

Collective Agreement

SCHEDULE "A"

Position Name	Salary Range	Hours of Work	Hours Per Day	Hours of Work Day	Standard Days of Week	Split Shifts	Meal Break Hours	Probation # of shifts
Accounts Payable Clerk	8	35	7	0800 - 1700	Mon. to Fri.	no	1	60
Activity Coordinator	11	35	7	0600 – 0100	Sun. to Sat.	Yes	1	120
Activity Monitor	5	35	7	0600 – 0100	Sun. to Sat.	Yes	1	40
Animal Control Constable	9	40	8	0700-2400	Sun. to Sat.	No	0.5	120
Municipal System Administrator	10	35	7	0800 - 1700	Mon. to Fri.	no	1	120
AutoCAD Technologist	11	35	7	0800 - 1700	Mon. to Fri.	no	1	60
Budget/Internal Audit Specialist	16	35	7	0800 - 1700	Mon. to Fri.	no	1	120
Building/Plumbing Official	11	35	7	0800 - 1700	Sun-Sat(1)	no	1	120
Customer Service Representative-Plan&Dev	7	35	7	0800 - 1700	Sun-Sat(1)	no	1	60
Building Maintenance Electrician	11	40	8 or 10	0700 - 1730	Mon. to Fri.	no	0.5	60
Building Maintenance Mechanic II	12	40	8 or 10	0700 - 1730	Mon. to Fri.	no	0.5	60
Building Maintenance Supervisor	14	40	8 or 10	0700 - 1730	Mon. to Fri.	no	0.5	120
Building Maintenance Tradesperson	11	40	8 or 10	0700 - 1730	Mon. to Fri.	no	0.5	60
Bylaw Education Constable	11	40	8 or 10	0700 - 2400	Sun. to Sat.	yes	1	120
Bylaw Services Constable	10	40	8	0700 - 2400	Sun. to Sat.	no	0.5	120
Bylaw Services Coordinator	9	35	7	0800 - 1700	Mon. to Fri.	no	1	120
Client Services Representative	7	35	7	0800 - 1700	Mon. to Fri.	no	1	60

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Position Name	Salary Range	Hours of Work	Hours Per Day	Hours of Work Day	Standard Days of Week	Split Shifts	Meal Break Hours	Probation # of shifts
Challenge Labourer	1	by agr	by agr.	by agr.	Mon – Fri	no	n/a	n/a
Child Services Specialist	11	35	7	0700 - 1800	Mon. to Fri.	no	1	90
Concrete Maintenance Person	11	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	60
Council Services Clerk	7	35	7	0800 - 1700	Mon. to Fri.	no	0.5	60
Credit & Collection Specialist	9	35	7	0800 - 1700	Mon. to Fri.	no	1	120
Crew Leader- Cemetery	10	40	8 or 10(5)	0700-1730(5)	Sun- Sat(5)	yes by agr	1 or 0.5(3)	40
Crew Leader – Grounds	10	40	8 or 10(5)	0700-1730(5)	Sun- Sat(5)	yes by agr.	1 or 0.5(3)	40
Crew Leader - Gen Mtce & Playgrounds	11	40	8 or 10(5)	0700-1730(5)	Sun- Sat(5)	yes by agr.	1 or 0.5(3)	40
Customer Service Rep -- Indoor Facilities	6	35	7	0530 - 2400	Sun. to Sat.	yes	1 or 0.5(3)	60
Cust Service Supervisor-Indoor Facilities	13	35	7	0700 - 1730	Sun. to Sat.	Yes	1	120
Development Officer	12	35	7	0800 - 1700	Mon. to Fri.	no	1	120
Utility Electrical Person	11	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	120
Engineering & Envir Services Admin Assist	8	35	7	0800 - 1700	Mon. to Fri.	no	1	60
Engineering -Projects Officer	16	35	7	0800 - 1700	Mon. to Fri.	no	1	120
Environmental Coordinator	14	35	7	0800 - 1700	Mon. to Fri.	no	1	120
Equipment Maintenance Supervisor	14	40	8 or 10	0700 - 0700	Sun- Sat(2)	no	0.5	60
Facility Attendant	8	40	8 or 10 *	0700 – 0700	Sun. to Sat.	yes by agr	1 or 0.5(3)	40
Facility Booking Clerk	9	35	7	0530 - 2400	Sun. to Sat.	yes	1 or 0.5 (3)	60

