

SCHEDULE "A"

CUPE LOCAL 382 WAGE RATES PER HOUR

PAY GRADE	CLASSIFICATION	1-May-14	1-Jul-15	1-May-16	1-Jul-16	1-May-17	1-Jul-17	1-May-18	1-Jun-18	1-May-19
			1.0%	0% ⁵	0.5%	1.0% ⁶	0.5%	1.0% ⁶	0.5%	1.0% ⁶
		\$	\$	\$	\$	\$	\$	\$	\$	\$
3	Groundskeeper	19.93	20.13	20.13	20.23	20.43	20.53	20.74	20.84	21.05
3	Spareboard Custodian I	19.93	20.13	20.13	20.23	20.43	20.53	20.74	20.84	21.05
5	Day Cleaner	20.65	20.86	20.86	20.96	21.17	21.28	21.49	21.60	21.82
6	Cafeteria Manager	20.89	21.10	21.10	21.21	21.42	21.53	21.75	21.86	22.08
6	Labourer	20.89	21.10	21.10	21.21	21.42	21.53	21.75	21.86	22.08
6	Custodian 1	20.89	21.10	21.10	21.21	21.42	21.53	21.75	21.86	22.08
6	Receiver/Shipper/Warehouse	20.89	21.10	21.10	21.21	21.42	21.53	21.75	21.86	22.08
8	Desk Sander	21.32	21.53	21.53	21.64	21.86	21.97	22.19	22.30	22.52
8	Garage Attendant	21.32	21.53	21.53	21.64	21.86	21.97	22.19	22.30	22.52
8	Tractor Driver	21.32	21.53	21.53	21.64	21.86	21.97	22.19	22.30	22.52
8	Truck Driver	21.32	21.53	21.53	21.64	21.86	21.97	22.19	22.30	22.52
8	Equipment Operator	21.32	21.53	21.53	21.64	21.86	21.97	22.19	22.30	22.52
9	Truck Driver (over 10,900 kg.)	21.54	21.76	21.76	21.87	22.09	22.20	22.42	22.53	22.76
11	Dispatcher	21.96	22.18	22.18	22.29	22.51	22.62	22.85	22.96	23.19
11A	Asbestos Chargehand	22.02	22.24	22.24	22.35	22.57	22.68	22.91	23.02	23.25
12	Utilityman	22.19	22.41	22.41	22.52	22.75	22.86	23.09	23.21	23.44
12	Irrigation Technician	22.19	22.41	22.41	22.52	22.75	22.86	23.09	23.21	23.44
12	Back Hoe Operator	22.19	22.41	22.41	22.52	22.75	22.86	23.09	23.21	23.44
13	Welder III	22.97	23.20	23.20	23.32	23.55	23.67	23.91	24.03	24.27
19	Grounds Sub Foreman #1	23.84	24.08	24.08	24.20	24.44	24.56	24.81	24.93	25.18
20	Furniture Finisher	25.94	26.20	26.20	26.33	26.59	26.72	26.99	27.12	27.39
20T	Painter	28.19	28.47	28.47	28.61	28.90	29.04	29.33	29.48	29.77
20T	Glazier	28.19	28.47	28.47	28.61	28.90	29.04	29.33	29.48	29.77
20T	Locksmith	28.19	28.47	28.47	28.61	28.90	29.04	29.33	29.48	29.77
20T	Mechanic	28.19	28.47	28.47	28.61	28.90	29.04	29.33	29.48	29.77
20T	Gardener	28.19	28.47	28.47	28.61	28.90	29.04	29.33	29.48	29.77
21	Custodial Foreman #2	26.93	27.20	27.20	27.34	27.61	27.75	28.03	28.17	28.45
22 (a)	Machinist	26.74	27.01	27.01	27.15	27.42	27.56	27.84	27.98	28.26
22 (a)	Oil Burner Mechanic	26.74	27.01	27.01	27.15	27.42	27.56	27.84	27.98	28.26
22T	Carpenter	29.00	29.29	29.29	29.44	29.73	29.88	30.18	30.33	30.63
22T	Plumber	29.00	29.29	29.29	29.44	29.73	29.88	30.18	30.33	30.63
22T	Tinsmith	29.00	29.29	29.29	29.44	29.73	29.88	30.18	30.33	30.63
22T	Mason	29.00	29.29	29.29	29.44	29.73	29.88	30.18	30.33	30.63
22T	Welder I	29.00	29.29	29.29	29.44	29.73	29.88	30.18	30.33	30.63
22T	Drywall Finisher	29.00	29.29	29.29	29.44	29.73	29.88	30.18	30.33	30.63
22T	Industrial Education Machine Fitter	29.00	29.29	29.29	29.44	29.73	29.88	30.18	30.33	30.63
22T	Painter Chargehand	29.32	29.61	29.61	29.76	30.06	30.21	30.51	30.66	30.97
22 (c)	Tinsmith Chargehand	27.87	28.15	28.15	28.29	28.57	28.71	29.00	29.15	29.44
23T	Electrician	29.29	29.58	29.58	29.73	30.03	30.18	30.48	30.63	30.94
24	Asbestos Foreman #3	29.23	29.52	29.52	29.67	29.97	30.12	30.42	30.57	30.88
24	Grounds Foreman #3	29.23	29.52	29.52	29.67	29.97	30.12	30.42	30.57	30.88
24T	Carpenter Foreman #3	31.48	31.79	31.79	31.95	32.27	32.43	32.75	32.91	33.24
24T	Painter Foreman #3	31.48	31.79	31.79	31.95	32.27	32.43	32.75	32.91	33.24
25T	Plumber Foreman #4	31.85	32.17	32.17	32.33	32.65	32.81	33.14	33.31	33.64
26T	Electrical Foreman #5	32.44	32.76	32.76	32.92	33.25	33.42	33.75	33.92	34.26
27	Health / Safety Officer	31.23	31.54	31.54	31.70	32.02	32.18	32.50	32.66	32.99

