

SUMMARY OF WAGE RATES **2014 JULY 01 to 2015 JUNE 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2014 JULY 01 to 2015 JUNE 30****ENGINEER CUSTODIAL STAFF**(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,733.38	\$1,733.38
14,000 - 28,000 sq. ft.	1,782.42	1,832.18
28,001- 50,000 sq. ft.	1,782.42	1,926.38
50,001 - 100,000 sq. ft.	1,853.25	2,002.49
100,001 - 160,000 sq. ft.	1,991.22	2,138.92
160,001 - 250,000 sq. ft.	2,067.34	2,215.08
250,001 - 350,000 sq. ft.	2,138.92	2,285.16

**2014 JULY 01 to 2015 JUNE 30 - Bi-Weekly**

Assistant Building Engineer III		\$1,861.54
Assistant Building Engineer II		1,764.31
Assistant Building Engineer I		1,711.55
Assistant Head Custodian		1,643.69
Head Custodian	1 - 14,000 sq. ft.	1,674.59
	14,001 - 28,000 sq. ft.	1,732.63
	28,001 - 42,000 sq. ft.	1,781.66
Custodian		1,617.33
Maintenance Engineer *		2,076.80

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$21.01 per hr.
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SUMMARY OF WAGE RATES **2014 JULY 01 to 2015 JUNE 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$40.90 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear Allowance</u> to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2014 JULY 01 to 2015 JUNE 30** – Continued**BRITANNIA COMMUNITY SERVICES CENTRE**

(1) Bi-weekly paid employees - bi-weekly rates:

<b><u>2014 JULY 01 to 2015 JUNE 30</u></b>		
Building Engineer	Temporary Salary	\$2,396.03
	Permanent Salary	2,549.78
Senior Assistant Building Engineer		2,185.70
Assistant Building Engineer		2,021.35
Ice - Custodian		1,795.98
Pool Custodian		1,759.03
Custodian		1,617.33

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2014 JULY 01 to 2015 JUNE 30 – ContinuedCAFETERIA WORKERS

## (1) Rates

**Temporary Employees****2014 July 01 To 2015 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 18.81	\$ 752.40	\$1,034.55	\$ 1,316.70
Caf. Teachers' Aide 1	\$ 22.72	\$ 908.80	\$1,249.60	\$ 1,590.40
Caf. Teachers' Aide 2	\$ 23.08	\$ 923.20	\$1,269.40	\$ 1,615.60
Caf. Kitchen Work Leader (TQ)	\$ 25.32	\$1,012.80	\$1,392.60	\$ 1,772.40
Caf. Kitchen Work Leader	\$ 23.08	\$ 923.20	\$1,269.40	\$ 1,615.60
Culinary Assistant (TQ)	\$ 25.90	\$1,036.00	\$1,424.50	\$ 1,813.00

**Permanent Employees****2014 July 01 To 2015 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.67	\$ 786.80	\$1,081.85	\$ 1,376.90
Caf. Teachers' Aide 1	\$ 23.61	\$ 944.40	\$1,298.55	\$ 1,652.70
Caf. Teachers' Aide 2	\$ 24.42	\$ 976.80	\$1,343.10	\$ 1,709.40
Caf. Kitchen Work Leader (TQ)	\$ 26.68	\$1,067.20	\$1,467.40	\$ 1,867.60
Caf. Kitchen Work Leader	\$ 24.42	\$ 976.80	\$1,343.10	\$ 1,709.40
Culinary Assistant (TQ)	\$ 27.28	\$1,091.20	\$1,500.40	\$ 1,909.60

(2) Lead Hand \$ 0.53 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]

SUMMARY OF WAGE RATES **2015 JULY 01 to 2016 JUNE 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2015 JULY 01 to 2016 JUNE 30****ENGINEER CUSTODIAL STAFF**(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,750.71	\$1,750.71
14,000 - 28,000 sq. ft.	1,800.24	1,850.50
28,001- 50,000 sq. ft.	1,800.24	1,945.64
50,001 - 100,000 sq. ft.	1,871.78	2,022.51
100,001 - 160,000 sq. ft.	2,011.13	2,160.31
160,001 - 250,000 sq. ft.	2,088.01	2,237.23
250,001 - 350,000 sq. ft.	2,160.31	2,308.01

