

**CUPE 951**  
**Schedule 'A'**  
**Effective April 1, 2015**

<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>	2579	2612	2659	2692	
<b>2</b>	2690	2725	2773	2809	
<b>3</b>	2804	2841	2892	2930	
<b>4</b>	2927	2962	3017	3053	
<b>5</b>	3051	3092	3145	3187	
<b>6</b>	3184	3224	3281	3324	
<b>7</b>	3318	3361	3422	3464	
<b>8</b>	3462	3508	3570	3615	
<b>9</b>	3611	3657	3724	3771	3903
<b>10</b>	3766	3815	3883	3932	4063
<b>11</b>	3929	3979	4050	4102	4233
<b>12</b>	4099	4152	4225	4279	4412
<b>13</b>	4273	4328	4406	4461	4591
<b>14</b>	4458	4517	4594	4655	4786

**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

**CUPE 951**  
**Schedule 'A'**  
**Equivalent Hourly Rates**  
**Effective April 1, 2015**

Monthly	Hourly Rate	Double Time
2579	16.97	33.94
2612	17.18	34.36
2659	17.49	34.98
2690	17.70	35.40
2692	17.71	35.42
2725	17.93	35.86
2773	18.24	36.48
2804	18.45	36.90
2809	18.48	36.96
2841	18.69	37.38
2892	19.03	38.06
2927	19.26	38.52
2930	19.28	38.56
2962	19.49	38.98
3017	19.85	39.70
3051	20.07	40.14
3053	20.09	40.18
3092	20.34	40.68
3145	20.69	41.38
3184	20.95	41.90
3187	20.97	41.94
3224	21.21	42.42
3281	21.59	43.18
3318	21.83	43.66
3324	21.87	43.74
3361	22.11	44.22
3422	22.51	45.02
3462	22.78	45.56
3464	22.79	45.58
3508	23.08	46.16
3570	23.49	46.98

Monthly	Hourly Rate	Double Time
3611	23.76	47.52
3615	23.78	47.56
3657	24.06	48.12
3724	24.50	49.00
3766	24.78	49.56
3771	24.81	49.62
3815	25.10	50.20
3883	25.55	51.10
3903	25.68	51.36
3929	25.85	51.70
3932	25.87	51.74
3979	26.18	52.36
4050	26.64	53.28
4063	26.73	53.46
4099	26.97	53.94
4102	26.99	53.98
4152	27.32	54.64
4225	27.80	55.60
4233	27.85	55.70
4273	28.11	56.22
4279	28.15	56.30
4328	28.47	56.94
4406	28.99	57.98
4412	29.03	58.06
4458	29.33	58.66
4461	29.35	58.70
4517	29.72	59.44
4591	30.20	60.40
4594	30.22	60.44
4655	30.63	61.26
4786	31.49	62.98

**CUPE 951**  
**Schedule 'A'**  
**Effective February 1, 2016**

<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>	2591	2624	2671	2704	
<b>2</b>	2702	2737	2785	2822	
<b>3</b>	2817	2854	2905	2943	
<b>4</b>	2940	2975	3031	3067	
<b>5</b>	3065	3106	3159	3201	
<b>6</b>	3198	3239	3296	3339	
<b>7</b>	3333	3376	3437	3480	
<b>8</b>	3478	3524	3586	3631	
<b>9</b>	3627	3673	3741	3788	3921
<b>10</b>	3783	3832	3900	3950	4081
<b>11</b>	3947	3997	4068	4120	4252
<b>12</b>	4117	4171	4244	4298	4432
<b>13</b>	4292	4347	4426	4481	4612
<b>14</b>	4478	4537	4615	4676	4808

**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

**CUPE 951  
Schedule 'A'  
Equivalent Hourly Rates  
Effective February 1, 2016**

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
2591	17.05	34.10
2624	17.26	34.52
2671	17.57	35.14
2702	17.78	35.56
2704	17.79	35.58
2737	18.01	36.02
2785	18.32	36.64
2817	18.53	37.06
2822	18.57	37.14
2854	18.78	37.56
2905	19.11	38.22
2940	19.34	38.68
2943	19.36	38.72
2975	19.57	39.14
3031	19.94	39.88
3065	20.16	40.32
3067	20.18	40.36
3106	20.43	40.86
3159	20.78	41.56
3198	21.04	42.08
3201	21.06	42.12
3239	21.31	42.62
3296	21.68	43.36
3333	21.93	43.86
3339	21.97	43.94
3376	22.21	44.42
3437	22.61	45.22
3478	22.88	45.76
3480	22.89	45.78
3524	23.18	46.36
3586	23.59	47.18

