

CUPE Pay Rates

An additional ESD increment may be added on May 1, 2016

	Points	Job Code	Job Title	July 1/15 1.0%	July 1/16 0.5%	May 1/17 1.0% +ESD*	July 1/17 0.5%	May 1/18 1.0% +ESD*	July 1/18 0.5%	May 1/19 1.0% +ESD*
Band 1 (162-181)	169	M-11	Labourer	21.40	21.50	21.72	21.83	22.05	22.16	22.38
Band 2 (182-201)			n/a	21.95	22.06	22.28	22.39	22.61	22.73	22.96
Band 3 (202-221)	216	M-14	Custodian I	22.48	22.60	22.82	22.94	23.16	23.28	23.51
Band 4 (222-241)	223	C-01	Library Assistant	23.03	23.14	23.37	23.49	23.72	23.84	24.08
Band 5 (242-261)	233	C-25	Special Education Clerical Assistant	23.56	23.68	23.91	24.03	24.27	24.40	24.64
	243	C-03	Elementary Office Assistant	23.56	23.68	23.91	24.03	24.27	24.40	24.64
	259	M-12	Utility Person	23.56	23.68	23.91	24.03	24.27	24.40	24.64
	260	C-23	Booking Clerk	23.56	23.68	23.91	24.03	24.27	24.40	24.64
Band 6 (262-281)	271	M-15	Custodian II	24.09	24.21	24.46	24.58	24.82	24.95	25.20
	275	C-22	Dispatch Clerk	24.09	24.21	24.46	24.58	24.82	24.95	25.20
Band 7 (282-301)	285	M-16	Custodian III	24.63	24.75	25.00	25.12	25.37	25.50	25.76
	290	C-13	Maintenance Admin. Asst.	24.63	24.75	25.00	25.12	25.37	25.50	25.76
	290	C-18	Receptionist	24.63	24.75	25.00	25.12	25.37	25.50	25.76
	293	C-06	Secondary Office Assistant I	24.63	24.75	25.00	25.12	25.37	25.50	25.76
	296	CL-09	Cafeteria Teaching Assistant	24.63	24.75	25.00	25.12	25.37	25.50	25.76
	296	M-21	Site Maintenance Worker	24.63	24.75	25.00	25.12	25.37	25.50	25.76
Band 8 (302-321)	302	CL-01	Laboratory Assistant	25.16	25.29	25.54	25.67	25.92	26.05	26.31
	303	C-24	Student Support Svcs. Admin. Asst.	25.16	25.29	25.54	25.67	25.92	26.05	26.31
	306	CL-03	Education Assistant I	25.16	25.29	25.54	25.67	25.92	26.05	26.31
	309	CL-11	Therapist Assistant	25.16	25.29	25.54	25.67	25.92	26.05	26.31
	310	M-06	Painter (t)	26.66	26.79	27.06	27.20	27.47	27.61	27.88
	315	M-07	Plumber (t)	26.66	26.79	27.06	27.20	27.47	27.61	27.88
	318	CL-10	Strong Start Worker	25.16	25.29	25.54	25.67	25.92	26.05	26.31
Band 9 (322-341)	328	C-07	Secondary Office Assistant II	25.70	25.83	26.09	26.22	26.48	26.62	26.88
	331	M-05	Gardener (t)	27.20	27.34	27.61	27.75	28.03	28.17	28.45
Band 10 (342-361)	343	CL-12	Strong Start Worker Outreach	26.25	26.38	26.64	26.78	27.04	27.18	27.45
	345	C-16	Finance Assistant	26.25	26.38	26.64	26.78	27.04	27.18	27.45
	356	M-18	Mechanic (t)	27.75	27.89	28.16	28.31	28.59	28.73	29.02
	359	CL-06	Education Assistant II	26.25	26.38	26.64	26.78	27.04	27.18	27.45
Band 11 (362-381)	363	M-22	Industry Training Chef	26.78	26.91	27.18	27.32	27.59	27.73	28.01
	370	C-04	Elementary Admin. Asst. I	26.78	26.91	27.18	27.32	27.59	27.73	28.01
Band 12 (382-401)	388	C-08	Secondary Admin. Asst. I	27.31	27.45	27.72	27.86	28.14	28.28	28.57
	-	C-26	Data Systems Admin. Asst.	27.31	27.45	27.72	27.86	28.14	28.28	28.57
	394	C-05	Elementary Admin. Asst. II	27.31	27.45	27.72	27.86	28.14	28.28	28.57
	394	M-01	Carpenter (t)	28.81	28.96	29.25	29.39	29.69	29.84	30.13
Band 13 (402-421)	409	C-09	Secondary Admin Asst. II	27.86	28.00	28.28	28.42	28.70	28.85	29.13
	409	M-03	Electrician (t)	29.36	29.50	29.80	29.95	30.25	30.40	30.70
	411	M-08	Mechanic/Welder (t)	29.36	29.50	29.80	29.95	30.25	30.40	30.70
	419	CL-05	Child Care Worker	27.86	28.00	28.28	28.42	28.70	28.85	29.13
Band 14 (422-441)	428	M-09	Systems Technologist	28.40	28.54	28.83	28.97	29.26	29.41	29.70
Band 15 (442-461)	444	M-20	Plumber/HVAC (t)	30.45	30.60	30.90	31.06	31.37	31.53	31.84
	451	M-23	Electrician 2 (t)	30.45	30.60	30.90	31.06	31.37	31.53	31.84
	451	M-04	Electrician/HVAC (t)	30.45	30.60	30.90	31.06	31.37	31.53	31.84
Band 16 (462-481)			n/a	29.49	29.64	29.93	30.08	30.38	30.54	30.84
Excluded from Banding	PR-01		Special Counsellor	43.12	43.34	43.77	43.99	44.43	44.65	45.10
	PR-02		Speech Pathologist (Im)	43.48	43.66	44.01	44.19	44.56	44.74	45.11
	PR-03		Occupational Therapist (Im)	42.20	42.38	42.72	42.89	43.24	43.42	43.77
	PR-04		Physical Therapist (Im)	42.20	42.38	42.72	42.89	43.24	43.42	43.77
	PR-05		Behaviour Prevention Specialist	43.12	43.34	43.77	43.99	44.43	44.65	45.10
	S-01		Supervision Assistant I	16.50	16.58	16.75	16.83	17.00	17.09	17.26
	S-02		Supervision Assistant II	16.50	16.58	16.75	16.83	17.00	17.09	17.26
	S-03		Crossing Guard	16.50	16.58	16.75	16.83	17.00	17.09	17.26

Any employee designated as Lead Hand shall receive forty cents (\$0.40) per hour over the rate for the basic position.
Pay rates shown in shaded areas include either a Trades Adjustment (t) or a Labour Market Adjustment (Im).

* any Economic Stability Dividend (ESD) calculation made in accordance with 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.