**2015 JULY 01 to 2016 JUNE 30 - Bi-Weekly**

Assistant Building Engineer III		\$1,880.16
Assistant Building Engineer II		1,781.95
Assistant Building Engineer I		1,728.67
Assistant Head Custodian		1,660.13
Head Custodian	1 - 14,000 sq. ft.	1,691.34
	14,001 - 28,000 sq. ft.	1,749.96
	28,001 - 42,000 sq. ft.	1,799.48
Custodian		1,633.50
Maintenance Engineer *		2,097.57

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$21.22 per hr.
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SUMMARY OF WAGE RATES **2015 JULY 01 to 2016 JUNE 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$41.31 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians</u>	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2015 JULY 01 to 2016 JUNE 30** – Continued**BRITANNIA COMMUNITY SERVICES CENTRE**

(1) Bi-weekly paid employees - bi-weekly rates:

<b><u>2015 JULY 01 to 2016 JUNE 30</u></b>		
Building Engineer	Temporary Salary	\$2,419.99
	Permanent Salary	2,575.28
Senior Assistant Building Engineer		2,207.56
Assistant Building Engineer		2,041.56
Ice - Custodian		1,813.94
Pool Custodian		1,776.62
Custodian		1,633.50

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2015 JULY 01 to 2016 JUNE 30 – ContinuedCAFETERIA WORKERS

## (1) Rates

**Temporary Employees****2015 July 01 To 2016 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.00	\$ 760.00	\$1,045.00	\$ 1,330.00
Caf. Teachers' Aide 1	\$ 22.95	\$ 918.00	\$1,262.25	\$ 1,606.50
Caf. Teachers' Aide 2	\$ 23.31	\$ 932.40	\$1,282.05	\$ 1,631.70
Caf. Kitchen Work Leader (TQ)	\$ 25.57	\$1,022.80	\$1,406.35	\$ 1,789.90
Caf. Kitchen Work Leader	\$ 23.31	\$ 932.40	\$1,282.05	\$ 1,631.70
Culinary Assistant (TQ)	\$ 26.16	\$1,046.40	\$1,438.80	\$ 1,831.20

**Permanent Employees****2015 July 01 To 2016 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.87	\$ 794.67	\$1,092.67	\$ 1,390.67
Caf. Teachers' Aide 1	\$ 23.85	\$ 953.84	\$1,311.54	\$ 1,669.23
Caf. Teachers' Aide 2	\$ 24.66	\$ 986.57	\$1,356.53	\$ 1,726.49
Caf. Kitchen Work Leader (TQ)	\$ 26.95	\$1,077.87	\$1,482.07	\$ 1,886.28
Caf. Kitchen Work Leader	\$ 24.66	\$ 986.57	\$1,356.53	\$ 1,726.49
Culinary Assistant (TQ)	\$ 27.55	\$1,102.11	\$1,515.40	\$ 1,928.70

(2) Lead Hand \$ 0.54 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]



SUMMARY OF WAGE RATES **2016 JULY 01 to 2017 APRIL 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2016 JULY 01 to 2017 APRIL 30\*****ENGINEER CUSTODIAL STAFF**(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,759.46	\$1,759.46
14,000 - 28,000 sq. ft.	1,809.24	1,859.75
28,001- 50,000 sq. ft.	1,809.24	1,955.37
50,001 - 100,000 sq. ft.	1,881.14	2,032.62
100,001 - 160,000 sq. ft.	2,021.19	2,171.11
160,001 - 250,000 sq. ft.	2,098.45	2,248.42
250,001 - 350,000 sq. ft.	2,171.11	2,319.55

**2016 JULY 01 to 2017 APRIL 30 - Bi-Weekly**

Assistant Building Engineer III		\$1,889.56
Assistant Building Engineer II		1,790.86
Assistant Building Engineer I		1,737.31
Assistant Head Custodian		1,668.43
Head Custodian	1 - 14,000 sq. ft.	1,699.80
	14,001 - 28,000 sq. ft.	1,758.71
	28,001 - 42,000 sq. ft.	1,808.48
Custodian		1,641.67
Maintenance Engineer *		2,108.06

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$21.33 per hr.
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SUMMARY OF WAGE RATES **2016 JULY 01 to 2017 APRIL 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$41.52 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians</u>	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2016 JULY 01 to 2017 APRIL 30** – ContinuedBRITANNIA COMMUNITY SERVICES CENTRE

(1) Bi-weekly paid employees - bi-weekly rates:

<b>2016 JULY 01 to 2017 APRIL 30</b>		
Building Engineer	Temporary Salary	\$2,432.09
	Permanent Salary	2,588.16
Senior Assistant Building Engineer		2,218.60
Assistant Building Engineer		2,051.77
Ice - Custodian		1,823.01
Pool Custodian		1,785.50
Custodian		1,641.67

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2016 JULY 01 to 2017 APRIL 30 – ContinuedCAFETERIA WORKERS

## (1) Rates

**Temporary Employees****2016 July 01 To 2017 April 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.10	\$ 764.00	\$1,050.50	\$ 1,337.00
Caf. Teachers' Aide 1	\$ 23.06	\$ 922.40	\$1,268.30	\$ 1,614.20
Caf. Teachers' Aide 2	\$ 23.43	\$ 937.20	\$1,288.65	\$ 1,640.10
Caf. Kitchen Work Leader (TQ)	\$ 25.70	\$1,028.00	\$1,413.50	\$ 1,799.00
Caf. Kitchen Work Leader	\$ 23.43	\$ 937.20	\$1,288.65	\$ 1,640.10
Culinary Assistant (TQ)	\$ 26.29	\$1,051.60	\$1,445.95	\$ 1,840.30

**Permanent Employees****2016 July 01 To 2017 April 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.97	\$ 798.64	\$1,098.13	\$ 1,397.62
Caf. Teachers' Aide 1	\$ 23.97	\$ 958.61	\$1,318.09	\$ 1,677.57
Caf. Teachers' Aide 2	\$ 24.79	\$ 991.50	\$1,363.31	\$ 1,735.13
Caf. Kitchen Work Leader (TQ)	\$ 27.08	\$1,083.26	\$1,489.48	\$ 1,895.71
Caf. Kitchen Work Leader	\$ 24.79	\$ 991.50	\$1,363.31	\$ 1,735.13
Culinary Assistant (TQ)	\$ 27.69	\$1,107.62	\$1,522.98	\$ 1,938.34

(2) Lead Hand \$ 0.54 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]

\* Any Economic Stability Dividend (ESD) calculation made in accordance with the Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

SUMMARY OF WAGE RATES **2017 MAY 01 to 2017 JUNE 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2017 MAY 01 to 2017 JUNE 30\*****ENGINEER CUSTODIAL STAFF**(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,777.05	\$1,777.05
14,000 - 28,000 sq. ft.	1,827.33	1,878.35
28,001- 50,000 sq. ft.	1,827.33	1,974.92
50,001 - 100,000 sq. ft.	1,899.95	2,052.95
100,001 - 160,000 sq. ft.	2,041.40	2,192.82
160,001 - 250,000 sq. ft.	2,119.43	2,270.90
250,001 - 350,000 sq. ft.	2,192.82	2,342.75

**2017 MAY 01 to 2017 JUNE 30 - Bi-Weekly**

Assistant Building Engineer III		\$1,908.46
Assistant Building Engineer II		1,808.77
Assistant Building Engineer I		1,754.68
Assistant Head Custodian		1,685.11
Head Custodian	1 - 14,000 sq. ft.	1,716.80
	14,001 - 28,000 sq. ft.	1,776.30
	28,001 - 42,000 sq. ft.	1,826.56
Custodian		1,658.09
Maintenance Engineer *		2,129.14

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$21.54 per hr.
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SUMMARY OF WAGE RATES **2017 MAY 01 to 2017 JUNE 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$41.94 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians</u>	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2017 MAY 01 to 2017 JUNE 30** – Continued**BRITANNIA COMMUNITY SERVICES CENTRE**

(1) Bi-weekly paid employees - bi-weekly rates:

<b><u>2017 MAY 01 to 2017 JUNE 30</u></b>		
Building Engineer	Temporary Salary	\$2,456.41
	Permanent Salary	2,614.04
Senior Assistant Building Engineer		2,240.79
Assistant Building Engineer		2,072.29
Ice - Custodian		1,841.24
Pool Custodian		1,803.36
Custodian		1,658.09

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2017 MAY 01 to 2017 JUNE 30 – ContinuedCAFETERIA WORKERS