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
3627	23.86	47.72
3631	23.89	47.78
3673	24.16	48.32
3741	24.61	49.22
3783	24.89	49.78
3788	24.92	49.84
3832	25.21	50.42
3900	25.66	51.32
3921	25.80	51.60
3947	25.97	51.94
3950	25.99	51.98
3997	26.30	52.60
4068	26.76	53.52
4081	26.85	53.70
4117	27.09	54.18
4120	27.11	54.22
4171	27.44	54.88
4244	27.92	55.84
4252	27.97	55.94
4292	28.24	56.48
4298	28.28	56.56
4347	28.60	57.20
4426	29.12	58.24
4432	29.16	58.32
4478	29.46	58.92
4481	29.48	58.96
4537	29.85	59.70
4612	30.34	60.68
4615	30.36	60.72
4676	30.76	61.52
4808	31.63	63.26

**CUPE 951  
Schedule 'A'  
Effective April 1, 2016**

<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>	2604	2637	2684	2718	
<b>2</b>	2716	2751	2799	2836	
<b>3</b>	2831	2868	2920	2958	
<b>4</b>	2955	2990	3046	3082	
<b>5</b>	3080	3122	3175	3217	
<b>6</b>	3214	3255	3312	3356	
<b>7</b>	3350	3393	3454	3497	
<b>8</b>	3495	3542	3604	3649	
<b>9</b>	3645	3691	3760	3807	3941
<b>10</b>	3802	3851	3920	3970	4101
<b>11</b>	3967	4017	4088	4141	4273
<b>12</b>	4138	4192	4265	4319	4454
<b>13</b>	4313	4369	4448	4503	4635
<b>14</b>	4500	4560	4638	4699	4832

**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

**CUPE 951  
Schedule 'A'  
Equivalent Hourly Rates  
Effective April 1, 2016**

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
2604	17.13	34.26
2637	17.35	34.70
2684	17.66	35.32
2716	17.87	35.74
2718	17.88	35.76
2751	18.10	36.20
2799	18.41	36.82
2831	18.63	37.26
2836	18.66	37.32
2868	18.87	37.74
2920	19.21	38.42
2955	19.44	38.88
2958	19.46	38.92
2990	19.67	39.34
3046	20.04	40.08
3080	20.26	40.52
3082	20.28	40.56
3122	20.54	41.08
3175	20.89	41.78
3214	21.14	42.28
3217	21.16	42.32
3255	21.41	42.82
3312	21.79	43.58
3350	22.04	44.08
3356	22.08	44.16
3393	22.32	44.64
3454	22.72	45.44
3495	22.99	45.98
3497	23.01	46.02
3542	23.30	46.60
3604	23.71	47.42

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
3645	23.98	47.96
3649	24.01	48.02
3691	24.28	48.56
3760	24.74	49.48
3802	25.01	50.02
3807	25.05	50.10
3851	25.34	50.68
3920	25.79	51.58
3941	25.93	51.86
3967	26.10	52.20
3970	26.12	52.24
4017	26.43	52.86
4088	26.89	53.78
4101	26.98	53.96
4138	27.22	54.44
4141	27.24	54.48
4192	27.58	55.16
4265	28.06	56.12
4273	28.11	56.22
4313	28.38	56.76
4319	28.41	56.82
4369	28.74	57.48
4448	29.26	58.52
4454	29.30	58.60
4500	29.61	59.22
4503	29.63	59.26
4560	30.00	60.00
4635	30.49	60.98
4638	30.51	61.02
4699	30.91	61.82
4832	31.79	63.58