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Position Name	Salary Range	Hours of Work	Hours Per Day	Hours of Work Day	Standard Days of Week	Split Shifts	Meal Break Hours	Probation # of shifts
Facility Operator	9	35	7	0800 – 0800	Sun to Sat	yes by agr	1 or 0.5(3)	60
Facility Park Attendant	8	40	8 or 10 *	0500-0100 *	Sun. to Sat.*	yes by agr.	1 or 0.5(3)	40
Payroll Supervisor	14	35	7	0800 – 1700	Mon. to Fri.	No	1	120
Financial Services Clerk	9	35	7	0800 - 1700	Mon. to Fri.	no	1	60
Fitness Specialist	9	35	7	0530 - 2230	Sun - Sat	yes	1	90
G.I.S./Database Specialist	12	35	7	0800 - 1700	Mon. to Fri.	no	1	120
Aquatic Leadhand	11	35	7	0530 - 2400	Sun. to Sat.	Yes	1 or 0.5 (3)	120
Heavy Duty Equipment Mechanic/Welder	12	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	60
Heavy Equipment Operator 1	9	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	60
Heavy Equipment Operator 2	10	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	60
Instructor Lifeguard 1	6	35	7	0530 - 2400	Sun. to Sat.	yes	1 or 0.5(3)	60
Aquatic Team Leader	9	35	7	0530 - 2400	Sun. to Sat.	yes	1 or 0.5(3)	60
Joint Use Agreement Booking Clerk	6	35	7	0800 - 1700	Mon. to Fri.	no	1	60
Labourer (Public Works)	5	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	40
Labourer (Maint. & Safety)	4	40	8 or 10 (5)	0700-1730 (5)	Sun. to Sat. (5)	yes by agr.	0.5	40
Labourer (Parks & Recreation Dept)	5	40	8 or 10(5)	0700-1730(5)	Sun. to Sat. (5)	yes by agr.	1 or 0.5(3)	40
Land Development Supervisor	15	35	7	0800-1700	Mon. to Fri.	no	1	120
Leisure Program Co-ordinator	12	40	8	0600 - 0100	Sun. to Sat.	yes	1	120

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Leisure Services Supervisor	15	40	8	0600 - 0100	Sun. to Sat.	yes	1	120
Maintenance & Safety Services Admin Assist	7	35	7	0800 - 1700	Mon. to Fri.	no	1	60
Operations Maintenance Person 2	9	40	10	0700 - 0700	Sun- Sat (2)	no	0.5	120
Utility Mechanical Person	12	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	120
Network Specialist	11	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Operations Supervisor	14	40	8 or 10	0500 - 0100	Sun. to Sat.	yes by agr.	1 or 0.5(3)	120
Operations Maintenance Person 3	11	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	120
Outdoor Rinks Maintenance Person	7	40	8 or 10(5)	0500 – 0100 (5)	Sun- Sat(5)	yes by agr.	1 or 0.5 (3)	60
Packer Operator	8	40	10	0700 – 0700	Sun- Sat(2)	no	0.5	60
Parking Meter Attendant	6	40	8	0700-2400	Mon. to Sat.	no	1	60
Parks General Maintenance Person	7	40	8 or 10(5)	0700-1730 (5)	Sun- Sat(5)	yes by agr.	1 or 0.5 (3)	40
Parks Maintenance Person	7	40	8 or 10(5)	0700-1730 (5)	Sun- Sat(5)	yes by agr.	1 or 0.5 (3)	40
Parks & Recreation Admin. Assistant	8	35	7	0800 – 1700	Mon. to Fri.	no	1	60
Parks Irrigation Person	9	40	8 or 10 (5)	0700-1730 (5)	Sun- Sat(5)	yes by agr.	1 or 0.5 (3)	40
Parks Leadhand	14	40	8 or 10 (5)	0700-1730 (5)	Sun- Sat(5)	yes by agr.	1 or 0.5 (3)	120
Parks Supervisor	14	40	8 or 10(5)	0700-1730 (5)	Sun- Sat(5)	yes by agr.	1 or 0.5 (3)	120
Parks Water Truck Operator	5	40	8 or 10(5)	0700-1730 (5)	Sun- Sat(5)	yes by agr.	1 or 0.5 (3)	60
Payroll Specialist	11	35	7	0800 – 1700	Mon. to Fri.	no	1	120

