.17	\$2,593.15	\$35.76	\$2,707.15	\$37.34	\$2,822.16	\$38.92
62	\$2,324.27	\$32.05	\$2,425.99	\$33.46	\$2,538.45	\$35.01	\$2,651.41	\$36.57	\$2,765.41	\$38.14	\$2,889.12	\$39.84
63	\$2,371.31	\$32.70	\$2,477.62	\$34.17	\$2,593.15	\$35.76	\$2,707.15	\$37.34	\$2,822.16	\$38.92	\$2,943.80	\$40.60

64	\$2,425.99	\$33.46	\$2,538.45	\$35.01	\$2,651.41	\$36.57	\$2,765.41	\$38.14	\$2,889.12	\$39.84	\$3,006.17	\$41.46
65	\$2,477.62	\$34.17	\$2,593.15	\$35.76	\$2,707.15	\$37.34	\$2,822.16	\$38.92	\$2,943.80	\$40.60	\$3,065.98	\$42.28
66	\$2,538.45	\$35.01	\$2,651.41	\$36.57	\$2,765.41	\$38.14	\$2,889.12	\$39.84	\$3,006.17	\$41.46	\$3,134.98	\$43.24
67	\$2,593.15	\$35.76	\$2,707.15	\$37.34	\$2,822.16	\$38.92	\$2,943.80	\$40.60	\$3,065.98	\$42.28	\$3,198.88	\$44.12
68	\$2,651.41	\$36.57	\$2,765.41	\$38.14	\$2,889.12	\$39.84	\$3,006.17	\$41.46	\$3,134.98	\$43.24	\$3,266.36	\$45.05
69	\$2,707.15	\$37.34	\$2,822.16	\$38.92	\$2,943.80	\$40.60	\$3,065.98	\$42.28	\$3,198.88	\$44.12	\$3,336.39	\$46.01
70	\$2,765.41	\$38.14	\$2,889.12	\$39.84	\$3,006.17	\$41.46	\$3,134.98	\$43.24	\$3,266.36	\$45.05	\$3,414.07	\$47.09
71	\$2,822.16	\$38.92	\$2,943.80	\$40.60	\$3,065.98	\$42.28	\$3,198.88	\$44.12	\$3,336.39	\$46.01	\$3,488.21	\$48.11
72	\$2,889.12	\$39.84	\$3,006.17	\$41.46	\$3,134.98	\$43.24	\$3,266.36	\$45.05	\$3,414.07	\$47.09	\$3,566.40	\$49.19
73	\$2,943.80	\$40.60	\$3,065.98	\$42.28	\$3,198.88	\$44.12	\$3,336.39	\$46.01	\$3,488.21	\$48.11	\$3,645.14	\$50.27
74	\$3,006.17	\$41.46	\$3,134.98	\$43.24	\$3,266.36	\$45.05	\$3,414.07	\$47.09	\$3,566.40	\$49.19	\$3,735.10	\$51.51
75	\$3,065.98	\$42.28	\$3,198.88	\$44.12	\$3,336.39	\$46.01	\$3,488.21	\$48.11	\$3,645.14	\$50.27	\$3,821.99	\$52.71
76	\$3,134.98	\$43.24	\$3,266.36	\$45.05	\$3,414.07	\$47.09	\$3,566.40	\$49.19	\$3,735.10	\$51.51	\$3,914.52	\$53.99
77	\$3,198.88	\$44.12	\$3,336.39	\$46.01	\$3,488.21	\$48.11	\$3,645.14	\$50.27	\$3,821.99	\$52.71	\$4,005.50	\$55.24
78	\$3,266.36	\$45.05	\$3,414.07	\$47.09	\$3,566.40	\$49.19	\$3,735.10	\$51.51	\$3,914.52	\$53.99	\$4,103.64	\$56.60
79	\$3,336.39	\$46.01	\$3,488.21	\$48.11	\$3,645.14	\$50.27	\$3,821.99	\$52.71	\$4,005.50	\$55.24	\$4,201.78	\$57.95
80	\$3,414.07	\$47.09	\$3,566.40	\$49.19	\$3,735.10	\$51.51	\$3,914.52	\$53.99	\$4,103.64	\$56.60	\$4,302.49	\$59.34
81	\$3,488.21	\$48.11	\$3,645.14	\$50.27	\$3,821.99	\$52.71	\$4,005.50	\$55.24	\$4,201.78	\$57.95	\$4,407.27	\$60.78
82	\$3,566.40	\$49.19	\$3,735.10	\$51.51	\$3,914.52	\$53.99	\$4,103.64	\$56.60	\$4,302.49	\$59.34	\$4,510.02	\$62.20

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

SCHEDULE B

TRADES AND RELATED SERVICES - SALARY GRID (40 HOUR)\*

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
36	\$1,422.07	\$17.77	\$1,473.18	\$18.41	\$1,528.90	\$19.11	\$1,582.58	\$19.78	\$1,639.31	\$20.49	\$1,700.66	\$21.25
37	\$1,443.55	\$18.04	\$1,500.28	\$18.75	\$1,552.41	\$19.40	\$1,609.16	\$20.11	\$1,673.05	\$20.91	\$1,733.37	\$21.66
38	\$1,473.18	\$18.41	\$1,528.90	\$19.11	\$1,582.58	\$19.78	\$1,639.31	\$20.49	\$1,700.66	\$21.25	\$1,766.08	\$22.07
39	\$1,500.28	\$18.75	\$1,552.41	\$19.40	\$1,609.16	\$20.11	\$1,673.05	\$20.91	\$1,733.37	\$21.66	\$1,801.86	\$22.52
40	\$1,528.90	\$19.11	\$1,582.58	\$19.78	\$1,639.31	\$20.49	\$1,700.66	\$21.25	\$1,766.08	\$22.07	\$1,832.53	\$22.90
41	\$1,552.41	\$19.40	\$1,609.16	\$20.11	\$1,673.05	\$20.91	\$1,733.37	\$21.66	\$1,801.86	\$22.52	\$1,866.79	\$23.33
42	\$1,582.58	\$19.78	\$1,639.31	\$20.49	\$1,700.66	\$21.25	\$1,766.08	\$22.07	\$1,832.53	\$22.90	\$1,902.04	\$23.77
43	\$1,609.16	\$20.11	\$1,673.05	\$20.91	\$1,733.37	\$21.66	\$1,801.86	\$22.52	\$1,866.79	\$23.33	\$1,935.79	\$24.19
44	\$1,639.31	\$20.49	\$1,700.66	\$21.25	\$1,766.08	\$22.07	\$1,832.53	\$22.90	\$1,902.04	\$23.77	\$1,976.17	\$24.70
45	\$1,673.05	\$20.91	\$1,733.37	\$21.66	\$1,801.86	\$22.52	\$1,866.79	\$23.33	\$1,935.79	\$24.19	\$2,014.51	\$25.18
46	\$1,700.66	\$21.25	\$1,766.08	\$22.07	\$1,832.53	\$22.90	\$1,902.04	\$23.77	\$1,976.17	\$24.70	\$2,054.37	\$25.67
47	\$1,733.37	\$21.66	\$1,801.86	\$22.52	\$1,866.79	\$23.33	\$1,935.79	\$24.19	\$2,014.51	\$25.18	\$2,088.64	\$26.10
48	\$1,766.08	\$22.07	\$1,832.53	\$22.90	\$1,902.04	\$23.77	\$1,976.17	\$24.70	\$2,054.37	\$25.67	\$2,133.61	\$26.67