**CUPE 951  
Schedule 'A'  
Effective February 1, 2017**

<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>	2639	2673	2720	2755	
<b>2</b>	2753	2788	2837	2874	
<b>3</b>	2869	2907	2960	2998	
<b>4</b>	2995	3030	3087	3124	
<b>5</b>	3122	3164	3218	3261	
<b>6</b>	3258	3299	3357	3401	
<b>7</b>	3395	3439	3501	3544	
<b>8</b>	3542	3590	3653	3698	
<b>9</b>	3694	3741	3811	3859	3994
<b>10</b>	3853	3903	3973	4024	4157
<b>11</b>	4021	4071	4143	4197	4331
<b>12</b>	4194	4249	4323	4377	4514
<b>13</b>	4371	4428	4508	4564	4698
<b>14</b>	4561	4622	4701	4763	4897

**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
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**CUPE 951  
Schedule 'A  
Equivalent Hourly Rates  
Effective February 1, 2017**

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
2639	17.36	34.72
2673	17.59	35.18
2720	17.89	35.78
2753	18.11	36.22
2755	18.13	36.26
2788	18.34	36.68
2837	18.66	37.32
2869	18.88	37.76
2874	18.91	37.82
2907	19.13	38.26
2960	19.47	38.94
2995	19.70	39.40
2998	19.72	39.44
3030	19.93	39.86
3087	20.31	40.62
3122	20.54	41.08
3124	20.55	41.10
3164	20.82	41.64
3218	21.17	42.34
3258	21.43	42.86
3261	21.45	42.90
3299	21.70	43.40
3357	22.09	44.18
3395	22.34	44.68
3401	22.38	44.76
3439	22.63	45.26
3501	23.03	46.06
3542	23.30	46.60
3544	23.32	46.64
3590	23.62	47.24
3653	24.03	48.06

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
3694	24.30	48.60
3698	24.33	48.66
3741	24.61	49.22
3811	25.07	50.14
3853	25.35	50.70
3859	25.39	50.78
3903	25.68	51.36
3973	26.14	52.28
3994	26.28	52.56
4021	26.45	52.90
4024	26.47	52.94
4071	26.78	53.56
4143	27.26	54.52
4157	27.35	54.70
4194	27.59	55.18
4197	27.61	55.22
4249	27.95	55.90
4323	28.44	56.88
4331	28.49	56.98
4371	28.76	57.52
4377	28.80	57.60
4428	29.13	58.26
4508	29.66	59.32
4514	29.70	59.40
4561	30.01	60.02
4564	30.03	60.06
4622	30.41	60.82
4698	30.91	61.82
4701	30.93	61.86
4763	31.34	62.68
4897	32.22	64.44



**CUPE 951  
Schedule 'A'  
Effective April 1, 2017**

<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>	2652	2686	2734	2769	
<b>2</b>	2767	2802	2851	2888	
<b>3</b>	2883	2922	2975	3013	
<b>4</b>	3010	3045	3102	3140	
<b>5</b>	3138	3180	3234	3277	
<b>6</b>	3274	3315	3374	3418	
<b>7</b>	3412	3456	3519	3562	
<b>8</b>	3560	3608	3671	3716	
<b>9</b>	3712	3760	3830	3878	4014
<b>10</b>	3872	3923	3993	4044	4178
<b>11</b>	4041	4091	4164	4218	4353
<b>12</b>	4215	4270	4345	4399	4537
<b>13</b>	4393	4450	4531	4587	4721
<b>14</b>	4584	4645	4725	4787	4921

**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
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- 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

**CUPE 951  
Schedule A  
Equivalent Hourly Rates  
Effective April 1, 2017**

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
2652	17.45	34.90
2686	17.67	35.34
2734	17.99	35.98
2767	18.20	36.40
2769	18.22	36.44
2802	18.43	36.86
2851	18.76	37.52
2883	18.97	37.94
2888	19.00	38.00
2922	19.22	38.44
2975	19.57	39.14
3010	19.80	39.60
3013	19.82	39.64
3045	20.03	40.06
3102	20.41	40.82
3138	20.64	41.28
3140	20.66	41.32
3180	20.92	41.84
3234	21.28	42.56
3274	21.54	43.08
3277	21.56	43.12
3315	21.81	43.62
3374	22.20	44.40
3412	22.45	44.90
3418	22.49	44.98
3456	22.74	45.48
3519	23.15	46.30
3560	23.42	46.84
3562	23.43	46.86
3608	23.74	47.48
3671	24.15	48.30

