

2019 - 2022 CUPE-RSB COLLECTIVE AGREEMENT

Classifications		May 1,2019	July 1,2019	July 1,2020	July 1,2021
JOB TITLE		Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
		<b>*Note</b>	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>
Aboriginal Support Worker		\$ 25.30	\$ 25.81	\$ 26.32	\$ 26.85
Accounting Clerk		\$ 23.81	\$ 24.29	\$ 24.77	\$ 25.27
Accounting Supervisor		\$ 28.34	\$ 28.91	\$ 29.49	\$ 30.08
Accounts Payable Clerk		\$ 22.78	\$ 23.24	\$ 23.70	\$ 24.18
Administration Clerk		\$ 25.28	\$ 25.79	\$ 26.31	\$ 26.83
Administration Assistant - Callboard (Human Resources) + shift differential : Article 7A, Section 6		\$ 23.65	\$ 24.12	\$ 24.61	\$ 25.10
Administrative Assistant - CE (Language/Publishing Support)		\$ 25.05	\$ 25.55	\$ 26.06	\$ 26.58
Administrative Assistant - Central Registration		\$ 23.59	\$ 24.06	\$ 24.56	\$ 25.09
Administrative Assistant - Continuing Education		\$ 24.18	\$ 24.66	\$ 25.16	\$ 25.66
Administrative Assistant - District Administration		\$ 26.06	\$ 26.58	\$ 27.11	\$ 27.66
Administrative Assistant - Facilities/Maintenance-Planning/Development		\$ 25.39	\$ 25.90	\$ 26.42	\$ 26.95
Administrative Assistant - Facilities and Operations		\$ 25.39	\$ 25.90	\$ 26.42	\$ 26.95
Administrative Assistant - French Resources		\$ 24.04	\$ 24.52	\$ 25.02	\$ 25.52
Administrative Assistant - Human Resources		\$ 26.55	\$ 27.08	\$ 27.62	\$ 28.18
Administrative Assistant - Learning Services		\$ 24.18	\$ 24.66	\$ 25.16	\$ 25.66
Administrative Assistant - Richmond Virtual School		\$ 26.47	\$ 27.00	\$ 27.54	\$ 28.09
Administrative Assistant - Schools		\$ 23.14	\$ 23.60	\$ 24.08	\$ 24.56
Administrative Assistant - Station Stretch		\$ 26.18	\$ 26.70	\$ 27.24	\$ 27.78
Administrative Assistant - Student Records		\$ 24.18	\$ 24.66	\$ 25.16	\$ 25.66
Administrative Assistant - Technology Information Services		\$ 24.75	\$ 25.25	\$ 25.75	\$ 26.27
Adolescent Program Worker		\$ 28.62	\$ 29.19	\$ 29.78	\$ 30.37
Adolescent Mental Health Support Worker		\$ 30.75	\$ 31.37	\$ 32.00	\$ 32.64
Assistant Coordinator-International Short Term Programs		\$ 26.18	\$ 26.70	\$ 27.24	\$ 27.78
Bus Attendant		\$ 21.70	\$ 22.13	\$ 22.58	\$ 23.03
Business Assistant		\$ 27.75	\$ 28.31	\$ 28.88	\$ 29.45
Buyer		\$ 28.07	\$ 28.63	\$ 29.21	\$ 29.79
Career Information Advisor		\$ 24.76	\$ 25.26	\$ 25.76	\$ 26.28
Cultural Interpreter		\$ 27.64	\$ 28.19	\$ 28.76	\$ 29.33
Data Processing Clerk		\$ 22.78	\$ 23.24	\$ 23.70	\$ 24.18
Early Learning Program Facilitator - Strong Start		\$ 26.72	\$ 27.25	\$ 27.80	\$ 28.35
Education Assistant		\$ 27.24	\$ 27.78	\$ 28.34	\$ 28.91
Education Assistant - Brailist		\$ 28.00	\$ 28.56	\$ 29.13	\$ 29.72
Education Assistant - Hearing Loss Support		\$ 27.24	\$ 27.78	\$ 28.34	\$ 28.91
Education Assistant - Literacy Support		\$ 27.24	\$ 27.78	\$ 28.34	\$ 28.91
Education Assistant - Peer to Peer Support Facilitator		\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13
Education Assistant - RN		\$ 30.11	\$ 30.71	\$ 31.33	\$ 31.95
Education Assistant - Sign Language		\$ 27.89	\$ 28.45	\$ 29.02	\$ 29.60