SCHEDULE "A" Continued**CUPE LOCAL 382 WAGE RATES PER HOUR**

<u>Footnote</u>	<u>Includes</u>
#1 Grounds Sub Foreman	Sub Foreman Allowance - Article 25.07
#2 Custodian Foreman	Based on Schedule "B" - >200,000 sq. ft. Foreman Allowance - Article 25.05 Power Engineer Class 4 - Article 25.13 (l)(b) Afternoon Differential - Article 25.02
#3 Foreman	Foreman Allowance - Article 25.05
#4 Plumber Foreman	Foreman Allowance - Article 25.05 Gas Ticket - "B" - Article 25.19
#5 Electrical Foreman	Foreman Allowance - Article 25.05 Electrician - Class "A" - Article 25.15
#6 Wage Increases	
July 1, 2015	1.00%
May 1, 2016	Economic Stability Dividend*
July 1, 2016	0.50%
May 1, 2017	1.0% plus Economic Stability Dividend*
July 1, 2017	0.50%
May 1, 2018	1.0% plus Economic Stability Dividend*
June 1, 2018	0.50%
May 1, 2019	1.0% plus Economic Stability Dividend*

* 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 increase will be based on the newly revised wage rate with ESD.

SCHEDULE "B"**CUPE LOCAL 382 WAGE RATES PER HOUR****(Custodian II shall be paid according to the following schedule)**

PAY GRADE	SCHOOL AREA (SQUARE FEET)	1-May-14	1-Jul-15	1-May-16	1-Jul-16	1-May-17	1-Jul-17	1-May-18	1-Jun-18	1-May-19
			1.0%	0% ¹	0.5%	1.0% ¹	0.5%	1.0% ¹	0.5%	1.0% ¹
		\$	\$	\$	\$	\$	\$	\$	\$	\$
5	1 - 10,000	20.65	20.86	20.86	20.96	21.17	21.28	21.49	21.60	21.82
7	10,001 - 30,000	21.07	21.28	21.28	21.39	21.60	21.71	21.93	22.04	22.26
8	30,001 - 40,000	21.32	21.53	21.53	21.64	21.86	21.97	22.19	22.30	22.52
9	40,001 - 50,000	21.54	21.76	21.76	21.87	22.09	22.20	22.42	22.53	22.76
10	50,001 - 70,000	21.73	21.95	21.95	22.06	22.28	22.39	22.61	22.72	22.95
12	70,001 - 100,000	22.19	22.41	22.41	22.52	22.75	22.86	23.09	23.21	23.44
14	100,001 - 130,000	22.46	22.68	22.68	22.79	23.02	23.14	23.37	23.49	23.72
15	130,001 - 160,000	22.67	22.90	22.90	23.01	23.24	23.36	23.59	23.71	23.95
16	160,001 - 200,000	22.90	23.13	23.13	23.25	23.48	23.60	23.84	23.96	24.20
18	OVER 200,000	23.09	23.32	23.32	23.44	23.67	23.79	24.03	24.15	24.39
8	Shift Custodian	21.32	21.53	21.53	21.64	21.86	21.97	22.19	22.30	22.52