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
3712	24.42	48.84
3716	24.45	48.90
3760	24.74	49.48
3830	25.20	50.40
3872	25.47	50.94
3878	25.51	51.02
3923	25.81	51.62
3993	26.27	52.54
4014	26.41	52.82
4041	26.59	53.18
4044	26.61	53.22
4091	26.91	53.82
4164	27.39	54.78
4178	27.49	54.98
4215	27.73	55.46
4218	27.75	55.50
4270	28.09	56.18
4345	28.59	57.18
4353	28.64	57.28
4393	28.90	57.80
4399	28.94	57.88
4450	29.28	58.56
4531	29.81	59.62
4537	29.85	59.70
4584	30.16	60.32
4587	30.18	60.36
4645	30.56	61.12
4721	31.06	62.12
4725	31.09	62.18
4787	31.49	62.98
4921	32.38	64.76

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Schedule 'A'  
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<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>	2679	2713	2761	2797	
<b>2</b>	2795	2830	2880	2917	
<b>3</b>	2912	2951	3005	3043	
<b>4</b>	3040	3075	3133	3171	
<b>5</b>	3169	3212	3266	3310	
<b>6</b>	3307	3348	3408	3452	
<b>7</b>	3446	3491	3554	3598	
<b>8</b>	3596	3644	3708	3753	
<b>9</b>	3749	3798	3868	3917	4054
<b>10</b>	3911	3962	4033	4084	4220
<b>11</b>	4081	4132	4206	4260	4397
<b>12</b>	4257	4313	4388	4443	4582
<b>13</b>	4437	4495	4576	4633	4768
<b>14</b>	4630	4691	4772	4835	4970

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- Step 5** see Letter of Agreement #1 for eligibility criteria

**CUPE 951  
Schedule 'A'  
Equivalent Hourly Rates  
Effective February 1, 2018**

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>	<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
2679	17.63	35.26	3749	24.66	49.32
2713	17.85	35.70	3753	24.69	49.38
2761	18.16	36.32	3798	24.99	49.98
2795	18.39	36.78	3868	25.45	50.90
2797	18.40	36.80	3911	25.73	51.46
2830	18.62	37.24	3917	25.77	51.54
2880	18.95	37.90	3962	26.07	52.14
2912	19.16	38.32	4033	26.53	53.06
2917	19.19	38.38	4054	26.67	53.34
2951	19.41	38.82	4081	26.85	53.70
3005	19.77	39.54	4084	26.87	53.74
3040	20.00	40.00	4132	27.18	54.36
3043	20.02	40.04	4206	27.67	55.34
3075	20.23	40.46	4220	27.76	55.52
3133	20.61	41.22	4257	28.01	56.02
3169	20.85	41.70	4260	28.03	56.06
3171	20.86	41.72	4313	28.38	56.76
3212	21.13	42.26	4388	28.87	57.74
3266	21.49	42.98	4397	28.93	57.86
3307	21.76	43.52	4437	29.19	58.38
3310	21.78	43.56	4443	29.23	58.46
3348	22.03	44.06	4495	29.57	59.14
3408	22.42	44.84	4576	30.11	60.22
3446	22.67	45.34	4582	30.14	60.28
3452	22.71	45.42	4630	30.46	60.92
3491	22.97	45.94	4633	30.48	60.96
3554	23.38	46.76	4691	30.86	61.72
3596	23.66	47.32	4768	31.37	62.74
3598	23.67	47.34	4772	31.39	62.78
3644	23.97	47.94	4835	31.81	63.62
3708	24.39	48.78	4970	32.70	65.40

**CUPE 951  
Schedule 'A'  
Effective April 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>	2692	2727	2775	2811	
<b>2</b>	2809	2844	2894	2932	
<b>3</b>	2927	2966	3020	3058	
<b>4</b>	3055	3090	3149	3187	
<b>5</b>	3185	3228	3282	3327	
<b>6</b>	3324	3365	3425	3469	
<b>7</b>	3463	3508	3572	3616	
<b>8</b>	3614	3662	3727	3772	
<b>9</b>	3768	3817	3887	3937	4074
<b>10</b>	3931	3982	4053	4104	4241
<b>11</b>	4101	4153	4227	4281	4419
<b>12</b>	4278	4335	4410	4465	4605
<b>13</b>	4459	4517	4599	4656	4792
<b>14</b>	4653	4714	4796	4859	4995