Education Assistant Consultant		\$ 27.76	\$ 28.32	\$ 28.89	\$ 29.47
Elementary Counselling Support Worker		\$ 28.74	\$ 29.31	\$ 29.90	\$ 30.50
Food Services Aide		\$ 24.56	\$ 25.05	\$ 25.56	\$ 26.07
Food Services Baker		\$ 25.42	\$ 25.93	\$ 26.45	\$ 26.98
Food Services Cashier		\$ 24.11	\$ 24.59	\$ 25.09	\$ 25.59
Food Services Cook		\$ 26.04	\$ 26.56	\$ 27.10	\$ 27.64
Homestay Coordinator		\$ 27.56	\$ 28.11	\$ 28.67	\$ 29.25
Kitchen Aide		\$ 20.45	\$ 20.86	\$ 21.28	\$ 21.70
Laboratory Technician		\$ 27.09	\$ 27.63	\$ 28.18	\$ 28.75
Library Technician - Schools		\$ 25.64	\$ 26.15	\$ 26.68	\$ 27.21
Library Technician - T & I		\$ 25.57	\$ 26.08	\$ 26.60	\$ 27.13
Mail Clerk		\$ 20.45	\$ 20.86	\$ 21.28	\$ 21.70
Multimedia Graphic Designer		\$ 26.65	\$ 27.18	\$ 27.73	\$ 28.28
Office Coordinator - Works Yard		\$ 26.75	\$ 27.29	\$ 27.83	\$ 28.39
Office Relief Clerk		\$ 22.78	\$ 23.24	\$ 23.70	\$ 24.17
Office Support - Technological Services		\$ 23.14	\$ 23.60	\$ 24.08	\$ 24.56
Office Support - Transportation		\$ 25.00	\$ 25.50	\$ 26.01	\$ 26.53
Operations Clerk		\$ 23.43	\$ 23.90	\$ 24.38	\$ 24.87
Payroll Coordinator		\$ 27.75	\$ 28.31	\$ 28.87	\$ 29.45
Payroll Supervisor		\$ 29.74	\$ 30.33	\$ 30.94	\$ 31.56
Purchasing Assistant		\$ 23.30	\$ 23.77	\$ 24.25	\$ 24.73
Receptionist		\$ 22.26	\$ 22.71	\$ 23.16	\$ 23.63
Senior Administrative Assistant - Continuing Education		\$ 25.94	\$ 26.46	\$ 26.99	\$ 27.53
Senior Administrative Assistant - Elementary		\$ 26.18	\$ 26.70	\$ 27.24	\$ 27.78
Senior Administrative Assistant - Secondary		\$ 26.47	\$ 27.00	\$ 27.54	\$ 28.09
Stores Clerk		\$ 24.01	\$ 24.49	\$ 24.98	\$ 25.48
Youth Settlement Worker in Schools (SWIS) - 10 month		\$ 27.64	\$ 29.22	\$ 29.80	\$ 30.40
Youth Settlement Worker in Schools (SWIS) - 12 month		\$ 27.64	\$ 29.22	\$ 29.80	\$ 30.40
Settlement Worker in Schools (SWIS)		\$ 27.64	\$ 28.19	\$ 28.76	\$ 29.33
Youth Support Worker - Outreach		\$ 29.47	\$ 30.06	\$ 30.67	\$ 31.28
<b>Pending Job Evaluation</b>					
Administrative Assistant - Finance		\$ 26.02	\$ 26.54	\$ 27.07	\$ 27.61
School Accounting Coordinator		\$ 28.19	\$ 28.75	\$ 29.33	\$ 29.92
Senior Accounts Payable Clerk		\$ 23.81	\$ 24.29	\$ 24.77	\$ 25.27
Bus Attendant	basic rate	\$ 21.70	\$ 22.13	\$ 22.58	\$ 23.03
	vacation pay	\$ 0.87	\$ 0.89	\$ 0.90	\$ 0.92
	hourly rate	\$ 22.57	\$ 23.02	\$ 23.48	\$ 23.95
Noon Hour Supervisor	basic rate	\$ 22.29	\$ 22.74	\$ 23.19	\$ 23.66
	vacation pay	\$ 0.89	\$ 0.91	\$ 0.93	\$ 0.95
	hourly rate	\$ 23.18	\$ 23.65	\$ 24.12	\$ 24.60
Education Assistant Substitute	basic rate	\$ 24.59	\$ 25.08	\$ 25.58	\$ 26.10
	vacation pay	\$ 0.98	\$ 1.00	\$ 1.02	\$ 1.04
	sick leave	\$ 1.72	\$ 1.76	\$ 1.79	\$ 1.83
	hourly rate	\$ 27.29	\$ 27.84	\$ 28.40	\$ 28.97
Administrative Assistant Substitute	basic rate	\$ 22.88	\$ 23.34	\$ 23.81	\$ 24.28
	vacation pay	\$ 0.92	\$ 0.93	\$ 0.95	\$ 0.97
	sick leave	\$ 1.60	\$ 1.63	\$ 1.67	\$ 1.70
	hourly rate	\$ 25.40	\$ 25.91	\$ 26.43	\$ 26.96
Note: The hourly rate listed for Casual staff is the rate paid for actual hours worked and includes an allowance for Statutory Holidays.					