49	\$1,801.86	\$22.52	\$1,866.79	\$23.33	\$1,935.79	\$24.19	\$2,014.51	\$25.18	\$2,088.64	\$26.10	\$2,184.20	\$27.30
50	\$1,832.53	\$22.90	\$1,902.04	\$23.77	\$1,976.17	\$24.70	\$2,054.37	\$25.67	\$2,133.61	\$26.67	\$2,226.13	\$27.82
51	\$1,866.79	\$23.33	\$1,935.79	\$24.19	\$2,014.51	\$25.18	\$2,088.64	\$26.10	\$2,184.20	\$27.30	\$2,274.18	\$28.42
52	\$1,902.04	\$23.77	\$1,976.17	\$24.70	\$2,054.37	\$25.67	\$2,133.61	\$26.67	\$2,226.13	\$27.82	\$2,324.27	\$29.05
53	\$1,935.79	\$24.19	\$2,014.51	\$25.18	\$2,088.64	\$26.10	\$2,184.20	\$27.30	\$2,274.18	\$28.42	\$2,371.31	\$29.64
54	\$1,976.17	\$24.70	\$2,054.37	\$25.67	\$2,133.61	\$26.67	\$2,226.13	\$27.82	\$2,324.27	\$29.05	\$2,425.99	\$30.32
55	\$2,014.51	\$25.18	\$2,088.64	\$26.10	\$2,184.20	\$27.30	\$2,274.18	\$28.42	\$2,371.31	\$29.64	\$2,477.62	\$30.97
56	\$2,054.37	\$25.67	\$2,133.61	\$26.67	\$2,226.13	\$27.82	\$2,324.27	\$29.05	\$2,425.99	\$30.32	\$2,538.45	\$31.73
57	\$2,088.64	\$26.10	\$2,184.20	\$27.30	\$2,274.18	\$28.42	\$2,371.31	\$29.64	\$2,477.62	\$30.97	\$2,593.15	\$32.41
58	\$2,133.61	\$26.67	\$2,226.13	\$27.82	\$2,324.27	\$29.05	\$2,425.99	\$30.32	\$2,538.45	\$31.73	\$2,651.41	\$33.14
59	\$2,184.20	\$27.30	\$2,274.18	\$28.42	\$2,371.31	\$29.64	\$2,477.62	\$30.97	\$2,593.15	\$32.41	\$2,707.15	\$33.83
60	\$2,226.13	\$27.82	\$2,324.27	\$29.05	\$2,425.99	\$30.32	\$2,538.45	\$31.73	\$2,651.41	\$33.14	\$2,765.41	\$34.56
61	\$2,274.18	\$28.42	\$2,371.31	\$29.64	\$2,477.62	\$30.97	\$2,593.15	\$32.41	\$2,707.15	\$33.83	\$2,822.16	\$35.27
62	\$2,324.27	\$29.05	\$2,425.99	\$30.32	\$2,538.45	\$31.73	\$2,651.41	\$33.14	\$2,765.41	\$34.56	\$2,889.12	\$36.11
63	\$2,371.31	\$29.64	\$2,477.62	\$30.97	\$2,593.15	\$32.41	\$2,707.15	\$33.83	\$2,822.16	\$35.27	\$2,943.80	\$36.79
64	\$2,425.99	\$30.32	\$2,538.45	\$31.73	\$2,651.41	\$33.14	\$2,765.41	\$34.56	\$2,889.12	\$36.11	\$3,006.17	\$37.57
65	\$2,477.62	\$30.97	\$2,593.15	\$32.41	\$2,707.15	\$33.83	\$2,822.16	\$35.27	\$2,943.80	\$36.79	\$3,065.98	\$38.32
66	\$2,538.45	\$31.73	\$2,651.41	\$33.14	\$2,765.41	\$34.56	\$2,889.12	\$36.11	\$3,006.17	\$37.57	\$3,134.98	\$39.18
67	\$2,593.15	\$32.41	\$2,707.15	\$33.83	\$2,822.16	\$35.27	\$2,943.80	\$36.79	\$3,065.98	\$38.32	\$3,198.88	\$39.98
68	\$2,651.41	\$33.14	\$2,765.41	\$34.56	\$2,889.12	\$36.11	\$3,006.17	\$37.57	\$3,134.98	\$39.18	\$3,266.36	\$40.82
69	\$2,707.15	\$33.83	\$2,822.16	\$35.27	\$2,943.80	\$36.79	\$3,065.98	\$38.32	\$3,198.88	\$39.98	\$3,336.39	\$41.70
70	\$2,765.41	\$34.56	\$2,889.12	\$36.11	\$3,006.17	\$37.57	\$3,134.98	\$39.18	\$3,266.36	\$40.82	\$3,414.07	\$42.67
71	\$2,822.16	\$35.27	\$2,943.80	\$36.79	\$3,065.98	\$38.32	\$3,198.88	\$39.98	\$3,336.39	\$41.70	\$3,488.21	\$43.60
72	\$2,889.12	\$36.11	\$3,006.17	\$37.57	\$3,134.98	\$39.18	\$3,266.36	\$40.82	\$3,414.07	\$42.67	\$3,566.40	\$44.58
73	\$2,943.80	\$36.79	\$3,065.98	\$38.32	\$3,198.88	\$39.98	\$3,336.39	\$41.70	\$3,488.21	\$43.60	\$3,645.14	\$45.56
74	\$3,006.17	\$37.57	\$3,134.98	\$39.18	\$3,266.36	\$40.82	\$3,414.07	\$42.67	\$3,566.40	\$44.58	\$3,735.10	\$46.68
75	\$3,065.98	\$38.32	\$3,198.88	\$39.98	\$3,336.39	\$41.70	\$3,488.21	\$43.60	\$3,645.14	\$45.56	\$3,821.99	\$47.77
76	\$3,134.98	\$39.18	\$3,266.36	\$40.82	\$3,414.07	\$42.67	\$3,566.40	\$44.58	\$3,735.10	\$46.68	\$3,914.52	\$48.93
77	\$3,198.88	\$39.98	\$3,336.39	\$41.70	\$3,488.21	\$43.60	\$3,645.14	\$45.56	\$3,821.99	\$47.77	\$4,005.50	\$50.06
78	\$3,266.36	\$40.82	\$3,414.07	\$42.67	\$3,566.40	\$44.58	\$3,735.10	\$46.68	\$3,914.52	\$48.93	\$4,103.64	\$51.29
79	\$3,336.39	\$41.70	\$3,488.21	\$43.60	\$3,645.14	\$45.56	\$3,821.99	\$47.77	\$4,005.50	\$50.06	\$4,201.78	\$52.52
80	\$3,414.07	\$42.67	\$3,566.40	\$44.58	\$3,735.10	\$46.68	\$3,914.52	\$48.93	\$4,103.64	\$51.29	\$4,302.49	\$53.78
81	\$3,488.21	\$43.60	\$3,645.14	\$45.56	\$3,821.99	\$47.77	\$4,005.50	\$50.06	\$4,201.78	\$52.52	\$4,407.27	\$55.09
82	\$3,566.40	\$44.58	\$3,735.10	\$46.68	\$3,914.52	\$48.93	\$4,103.64	\$51.29	\$4,302.49	\$53.78	\$4,510.02	\$56.37

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



## SUBSIDIARY 5 – NATURAL RESOURCES CONSERVATION SERVICES

### ARTICLE 4 - PROTECTIVE CLOTHING

- 4.01 Where the Employer determines that uniforms, coveralls, smocks, or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided and replaced upon approval by the Employer.
- 4.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the *Occupational Health and Safety Act*, the *Radiation Protection Act* and any regulations thereto.
- AMD 4.03 Notwithstanding the generality of Clause 4.01 above, where the Employer determines that an Employee is required to wear boots or shoes as part of the dress uniform, the Employer shall not be required to provide or replace the boots or shoes. Where the Employer does not provide or replace the boots or shoes as part of the dress uniform, the Employee shall be entitled to an **allowance of two hundred and forty dollars (\$240) every two years.** ~~annual allowance of one hundred and twenty (\$120) dollars.~~
- 4.04 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of three hundred (\$300.00) dollars every two years.

The Union proposes deletion of Grade Levels 33 and 34 as there are no Classifications assigned in Schedule "A"