#1	Wage Increases	
	July 1, 2015	1.00%
	May 1, 2016	Economic Stability Dividend*
	July 1, 2016	0.50%
	May 1, 2017	1.0% plus Economic Stability Dividend*
	July 1, 2017	0.50%
	May 1, 2018	1.0% plus Economic Stability Dividend*
	June 1, 2018	0.50%
	May 1, 2019	1.0% plus Economic Stability Dividend*

* 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 increase will be based on the newly revised wage rate with ESD.

SCHEDULE "C"**CUPE LOCAL 382 ALLOWANCE PAYMENTS****Allowance values as defined within Article 25**

Article	Allowance	1-May-14	1-Jul-15	1-May-16	1-Jul-16	1-May-17	1-Jul-17	1-May-18	1-Jun-18	1-May-19
			1.0%	0% ¹	0.5%	1.0% ¹	0.5%	1.0% ¹	0.5%	1.0% ¹
		\$	\$	\$	\$	\$	\$	\$	\$	\$
25.02	Shift Differential:									
	Afternoon	0.75	0.76	0.76	0.76	0.77	0.77	0.78	0.78	0.79
	Night	0.95	0.96	0.96	0.96	0.97	0.97	0.98	0.98	0.99
25.05 & 25.06	Foreman	2.50	2.53	2.53	2.54	2.57	2.58	2.61	2.62	2.65
25.07 & 25.08	Sub-Foreman	1.64	1.66	1.66	1.67	1.69	1.70	1.72	1.73	1.75
25.09	Chargehand	1.12	1.13	1.13	1.14	1.15	1.16	1.17	1.18	1.19
25.10	Spray Painting	0.75	0.76	0.76	0.76	0.77	0.77	0.78	0.78	0.79
25.11	Swing Stage	0.33	0.33	0.33	0.33	0.34	0.34	0.34	0.35	0.35
25.12	Engineer Trainee	0.33	0.33	0.33	0.33	0.34	0.34	0.34	0.35	0.35
25.13	Power Engineer's Allowance:									
	3rd Class	1.24	1.25	1.25	1.26	1.27	1.28	1.29	1.30	1.31
	4th Class	0.56	0.57	0.57	0.57	0.58	0.58	0.59	0.59	0.60
	BSAW	0.56	0.57	0.57	0.57	0.58	0.58	0.59	0.59	0.60
25.15	Field Safety Representative	0.63	0.64	0.64	0.64	0.65	0.65	0.66	0.66	0.67
25.16	Herbicide & Pesticide Spray	0.75	0.76	0.76	0.76	0.77	0.77	0.78	0.78	0.79
25.17	First Aid Allowance:									
	Occupational Level 1	0.60	0.61	0.61	0.61	0.62	0.62	0.63	0.63	0.64
	Occupational Level 2	1.19	1.20	1.20	1.21	1.22	1.23	1.24	1.25	1.26
25.18	Asbestos Abatement Risk Premiums:									
	Low & Moderate Risk	3.15	3.18	3.18	3.20	3.23	3.25	3.28	3.30	3.33
	High Risk	4.39	4.43	4.43	4.45	4.49	4.51	4.56	4.58	4.63
25.19	Gas Ticket Allowance:									
	Natural Gas Ticket "A"	0.60	0.61	0.61	0.61	0.62	0.62	0.63	0.63	0.64
	Natural Gas Ticket "B"	0.37	0.37	0.37	0.38	0.38	0.38	0.39	0.39	0.39

#1	Wage Increases	
	July 1, 2015	1.00%
	May 1, 2016	Economic Stability Dividend*
	July 1, 2016	0.50%
	May 1, 2017	1.0% plus Economic Stability Dividend*
	July 1, 2017	0.50%
	May 1, 2018	1.0% plus Economic Stability Dividend*
	June 1, 2018	0.50%
	May 1, 2019	1.0% plus Economic Stability Dividend*

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SCHEDULE "D"
CUPE LOCAL 382
APPRENTICESHIP SCALE

	3 Year	4 Year
1st six months	50%	50%
2nd six months	55%	55%
3rd six months	65%	65%
4th six months	75%	70%
5th six months	85%	75%
6th six months	95%	80%
7th six months		85%
8th six months		95%