

SUMMARY OF WAGE RATES **2019 JULY 01 to 2022 JUNE 30**

SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT

2019 JULY 01 to 2020 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.	\$1,903.96	\$1,903.96
14,000 - 28,000 sq. ft.	1,957.83	2,012.49
28,001- 50,000 sq. ft.	1,957.83	2,115.96
50,001 - 100,000 sq. ft.	2,035.63	2,199.56
100,001 - 160,000 sq. ft.	2,187.18	2,349.42
160,001 - 250,000 sq. ft.	2,270.81	2,433.09
250,001 - 350,000 sq. ft.	2,349.42	2,510.05
2019 JULY 01 to 2020 JUNE 30 - Bi-Weekly		
Assistant Building Engineer III		\$2,044.74
Assistant Building Engineer II		1,937.95
Assistant Building Engineer I		1,879.99
Assistant Head Custodian		1,879.99
Head Custodian	1 – 28,000 sq. ft.	1,903.14
	28,001 – 42,000 sq. ft.	1,957.00
	42,001 – 50,000 sq. ft.	2,115.96
Custodian		1,776.49
Maintenance Engineer *		2,281.21

* Refer to Article 11.(C) (8) (e) & 11. (C) (8) (f) regarding increments

(b) Hourly Rates

Temporary Custodian	\$23.09 per hr.
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SUMMARY OF WAGE RATES 2019 JULY 01 to 2020 JUNE 30 – Continued

Engineer-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)	\$44.93 bi-weekly
Sunday Bonus	11.(C)(9)	\$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 Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES 2019 JULY 01 to 2020 JUNE 30 – Continued

BRITANNIA COMMUNITY SERVICES CENTRE

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

<u>2019 JULY 01 to 2020 JUNE 30</u>		
Building Engineer	Temporary Salary	\$2,631.83
	Permanent Salary	2,800.71
Senior Assistant Building Engineer		2,400.80
Assistant Building Engineer		2,220.26
Custodian		1,776.49

(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.
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2019 JULY 01 to 2020 JUNE 30 – Continued

CAFETERIA WORKERS

(1) Rates

Temporary Employees

2019 July 01 To 2020 June 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 20.68	\$827.20	\$1,137.40	\$ 1,447.60
Caf. Teachers' Aide 1	\$ 24.96	\$998.40	\$1,372.80	\$ 1,747.20
Caf. Teachers' Aide 2	\$ 25.36	\$1,014.40	\$1,394.80	\$ 1,775.20
Caf. Kitchen Work Leader (TQ)	\$ 27.82	\$1,112.80	\$1,530.10	\$ 1,947.40
Caf. Kitchen Work Leader	\$ 25.36	\$1,014.40	\$1,394.80	\$ 1,775.20
Culinary Assistant (TQ)	\$ 28.46	\$1,138.40	\$1,565.30	\$ 1,992.20

Permanent Employees

2019 July 01 To 2020 June 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 21.60	\$864.00	\$1,188.00	\$1,512.00
Caf. Teachers' Aide 1	\$ 25.93	\$1,037.20	\$1,426.15	\$1,815.10
Caf. Teachers' Aide 2	\$ 26.83	\$1,073.20	\$1,475.65	\$1,878.10
Caf. Kitchen Work Leader (TQ)	\$ 29.30	\$1,172.00	\$1,611.50	\$2,051.00
Caf. Kitchen Work Leader	\$ 26.83	\$1,073.20	\$1,475.65	\$1,878.10
Culinary Assistant (TQ)	\$ 29.97	\$1,198.80	\$1,648.35	\$2,097.90

(2) Lead Hand \$ 0.58 per hour

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

(3) Shift Differential \$ 0.28 per hour

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

2020 JULY 01 to 2021 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.	\$1,942.04	\$1,942.04
14,000 - 28,000 sq. ft.	1,996.99	2,052.74
28,001- 50,000 sq. ft.	1,996.99	2,158.28
50,001 - 100,000 sq. ft.	2,076.34	2,243.55
100,001 - 160,000 sq. ft.	2,230.92	2,396.41
160,001 - 250,000 sq. ft.	2,316.23	2,481.75
250,001 - 350,000 sq. ft.	2,396.41	2,560.25

2020 JULY 01 to 2021 JUNE 30 - Bi-Weekly

Assistant Building Engineer III		\$2,085.63
Assistant Building Engineer II		1,976.71
Assistant Building Engineer I		1,917.59
Assistant Head Custodian		1,917.59
Head Custodian	1 – <u>28,000</u> sq. ft.	1,941.20
	<u>28,001 – 42,000</u> sq. ft.	1,996.14
	<u>42,001 – 50,000</u> sq. ft.	2,158.28
Custodian		1,812.02
Maintenance Engineer *		2,326.83

* Refer to Article 11.(C) (8) (e) & 11. (C) (8) (f) regarding increments

(b) Hourly Rates

Temporary Custodian	\$23.55 per hr.
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SUMMARY OF WAGE RATES 2020 JULY 01 to 2021 JUNE 30 – Continued

Engineer-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)	\$45.83 bi-weekly
Sunday Bonus	11.(C)(9)	\$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 Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES **2020 JULY 01 to 2021 JUNE 30** – Continued

BRITANNIA COMMUNITY SERVICES CENTRE

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

2020 JULY 01 to 2021 JUNE 30		
Building Engineer	Temporary Salary	\$2,684.47
	Permanent Salary	2,856.72
Senior Assistant Building Engineer		2,448.82
Assistant Building Engineer		2,264.67
Custodian		1,812.02