*Note: Any Economic Stability Divident (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.					

Classifications Job Title	notes	May 1, 2019		July 1, 2019		July 1, 2020		July 1, 2021	
		Hourly Rate	2.00%	Hourly Rate	2.00%	Hourly Rate	2.00%	Hourly Rate	2.00%
Applications Developer/Database Administrator	2	\$36.20	\$36.92	\$36.92	\$37.66	\$37.66	\$38.42	\$38.42	\$39.16
Audio Visual Technician	2	\$28.21	\$28.77	\$28.77	\$29.35	\$29.35	\$30.00	\$30.63	\$31.25
Building Service Worker - Carpet Cleaner	2	\$22.71	\$23.16	\$23.16	\$23.62	\$23.62	\$24.10	\$24.58	\$25.06
Building Service Worker - Site Preparation	2	\$25.62	\$26.13	\$26.13	\$26.65	\$26.65	\$27.18	\$27.71	\$28.24
Building Service Worker I - Janitor	2	\$22.42	\$22.87	\$22.87	\$23.33	\$23.33	\$23.79	\$24.25	\$24.71
Building Service Worker III - Custodian	2	\$22.94	\$23.40	\$23.40	\$23.87	\$23.87	\$24.35	\$24.82	\$25.29
Early AM Opening Services to Schools (EAOSS)	2	\$22.94	\$23.40	\$23.40	\$23.87	\$23.87	\$24.35	\$24.82	\$25.29
Building Service Worker III - F-T Relief Janitor	2	\$22.94	\$23.40	\$23.40	\$23.87	\$23.87	\$24.35	\$24.82	\$25.29
Building Service Worker III - Sr. Jan. (Sec.)	2	\$22.94	\$23.40	\$23.40	\$23.87	\$23.87	\$24.35	\$24.82	\$25.29
Building Service Worker IV - Engineer	2	\$23.62	\$24.09	\$24.09	\$24.57	\$24.57	\$25.06	\$25.55	\$26.04
Building Technologist	2	\$29.08	\$29.66	\$29.66	\$30.25	\$30.25	\$30.85	\$31.45	\$32.05
Bus Driver	3	\$24.05	\$24.53	\$24.53	\$25.02	\$25.02	\$25.52	\$26.02	\$26.52
Computer Systems Technologist I	2	\$27.92	\$28.48	\$28.48	\$29.05	\$29.05	\$29.63	\$30.21	\$30.79
Computer Systems Technologist II	2	\$32.16	\$32.80	\$32.80	\$33.46	\$33.46	\$34.13	\$34.80	\$35.47
Computer Systems Technologist II - Foreperson	2	\$34.62	\$35.31	\$35.31	\$36.02	\$36.02	\$36.74	\$37.46	\$38.18
Data Installer	2	\$24.52	\$25.01	\$25.01	\$25.51	\$25.51	\$26.02	\$26.53	\$27.04
Delivery Driver	2	\$23.31	\$23.78	\$23.78	\$24.26	\$24.26	\$24.74	\$25.22	\$25.70
District Courier	2	\$23.31	\$23.78	\$23.78	\$24.26	\$24.26	\$24.75	\$25.23	\$25.71
Furniture Repairperson	2	\$25.92	\$26.44	\$26.44	\$26.97	\$26.97	\$27.51	\$28.04	\$28.57
Grounds Service Worker	2	\$24.61	\$25.10	\$25.10	\$25.60	\$25.60	\$26.11	\$26.62	\$27.13
Help Desk Analyst (formally OSS)	2	\$28.41	\$28.98	\$28.98	\$29.56	\$29.56	\$30.15	\$30.74	\$31.33
Help Desk Analyst - Foreperson	2	\$34.62	\$35.31	\$35.31	\$36.02	\$36.02	\$36.74	\$37.46	\$38.18
Machine Operator	2	\$25.92	\$26.44	\$26.44	\$26.97	\$26.97	\$27.51	\$28.04	\$28.57
Mechanical Support Technician	2	\$35.55	\$36.26	\$36.26	\$36.98	\$36.98	\$37.72	\$38.46	\$39.20
Operations Foreperson	2	\$27.15	\$27.69	\$27.69	\$28.24	\$28.24	\$28.81	\$29.38	\$29.95
Security Foreperson	2	\$36.33	\$37.06	\$37.06	\$37.80	\$37.80	\$38.56	\$39.32	\$40.08
Security Runner	2	\$23.44	\$23.91	\$23.91	\$24.39	\$24.39	\$24.88	\$25.37	\$25.86
Senior Grounds Service Worker	2	\$25.92	\$26.44	\$26.44	\$26.97	\$26.97	\$27.51	\$28.04	\$28.57