**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

**CUPE 951  
Schedule 'A'  
Equivalent Hourly Rates  
Effective April 1, 2018**

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
2692	17.71	35.42
2727	17.94	35.88
2775	18.26	36.52
2809	18.48	36.96
2811	18.49	36.98
2844	18.71	37.42
2894	19.04	38.08
2927	19.26	38.52
2932	19.29	38.58
2966	19.51	39.02
3020	19.87	39.74
3055	20.10	40.20
3058	20.12	40.24
3090	20.33	40.66
3149	20.72	41.44
3185	20.95	41.90
3187	20.97	41.94
3228	21.24	42.48
3282	21.59	43.18
3324	21.87	43.74
3327	21.89	43.78
3365	22.14	44.28
3425	22.53	45.06
3463	22.78	45.56
3469	22.82	45.64
3508	23.08	46.16
3572	23.50	47.00
3614	23.78	47.56
3616	23.79	47.58
3662	24.09	48.18
3727	24.52	49.04

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
3768	24.79	49.58
3772	24.82	49.64
3817	25.11	50.22
3887	25.57	51.14
3931	25.86	51.72
3937	25.90	51.80
3982	26.20	52.40
4053	26.66	53.32
4074	26.80	53.60
4101	26.98	53.96
4104	27.00	54.00
4153	27.32	54.64
4227	27.81	55.62
4241	27.90	55.80
4278	28.14	56.28
4281	28.16	56.32
4335	28.52	57.04
4410	29.01	58.02
4419	29.07	58.14
4459	29.34	58.68
4465	29.38	58.76
4517	29.72	59.44
4599	30.26	60.52
4605	30.30	60.60
4653	30.61	61.22
4656	30.63	61.26
4714	31.01	62.02
4792	31.53	63.06
4796	31.55	63.10
4859	31.97	63.94
4995	32.86	65.72

**CUPE 951  
Schedule 'A'  
Effective February 1, 2019**

<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>	2719	2754	2803	2839	
<b>2</b>	2837	2872	2923	2961	
<b>3</b>	2956	2996	3050	3089	
<b>4</b>	3086	3121	3180	3219	
<b>5</b>	3217	3260	3315	3360	
<b>6</b>	3357	3399	3459	3504	
<b>7</b>	3498	3543	3608	3652	
<b>8</b>	3650	3699	3764	3810	
<b>9</b>	3806	3855	3926	3976	4115
<b>10</b>	3970	4022	4094	4145	4283
<b>11</b>	4142	4195	4269	4324	4463
<b>12</b>	4321	4378	4454	4510	4651
<b>13</b>	4504	4562	4645	4703	4840
<b>14</b>	4700	4761	4844	4908	5045

**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

**CUPE 951  
Schedule 'A'  
Equivalent Hourly Rates  
Effective February 1, 2019**

<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>	<b>Monthly</b>	<b>Hourly Rate</b>	<b>Double Time</b>
2719	17.89	35.78	3806	25.04	50.08
2754	18.12	36.24	3810	25.07	50.14
2803	18.44	36.88	3855	25.36	50.72
2837	18.66	37.32	3926	25.83	51.66
2839	18.68	37.36	3970	26.12	52.24
2872	18.89	37.78	3976	26.16	52.32
2923	19.23	38.46	4022	26.46	52.92
2956	19.45	38.90	4094	26.93	53.86
2961	19.48	38.96	4115	27.07	54.14
2996	19.71	39.42	4142	27.25	54.50
3050	20.07	40.14	4145	27.27	54.54
3086	20.30	40.60	4195	27.60	55.20
3089	20.32	40.64	4269	28.09	56.18
3121	20.53	41.06	4283	28.18	56.36
3180	20.92	41.84	4321	28.43	56.86
3217	21.16	42.32	4324	28.45	56.90
3219	21.18	42.36	4378	28.80	57.60
3260	21.45	42.90	4454	29.30	58.60
3315	21.81	43.62	4463	29.36	58.72
3357	22.09	44.18	4504	29.63	59.26
3360	22.11	44.22	4510	29.67	59.34
3399	22.36	44.72	4562	30.01	60.02
3459	22.76	45.52	4645	30.56	61.12
3498	23.01	46.02	4651	30.60	61.20
3504	23.05	46.10	4700	30.92	61.84
3543	23.31	46.62	4703	30.94	61.88
3608	23.74	47.48	4761	31.32	62.64
3650	24.01	48.02	4840	31.84	63.68
3652	24.03	48.06	4844	31.87	63.74
3699	24.34	48.68	4908	32.29	64.58
3764	24.76	49.52	5045	33.19	66.38