## (1) Rates

**Temporary Employees****2017 May 01 To 2017 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.29	\$ 771.60	\$1,060.95	\$ 1,350.30
Caf. Teachers' Aide 1	\$ 23.29	\$ 931.60	\$1,280.95	\$ 1,630.30
Caf. Teachers' Aide 2	\$ 23.66	\$ 946.40	\$1,301.30	\$ 1,656.20
Caf. Kitchen Work Leader (TQ)	\$ 25.96	\$1,038.40	\$1,427.80	\$ 1,817.20
Caf. Kitchen Work Leader	\$ 23.66	\$ 946.40	\$1,301.30	\$ 1,656.20
Culinary Assistant (TQ)	\$ 26.55	\$1,062.00	\$1,460.25	\$ 1,858.50

**Permanent Employees****2017 May 01 To 2017 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 20.17	\$ 806.63	\$1,109.11	\$ 1,411.60
Caf. Teachers' Aide 1	\$ 24.21	\$ 968.20	\$1,331.27	\$ 1,694.35
Caf. Teachers' Aide 2	\$ 25.04	\$1,001.42	\$1,376.95	\$ 1,752.48
Caf. Kitchen Work Leader (TQ)	\$ 27.35	\$1,094.09	\$1,504.38	\$ 1,914.66
Caf. Kitchen Work Leader	\$ 25.04	\$1,001.42	\$1,376.95	\$ 1,752.48
Culinary Assistant (TQ)	\$ 27.97	\$1,118.70	\$1,538.21	\$ 1,957.72

(2) Lead Hand \$ 0.55 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]

\* Any Economic Stability Dividend (ESD) calculation made in accordance with the Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.



SUMMARY OF WAGE RATES **2017 JULY 01 to 2018 APRIL 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2017 JULY 01 to 2018 APRIL 30\*****ENGINEER CUSTODIAL STAFF**(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,785.94	\$1,785.94
14,000 - 28,000 sq. ft.	1,836.47	1,887.74
28,001- 50,000 sq. ft.	1,836.47	1,984.79
50,001 - 100,000 sq. ft.	1,909.45	2,063.21
100,001 - 160,000 sq. ft.	2,051.61	2,203.78
160,001 - 250,000 sq. ft.	2,130.03	2,282.25
250,001 - 350,000 sq. ft.	2,203.78	2,354.46
<b><u>2017 JULY 01 to 2018 APRIL 30 - Bi-Weekly</u></b>		
Assistant Building Engineer III		\$1,918.00
Assistant Building Engineer II		1,817.81
Assistant Building Engineer I		1,763.45
Assistant Head Custodian		1,693.54
Head Custodian	1 - 14,000 sq. ft.	1,725.38
	14,001 - 28,000 sq. ft.	1,785.18
	28,001 - 42,000 sq. ft.	1,835.69
Custodian		1,666.38
Maintenance Engineer *		2,139.79

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$21.65 per hr.
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SUMMARY OF WAGE RATES **2017 JULY 01 to 2018 APRIL 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$42.15 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians</u>	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2017 JULY 01 to 2018 APRIL 30** – Continued**BRITANNIA COMMUNITY SERVICES CENTRE**

(1) Bi-weekly paid employees - bi-weekly rates:

<b><u>2017 JULY 01 to 2018 APRIL 30</u></b>		
Building Engineer	Temporary Salary	\$2,468.69
	Permanent Salary	2,627.11
Senior Assistant Building Engineer		2,251.99
Assistant Building Engineer		2,082.65
Ice - Custodian		1,850.45
Pool Custodian		1,812.38
Custodian		1,666.38

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2017 JULY 01 to 2018 APRIL 30 – ContinuedCAFETERIA WORKERS

## (1) Rates

**Temporary Employees****2017 July 01 To 2018 April 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.39	\$ 775.60	\$1,066.45	\$ 1,357.30
Caf. Teachers' Aide 1	\$ 23.41	\$ 936.40	\$1,287.55	\$ 1,638.70
Caf. Teachers' Aide 2	\$ 23.78	\$ 951.20	\$1,307.90	\$ 1,664.60
Caf. Kitchen Work Leader (TQ)	\$ 26.09	\$1,043.60	\$1,434.95	\$ 1,826.30
Caf. Kitchen Work Leader	\$ 23.78	\$ 951.20	\$1,307.90	\$ 1,664.60
Culinary Assistant (TQ)	\$ 26.68	\$1,067.20	\$1,467.40	\$ 1,867.60