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Position Name	Salary Range	Hours of Work	Hours Per Day	Hours of Work Day	Standard Days of Week	Split Shifts	Meal Break Hours	Probation # of shifts
Planner II	12	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Private Development Technologist II	14	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Projects Specialist	11	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Projects & Community Development Coord	14	40	8 or 10	0600 - 0100	Sun. to Sat.	yes by agr	1	120
Program Supervisor	16	35	7	0600 - 0100	Sun. to Sat.	yes by agr	1	120
Public Works Administrative Assistant	9	40	8	0800 – 1700	Mon. to Fri.	no	1	60
Public Works Technologist II	14	35	7	0700 – 1700	Sun- Sat(2)	no	1	120
Purchasing Clerk	8	35	7	0800 – 1700	Mon. to Fri.	no	1	60
Revenue Services Supervisor	14	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Safety & Emergency Services Specialist	14	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Senior Bylaw Services Constable	15	40	8	0800 – 1700	Mon. to Fri.	no	1 or 0.5 (5)	160
Senior Engineering Techologist	14	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Customer Service Supervisor, Plan& Dev	12	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Senior Planner Supervisor	15	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Senior Technical Support Specialist	12	35	7	0800-1700	Mon. to Fri.	no	1	120
Shipyards Park Labourer	6	40	8	0500 – 0100	Sun-Sat. (2)	yes by agr	0.5	40
Sign Shop Maintenance Person	8	40	10	0700-0700	Sun- Sat(2)	no	0.5	40
Subdivision & Lands Coordinator	13	35	7	0800-1700	Mon. to Fri.	no	1	90

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Position Name	Salary Range	Hours of Work	Hours Per Day	Hours of Work Day	Standard Days of Week	Split Shifts	Meal Break Hours	Probation # of shifts
Strategic Technology Specialist	12	35	7	0800-1700	Mon. to Fri.	no	1	120
Student Bicycle Constable	6	40	8	0700-2400	Sun. to Sat.	no	1	40
Supervisor Building Inspection	14	35	7	0800 – 1700	Mon. to Fri.	no	1	120
System Maintenance Person 1	9	40	10	0700 – 0700	Sun- Sat(2)	no	0.5	60
System Maintenance Person 2	13	40	10	0700 – 0700	Sun- Sat(2)	no	0.5	120
Tax Clerk	8	35	7	0800 – 1700	Mon. to Fri.	no	1	60
Information Technology Security Specialist	12	35	7	0800 – 1700	Mon. – Fri.	No	1	120
Technical Support Specialist 1	9	35	7	0800 - 1700	Mon. to Fri.	No	1	120
Tourism Specialist	7	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Tourism/Economic Dev Coordinator	12	35	7	0800 – 1700	Mon. to Fri.	no	1	120
Traffic Constable	8	40	8	0700-2400	Sun. to Sat.	No	0.5	120
Traffic Control Supervisor	12	40	10	0700 – 0700	Sun- Sat(2)	No	0.5	120
Transportation Leadhand	13	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	120
Transportation Supervisor	15	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	120
Utility Clerk	8	35	7	0800 – 1700	Mon. to Fri.	no	1	60
Utility Electrical Controls Person	11	40	10	0700 - 0700	Sun- Sat(2)	no	0.5	120
Utility Stations Supervisor	15	40	8 or 10	0700 – 0700	Sun. to Sat.	no	1	120
Utility Systems Supervisor	15	40	10	0700 – 0700	Sun. to Sat.	no	0.5	120
Warehouse Person	8	40	8	0800 – 1700	Mon. to Fri.	no	1	60