SCHEDULE B  
NATURAL RESOURCES CONSERVATION SERVICES - SALARY GRID (36 ¼ HOUR)\*

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
33	\$1,424.62	\$19.64	\$1,468.08	\$20.24	\$1,516.12	\$20.91	\$1,567.25	\$21.61	\$1,623.46	\$22.39	\$1,676.62	\$23.12	\$1,733.88	\$23.91
34	\$1,446.08	\$19.94	\$1,493.63	\$20.60	\$1,541.68	\$21.26	\$1,595.36	\$22.00	\$1,650.55	\$22.76	\$1,706.79	\$23.54	\$1,765.56	\$24.35
35	\$1,468.08	\$20.24	\$1,516.12	\$20.91	\$1,567.25	\$21.61	\$1,623.46	\$22.39	\$1,676.62	\$23.12	\$1,733.88	\$23.91	\$1,796.25	\$24.77
36	\$1,493.63	\$20.60	\$1,541.68	\$21.26	\$1,595.36	\$22.00	\$1,650.55	\$22.76	\$1,706.79	\$23.54	\$1,765.56	\$24.35	\$1,828.44	\$25.21
37	\$1,516.12	\$20.91	\$1,567.25	\$21.61	\$1,623.46	\$22.39	\$1,676.62	\$23.12	\$1,733.88	\$23.91	\$1,796.25	\$24.77	\$1,860.64	\$25.66
38	\$1,541.68	\$21.26	\$1,595.36	\$22.00	\$1,650.55	\$22.76	\$1,706.79	\$23.54	\$1,765.56	\$24.35	\$1,828.44	\$25.21	\$1,894.38	\$26.12
39	\$1,567.25	\$21.61	\$1,623.46	\$22.39	\$1,676.62	\$23.12	\$1,733.88	\$23.91	\$1,796.25	\$24.77	\$1,860.64	\$25.66	\$1,928.63	\$26.60
40	\$1,595.36	\$22.00	\$1,650.55	\$22.76	\$1,706.79	\$23.54	\$1,765.56	\$24.35	\$1,828.44	\$25.21	\$1,894.38	\$26.12	\$1,966.98	\$27.13
41	\$1,623.46	\$22.39	\$1,676.62	\$23.12	\$1,733.88	\$23.91	\$1,796.25	\$24.77	\$1,860.64	\$25.66	\$1,928.63	\$26.60	\$1,997.12	\$27.54
42	\$1,650.55	\$22.76	\$1,706.79	\$23.54	\$1,765.56	\$24.35	\$1,828.44	\$25.21	\$1,894.38	\$26.12	\$1,966.98	\$27.13	\$2,032.39	\$28.03
43	\$1,676.62	\$23.12	\$1,733.88	\$23.91	\$1,796.25	\$24.77	\$1,860.64	\$25.66	\$1,928.63	\$26.60	\$1,997.12	\$27.54	\$2,069.20	\$28.54
44	\$1,706.79	\$23.54	\$1,765.56	\$24.35	\$1,828.44	\$25.21	\$1,894.38	\$26.12	\$1,966.98	\$27.13	\$2,032.39	\$28.03	\$2,107.55	\$29.06
45	\$1,733.88	\$23.91	\$1,796.25	\$24.77	\$1,860.64	\$25.66	\$1,928.63	\$26.60	\$1,997.12	\$27.54	\$2,069.20	\$28.54	\$2,150.48	\$29.66
46	\$1,765.56	\$24.35	\$1,828.44	\$25.21	\$1,894.38	\$26.12	\$1,966.98	\$27.13	\$2,032.39	\$28.03	\$2,107.55	\$29.06	\$2,189.33	\$30.19
47	\$1,796.25	\$24.77	\$1,860.64	\$25.66	\$1,928.63	\$26.60	\$1,997.12	\$27.54	\$2,069.20	\$28.54	\$2,150.48	\$29.66	\$2,223.07	\$30.66
48	\$1,828.44	\$25.21	\$1,894.38	\$26.12	\$1,966.98	\$27.13	\$2,032.39	\$28.03	\$2,107.55	\$29.06	\$2,189.33	\$30.19	\$2,272.14	\$31.33
49	\$1,860.64	\$25.66	\$1,928.63	\$26.60	\$1,997.12	\$27.54	\$2,069.20	\$28.54	\$2,150.48	\$29.66	\$2,223.07	\$30.66	\$2,316.60	\$31.95
50	\$1,894.38	\$26.12	\$1,966.98	\$27.13	\$2,032.39	\$28.03	\$2,107.55	\$29.06	\$2,189.33	\$30.19	\$2,272.14	\$31.33	\$2,365.17	\$32.62
51	\$1,928.63	\$26.60	\$1,997.12	\$27.54	\$2,069.20	\$28.54	\$2,150.48	\$29.66	\$2,223.07	\$30.66	\$2,316.60	\$31.95	\$2,410.66	\$33.25
52	\$1,966.98	\$27.13	\$2,032.39	\$28.03	\$2,107.55	\$29.06	\$2,189.33	\$30.19	\$2,272.14	\$31.33	\$2,365.17	\$32.62	\$2,463.32	\$33.97
53	\$1,997.12	\$27.54	\$2,069.20	\$28.54	\$2,150.48	\$29.66	\$2,223.07	\$30.66	\$2,316.60	\$31.95	\$2,410.66	\$33.25	\$2,511.88	\$34.64
54	\$2,032.39	\$28.03	\$2,107.55	\$29.06	\$2,189.33	\$30.19	\$2,272.14	\$31.33	\$2,365.17	\$32.62	\$2,463.32	\$33.97	\$2,567.59	\$35.41
55	\$2,069.20	\$28.54	\$2,150.48	\$29.66	\$2,223.07	\$30.66	\$2,316.60	\$31.95	\$2,410.66	\$33.25	\$2,511.88	\$34.64	\$2,618.71	\$36.12
56	\$2,107.55	\$29.06	\$2,189.33	\$30.19	\$2,272.14	\$31.33	\$2,365.17	\$32.62	\$2,463.32	\$33.97	\$2,567.59	\$35.41	\$2,681.07	\$36.98
57	\$2,150.48	\$29.66	\$2,223.07	\$30.66	\$2,316.60	\$31.95	\$2,410.66	\$33.25	\$2,511.88	\$34.64	\$2,618.71	\$36.12	\$2,734.23	\$37.71
58	\$2,189.33	\$30.19	\$2,272.14	\$31.33	\$2,365.17	\$32.62	\$2,463.32	\$33.97	\$2,567.59	\$35.41	\$2,681.07	\$36.98	\$2,790.97	\$38.49
59	\$2,223.07	\$30.66	\$2,316.60	\$31.95	\$2,410.66	\$33.25	\$2,511.88	\$34.64	\$2,618.71	\$36.12	\$2,734.23	\$37.71	\$2,848.73	\$39.29
60	\$2,272.14	\$31.33	\$2,365.17	\$32.62	\$2,463.32	\$33.97	\$2,567.59	\$35.41	\$2,681.07	\$36.98	\$2,790.97	\$38.49	\$2,909.04	\$40.12
61	\$2,316.60	\$31.95	\$2,410.66	\$33.25	\$2,511.88	\$34.64	\$2,618.71	\$36.12	\$2,734.23	\$37.71	\$2,848.73	\$39.29	\$2,975.50	\$41.04

62	\$2,365.17	\$32.62	\$2,463.32	\$33.97	\$2,567.59	\$35.41	\$2,681.07	\$36.98	\$2,790.97	\$38.49	\$2,909.04	\$40.12	\$3,037.86	\$41.90
63	\$2,410.66	\$33.25	\$2,511.88	\$34.64	\$2,618.71	\$36.12	\$2,734.23	\$37.71	\$2,848.73	\$39.29	\$2,975.50	\$41.04	\$3,099.19	\$42.74
64	\$2,463.32	\$33.97	\$2,567.59	\$35.41	\$2,681.07	\$36.98	\$2,790.97	\$38.49	\$2,909.04	\$40.12	\$3,037.86	\$41.90	\$3,168.21	\$43.69
65	\$2,511.88	\$34.64	\$2,618.71	\$36.12	\$2,734.23	\$37.71	\$2,848.73	\$39.29	\$2,975.50	\$41.04	\$3,099.19	\$42.74	\$3,231.60	\$44.57
66	\$2,567.59	\$35.41	\$2,681.07	\$36.98	\$2,790.97	\$38.49	\$2,909.04	\$40.12	\$3,037.86	\$41.90	\$3,168.21	\$43.69	\$3,302.64	\$45.55
67	\$2,618.71	\$36.12	\$2,734.23	\$37.71	\$2,848.73	\$39.29	\$2,975.50	\$41.04	\$3,099.19	\$42.74	\$3,231.60	\$44.57	\$3,373.71	\$46.53
68	\$2,681.07	\$36.98	\$2,790.97	\$38.49	\$2,909.04	\$40.12	\$3,037.86	\$41.90	\$3,168.21	\$43.69	\$3,302.64	\$45.55	\$3,446.30	\$47.53
69	\$2,734.23	\$37.71	\$2,848.73	\$39.29	\$2,975.50	\$41.04	\$3,099.19	\$42.74	\$3,231.60	\$44.57	\$3,373.71	\$46.53	\$3,520.92	\$48.56
70	\$2,790.97	\$38.49	\$2,909.04	\$40.12	\$3,037.86	\$41.90	\$3,168.21	\$43.69	\$3,302.64	\$45.55	\$3,446.30	\$47.53	\$3,604.74	\$49.72
71	\$2,848.73	\$39.29	\$2,975.50	\$41.04	\$3,099.19	\$42.74	\$3,231.60	\$44.57	\$3,373.71	\$46.53	\$3,520.92	\$48.56	\$3,681.92	\$50.78
72	\$2,909.04	\$40.12	\$3,037.86	\$41.90	\$3,168.21	\$43.69	\$3,302.64	\$45.55	\$3,446.30	\$47.53	\$3,604.74	\$49.72	\$3,767.81	\$51.96
73	\$2,975.50	\$41.04	\$3,099.19	\$42.74	\$3,231.60	\$44.57	\$3,373.71	\$46.53	\$3,520.92	\$48.56	\$3,681.92	\$50.78	\$3,850.62	\$53.11
74	\$3,037.86	\$41.90	\$3,168.21	\$43.69	\$3,302.64	\$45.55	\$3,446.30	\$47.53	\$3,604.74	\$49.72	\$3,767.81	\$51.96	\$3,938.52	\$54.32
75	\$3,099.19	\$42.74	\$3,231.60	\$44.57	\$3,373.71	\$46.53	\$3,520.92	\$48.56	\$3,681.92	\$50.78	\$3,850.62	\$53.11	\$4,027.01	\$55.54

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

**LOU #2 and Lookout schedule changed to reflect the new LOU #2 and Lookout schedule signed June 6, 2019.**

**LETTER OF UNDERSTANDING #2 - Lookouts**

The Parties agree the terms and conditions that the Parties have negotiated with respect to Lookouts recognizes the uniqueness of their work and work environment. Therefore the Parties agree to the following:

1. The Parties agree **the Employer will apply for an exemption under the *Employment Standards Code* exempting Lookouts** from the following provisions of the *Employment Standards Code*: Division 3 - Section 16, Hours of Work, and Section 19, Days of Rest; and Division 4 - Overtime. **This Letter of Understanding will be considered as evidence of the bargaining agents support for the exemptions.**
2. The Parties agree that upon the granting of the **exemptions** ~~Scheme of Employment~~ referred to above, compensation under this agreement will be provided to Lookouts, where eligible, according to the terms of the attached Schedule.
3. This Letter, including the attached Schedule, is without prejudice and will set no precedent for any future position that the Parties may wish to take on similar matters.
4. This Letter of Understanding shall be effective for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

## SCHEDULE – 2017 LOOKOUTS

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

The Parties recognize that employees employed as Lookouts assigned to lookout towers may be required to work more than 7.25 hours per day on days where the fire hazard is “High” or “Extreme” and that they may work less than 7.25 hours per day where the fire hazard is “Low” or “Moderate”. To recognize that in fire seasons where there is an unusually high fire hazard Lookouts will be required to work more hours than in seasons with lower fire hazard, the following compensation will apply:

1. Lookouts who are assigned to a lookout tower will be entitled to additional compensation in those fire seasons where more than one third (33%) of the total days that their assigned lookout tower is open in a month, are designated by the Employer as “High” or “Extreme” hazard days.
2. Lookouts will be paid \$30.00 per day for each additional “High” or “Extreme” hazard day worked which is in excess of the one third (33%) referred to in Item #1. (Example: Tower A is open for 30 days in a month. 12 of these days are designated as “High” or “Extreme” hazard. Compensation of \$30.00 per day would apply to 2 days which would equal \$60.00.)
3. The Employer will determine the fire season which is defined as the total number of days that a lookout tower is open within a year.
4. The Parties agree that compensation is only payable under this Schedule while **exemptions** ~~a Scheme of Employment, granted by the Director of Employment Standards~~ exempting Lookouts from the following provisions of the *Employment Standards Code*, are in effect: Division 3 - Section 16, Hours of Work, and Section 19, Days of Rest; and Division 4 - Overtime.
5. The Parties agree to discuss issues which arise with respect to the application of this Schedule or the **exemptions** ~~Scheme of Employment~~ referred to above.
6. This Schedule is without prejudice and will set no precedent for any future position that the Parties may wish to take on similar matters.

**SUBSIDIARY 6 – SOCIAL SERVICES**

**The Union proposes deletion of Grade Levels 47 to 51 as there are no Classifications assigned in Schedule “A”**

**The Union proposes deletion of Grade Levels 34 to 38 as there are no Classifications assigned in Schedule “A-1”**

**SCHEDULE B  
SOCIAL SERVICES - SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
47	\$1,755.87	\$24.21	\$1,819.76	\$25.10	\$1,889.28	\$26.05	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16
48	\$1,788.06	\$24.66	\$1,855.53	\$25.59	\$1,923.01	\$26.52	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80
49	\$1,819.76	\$25.10	\$1,889.28	\$26.05	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39
50	\$1,855.53	\$25.59	\$1,923.01	\$26.52	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11
51	\$1,889.28	\$26.05	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76
52	\$1,923.01	\$26.52	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41
53	\$1,953.17	\$26.94	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15
54	\$1,994.07	\$27.50	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92
55	\$2,030.86	\$28.01	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68
56	\$2,070.73	\$28.56	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48
57	\$2,107.03	\$29.06	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24
58	\$2,151.51	\$29.67	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03
59	\$2,187.28	\$30.16	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83
60	\$2,233.28	\$30.80	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70
61	\$2,276.23	\$31.39	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53
62	\$2,328.37	\$32.11	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45
63	\$2,375.40	\$32.76	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26
64	\$2,422.94	\$33.41	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25
65	\$2,476.09	\$34.15	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14
66	\$2,532.32	\$34.92	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15
67	\$2,587.02	\$35.68	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09
68	\$2,645.29	\$36.48	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16
69	\$2,699.97	\$37.24	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19

70	\$2,757.73	\$38.03	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27
71	\$2,815.50	\$38.83	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31
72	\$2,878.37	\$39.70	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41
73	\$2,938.70	\$40.53	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49
74	\$3,005.14	\$41.45	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64
75	\$3,064.44	\$42.26	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75
76	\$3,136.00	\$43.25	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64	\$4,055.59	\$55.93
77	\$3,200.43	\$44.14	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75	\$4,140.95	\$57.11
78	\$3,273.50	\$45.15	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64	\$4,055.59	\$55.93	\$4,229.40	\$58.33
79	\$3,342.00	\$46.09	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75	\$4,140.95	\$57.11	\$4,318.34	\$59.56
80	\$3,419.20	\$47.16	\$3,572.55	\$49.27	\$3,727.43	\$51.41	\$3,888.96	\$53.64	\$4,055.59	\$55.93	\$4,229.40	\$58.33	\$4,410.64	\$60.83
81	\$3,494.33	\$48.19	\$3,648.19	\$50.31	\$3,806.14	\$52.49	\$3,969.71	\$54.75	\$4,140.95	\$57.11	\$4,318.34	\$59.56	\$4,503.30	\$62.11

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

**SCHEDULE "B-1"**  
**MEDICAL AND REHABILITATIVE SERVICES - SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
34	\$1,835.09	\$25.31	\$1,897.97	\$26.17	\$1,963.39	\$27.08	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00
35	\$1,866.29	\$25.74	\$1,930.17	\$26.62	\$1,995.60	\$27.52	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50
36	\$1,897.97	\$26.17	\$1,963.39	\$27.08	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01
37	\$1,930.17	\$26.62	\$1,995.60	\$27.52	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55
38	\$1,963.39	\$27.08	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11
39	\$1,995.60	\$27.52	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68
40	\$2,030.86	\$28.01	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24
41	\$2,063.58	\$28.46	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78
42	\$2,100.39	\$28.97	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42
43	\$2,134.13	\$29.43	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99
44	\$2,172.46	\$29.96	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66
45	\$2,210.28	\$30.48	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31
46	\$2,248.10	\$31.00	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96
47	\$2,284.41	\$31.50	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58
48	\$2,321.20	\$32.01	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30
49	\$2,360.56	\$32.55	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08

50	\$2,400.95	\$33.11	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87
51	\$2,441.84	\$33.68	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69
52	\$2,482.73	\$34.24	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47
53	\$2,521.58	\$34.78	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36
54	\$2,568.11	\$35.42	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22
55	\$2,609.51	\$35.99	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13
56	\$2,658.57	\$36.66	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11
57	\$2,705.60	\$37.31	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04
58	\$2,752.63	\$37.96	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96
59	\$2,797.10	\$38.58	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93
60	\$2,849.76	\$39.30	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91
61	\$2,905.99	\$40.08	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96
62	\$2,963.75	\$40.87	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00
63	\$3,022.54	\$41.69	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07
64	\$3,079.27	\$42.47	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00	\$3,927.80	\$54.17
65	\$3,143.66	\$43.36	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07	\$4,005.50	\$55.24
66	\$3,206.55	\$44.22	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00	\$3,927.80	\$54.17	\$4,086.78	\$56.36
67	\$3,271.96	\$45.13	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07	\$4,005.50	\$55.24	\$4,167.54	\$57.48
68	\$3,343.03	\$46.11	\$3,477.46	\$47.96	\$3,619.06	\$49.91	\$3,770.36	\$52.00	\$3,927.80	\$54.17	\$4,086.78	\$56.36	\$4,250.86	\$58.63
69	\$3,411.02	\$47.04	\$3,547.49	\$48.93	\$3,694.70	\$50.96	\$3,848.06	\$53.07	\$4,005.50	\$55.24	\$4,167.54	\$57.48	\$4,337.24	\$59.82

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

**SCHEDULE "B"**  
**SOCIAL SERVICES - SALARY GRID (38 ¾ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
47	\$1,755.87	\$22.65	\$1,819.76	\$23.48	\$1,889.28	\$24.37	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22
48	\$1,788.06	\$23.07	\$1,855.53	\$23.94	\$1,923.01	\$24.81	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81
49	\$1,819.76	\$23.48	\$1,889.28	\$24.37	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37
50	\$1,855.53	\$23.94	\$1,923.01	\$24.81	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04
51	\$1,889.28	\$24.37	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65
52	\$1,923.01	\$24.81	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26
53	\$1,953.17	\$25.20	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94
54	\$1,994.07	\$25.72	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67