**Schedule 'B'**  
**Effective April 1, 2015**

**Market Adjusted Rates Applicable to Technician Positions  
in Pay Bands 10B to 14B Only**

<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>10B</b>	4118	4170	4246	4300	4431
<b>11B</b>	4326	4381	4459	4518	4648
<b>12B</b>	4540	4599	4681	4742	4874
<b>13B</b>	4767	4829	4915	4980	5111
<b>14B</b>	5005	5070	5159	5226	5358

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4118	27.09	54.18
4170	27.43	54.86
4246	27.93	55.86
4300	28.29	56.58
4431	29.15	58.30
4326	28.46	56.92
4381	28.82	57.64
4459	29.34	58.68
4518	29.72	59.44
4648	30.58	61.16
4540	29.87	59.74
4599	30.26	60.52
4681	30.80	61.60
4742	31.20	62.40
4874	32.07	64.14
4767	31.36	62.72
4829	31.77	63.54
4915	32.34	64.68
4980	32.76	65.52
5111	33.63	67.26
5005	32.93	65.86
5070	33.36	66.72
5159	33.94	67.88
5226	34.38	68.76
5358	35.25	70.50

**CUPE 951**  
**Schedule 'B'**  
**Effective February 1, 2016**  
**Market Adjusted Rates Applicable to Technician Positions**  
**in Pay Bands 10B to 14B Only**

<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>10B</b>	4137	4189	4265	4319	4451
<b>11B</b>	4345	4401	4479	4538	4669
<b>12B</b>	4560	4620	4702	4763	4896
<b>13B</b>	4788	4851	4937	5002	5134
<b>14B</b>	5028	5093	5182	5250	5382

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4137	27.22	54.44
4189	27.56	55.12
4265	28.06	56.12
4319	28.41	56.82
4451	29.28	58.56
4345	28.59	57.18
4401	28.95	57.90
4479	29.47	58.94
4538	29.86	59.72
4669	30.72	61.44
4560	30.00	60.00
4620	30.39	60.78
4702	30.93	61.86
4763	31.34	62.68
4896	32.21	64.42
4788	31.50	63.00
4851	31.91	63.82
4937	32.48	64.96
5002	32.91	65.82
5134	33.78	67.56
5028	33.08	66.16
5093	33.51	67.02
5182	34.09	68.18
5250	34.54	69.08
5382	35.41	70.82

**CUPE 951**  
**Schedule 'B'**  
**Effective April 1, 2016**  
**Market Adjusted Rates Applicable to Technician Positions**  
**in Pay Bands 10B to 14B Only**

<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>10B</b>	4158	4210	4286	4341	4473
<b>11B</b>	4367	4423	4501	4561	4692
<b>12B</b>	4583	4643	4726	4787	4920
<b>13B</b>	4812	4875	4962	5027	5160
<b>14B</b>	5053	5118	5208	5276	5409

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4158	27.36	54.72
4210	27.70	55.40
4286	28.20	56.40
4341	28.56	57.12
4473	29.43	58.86
4367	28.73	57.46
4423	29.10	58.20
4501	29.61	59.22
4561	30.01	60.02
4692	30.87	61.74
4583	30.15	60.30
4643	30.55	61.10
4726	31.09	62.18
4787	31.49	62.98
4920	32.37	64.74
4812	31.66	63.32
4875	32.07	64.14
4962	32.64	65.28
5027	33.07	66.14
5160	33.95	67.90
5053	33.24	66.48
5118	33.67	67.34
5208	34.26	68.52
5276	34.71	69.42
5409	35.59	71.18

**CUPE 951**  
**Schedule 'B'**  
**Effective February 1, 2017**  
**Market Adjusted Rates Applicable to Technician Positions**  
**in Pay Bands 10B to 14B Only**