(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.
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2020 JULY 01 to 2021 JUNE 30 – Continued

CAFETERIA WORKERS

(1) Rates

Temporary Employees

2020 July 01 To 2021 June 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 21.09	\$843.60	\$1,159.95	\$ 1,476.30
Caf. Teachers' Aide 1	\$ 25.46	\$1,018.40	\$1,400.30	\$ 1,782.20
Caf. Teachers' Aide 2	\$ 25.87	\$1,034.80	\$1,422.85	\$ 1,810.90
Caf. Kitchen Work Leader (TQ)	\$ 28.38	\$1,135.20	\$1,560.90	\$ 1,986.60
Caf. Kitchen Work Leader	\$ 25.87	\$1,034.80	\$1,422.85	\$ 1,810.90
Culinary Assistant (TQ)	\$ 29.03	\$1,161.20	\$1,596.65	\$ 2,032.10

Permanent Employees

2020 July 01 To 2021 June 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 22.03	\$881.20	\$1,211.65	\$1,542.10
Caf. Teachers' Aide 1	\$ 26.45	\$1,058.00	\$1,454.75	\$1,851.50
Caf. Teachers' Aide 2	\$ 27.37	\$1,094.80	\$1,505.35	\$1,915.90
Caf. Kitchen Work Leader (TQ)	\$ 29.89	\$1,195.60	\$1,643.95	\$2,092.30
Caf. Kitchen Work Leader	\$ 27.37	\$1,094.80	\$1,505.35	\$1,915.90
Culinary Assistant (TQ)	\$ 30.57	\$1,222.80	\$1,681.35	\$2,139.90

(2) Lead Hand \$ 0.59 per hour

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

(3) Shift Differential \$ 0.28 per hour

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

2021 JULY 01 to 2022 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.	\$1,980.88	\$1,980.88
14,000 - 28,000 sq. ft.	2,036.93	2,093.79
28,001- 50,000 sq. ft.	2,036.93	2,201.45
50,001 - 100,000 sq. ft.	2,117.87	2,288.42
100,001 - 160,000 sq. ft.	2,275.54	2,444.34
160,001 - 250,000 sq. ft.	2,362.55	2,531.39
250,001 - 350,000 sq. ft.	2,444.34	2,611.46

2021 JULY 01 to 2022 JUNE 30 - Bi-Weekly

Assistant Building Engineer III		\$2,127.34
Assistant Building Engineer II		2,016.24
Assistant Building Engineer I		1,955.94
Assistant Head Custodian		1,955.94
Head Custodian	1 – <u>28,000</u> sq. ft.	1,980.02
	<u>28,001 – 42,000</u> sq. ft.	2,036.06
	<u>42,001 – 50,000</u> sq. ft.	2,201.45
Custodian		1,848.26
Maintenance Engineer *		2,373.37

* Refer to Article 11.(C) (8) (e) & 11. (C) (8) (f) regarding increments

(b) Hourly Rates

Temporary Custodian	\$24.02 per hr.
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SUMMARY OF WAGE RATES 2021 JULY 01 to 2022 JUNE 30 – Continued

Engineer-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)	\$46.75 bi-weekly
Sunday Bonus	11.(C)(9)	\$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 Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES 2021 JULY 01 to 2022 JUNE 30 – Continued

BRITANNIA COMMUNITY SERVICES CENTRE

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

2021 JULY 01 to 2022 JUNE 30		
Building Engineer	Temporary Salary	\$2,738.16
	Permanent Salary	2,913.85
Senior Assistant Building Engineer		2,497.80
Assistant Building Engineer		2,309.96
Custodian		1,848.26

(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.
Consolidated Allowance	12.(C)(2)	\$64.97 bi-weekly

SUMMARY OF WAGE RATES 2021 JULY 01 to 2022 JUNE 30 – Continued

CAFETERIA WORKERS

(1) Rates

Temporary Employees

2021 July 01 To 2022 June 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 21.51	\$860.40	\$1,183.05	\$ 1,505.70
Caf. Teachers' Aide 1	\$ 25.97	\$1,038.80	\$1,428.35	\$ 1,817.90
Caf. Teachers' Aide 2	\$ 26.39	\$1,055.60	\$1,451.45	\$ 1,847.30
Caf. Kitchen Work Leader (TQ)	\$ 28.95	\$1,158.00	\$1,592.25	\$ 2,026.50
Caf. Kitchen Work Leader	\$ 26.39	\$1,055.60	\$1,451.45	\$ 1,847.30
Culinary Assistant (TQ)	\$ 29.61	\$1,184.40	\$1,628.55	\$ 2,072.70

Permanent Employees

2021 July 01 To 2022 June 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$ 22.47	\$898.80	\$1,235.85	\$1,572.90
Caf. Teachers' Aide 1	\$ 26.98	\$1,079.20	\$1,483.90	\$1,888.60
Caf. Teachers' Aide 2	\$ 27.92	\$1,116.80	\$1,535.60	\$1,954.40
Caf. Kitchen Work Leader (TQ)	\$ 30.49	\$1,219.60	\$1,676.95	\$2,134.30
Caf. Kitchen Work Leader	\$ 27.92	\$1,116.80	\$1,535.60	\$1,954.40
Culinary Assistant (TQ)	\$ 31.18	\$1,247.20	\$1,714.90	\$2,182.60

(2) Lead Hand \$ 0.60 per hour

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

(3) Shift Differential \$ 0.28 per hour

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