55	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38
56	\$2,070.73	\$26.71	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13
57	\$2,107.03	\$27.18	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83
58	\$2,151.51	\$27.76	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58
59	\$2,187.28	\$28.22	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32
60	\$2,233.28	\$28.81	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14
61	\$2,276.23	\$29.37	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91
62	\$2,328.37	\$30.04	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77
63	\$2,375.40	\$30.65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54
64	\$2,422.94	\$31.26	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46
65	\$2,476.09	\$31.94	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29
66	\$2,532.32	\$32.67	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23
67	\$2,587.02	\$33.38	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12
68	\$2,645.29	\$34.13	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11
69	\$2,699.97	\$34.83	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08
70	\$2,757.73	\$35.58	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09
71	\$2,815.50	\$36.32	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07
72	\$2,878.37	\$37.14	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09
73	\$2,938.70	\$37.91	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11
74	\$3,005.14	\$38.77	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18
75	\$3,064.44	\$39.54	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22
76	\$3,136.00	\$40.46	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18	\$4,055.59	\$52.33
77	\$3,200.43	\$41.29	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22	\$4,140.95	\$53.43
78	\$3,273.50	\$42.23	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18	\$4,055.59	\$52.33	\$4,229.40	\$54.57
79	\$3,342.00	\$43.12	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22	\$4,140.95	\$53.43	\$4,318.34	\$55.72
80	\$3,419.20	\$44.11	\$3,572.55	\$46.09	\$3,727.43	\$48.09	\$3,888.96	\$50.18	\$4,055.59	\$52.33	\$4,229.40	\$54.57	\$4,410.64	\$56.91
81	\$3,494.33	\$45.08	\$3,648.19	\$47.07	\$3,806.14	\$49.11	\$3,969.71	\$51.22	\$4,140.95	\$53.43	\$4,318.34	\$55.72	\$4,503.30	\$58.10

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

**SUBSIDIARY 9 – HEALTH AND THERAPY &  
INSTITUTIONAL AND PATIENT SUPPORT SERVICES**

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

<b>Class No.</b>	<b>Class Title</b>	<b>Pay Grade</b>
093IS	Individual Support 1	36*3 1
094IS	Individual Support 2	39*3 1
091FS	Facility Support 1	27*4 2
092FS	Facility Support 2	33*4 2
093FS	Facility Support 3	39*4 2
094FS	Facility Support 4	42*4 2

\* Indicates Starting Period in the Grade

We have eliminated Step 1 & 2 and renumbered the remaining steps.

**SCHEDULE B  
HEALTH AND THERAPY SUPPORT SERVICES – SALARY GRID (38 ¾ HOUR)\***

Grade	Step 1		Step 2		Step 3-1		Step 4-2		Step 5-3		Step 6 4		Step 7 5	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
27	\$1,283.55	\$16.56	\$1,320.86	\$17.04	\$1,359.70	\$17.54	\$1,408.27	\$18.17	\$1,456.32	\$18.79	\$1,503.35	\$19.39	\$1,554.98	\$20.06
28	\$1,300.42	\$16.77	\$1,337.73	\$17.26	\$1,385.27	\$17.87	\$1,429.73	\$18.44	\$1,476.76	\$19.05	\$1,530.95	\$19.75	\$1,583.09	\$20.42
29	\$1,320.86	\$17.04	\$1,359.70	\$17.54	\$1,408.27	\$18.17	\$1,456.32	\$18.79	\$1,503.35	\$19.39	\$1,554.98	\$20.06	\$1,613.75	\$20.82
30	\$1,337.73	\$17.26	\$1,385.27	\$17.87	\$1,429.73	\$18.44	\$1,476.76	\$19.05	\$1,530.95	\$19.75	\$1,583.09	\$20.42	\$1,643.93	\$21.21
31	\$1,359.70	\$17.54	\$1,408.27	\$18.17	\$1,456.32	\$18.79	\$1,503.35	\$19.39	\$1,554.98	\$20.06	\$1,613.75	\$20.82	\$1,673.56	\$21.59
32	\$1,385.27	\$17.87	\$1,429.73	\$18.44	\$1,476.76	\$19.05	\$1,530.95	\$19.75	\$1,583.09	\$20.42	\$1,643.93	\$21.21	\$1,702.19	\$21.96
33	\$1,408.27	\$18.17	\$1,456.32	\$18.79	\$1,503.35	\$19.39	\$1,554.98	\$20.06	\$1,613.75	\$20.82	\$1,673.56	\$21.59	\$1,732.87	\$22.35
34	\$1,429.73	\$18.44	\$1,476.76	\$19.05	\$1,530.95	\$19.75	\$1,583.09	\$20.42	\$1,643.93	\$21.21	\$1,702.19	\$21.96	\$1,761.99	\$22.73
35	\$1,456.32	\$18.79	\$1,503.35	\$19.39	\$1,554.98	\$20.06	\$1,613.75	\$20.82	\$1,673.56	\$21.59	\$1,732.87	\$22.35	\$1,795.23	\$23.16
36	\$1,476.76	\$19.05	\$1,530.95	\$19.75	\$1,583.09	\$20.42	\$1,643.93	\$21.21	\$1,702.19	\$21.96	\$1,761.99	\$22.73	\$1,819.76	\$23.48
37	\$1,503.35	\$19.39	\$1,554.98	\$20.06	\$1,613.75	\$20.82	\$1,673.56	\$21.59	\$1,732.87	\$22.35	\$1,795.23	\$23.16	\$1,855.53	\$23.94
38	\$1,530.95	\$19.75	\$1,583.09	\$20.42	\$1,643.93	\$21.21	\$1,702.19	\$21.96	\$1,761.99	\$22.73	\$1,819.76	\$23.48	\$1,888.27	\$24.36

39	\$1,554.98	\$20.06	\$1,613.75	\$20.82	\$1,673.56	\$21.59	\$1,732.87	\$22.35	\$1,795.23	\$23.16	\$1,855.53	\$23.94	\$1,924.04	\$24.82
40	\$1,583.09	\$20.42	\$1,643.93	\$21.21	\$1,702.19	\$21.96	\$1,761.99	\$22.73	\$1,819.76	\$23.48	\$1,888.27	\$24.36	\$1,959.81	\$25.28
41	\$1,613.75	\$20.82	\$1,673.56	\$21.59	\$1,732.87	\$22.35	\$1,795.23	\$23.16	\$1,855.53	\$23.94	\$1,924.04	\$24.82	\$1,993.55	\$25.72
42	\$1,643.93	\$21.21	\$1,702.19	\$21.96	\$1,761.99	\$22.73	\$1,819.76	\$23.48	\$1,888.27	\$24.36	\$1,959.81	\$25.28	\$2,030.86	\$26.20
43	\$1,673.56	\$21.59	\$1,732.87	\$22.35	\$1,795.23	\$23.16	\$1,855.53	\$23.94	\$1,924.04	\$24.82	\$1,993.55	\$25.72	\$2,068.69	\$26.69
44	\$1,702.19	\$21.96	\$1,761.99	\$22.73	\$1,819.76	\$23.48	\$1,888.27	\$24.36	\$1,959.81	\$25.28	\$2,030.86	\$26.20	\$2,107.03	\$27.18
45	\$1,732.87	\$22.35	\$1,795.23	\$23.16	\$1,855.53	\$23.94	\$1,924.04	\$24.82	\$1,993.55	\$25.72	\$2,068.69	\$26.69	\$2,152.52	\$27.77
46	\$1,761.99	\$22.73	\$1,819.76	\$23.48	\$1,888.27	\$24.36	\$1,959.81	\$25.28	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,190.34	\$28.26
47	\$1,795.23	\$23.16	\$1,855.53	\$23.94	\$1,924.04	\$24.82	\$1,993.55	\$25.72	\$2,068.69	\$26.69	\$2,152.52	\$27.77	\$2,227.15	\$28.73
48	\$1,819.76	\$23.48	\$1,888.27	\$24.36	\$1,959.81	\$25.28	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,190.34	\$28.26	\$2,274.69	\$29.35
49	\$1,855.53	\$23.94	\$1,924.04	\$24.82	\$1,993.55	\$25.72	\$2,068.69	\$26.69	\$2,152.52	\$27.77	\$2,227.15	\$28.73	\$2,322.75	\$29.97
50	\$1,888.27	\$24.36	\$1,959.81	\$25.28	\$2,030.86	\$26.20	\$2,107.03	\$27.18	\$2,190.34	\$28.26	\$2,274.69	\$29.35	\$2,371.31	\$30.59

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

## SUBSIDIARY 12 –TECHNICAL, GENERAL AND FIELD SERVICES

### ARTICLE 4 - UNIFORMS AND PROTECTIVE CLOTHING

- 4.01 Where the Employer determines that uniforms, coveralls, smocks or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Employer.
- 4.02 Protective clothing and safety equipment shall be provided in accordance with the *Occupational Health and Safety Act, the Radiation Protection Act* and any regulations thereto.
- 4.03 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of three hundred (\$300.00) dollars every two years.