<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>10B</b>	4214	4267	4344	4400	4534
<b>11B</b>	4426	4483	4562	4623	4756
<b>12B</b>	4645	4706	4790	4852	4987
<b>13B</b>	4877	4941	5029	5095	5230
<b>14B</b>	5121	5187	5278	5347	5482

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4214	27.72	55.44
4267	28.07	56.14
4344	28.58	57.16
4400	28.95	57.90
4534	29.83	59.66
4426	29.12	58.24
4483	29.49	58.98
4562	30.01	60.02
4623	30.41	60.82
4756	31.29	62.58
4645	30.56	61.12
4706	30.96	61.92
4790	31.51	63.02
4852	31.92	63.84
4987	32.81	65.62
4877	32.09	64.18
4941	32.51	65.02
5029	33.09	66.18
5095	33.52	67.04
5230	34.41	68.82
5121	33.69	67.38
5187	34.13	68.26
5278	34.72	69.44
5347	35.18	70.36
5482	36.07	72.14

**CUPE 951**  
**Schedule 'B'**  
**Effective April 1, 2017**  
**Market Adjusted Rates Applicable to Technician Positions**  
**in Pay Bands 10B to 14B Only**

<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>10B</b>	4235	4288	4366	4422	4557
<b>11B</b>	4448	4505	4585	4646	4780
<b>12B</b>	4668	4730	4814	4876	5012
<b>13B</b>	4901	4966	5054	5120	5256
<b>14B</b>	5147	5213	5304	5374	5509

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4235	27.86	55.72
4288	28.21	56.42
4366	28.72	57.44
4422	29.09	58.18
4557	29.98	59.96
4448	29.26	58.52
4505	29.64	59.28
4585	30.16	60.32
4646	30.57	61.14
4780	31.45	62.90
4668	30.71	61.42
4730	31.12	62.24
4814	31.67	63.34
4876	32.08	64.16
5012	32.97	65.94
4901	32.24	64.48
4966	32.67	65.34
5054	33.25	66.50
5120	33.68	67.36
5256	34.58	69.16
5147	33.86	67.72
5213	34.30	68.60
5304	34.89	69.78
5374	35.36	70.72
5509	36.24	72.48

**CUPE 951**  
**Schedule 'B'**  
**Effective February 1, 2018**  
**Market Adjusted Rates Applicable to Technician Positions**  
**in Pay Bands 10B to 14B Only**

<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>10B</b>	4277	4331	4410	4466	4603
<b>11B</b>	4492	4550	4631	4692	4828
<b>12B</b>	4715	4777	4862	4925	5062
<b>13B</b>	4950	5016	5105	5171	5309
<b>14B</b>	5198	5265	5357	5428	5564

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4277	28.14	56.28
4331	28.49	56.98
4410	29.01	58.02
4466	29.38	58.76
4603	30.28	60.56
4492	29.55	59.10
4550	29.93	59.86
4631	30.47	60.94
4692	30.87	61.74
4828	31.76	63.52
4715	31.02	62.04
4777	31.43	62.86
4862	31.99	63.98
4925	32.40	64.80
5062	33.30	66.60
4950	32.57	65.14
5016	33.00	66.00
5105	33.59	67.18
5171	34.02	68.04
5309	34.93	69.86
5198	34.20	68.40
5265	34.64	69.28
5357	35.24	70.48
5428	35.71	71.42
5564	36.61	73.22

**CUPE 951**  
**Schedule 'B'**  
**Effective April 1, 2018**  
**Market Adjusted Rates Applicable to Technician Positions**  
**in Pay Bands 10B to 14B Only**

<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>10B</b>	4298	4353	4432	4488	4626
<b>11B</b>	4514	4573	4654	4715	4852
<b>12B</b>	4739	4801	4886	4950	5087
<b>13B</b>	4975	5041	5131	5197	5336
<b>14B</b>	5224	5291	5384	5455	5592

