

School District 68 (Nanaimo-Ladysmith) CUPE Wage Schedule

OCC. CODE	POSITIONS	1-Jul-14	1-Jul-15	1-May-16	1-Jul-16	1-May-17	1-Jul-17	1-May-18	1-Jul-18	1-May-19
		Base Wage	1.0%	0.0% *	0.5%	1.0% *	0.5%	1.0% *	0.5%	1.0% *
LEVEL 1										
A31A	Labourer 1	\$19.57	\$19.77	\$19.77 *	\$19.87	\$20.07 *	\$20.17	\$20.37 *	\$20.47	\$20.67 *
A31C	Supervision Aide	\$19.57	\$19.77	\$19.77 *	\$19.87	\$20.07 *	\$20.17	\$20.37 *	\$20.47	\$20.67 *
A31G	Crossing Guard	\$19.57	\$19.77	\$19.77 *	\$19.87	\$20.07 *	\$20.17	\$20.37 *	\$20.47	\$20.67 *
LEVEL 2										
B32A	General Clerk	\$20.08	\$20.28	\$20.28 *	\$20.38	\$20.58 *	\$20.68	\$20.89 *	\$20.99	\$21.20 *
B32D	General Secretary	\$20.08	\$20.28	\$20.28 *	\$20.38	\$20.58 *	\$20.68	\$20.89 *	\$20.99	\$21.20 *
LEVEL 3										
C33E	Labourer 2	\$20.62	\$20.83	\$20.83 *	\$20.93	\$21.14 *	\$21.25	\$21.46 *	\$21.57	\$21.79 *
LEVEL 4										
D34C	Caretaker	\$21.15	\$21.36	\$21.36 *	\$21.47	\$21.68 *	\$21.79	\$22.01 *	\$22.12	\$22.34 *
D34E	Library Clerk	\$21.15	\$21.36	\$21.36 *	\$21.47	\$21.68 *	\$21.79	\$22.01 *	\$22.12	\$22.34 *
LEVEL 5										
E35B	Booking & Distribution Clerk	\$21.67	\$21.89	\$21.89 *	\$22.00	\$22.22 *	\$22.33	\$22.55 *	\$22.66	\$22.89 *
E35D	Groundsperson 1	\$21.67	\$21.89	\$21.89 *	\$22.00	\$22.22 *	\$22.33	\$22.55 *	\$22.66	\$22.89 *
E35G	Emergency Caretaker	\$21.67	\$21.89	\$21.89 *	\$22.00	\$22.22 *	\$22.33	\$22.55 *	\$22.66	\$22.89 *
LEVEL 6										
F36A	Maintenance Helper	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36B	Courier	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36J	School Secretary 1	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36L	Career Centre Assistant	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36M	Administrative Secretary	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36Q	IS Project Secretary	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36R	Support Secretary – International Student Education Program	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36T	Cafeteria Attendant	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
F36V	Maintenance Service Caretaker	\$22.19	\$22.41	\$22.41 *	\$22.52	\$22.75 *	\$22.86	\$23.09 *	\$23.21	\$23.44 *
LEVEL 7										
G37D	Receptionist/Switchboard Operator	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *
G37E	Information Technology Assistant	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *

July 1, 2014 – June 30, 2019 Collective Agreement

OCC. CODE	POSITIONS	1-Jul-14	1-Jul-15	1-May-16	1-Jul-16	1-May-17	1-Jul-17	1-May-18	1-Jul-18	1-May-19
		Base Wage	1.0%	0.0% *	0.5%	1.0% *	0.5%	1.0% *	0.5%	1.0% *
LEVEL 7										
G37K	School Food Program Planner	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *
G37L	Secretary Learning Services	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *
G37O	Computer Assisted Instruction Learning Assistant	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *
G37V	Library Technician	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *
G37B	Administrative Assistant – Finance Dept.	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *
G37H	Central Receiving/Shipping Clerk	\$22.72	\$22.95	\$22.95 *	\$23.06	\$23.29 *	\$23.41	\$23.64 *	\$23.76	\$24.00 *
LEVEL 8										
H38A	Administrative Assistant - Department of Learning Services	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
H38C	Aboriginal Education Assistant	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
H38D	Settlement Worker	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
H38G	Assistant Payroll Clerk	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
H38K	Multi-cultural Support Worker	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
H38O	Senior Booking & Distribution Clerk	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
H38Q	Secretary to the Manager – Scholarships & Bursaries	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
H38R	Administrative Secretary – Secretary Treasurer's Office	\$23.25	\$23.48	\$23.48 *	\$23.60	\$23.84 *	\$23.96	\$24.20 *	\$24.32	\$24.56 *
LEVEL 9										
39CA	Chef's Teaching Assistant	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
39KS	Korean Support Worker	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I399	Purchasing Assistant	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39A	Power Engineer	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39D	Groundsperson 2	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39F	Print Shop Technician	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39G	Education Assistant 2	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39H	Education Assistant 2 (ASD-POPARD)	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39K	Aboriginal Education Assistant Alternative	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39L	Education Assistant – Alternative	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39N	Education Assistant – Alternative (Foods Program)	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39P	District Resource Clerk	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39Q	Aboriginal Education Tutor – Secondary	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *

School District No. 68 – and – C.U.P.E. Local 606

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		Base Wage	1.0%	0.0% *	0.5%	1.0% *	0.5%	1.0% *	0.5%	1.0% *
LEVEL 9										
I39V	Accounts Payable Clerk	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
39HR	Secretary Human Resources	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
I39I	Benefits Specialist	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
395R	Student Records Clerk	\$23.76	\$24.00	\$24.00 *	\$24.12	\$24.36 *	\$24.48	\$24.72 *	\$24.84	\$25.09 *
LEVEL 10										
40SS	School Secretary 2	\$24.29	\$24.53	\$24.53 *	\$24.65	\$24.90 *	\$25.02	\$25.27 *	\$25.40	\$25.65 *
J40B	HR Administrative Secretary	\$24.29	\$24.53	\$24.53 *	\$24.65	\$24.90 *	\$25.02	\$25.27 *	\$25.40	\$25.65 *
J40N	Education Assistant 2 (ASD-LOVAS)	\$24.29	\$24.53	\$24.53 *	\$24.65	\$24.90 *	\$25.02	\$25.27 *	\$25.40	\$25.65 *
J40P	Storeskeeper	\$24.29	\$24.53	\$24.53 *	\$24.65	\$24.90 *	\$25.02	\$25.27 *	\$25.40	\$25.65 *
J40H	Secretary Occupational Health & Safety	\$24.29	\$24.53	\$24.53 *	\$24.65	\$24.90 *	\$25.02	\$25.27 *	\$25.40	\$25.65 *
LEVEL 11										
41AC	District Aboriginal Resource Coordinator	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
41AE	District Assistant Aboriginal Education	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
41BY	Buyer	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
41CW	Special Needs Community Youth Worker	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
41SF	Dispatch Coordinator Human Resources	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
41VL	Education Assistant – Visual Language Interpreter	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
J41C	Printer/Graphic Technician	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K411	Help Desk/System Operator	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K413	Senior Library Technician	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K415	Human Resources Assistant – Teaching	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K416	Communications Assistant	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K419	Human Resources Assistant – Support	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41A	Facilities Rental Coordinator	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41B	Bus Driver	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41C	Payroll Clerk	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41D	Bus Driver/Mechanic Helper	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41E	Strong Start Facilitator	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41J	Education Assistant 3	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41K	Career Services Assistant	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41M	Trainer/Caretaker	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41P	Community Schools Coordinator	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41Q	Secretary, International Student Education Program	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *

July 1, 2014 – June 30, 2019 Collective Agreement

OCC. CODE	POSITIONS	1-Jul-14	1-Jul-15	1-May-16	1-Jul-16	1-May-17	1-Jul-17	1-May-18	1-Jul-18	1-May-19
		Base Wage	1.0%	0.0% *	0.5%	1.0% *	0.5%	1.0% *	0.5%	1.0% *
LEVEL 11										
K41R	Dispatch Coordinator	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41S	Sprinkler Mechanic	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41U	Maintenance Office Assistant	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41V	Bus Driver/Front End Person	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
K41G	Junior Accountant	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
LEVEL 12										
L42A	School Accountant	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42B	Systems Application Specialist 1	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42E	Recreation Activities Facilitator	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42C	Welder Fabricator B	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42F	Groundsperson 3	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42I	Capital Asset Accountant	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42J	Payroll Accountant	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42K	Senior Payroll Clerk	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42L	Accountant	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42P	Accountant – Scholarships & Bursaries	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42Q	Building Technician	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42R	Coordinator, School Food Program	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
L42U	Youth Street Worker School Based	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
42SS	School Secretary 3	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
42LA	Secretary – Learning Alternatives	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
LEVEL 13										
43PA	Painter	\$27.61	\$27.89	\$27.89 *	\$28.03	\$28.31 *	\$28.45	\$28.73 *	\$28.87	\$29.16 *
43PL	District Assistant – Director of Planning & Operations	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M437	Child, Youth & Family Support Worker	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43B	HVAC Technician	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43C	Bus Driver Mechanic	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43D	Gardener	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43E	Electrician	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43G	Computer Technologist	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43H	Electronics Technician	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43I	System Support Specialist	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43K	Carpenter	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43N	HVAC/R Technician	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *

School District No. 68 – and – C.U.P.E. Local 606

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		Base Wage	1.0%	0.0% *	0.5%	1.0% *	0.5%	1.0% *	0.5%	1.0% *
LEVEL 13										
M43O	Systems Applications Specialist	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43P	Painter/Sign Painter	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43Q	Furnace Mechanic	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43R	Carpenter/Locksmith	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43S	Carpenter/Roofer	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43T	Plumber/Gasfitter B	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
M43U	District Assistant - Student Support Services	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43X	Grounds Horticulturist/Equipment Operator	\$25.87	\$26.13	\$26.13 *	\$26.26	\$26.52 *	\$26.65	\$26.92 *	\$27.05	\$27.32 *
M43C	Bus Driver/Heavy Duty Mechanic	\$28.12	\$28.40	\$28.40 *	\$28.54	\$28.83 *	\$28.97	\$29.26 *	\$29.41	\$29.70 *
LEVEL 14										
N44A	Environmental Systems Technician	\$26.42	\$26.68	\$26.68 *	\$26.81	\$27.08 *	\$27.22	\$27.49 *	\$27.63	\$27.91 *
N44B	Budget Accountant	\$26.42	\$26.68	\$26.68 *	\$26.81	\$27.08 *	\$27.22	\$27.49 *	\$27.63	\$27.91 *
N44D	Welder/Fabricator	\$28.66	\$28.95	\$28.95 *	\$29.09	\$29.38 *	\$29.53	\$29.83 *	\$29.98	\$30.28 *
N44F	Plumber/Gasfitter	\$28.66	\$28.95	\$28.95 *	\$29.09	\$29.38 *	\$29.53	\$29.83 *	\$29.98	\$30.28 *
N44E	Senior Accountant	\$26.42	\$26.68	\$26.68 *	\$26.81	\$27.08 *	\$27.22	\$27.49 *	\$27.63	\$27.91 *
LEVEL 15										
O45A	CUPE Executive Assistant	\$25.35	\$25.60	\$25.60 *	\$25.73	\$25.99 *	\$26.12	\$26.38 *	\$26.51	\$26.78 *
O45B	CUPE President	\$33.02	\$33.35	\$33.35 *	\$33.52	\$33.86 *	\$34.03	\$34.37 *	\$34.54	\$34.89 *
O45C	Capital Projects Coordinator	\$26.94	\$27.21	\$27.21 *	\$27.35	\$27.62 *	\$27.76	\$28.04 *	\$28.18	\$28.46 *
O45E	Capital Project Coord/Enviro Systems Technician	\$26.94	\$27.21	\$27.21 *	\$27.35	\$27.62 *	\$27.76	\$28.04 *	\$28.18	\$28.46 *
O45F	Facilities Planner	\$26.94	\$27.21	\$27.21 *	\$27.35	\$27.62 *	\$27.76	\$28.04 *	\$28.18	\$28.46 *
LEVEL 16										
P46A	Occupational Health & Safety Officer	\$27.47	\$27.74	\$27.74 *	\$27.88	\$28.16 *	\$28.30	\$28.58 *	\$28.72	\$29.01 *
P46B	Systems Analyst/Programmer	\$32.90	\$33.23	\$33.23 *	\$33.40	\$33.73 *	\$33.90	\$34.24 *	\$34.41	\$34.75 *
P46C	Systems Applications Specialist 2	\$27.47	\$27.74	\$27.74 *	\$27.88	\$28.16 *	\$28.30	\$28.58 *	\$28.72	\$29.01 *
P46E	Applications Programmer	\$31.23	\$31.54	\$31.54 *	\$31.70	\$32.02 *	\$32.18	\$32.50 *	\$32.66	\$32.99 *
P46D	IS Infrastructure Administrator	\$24.47	\$24.71	\$24.71 *	\$24.83	\$25.08 *	\$25.21	\$25.46 *	\$25.59	\$25.85 *

PREMIUMS (on occupation codes)		
W	Lead Hand	\$0.38
Y	Foreman	\$1.52
Z	General Foreman	\$2.60
X	Level 1 First Aid	\$0.40
I	Level 2 Industrial First Aid	\$1.00
J	Electrical Contractors License	\$1.62

SIGNING LEVELS		
	Level 1	\$0.28
	Level 2	\$0.54
	Level 3	\$0.82
	Level 4	\$1.36

SHIFT ALLOWANCE		
A	Afternoon	\$0.28
B	Bilingual Premium	\$0.28
D	Day	
N	Night	\$0.32
R	Asbestos Removal Premium	\$1.36
S	Saturday	\$0.28