AMD 4.04 ~~An annual shoe allowance of one hundred and twenty dollars (\$120.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.~~

**Employees who are required to wear a uniform shall be eligible for a shoe allowance of two hundred and forty dollars (\$240.00) every two years, when shoes or boots are not provided as part of the uniform.**

The Union proposes deletion of Grade Levels 33 to 37 as there are no Classifications assigned in Schedule “A”

The Union proposes deletion of Grade Levels 28 to 32 as there are no Classifications assigned in Schedule “C”

**Schedule B**  
**TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)\***

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
33	\$1,315.24	\$18.14	\$1,362.27	\$18.78	\$1,410.82	\$19.45	\$1,473.18	\$20.31	\$1,527.37	\$21.06	\$1,583.59	\$21.84	\$1,647.48	\$22.72
34	\$1,339.77	\$18.47	\$1,388.32	\$19.14	\$1,439.96	\$19.86	\$1,500.28	\$20.69	\$1,557.53	\$21.48	\$1,616.31	\$22.29	\$1,676.11	\$23.11
35	\$1,362.27	\$18.78	\$1,410.82	\$19.45	\$1,473.18	\$20.31	\$1,527.37	\$21.06	\$1,583.59	\$21.84	\$1,647.48	\$22.72	\$1,711.90	\$23.61
36	\$1,388.32	\$19.14	\$1,439.96	\$19.86	\$1,500.28	\$20.69	\$1,557.53	\$21.48	\$1,616.31	\$22.29	\$1,676.11	\$23.11	\$1,743.59	\$24.04
37	\$1,410.82	\$19.45	\$1,473.18	\$20.31	\$1,527.37	\$21.06	\$1,583.59	\$21.84	\$1,647.48	\$22.72	\$1,711.90	\$23.61	\$1,781.92	\$24.57
38	\$1,439.96	\$19.86	\$1,500.28	\$20.69	\$1,557.53	\$21.48	\$1,616.31	\$22.29	\$1,676.11	\$23.11	\$1,743.59	\$24.04	\$1,816.69	\$25.05
39	\$1,473.18	\$20.31	\$1,527.37	\$21.06	\$1,583.59	\$21.84	\$1,647.48	\$22.72	\$1,711.90	\$23.61	\$1,781.92	\$24.57	\$1,854.51	\$25.57
40	\$1,500.28	\$20.69	\$1,557.53	\$21.48	\$1,616.31	\$22.29	\$1,676.11	\$23.11	\$1,743.59	\$24.04	\$1,816.69	\$25.05	\$1,888.27	\$26.04
41	\$1,527.37	\$21.06	\$1,583.59	\$21.84	\$1,647.48	\$22.72	\$1,711.90	\$23.61	\$1,781.92	\$24.57	\$1,854.51	\$25.57	\$1,925.57	\$26.55
42	\$1,557.53	\$21.48	\$1,616.31	\$22.29	\$1,676.11	\$23.11	\$1,743.59	\$24.04	\$1,816.69	\$25.05	\$1,888.27	\$26.04	\$1,966.46	\$27.12
43	\$1,583.59	\$21.84	\$1,647.48	\$22.72	\$1,711.90	\$23.61	\$1,781.92	\$24.57	\$1,854.51	\$25.57	\$1,925.57	\$26.55	\$2,000.71	\$27.59
44	\$1,616.31	\$22.29	\$1,676.11	\$23.11	\$1,743.59	\$24.04	\$1,816.69	\$25.05	\$1,888.27	\$26.04	\$1,966.46	\$27.12	\$2,045.18	\$28.20
45	\$1,647.48	\$22.72	\$1,711.90	\$23.61	\$1,781.92	\$24.57	\$1,854.51	\$25.57	\$1,925.57	\$26.55	\$2,000.71	\$27.59	\$2,088.13	\$28.80
46	\$1,676.11	\$23.11	\$1,743.59	\$24.04	\$1,816.69	\$25.05	\$1,888.27	\$26.04	\$1,966.46	\$27.12	\$2,045.18	\$28.20	\$2,132.08	\$29.40
47	\$1,711.90	\$23.61	\$1,781.92	\$24.57	\$1,854.51	\$25.57	\$1,925.57	\$26.55	\$2,000.71	\$27.59	\$2,088.13	\$28.80	\$2,169.39	\$29.92
48	\$1,743.59	\$24.04	\$1,816.69	\$25.05	\$1,888.27	\$26.04	\$1,966.46	\$27.12	\$2,045.18	\$28.20	\$2,132.08	\$29.40	\$2,218.47	\$30.59
49	\$1,781.92	\$24.57	\$1,854.51	\$25.57	\$1,925.57	\$26.55	\$2,000.71	\$27.59	\$2,088.13	\$28.80	\$2,169.39	\$29.92	\$2,265.50	\$31.24
50	\$1,816.69	\$25.05	\$1,888.27	\$26.04	\$1,966.46	\$27.12	\$2,045.18	\$28.20	\$2,132.08	\$29.40	\$2,218.47	\$30.59	\$2,319.68	\$31.99
51	\$1,854.51	\$25.57	\$1,925.57	\$26.55	\$2,000.71	\$27.59	\$2,088.13	\$28.80	\$2,169.39	\$29.92	\$2,265.50	\$31.24	\$2,370.79	\$32.70
52	\$1,888.27	\$26.04	\$1,966.46	\$27.12	\$2,045.18	\$28.20	\$2,132.08	\$29.40	\$2,218.47	\$30.59	\$2,319.68	\$31.99	\$2,421.40	\$33.39
53	\$1,925.57	\$26.55	\$2,000.71	\$27.59	\$2,088.13	\$28.80	\$2,169.39	\$29.92	\$2,265.50	\$31.24	\$2,370.79	\$32.70	\$2,480.17	\$34.20
54	\$1,966.46	\$27.12	\$2,045.18	\$28.20	\$2,132.08	\$29.40	\$2,218.47	\$30.59	\$2,319.68	\$31.99	\$2,421.40	\$33.39	\$2,539.98	\$35.03
55	\$2,000.71	\$27.59	\$2,088.13	\$28.80	\$2,169.39	\$29.92	\$2,265.50	\$31.24	\$2,370.79	\$32.70	\$2,480.17	\$34.20	\$2,595.71	\$35.80
56	\$2,045.18	\$28.20	\$2,132.08	\$29.40	\$2,218.47	\$30.59	\$2,319.68	\$31.99	\$2,421.40	\$33.39	\$2,539.98	\$35.03	\$2,662.67	\$36.72
57	\$2,088.13	\$28.80	\$2,169.39	\$29.92	\$2,265.50	\$31.24	\$2,370.79	\$32.70	\$2,480.17	\$34.20	\$2,595.71	\$35.80	\$2,719.41	\$37.50
58	\$2,132.08	\$29.40	\$2,218.47	\$30.59	\$2,319.68	\$31.99	\$2,421.40	\$33.39	\$2,539.98	\$35.03	\$2,662.67	\$36.72	\$2,780.23	\$38.34
59	\$2,169.39	\$29.92	\$2,265.50	\$31.24	\$2,370.79	\$32.70	\$2,480.17	\$34.20	\$2,595.71	\$35.80	\$2,719.41	\$37.50	\$2,844.65	\$39.23

60	\$2,218.47	\$30.59	\$2,319.68	\$31.99	\$2,421.40	\$33.39	\$2,539.98	\$35.03	\$2,662.67	\$36.72	\$2,780.23	\$38.34	\$2,905.48	\$40.07
61	\$2,265.50	\$31.24	\$2,370.79	\$32.70	\$2,480.17	\$34.20	\$2,595.71	\$35.80	\$2,719.41	\$37.50	\$2,844.65	\$39.23	\$2,977.55	\$41.06
62	\$2,319.68	\$31.99	\$2,421.40	\$33.39	\$2,539.98	\$35.03	\$2,662.67	\$36.72	\$2,780.23	\$38.34	\$2,905.48	\$40.07	\$3,048.08	\$42.04
63	\$2,370.79	\$32.70	\$2,480.17	\$34.20	\$2,595.71	\$35.80	\$2,719.41	\$37.50	\$2,844.65	\$39.23	\$2,977.55	\$41.06	\$3,115.04	\$42.96
64	\$2,421.40	\$33.39	\$2,539.98	\$35.03	\$2,662.67	\$36.72	\$2,780.23	\$38.34	\$2,905.48	\$40.07	\$3,048.08	\$42.04	\$3,189.17	\$43.98
65	\$2,480.17	\$34.20	\$2,595.71	\$35.80	\$2,719.41	\$37.50	\$2,844.65	\$39.23	\$2,977.55	\$41.06	\$3,115.04	\$42.96	\$3,256.64	\$44.91
66	\$2,539.98	\$35.03	\$2,662.67	\$36.72	\$2,780.23	\$38.34	\$2,905.48	\$40.07	\$3,048.08	\$42.04	\$3,189.17	\$43.98	\$3,335.87	\$46.01
67	\$2,595.71	\$35.80	\$2,719.41	\$37.50	\$2,844.65	\$39.23	\$2,977.55	\$41.06	\$3,115.04	\$42.96	\$3,256.64	\$44.91	\$3,408.45	\$47.01
68	\$2,662.67	\$36.72	\$2,780.23	\$38.34	\$2,905.48	\$40.07	\$3,048.08	\$42.04	\$3,189.17	\$43.98	\$3,335.87	\$46.01	\$3,490.76	\$48.14
69	\$2,719.41	\$37.50	\$2,844.65	\$39.23	\$2,977.55	\$41.06	\$3,115.04	\$42.96	\$3,256.64	\$44.91	\$3,408.45	\$47.01	\$3,572.55	\$49.27
70	\$2,780.23	\$38.34	\$2,905.48	\$40.07	\$3,048.08	\$42.04	\$3,189.17	\$43.98	\$3,335.87	\$46.01	\$3,490.76	\$48.14	\$3,660.46	\$50.48
71	\$2,844.65	\$39.23	\$2,977.55	\$41.06	\$3,115.04	\$42.96	\$3,256.64	\$44.91	\$3,408.45	\$47.01	\$3,572.55	\$49.27	\$3,744.54	\$51.64
72	\$2,905.48	\$40.07	\$3,048.08	\$42.04	\$3,189.17	\$43.98	\$3,335.87	\$46.01	\$3,490.76	\$48.14	\$3,660.46	\$50.48	\$3,838.41	\$52.94