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Position Name	Salary Range	Hours of Work	Hours Per Day	Hours of Work Day	Standard Days of Week	Split Shifts	Meal Break Hours	Probation # of shifts
Water Meter Maintenance Person 1	10	40	10	0700-0700	Sun to Sat	No	0.5	60

Super Script Notes:

- (1) Sunday to Saturday applies only to new employees who were hired after June 29, 1995 and to any permanent employees that post to new positions after June 29, 1995, see Schedule B for a name list of employees. Sunday to Saturday applies only from May 1 to September 30.
- (2) Sunday to Saturday applies only to new employees who were hired after June 29, 1995 and to any permanent employees that post to new positions after June 29, 1995, see Schedule B for a name list of employees.
- (3) If 0.5 lunch specified by employer it must be taken in the building unless approval to leave the building is granted by the supervisor. If 0.5 lunch specified by employer it is to form part of the standard work day.

Hours of work for non-permanent employees shall be 8 or 10 hours per day.

- Hours of work for permanent full time and permanent seasonal employees shall be 10 hours per day.
- Permanent employees work between the hours of 0500 to 0100 from October 1 to April 30.
- Permanent employees work between the hours of 0700 to 1730 from May 1 to September 30 or other hours by mutual agreement.
- *- Permanent employees work between Sunday and Saturday from October 1 to April 30 or other days by mutual agreement.
- Permanent employees work between Monday and Friday from May 1 to September 30 (Those working in Parks ONLY).

(5) As determined by the employee.

General Notes:

Each crew consisting of three or more employees which is not being directly supervised shall have at least one of its members classified as an SMP 2 or equivalent, and such member shall receive the SMP 2 rate of pay.

A Heavy Equipment Operator 1 who is assigned to the Sewer Vactor shall be assisted by an additional employee.

Employees who operate vibratory rollers over four ton in weight shall be paid the Heavy Equipment Operator 1 rate of pay for each hour or part thereof in operation.

Subject to section 8.14(b) of this Agreement, an employee required to operate the Track Excavator shall be paid acting pay at the Heavy Equipment Operator 2 rate plus a premium of thirty cents (\$0.30) per hour.

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.90	\$11.53	\$12.18	\$12.82
Biweekly		\$871.69	\$923.01	\$974.34	\$1,025.67
Monthly		\$1,839.85	\$1,948.19	\$2,056.52	\$2,164.86
Annually		\$22,740.53	\$24,079.57	\$25,418.61	\$26,757.65
Hourly	3	\$19.47	\$20.61	\$21.75	\$22.89
Biweekly		\$1,557.53	\$1,648.68	\$1,739.83	\$1,830.98
Monthly		\$3,386.07	\$3,584.23	\$3,782.39	\$3,980.56
Annually		\$40,632.84	\$43,010.78	\$45,388.72	\$47,766.67
Hourly	4	\$20.19	\$21.38	\$22.59	\$23.77
Biweekly		\$1,615.05	\$1,710.63	\$1,807.09	\$1,901.78
Monthly		\$3,511.12	\$3,718.90	\$3,928.61	\$4,134.47
Annually		\$42,133.48	\$44,626.86	\$47,143.32	\$49,613.62
Hourly	5	\$21.03	\$22.25	\$23.49	\$24.73
Biweekly		\$1,682.31	\$1,780.54	\$1,878.77	\$1,978.77
Monthly		\$3,657.34	\$3,870.89	\$4,084.45	\$4,301.85
Annually		\$43,888.08	\$46,450.72	\$49,013.36	\$51,622.17
Hourly	6	\$21.97	\$23.26	\$24.55	\$25.85
Biweekly		\$1,757.53	\$1,861.07	\$1,963.73	\$2,068.15
Monthly		\$3,820.87	\$4,045.97	\$4,269.14	\$4,496.16
Annually		\$45,850.46	\$48,551.62	\$51,229.70	\$53,953.94
Hourly	7	\$23.01	\$24.36	\$25.72	\$27.06
Biweekly		\$1,840.72	\$1,948.68	\$2,057.53	\$2,164.61
Monthly		\$4,001.72	\$4,236.43	\$4,473.08	\$4,705.87
Annually		\$48,020.62	\$50,837.22	\$53,676.90	\$56,470.41
Hourly	8	\$24.09	\$25.50	\$26.92	\$28.34
Biweekly		\$1,926.56	\$2,039.83	\$2,153.99	\$2,267.27
Monthly		\$4,188.34	\$4,434.60	\$4,682.78	\$4,929.04
Annually		\$50,260.05	\$53,215.16	\$56,193.37	\$59,148.48