**Permanent Employees****2017 July 01 To 2018 April 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 20.27	\$ 810.66	\$1,114.66	\$ 1,418.66
Caf. Teachers' Aide 1	\$ 24.33	\$ 973.04	\$1,337.93	\$ 1,702.82
Caf. Teachers' Aide 2	\$ 25.16	\$1,006.42	\$1,383.83	\$ 1,761.24
Caf. Kitchen Work Leader (TQ)	\$ 27.49	\$1,099.56	\$1,511.90	\$ 1,924.24
Caf. Kitchen Work Leader	\$ 25.16	\$1,006.42	\$1,383.83	\$ 1,761.24
Culinary Assistant (TQ)	\$ 28.11	\$1,124.29	\$1,545.90	\$ 1,967.51

(2) Lead Hand \$ 0.55 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]

\* Any Economic Stability Dividend (ESD) calculation made in accordance with the Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

SUMMARY OF WAGE RATES **2018 MAY 01 to 2018 JUNE 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2018 MAY 01 to 2018 JUNE 30\*****ENGINEER CUSTODIAL STAFF**(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,803.80	\$1,803.80
14,000 - 28,000 sq. ft.	1,854.83	1,906.62
28,001- 50,000 sq. ft.	1,854.83	2,004.64
50,001 - 100,000 sq. ft.	1,928.54	2,083.84
100,001 - 160,000 sq. ft.	2,072.13	2,225.82
160,001 - 250,000 sq. ft.	2,151.33	2,305.07
250,001 - 350,000 sq. ft.	2,225.82	2,378.00

**2018 MAY 01 to 2018 JUNE 30 - Bi-Weekly**

Assistant Building Engineer III		\$1,937.18
Assistant Building Engineer II		1,835.99
Assistant Building Engineer I		1,781.08
Assistant Head Custodian		1,710.48
Head Custodian	1 - 14,000 sq. ft.	1,742.63
	14,001 - 28,000 sq. ft.	1,803.03
	28,001 - 42,000 sq. ft.	1,854.05
Custodian		1,683.04
Maintenance Engineer *		2,161.19

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$21.87 per hr.
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SUMMARY OF WAGE RATES **2018 MAY 01 to 2018 JUNE 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$42.57 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear</u> Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2018 MAY 01 to 2018 JUNE 30** – ContinuedBRITANNIA COMMUNITY SERVICES CENTRE

(1) Bi-weekly paid employees - bi-weekly rates:

<b>2018 MAY 01 to 2018 JUNE 30</b>		
Building Engineer	Temporary Salary	\$2,493.38
	Permanent Salary	2,653.38
Senior Assistant Building Engineer		2,274.51
Assistant Building Engineer		2,103.48
Ice - Custodian		1,868.95
Pool Custodian		1,830.50
Custodian		1,683.04

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES **2018 MAY 01 to 2018 JUNE 30** – Continued**CAFETERIA WORKERS**

## (1) Rates

**Temporary Employees****2018 May 01 To 2018 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.58	\$ 783.20	\$1,076.90	\$ 1,370.60
Caf. Teachers' Aide 1	\$ 23.64	\$ 945.60	\$1,300.20	\$ 1,654.80
Caf. Teachers' Aide 2	\$ 24.02	\$ 960.80	\$1,321.10	\$ 1,681.40
Caf. Kitchen Work Leader (TQ)	\$ 26.35	\$1,054.00	\$1,449.25	\$ 1,844.50
Caf. Kitchen Work Leader	\$ 24.02	\$ 960.80	\$1,321.10	\$ 1,681.40
Culinary Assistant (TQ)	\$ 26.95	\$1,078.00	\$1,482.25	\$ 1,886.50

**Permanent Employees****2018 May 01 To 2018 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 20.47	\$ 818.77	\$1,125.81	\$ 1,432.84
Caf. Teachers' Aide 1	\$ 24.57	\$ 982.77	\$1,351.31	\$ 1,719.85
Caf. Teachers' Aide 2	\$ 25.41	\$1,016.49	\$1,397.67	\$ 1,778.85
Caf. Kitchen Work Leader (TQ)	\$ 27.76	\$1,110.56	\$1,527.02	\$ 1,943.48
Caf. Kitchen Work Leader	\$ 25.41	\$1,016.49	\$1,397.67	\$ 1,778.85
Culinary Assistant (TQ)	\$ 28.39	\$1,135.54	\$1,561.36	\$ 1,987.19

(2) Lead Hand \$ 0.56 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]

\* Any Economic Stability Dividend (ESD) calculation made in accordance with the Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.