Senior Storekeeper	2	\$26.33	\$26.86	\$26.86	\$27.39	\$27.39	\$27.94	\$28.48	\$29.02
Storekeeper - District Resource Centre	2	\$22.32	\$22.77	\$22.77	\$23.23	\$23.23	\$23.69	\$24.15	\$24.61
Shipper/Receiver	2	\$23.81	\$24.29	\$24.29	\$24.77	\$24.77	\$25.27	\$25.76	\$26.26
Trades Foreperson	2	\$36.33	\$37.06	\$37.06	\$37.80	\$37.80	\$38.56	\$39.32	\$40.08
Trades Foreperson - HVAC	2	\$38.01	\$38.77	\$38.77	\$39.55	\$39.55	\$40.34	\$41.13	\$41.92
Trades with BC Gov't Certificate	2	\$32.76	\$33.42	\$33.42	\$34.09	\$34.09	\$34.77	\$35.45	\$36.13
Trades - Other	2	\$32.60	\$33.25	\$33.25	\$33.91	\$33.91	\$34.59	\$35.27	\$35.95
Transportation Coordinator	2	\$28.66	\$29.23	\$29.23	\$29.81	\$29.81	\$30.41	\$31.01	\$31.61
<b>Pending Job Evaluation</b>									
Pest Control Technician	2	-	28.11	-	28.67	-	29.25	-	29.83
Warehouse Coordinator	2	\$26.33	\$26.86	\$26.86	\$27.40	\$27.40	\$27.95	\$28.50	\$29.05
<b>Notes:</b> 1 = bi-weekly pay based on 35 hours/week; 2 = bi-weekly pay based on 40 hours/week; 3 = bi-weekly pay based on 30 hours/week									
<b>Allowances</b>									
		May 1, 2019		July 1, 2019		July 1, 2020		July 1, 2021	
		Hourly	Bi-weekly	Hourly	Bi-weekly	Hourly	Bi-weekly	Hourly	Bi-weekly
<b>Maintenance</b>									
Spray Painters' premium		\$ 0.71		\$ 0.71		\$ 0.71		\$ 0.71	
Paint Inspector		\$ 1.59		\$ 1.59		\$ 1.59		\$ 1.59	
Head Tradesman's Allowance			\$ 121.54		\$ 121.54		\$ 121.54		\$ 121.54
Standby Allowance			\$ 100.00		\$ 100.00		\$ 100.00		\$ 100.00
HVAC "A" Ticket or Electrical FSR Allowance		\$ 1.62		\$ 1.62		\$ 1.62		\$ 1.62	
<b>Operations</b>									
Engineers Per Man Supervisor's Allowance			\$ 8.39		\$ 8.39		\$ 8.39		\$ 8.39
Custodian 18 Rooms +			\$ 20.45		\$ 20.45		\$ 20.45		\$ 20.45
Solo Custodian			\$ 12.10		\$ 12.10		\$ 12.10		\$ 12.10
Call Board Operator			\$ 0.61		\$ 0.61		\$ 0.61		\$ 0.61
<b>Casual Staff</b>									
Rental Custodian		<b>Hourly</b>		<b>Hourly</b>		<b>Hourly</b>		<b>Hourly</b>	
basic rate		\$ 22.12		\$ 22.56		\$ 23.01		\$ 23.47	
vacation pay		\$ 0.88		\$ 0.90		\$ 0.92		\$ 0.94	
hourly rate		\$ 23.00		\$ 23.46		\$ 23.93		\$ 24.41	
Substitute Building Service Worker		<b>Hourly</b>		<b>Hourly</b>		<b>Hourly</b>		<b>Hourly</b>	
basic rate		\$ 22.12		\$ 22.56		\$ 23.01		\$ 23.47	
vacation pay		\$ 0.88		\$ 0.90		\$ 0.92		\$ 0.94	
sick leave		\$ 1.55		\$ 1.58		\$ 1.61		\$ 1.64	
hourly rate		\$ 24.56		\$ 25.04		\$ 25.54		\$ 26.05	
Substitute Bus Driver		<b>Hourly</b>		<b>Hourly</b>		<b>Hourly</b>		<b>Hourly</b>	
basic rate		\$ 24.01		\$ 24.49		\$ 24.98		\$ 25.48	
vacation pay		\$ 0.96		\$ 0.98		\$ 1.00		\$ 1.02	
sick leave		\$ 1.68		\$ 1.71		\$ 1.75		\$ 1.78	
hourly rate		\$ 26.66		\$ 27.19		\$ 27.73		\$ 28.29	
Note: The hourly rate listed for Casual staff is the rate paid for actual hours worked and includes an allowance for Statutory Holidays.									
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SALARY SCHEDULE B 2019 - 2022 CUPE-RSB COLLECTIVE AGREEMENT