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

Schedule D

TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (36 ¼ HOUR)\*

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
28	\$1,412.35	\$19.48	\$1,447.62	\$19.96	\$1,487.50	\$20.51	\$1,526.86	\$21.06	\$1,567.25	\$21.61	\$1,610.17	\$22.20
29	\$1,428.71	\$19.70	\$1,468.08	\$20.24	\$1,505.90	\$20.77	\$1,544.23	\$21.29	\$1,588.20	\$21.90	\$1,632.16	\$22.51
30	\$1,447.62	\$19.96	\$1,487.50	\$20.51	\$1,526.86	\$21.06	\$1,567.25	\$21.61	\$1,610.17	\$22.20	\$1,656.20	\$22.84
31	\$1,468.08	\$20.24	\$1,505.90	\$20.77	\$1,544.23	\$21.29	\$1,588.20	\$21.90	\$1,632.16	\$22.51	\$1,678.17	\$23.14
32	\$1,487.50	\$20.51	\$1,526.86	\$21.06	\$1,567.25	\$21.61	\$1,610.17	\$22.20	\$1,656.20	\$22.84	\$1,703.72	\$23.49
33	\$1,505.90	\$20.77	\$1,544.23	\$21.29	\$1,588.20	\$21.90	\$1,632.16	\$22.51	\$1,678.17	\$23.14	\$1,729.28	\$23.85
34	\$1,526.86	\$21.06	\$1,567.25	\$21.61	\$1,610.17	\$22.20	\$1,656.20	\$22.84	\$1,703.72	\$23.49	\$1,757.91	\$24.24
35	\$1,544.23	\$21.29	\$1,588.20	\$21.90	\$1,632.16	\$22.51	\$1,678.17	\$23.14	\$1,729.28	\$23.85	\$1,784.48	\$24.61
36	\$1,567.25	\$21.61	\$1,610.17	\$22.20	\$1,656.20	\$22.84	\$1,703.72	\$23.49	\$1,757.91	\$24.24	\$1,811.06	\$24.98
37	\$1,588.20	\$21.90	\$1,632.16	\$22.51	\$1,678.17	\$23.14	\$1,729.28	\$23.85	\$1,784.48	\$24.61	\$1,838.15	\$25.35
38	\$1,610.17	\$22.20	\$1,656.20	\$22.84	\$1,703.72	\$23.49	\$1,757.91	\$24.24	\$1,811.06	\$24.98	\$1,874.45	\$25.85
39	\$1,632.16	\$22.51	\$1,678.17	\$23.14	\$1,729.28	\$23.85	\$1,784.48	\$24.61	\$1,838.15	\$25.35	\$1,907.17	\$26.30
40	\$1,656.20	\$22.84	\$1,703.72	\$23.49	\$1,757.91	\$24.24	\$1,811.06	\$24.98	\$1,874.45	\$25.85	\$1,939.87	\$26.75
41	\$1,678.17	\$23.14	\$1,729.28	\$23.85	\$1,784.48	\$24.61	\$1,838.15	\$25.35	\$1,907.17	\$26.30	\$1,974.13	\$27.22
42	\$1,703.72	\$23.49	\$1,757.91	\$24.24	\$1,811.06	\$24.98	\$1,874.45	\$25.85	\$1,939.87	\$26.75	\$2,009.39	\$27.71
43	\$1,729.28	\$23.85	\$1,784.48	\$24.61	\$1,838.15	\$25.35	\$1,907.17	\$26.30	\$1,974.13	\$27.22	\$2,048.24	\$28.25
44	\$1,757.91	\$24.24	\$1,811.06	\$24.98	\$1,874.45	\$25.85	\$1,939.87	\$26.75	\$2,009.39	\$27.71	\$2,086.07	\$28.77

45	\$1,784.48	\$24.61	\$1,838.15	\$25.35	\$1,907.17	\$26.30	\$1,974.13	\$27.22	\$2,048.24	\$28.25	\$2,129.53	\$29.37
46	\$1,811.06	\$24.98	\$1,874.45	\$25.85	\$1,939.87	\$26.75	\$2,009.39	\$27.71	\$2,086.07	\$28.77	\$2,165.30	\$29.86
47	\$1,838.15	\$25.35	\$1,907.17	\$26.30	\$1,974.13	\$27.22	\$2,048.24	\$28.25	\$2,129.53	\$29.37	\$2,202.11	\$30.37
48	\$1,874.45	\$25.85	\$1,939.87	\$26.75	\$2,009.39	\$27.71	\$2,086.07	\$28.77	\$2,165.30	\$29.86	\$2,248.10	\$31.00
49	\$1,907.17	\$26.30	\$1,974.13	\$27.22	\$2,048.24	\$28.25	\$2,129.53	\$29.37	\$2,202.11	\$30.37	\$2,293.60	\$31.63
50	\$1,939.87	\$26.75	\$2,009.39	\$27.71	\$2,086.07	\$28.77	\$2,165.30	\$29.86	\$2,248.10	\$31.00	\$2,340.63	\$32.28
51	\$1,974.13	\$27.22	\$2,048.24	\$28.25	\$2,129.53	\$29.37	\$2,202.11	\$30.37	\$2,293.60	\$31.63	\$2,391.24	\$32.98
52	\$2,009.39	\$27.71	\$2,086.07	\$28.77	\$2,165.30	\$29.86	\$2,248.10	\$31.00	\$2,340.63	\$32.28	\$2,440.82	\$33.66
53	\$2,048.24	\$28.25	\$2,129.53	\$29.37	\$2,202.11	\$30.37	\$2,293.60	\$31.63	\$2,391.24	\$32.98	\$2,490.39	\$34.35
54	\$2,086.07	\$28.77	\$2,165.30	\$29.86	\$2,248.10	\$31.00	\$2,340.63	\$32.28	\$2,440.82	\$33.66	\$2,546.62	\$35.12
55	\$2,129.53	\$29.37	\$2,202.11	\$30.37	\$2,293.60	\$31.63	\$2,391.24	\$32.98	\$2,490.39	\$34.35	\$2,599.80	\$35.85
56	\$2,165.30	\$29.86	\$2,248.10	\$31.00	\$2,340.63	\$32.28	\$2,440.82	\$33.66	\$2,546.62	\$35.12	\$2,662.67	\$36.72
57	\$2,202.11	\$30.37	\$2,293.60	\$31.63	\$2,391.24	\$32.98	\$2,490.39	\$34.35	\$2,599.80	\$35.85	\$2,716.85	\$37.47
58	\$2,248.10	\$31.00	\$2,340.63	\$32.28	\$2,440.82	\$33.66	\$2,546.62	\$35.12	\$2,662.67	\$36.72	\$2,775.64	\$38.28
59	\$2,293.60	\$31.63	\$2,391.24	\$32.98	\$2,490.39	\$34.35	\$2,599.80	\$35.85	\$2,716.85	\$37.47	\$2,834.93	\$39.10
60	\$2,340.63	\$32.28	\$2,440.82	\$33.66	\$2,546.62	\$35.12	\$2,662.67	\$36.72	\$2,775.64	\$38.28	\$2,897.80	\$39.97
61	\$2,391.24	\$32.98	\$2,490.39	\$34.35	\$2,599.80	\$35.85	\$2,716.85	\$37.47	\$2,834.93	\$39.10	\$2,963.23	\$40.87
62	\$2,440.82	\$33.66	\$2,546.62	\$35.12	\$2,662.67	\$36.72	\$2,775.64	\$38.28	\$2,897.80	\$39.96	\$3,026.09	\$41.73
63	\$2,490.39	\$34.35	\$2,599.80	\$35.85	\$2,716.85	\$37.47	\$2,834.93	\$39.10	\$2,963.23	\$40.87	\$3,092.55	\$42.65
64	\$2,546.62	\$35.12	\$2,662.67	\$36.72	\$2,775.64	\$38.28	\$2,897.80	\$39.96	\$3,026.09	\$41.73	\$3,159.51	\$43.57
65	\$2,599.80	\$35.85	\$2,716.85	\$37.47	\$2,834.93	\$39.10	\$2,963.23	\$40.87	\$3,092.55	\$42.65	\$3,224.94	\$44.48
66	\$2,662.67	\$36.72	\$2,775.64	\$38.28	\$2,897.80	\$39.96	\$3,026.09	\$41.73	\$3,159.51	\$43.57	\$3,300.60	\$45.52
67	\$2,716.85	\$37.47	\$2,834.93	\$39.10	\$2,963.23	\$40.87	\$3,092.55	\$42.65	\$3,224.94	\$44.48	\$3,369.09	\$46.47