SUMMARY OF WAGE RATES **2018 JULY 01 to 2019 APRIL 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2018 JULY 01 to 2019 APRIL 30\***ENGINEER CUSTODIAL STAFF(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,812.82	\$1,812.82
14,000 - 28,000 sq. ft.	1,864.10	1,916.15
28,001- 50,000 sq. ft.	1,864.10	2,014.66
50,001 - 100,000 sq. ft.	1,938.18	2,094.26
100,001 - 160,000 sq. ft.	2,082.49	2,236.95
160,001 - 250,000 sq. ft.	2,162.09	2,316.60
250,001 - 350,000 sq. ft.	2,236.95	2,389.89

**2018 JULY 01 to 2019 APRIL 30 - Bi-Weekly**

Assistant Building Engineer III		\$1,946.87
Assistant Building Engineer II		1,845.17
Assistant Building Engineer I		1,789.99
Assistant Head Custodian		1,719.03
Head Custodian	1 - 14,000 sq. ft.	1,751.34
	14,001 - 28,000 sq. ft.	1,812.05
	28,001 - 42,000 sq. ft.	1,863.32
Custodian		1,691.46
Maintenance Engineer *		2,172.00

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$21.98 per hr.
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SUMMARY OF WAGE RATES **2018 JULY 01 to 2019 APRIL 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$42.78 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians</u>	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2018 JULY 01 to 2019 APRIL 30** – Continued**BRITANNIA COMMUNITY SERVICES CENTRE**

(1) Bi-weekly paid employees - bi-weekly rates:

<b><u>2018 JULY 01 to 2019 APRIL 30</u></b>		
Building Engineer	Temporary Salary	\$2,505.85
	Permanent Salary	2,666.65
Senior Assistant Building Engineer		2,285.88
Assistant Building Engineer		2,114.00
Ice - Custodian		1,878.29
Pool Custodian		1,839.65
Custodian		1,691.46

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2018 JULY 01 to 2019 APRIL 30 – ContinuedCAFETERIA WORKERS

## (1) Rates

**Temporary Employees****2018 July 01 To 2019 April 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.68	\$ 787.20	\$1,082.40	\$ 1,377.60
Caf. Teachers' Aide 1	\$ 23.76	\$ 950.40	\$1,306.80	\$ 1,663.20
Caf. Teachers' Aide 2	\$ 24.14	\$ 965.60	\$1,327.70	\$ 1,689.80
Caf. Kitchen Work Leader (TQ)	\$ 26.48	\$1,059.20	\$1,456.40	\$ 1,853.60
Caf. Kitchen Work Leader	\$ 24.14	\$ 965.60	\$1,327.70	\$ 1,689.80
Culinary Assistant (TQ)	\$ 27.08	\$1,083.20	\$1,489.40	\$ 1,895.60

**Permanent Employees****2018 July 01 To 2019 April 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 20.57	\$ 822.86	\$1,131.43	\$ 1,440.01
Caf. Teachers' Aide 1	\$ 24.69	\$ 987.68	\$1,358.07	\$ 1,728.45
Caf. Teachers' Aide 2	\$ 25.54	\$1,021.57	\$1,404.66	\$ 1,787.75
Caf. Kitchen Work Leader (TQ)	\$ 27.90	\$1,116.11	\$1,534.66	\$ 1,953.20
Caf. Kitchen Work Leader	\$ 25.54	\$1,021.57	\$1,404.66	\$ 1,787.75
Culinary Assistant (TQ)	\$ 28.53	\$1,141.21	\$1,569.17	\$ 1,997.12

(2) Lead Hand \$ 0.56 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]

\* Any Economic Stability Dividend (ESD) calculation made in accordance with the Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

SUMMARY OF WAGE RATES **2019 MAY 01 to 2019 JUNE 30**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY  
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**2019 MAY 01 to 2019 JUNE 30\*****ENGINEER CUSTODIAL STAFF**(1) Rates

## (a) Bi-weekly paid employees - bi-weekly rates

## Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$1,830.95	\$1,830.95
14,000 - 28,000 sq. ft.	1,882.74	1,935.31
28,001- 50,000 sq. ft.	1,882.74	2,034.81
50,001 - 100,000 sq. ft.	1,957.56	2,115.20
100,001 - 160,000 sq. ft.	2,103.31	2,259.32
160,001 - 250,000 sq. ft.	2,183.71	2,339.77
250,001 - 350,000 sq. ft.	2,259.32	2,413.79

