

**CUPE 951  
Schedule 'A'  
Effective February 1, 2018**

| <b>Pay Band</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> |
|-----------------|---------------|---------------|---------------|---------------|---------------|
| <b>1</b>        | 2689          | 2724          | 2772          | 2808          |               |
| <b>2</b>        | 2806          | 2841          | 2891          | 2929          |               |
| <b>3</b>        | 2923          | 2963          | 3017          | 3055          |               |
| <b>4</b>        | 3052          | 3088          | 3146          | 3184          |               |
| <b>5</b>        | 3182          | 3225          | 3279          | 3323          |               |
| <b>6</b>        | 3320          | 3362          | 3421          | 3466          |               |
| <b>7</b>        | 3460          | 3505          | 3568          | 3612          |               |
| <b>8</b>        | 3610          | 3659          | 3723          | 3768          |               |
| <b>9</b>        | 3764          | 3813          | 3884          | 3932          | 4070          |
| <b>10</b>       | 3926          | 3978          | 4049          | 4101          | 4237          |
| <b>11</b>       | 4098          | 4148          | 4222          | 4277          | 4414          |
| <b>12</b>       | 4274          | 4330          | 4406          | 4461          | 4601          |
| <b>13</b>       | 4455          | 4512          | 4595          | 4651          | 4787          |
| <b>14</b>       | 4648          | 4710          | 4791          | 4854          | 4990          |

**Explanatory Note:**

- Step 1** is the probation rate for all employees who do not participate in the Staff Pension Plan and for Casual Employees under Article 25.10
- Step 2** is the probation rate for all appointed employees who participate in the Staff Pension Plan
- Step 3** is the post probation/trial period rate for appointed employees who do not participate in the Staff Pension Plan
- Step 4** is the post probation/trial period rate for employees participating in the Staff Pension Plan.
- Step 5** see Letter of Agreement #1 for eligibility criteria