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

Schedule D - TECHNICAL, GENERAL AND FIELD SERVICES – SALARY GRID (40 HOUR)\*

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
28	\$1,412.35	\$17.65	\$1,447.62	\$18.09	\$1,487.50	\$18.59	\$1,526.86	\$19.08	\$1,567.25	\$19.59	\$1,610.17	\$20.12
29	\$1,428.71	\$17.85	\$1,468.08	\$18.35	\$1,505.90	\$18.82	\$1,544.23	\$19.30	\$1,588.20	\$19.85	\$1,632.16	\$20.40
30	\$1,447.62	\$18.09	\$1,487.50	\$18.59	\$1,526.86	\$19.08	\$1,567.25	\$19.59	\$1,610.17	\$20.12	\$1,656.20	\$20.70
31	\$1,468.08	\$18.35	\$1,505.90	\$18.82	\$1,544.23	\$19.30	\$1,588.20	\$19.85	\$1,632.16	\$20.40	\$1,678.17	\$20.97
32	\$1,487.50	\$18.59	\$1,526.86	\$19.08	\$1,567.25	\$19.59	\$1,610.17	\$20.12	\$1,656.20	\$20.70	\$1,703.72	\$21.29
33	\$1,505.90	\$18.82	\$1,544.23	\$19.30	\$1,588.20	\$19.85	\$1,632.16	\$20.40	\$1,678.17	\$20.97	\$1,729.28	\$21.61
34	\$1,526.86	\$19.08	\$1,567.25	\$19.59	\$1,610.17	\$20.12	\$1,656.20	\$20.70	\$1,703.72	\$21.29	\$1,757.91	\$21.97
35	\$1,544.23	\$19.30	\$1,588.20	\$19.85	\$1,632.16	\$20.40	\$1,678.17	\$20.97	\$1,729.28	\$21.61	\$1,784.48	\$22.30

36	\$1,567.25	\$19.59	\$1,610.17	\$20.12	\$1,656.20	\$20.70	\$1,703.72	\$21.29	\$1,757.91	\$21.97	\$1,811.06	\$22.63
37	\$1,588.20	\$19.85	\$1,632.16	\$20.40	\$1,678.17	\$20.97	\$1,729.28	\$21.61	\$1,784.48	\$22.30	\$1,838.15	\$22.97
38	\$1,610.17	\$20.12	\$1,656.20	\$20.70	\$1,703.72	\$21.29	\$1,757.91	\$21.97	\$1,811.06	\$22.63	\$1,874.45	\$23.43
39	\$1,632.16	\$20.40	\$1,678.17	\$20.97	\$1,729.28	\$21.61	\$1,784.48	\$22.30	\$1,838.15	\$22.97	\$1,907.17	\$23.83
40	\$1,656.20	\$20.70	\$1,703.72	\$21.29	\$1,757.91	\$21.97	\$1,811.06	\$22.63	\$1,874.45	\$23.43	\$1,939.87	\$24.24
41	\$1,678.17	\$20.97	\$1,729.28	\$21.61	\$1,784.48	\$22.30	\$1,838.15	\$22.97	\$1,907.17	\$23.83	\$1,974.13	\$24.67
42	\$1,703.72	\$21.29	\$1,757.91	\$21.97	\$1,811.06	\$22.63	\$1,874.45	\$23.43	\$1,939.87	\$24.24	\$2,009.39	\$25.11
43	\$1,729.28	\$21.61	\$1,784.48	\$22.30	\$1,838.15	\$22.97	\$1,907.17	\$23.83	\$1,974.13	\$24.67	\$2,048.24	\$25.60
44	\$1,757.91	\$21.97	\$1,811.06	\$22.63	\$1,874.45	\$23.43	\$1,939.87	\$24.24	\$2,009.39	\$25.11	\$2,086.07	\$26.07
45	\$1,784.48	\$22.30	\$1,838.15	\$22.97	\$1,907.17	\$23.83	\$1,974.13	\$24.67	\$2,048.24	\$25.60	\$2,129.53	\$26.61
46	\$1,811.06	\$22.63	\$1,874.45	\$23.43	\$1,939.87	\$24.24	\$2,009.39	\$25.11	\$2,086.07	\$26.07	\$2,165.30	\$27.06
47	\$1,838.15	\$22.97	\$1,907.17	\$23.83	\$1,974.13	\$24.67	\$2,048.24	\$25.60	\$2,129.53	\$26.61	\$2,202.11	\$27.52
48	\$1,874.45	\$23.43	\$1,939.87	\$24.24	\$2,009.39	\$25.11	\$2,086.07	\$26.07	\$2,165.30	\$27.06	\$2,248.10	\$28.10
49	\$1,907.17	\$23.83	\$1,974.13	\$24.67	\$2,048.24	\$25.60	\$2,129.53	\$26.61	\$2,202.11	\$27.52	\$2,293.60	\$28.67
50	\$1,939.87	\$24.24	\$2,009.39	\$25.11	\$2,086.07	\$26.07	\$2,165.30	\$27.06	\$2,248.10	\$28.10	\$2,340.63	\$29.25
51	\$1,974.13	\$24.67	\$2,048.24	\$25.60	\$2,129.53	\$26.61	\$2,202.11	\$27.52	\$2,293.60	\$28.67	\$2,391.24	\$29.89
52	\$2,009.39	\$25.11	\$2,086.07	\$26.07	\$2,165.30	\$27.06	\$2,248.10	\$28.10	\$2,340.63	\$29.25	\$2,440.82	\$30.51
53	\$2,048.24	\$25.60	\$2,129.53	\$26.61	\$2,202.11	\$27.52	\$2,293.60	\$28.67	\$2,391.24	\$29.89	\$2,490.39	\$31.12
54	\$2,086.07	\$26.07	\$2,165.30	\$27.06	\$2,248.10	\$28.10	\$2,340.63	\$29.25	\$2,440.82	\$30.51	\$2,546.62	\$31.83
55	\$2,129.53	\$26.61	\$2,202.11	\$27.52	\$2,293.60	\$28.67	\$2,391.24	\$29.89	\$2,490.39	\$31.12	\$2,599.80	\$32.49
56	\$2,165.30	\$27.06	\$2,248.10	\$28.10	\$2,340.63	\$29.25	\$2,440.82	\$30.51	\$2,546.62	\$31.83	\$2,662.67	\$33.28
57	\$2,202.11	\$27.52	\$2,293.60	\$28.67	\$2,391.24	\$29.89	\$2,490.39	\$31.12	\$2,599.80	\$32.49	\$2,716.85	\$33.96
58	\$2,248.10	\$28.10	\$2,340.63	\$29.25	\$2,440.82	\$30.51	\$2,546.62	\$31.83	\$2,662.67	\$33.28	\$2,775.64	\$34.69
59	\$2,293.60	\$28.67	\$2,391.24	\$29.89	\$2,490.39	\$31.12	\$2,599.80	\$32.49	\$2,716.85	\$33.96	\$2,834.93	\$35.43
60	\$2,340.63	\$29.25	\$2,440.82	\$30.51	\$2,546.62	\$31.83	\$2,662.67	\$33.28	\$2,775.64	\$34.69	\$2,897.80	\$36.22
61	\$2,391.24	\$29.89	\$2,490.39	\$31.12	\$2,599.80	\$32.49	\$2,716.85	\$33.96	\$2,834.93	\$35.43	\$2,963.23	\$37.04
62	\$2,440.82	\$30.51	\$2,546.62	\$31.83	\$2,662.67	\$33.28	\$2,775.64	\$34.69	\$2,897.80	\$36.22	\$3,026.09	\$37.82
63	\$2,490.39	\$31.12	\$2,599.80	\$32.49	\$2,716.85	\$33.96	\$2,834.93	\$35.43	\$2,963.23	\$37.04	\$3,092.55	\$38.65
64	\$2,546.62	\$31.83	\$2,662.67	\$33.28	\$2,775.64	\$34.69	\$2,897.80	\$36.22	\$3,026.09	\$37.82	\$3,159.51	\$39.49
65	\$2,599.80	\$32.49	\$2,716.85	\$33.96	\$2,834.93	\$35.43	\$2,963.23	\$37.04	\$3,092.55	\$38.65	\$3,224.94	\$40.31
66	\$2,662.67	\$33.28	\$2,775.64	\$34.69	\$2,897.80	\$36.22	\$3,026.09	\$37.82	\$3,159.51	\$39.49	\$3,300.60	\$41.25
67	\$2,716.85	\$33.96	\$2,834.93	\$35.43	\$2,963.23	\$37.04	\$3,092.55	\$38.65	\$3,224.94	\$40.31	\$3,369.09	\$42.11

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