**2019 MAY 01 to 2019 JUNE 30 - Bi-Weekly**

Assistant Building Engineer III		\$1,966.34
Assistant Building Engineer II		1,863.62
Assistant Building Engineer I		1,807.89
Assistant Head Custodian		1,736.22
Head Custodian	1 - 14,000 sq. ft.	1,768.85
	14,001 - 28,000 sq. ft.	1,830.17
	28,001 - 42,000 sq. ft.	1,881.95
Custodian		1,708.37
Maintenance Engineer *		2,193.72

\* Refer to Article 11.(C) (8) (d) &amp; 11. (C) (8) (f) regarding increments

## (b) Hourly Rates

Temporary Custodian	\$22.20 per hr.
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SUMMARY OF WAGE RATES **2019 MAY 01 to 2019 JUNE 30** – ContinuedEngineer-Custodial Staff (cont'd)

## (c) Shift differentials

Afternoon Shift	\$ 0.39 per hr.
Night Shift	\$ 0.80 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Assistant Building Engineer II	11.(C)(6)	\$43.21 bi-weekly
Honorarium	11.(D)(1)(b)	\$10.00 per diem
Sunday Bonus	11.(C)(10)	\$25.00
<u>Clothing and Footwear Allowance</u> to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians	11.(D)(2)	\$150.00 per year
On-Call Allowance	11.(C)(9)	\$1.00 per on-call hr.
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2019 MAY 01 to 2019 JUNE 30** – ContinuedBRITANNIA COMMUNITY SERVICES CENTRE

(1) Bi-weekly paid employees - bi-weekly rates:

<b>2019 MAY 01 to 2019 JUNE 30</b>		
Building Engineer	Temporary Salary	\$2,530.91
	Permanent Salary	2,693.32
Senior Assistant Building Engineer		2,308.74
Assistant Building Engineer		2,135.14
Ice - Custodian		1,897.07
Pool Custodian		1,858.05
Custodian		1,708.37

(2) Shift differentials:

Afternoon Shift	\$0.39 per hr.
Night Shift	\$0.80 per hr.

(3)

Sunday Bonus	\$25.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.45 per hr.
Lead Hand 2	11.(B)(3)(e)	\$0.90 per hr.
Honorarium	11.(D)(1)(b)	\$10.00
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2019 MAY 01 to 2019 JUNE 30 – ContinuedCAFETERIA WORKERS

## (1) Rates

**Temporary Employees****2019 May 01 To 2019 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 19.88	\$ 795.20	\$1,093.40	\$ 1,391.60
Caf. Teachers' Aide 1	\$ 24.00	\$ 960.00	\$1,320.00	\$ 1,680.00
Caf. Teachers' Aide 2	\$ 24.38	\$ 975.20	\$1,340.90	\$ 1,706.60
Caf. Kitchen Work Leader (TQ)	\$ 26.74	\$1,069.60	\$1,470.70	\$ 1,871.80
Caf. Kitchen Work Leader	\$ 24.38	\$ 975.20	\$1,340.90	\$ 1,706.60
Culinary Assistant (TQ)	\$ 27.35	\$1,094.00	\$1,504.25	\$ 1,914.50

**Permanent Employees****2019 May 01 To 2019 June 30**

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 20.78	\$ 831.09	\$1,142.75	\$ 1,454.41
Caf. Teachers' Aide 1	\$ 24.94	\$ 997.56	\$1,371.65	\$ 1,745.73
Caf. Teachers' Aide 2	\$ 25.79	\$1,031.79	\$1,418.70	\$ 1,805.62
Caf. Kitchen Work Leader (TQ)	\$ 28.18	\$1,127.27	\$1,550.00	\$ 1,972.73
Caf. Kitchen Work Leader	\$ 25.79	\$1,031.79	\$1,418.70	\$ 1,805.62
Culinary Assistant (TQ)	\$ 28.82	\$1,152.63	\$1,584.86	\$ 2,017.09

(2) Lead Hand \$ 0.57 per hour

[See Section 13. (C)(1)]

(3) Shift Differential \$ 0.28 per hour

[See Section 13. (C)(2)]

\* Any Economic Stability Dividend (ESD) calculation made in accordance with the Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.