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4298	28.28	56.56
4353	28.64	57.28
4432	29.16	58.32
4488	29.53	59.06
4626	30.43	60.86
4514	29.70	59.40
4573	30.09	60.18
4654	30.62	61.24
4715	31.02	62.04
4852	31.92	63.84
4739	31.18	62.36
4801	31.59	63.18
4886	32.14	64.28
4950	32.57	65.14
5087	33.47	66.94
4975	32.73	65.46
5041	33.16	66.32
5131	33.76	67.52
5197	34.19	68.38
5336	35.11	70.22
5224	34.37	68.74
5291	34.81	69.62
5384	35.42	70.84
5455	35.89	71.78
5592	36.79	73.58

**CUPE 951**  
**Schedule 'B'**  
**Effective February 1, 2019**  
**Market Adjusted Rates Applicable to Technician Positions**  
**in Pay Bands 10B to 14B Only**

<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>10B</b>	4341	4397	4476	4533	4672
<b>11B</b>	4559	4619	4701	4762	4901
<b>12B</b>	4786	4849	4935	5000	5138
<b>13B</b>	5025	5091	5182	5249	5389
<b>14B</b>	5276	5344	5438	5510	5648

**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

<b>Equivalent Hourly Rates</b>		
<b>Monthly Salary</b>	<b>Hourly Rate</b>	<b>Double Time</b>
4341	28.56	57.12
4397	28.93	57.86
4476	29.45	58.90
4533	29.82	59.64
4672	30.74	61.48
4559	29.99	59.98
4619	30.39	60.78
4701	30.93	61.86
4762	31.33	62.66
4901	32.24	64.48
4786	31.49	62.98
4849	31.90	63.80
4935	32.47	64.94
5000	32.89	65.78
5138	33.80	67.60
5025	33.06	66.12
5091	33.49	66.98
5182	34.09	68.18
5249	34.53	69.06
5389	35.45	70.90
5276	34.71	69.42
5344	35.16	70.32
5438	35.78	71.56
5510	36.25	72.50
5648	37.16	74.32



## Child Care Salary Schedules

**Effective April 1, 2015**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					23.49	3570	23.78	3615
Early Childhood Educator Special Needs Educator Out of School Staff	20.95	3184	21.21	3224	21.60	3283	21.87	3324
Casual/Substitutes	20.95							

**Effective February 1,  
2016**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					23.59	3586	23.89	3631
Early Childhood Educator Special Needs Educator Out of School Staff	21.04	3198	21.31	3239	21.70	3298	21.97	3339
Casual/Substitutes	21.04							

**Effective April 1, 2016**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					23.71	3604	24.01	3649
Early Childhood Educator Special Needs Educator Out of School Staff	21.14	3214	21.41	3255	21.80	3314	22.08	3356
Casual/Substitutes	21.14							

**Effective February 1,  
2017**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					24.03	3653	24.33	3698
Early Childhood Educator Special Needs Educator Out of School Staff	21.43	3258	21.70	3299	22.10	3359	22.38	3401
Casual/Substitutes	21.43							

**Explanatory Note:**

- Step 1** is the salary rate for appointed temporary employees who are not eligible to Participate in the Staff Pension Plan
- Step 2** is the probationary rate for employees who are participating 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

## Child Care Salary Schedules

**Effective April 1, 2017**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					24.15	3671	24.45	3716
Early Childhood Educator Special Needs Educator Out of School Staff	21.54	3274	21.81	3315	22.21	3376	22.49	3418
Casual/Substitutes	21.54							

**Effective February 1,  
2018**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					24.39	3708	24.69	3753
Early Childhood Educator Special Needs Educator Out of School Staff	21.76	3307	22.03	3348	22.43	3410	22.71	3452
Casual/Substitutes	21.76							

**Effective April 1, 2018**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					24.52	3727	24.82	3772
Early Childhood Educator Special Needs Educator Out of School Staff	21.87	3324	22.14	3365	22.55	3427	22.82	3469
Casual/Substitutes	21.87							

**Effective February 1,  
2019**

Classification	Step 1		Step 2		Step 3		Step 4	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Supervisor					24.76	3764	25.07	3810
Early Childhood Educator Special Needs Educator Out of School Staff	22.09	3357	22.36	3399	22.77	3461	23.05	3504
Casual/Substitutes	22.09							

**Explanatory Note:**

- Step 1** is the salary rate for appointed temporary employees who are not eligible to Participate in the Staff Pension Plan
- Step 2** is the probationary rate for employees who are participating 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