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

	9	\$25.22	\$26.69	\$28.18	\$29.67
		\$2,017.71	\$2,135.41	\$2,253.99	\$2,373.46
Monthly		\$4,386.50	\$4,642.38	\$4,900.18	\$5,159.91
Annually		\$52,637.99	\$55,708.54	\$58,802.18	\$61,918.90
Hourly	10	\$26.49	\$28.05	\$29.61	\$31.16
Biweekly		\$2,119.48	\$2,244.26	\$2,369.04	\$2,492.93
Monthly		\$4,607.75	\$4,879.02	\$5,150.29	\$5,419.64
Annually		\$55,292.98	\$58,548.22	\$61,803.47	\$65,035.62
Hourly	11	\$28.00	\$29.63	\$31.27	\$32.93
Biweekly		\$2,239.83	\$2,370.81	\$2,501.78	\$2,634.53
Monthly		\$4,869.40	\$5,154.14	\$5,438.87	\$5,727.46
Annually		\$58,432.79	\$61,849.64	\$65,266.49	\$68,729.52
Hourly	12	\$29.65	\$31.39	\$33.13	\$34.88
Biweekly		\$2,371.69	\$2,511.52	\$2,650.46	\$2,790.28
Monthly		\$5,156.06	\$5,460.04	\$5,762.09	\$6,066.07
Annually		\$61,872.73	\$65,520.45	\$69,145.08	\$72,792.80
Hourly	13	\$31.44	\$33.28	\$35.13	\$36.98
Biweekly		\$2,515.06	\$2,662.84	\$2,810.63	\$2,958.42
Monthly		\$5,467.73	\$5,789.02	\$6,110.32	\$6,431.61
Annually		\$65,612.80	\$69,468.30	\$73,323.80	\$77,179.30
Hourly	14	\$33.46	\$35.42	\$37.41	\$39.37
Biweekly		\$2,677.00	\$2,833.64	\$2,992.05	\$3,149.57
Monthly		\$5,819.81	\$6,160.34	\$6,504.72	\$6,847.17
Annually		\$69,837.69	\$73,924.06	\$78,056.60	\$82,166.06
Hourly	15	\$35.75	\$37.84	\$39.94	\$42.04
Biweekly		\$2,860.19	\$3,027.45	\$3,195.59	\$3,363.73
Monthly		\$6,218.06	\$6,581.67	\$6,947.21	\$7,312.76
Annually		\$74,616.66	\$78,980.08	\$83,366.57	\$87,753.07
Hourly	16	\$38.24	\$40.49	\$42.74	\$44.99
Biweekly		\$3,059.07	\$3,239.02	\$3,418.97	\$3,598.91
Monthly		\$6,650.43	\$7,041.63	\$7,432.83	\$7,824.03
Annually		\$79,805.12	\$84,499.54	\$89,193.96	\$93,888.38

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2010 to August 31, 2010

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.01	\$11.65	\$12.30	\$12.95
Biweekly		\$880.40	\$932.24	\$984.08	\$1,035.93
Monthly		\$1,858.25	\$1,967.67	\$2,077.09	\$2,186.50
Annually		\$22,967.94	\$24,320.37	\$25,672.80	\$27,025.23
Hourly	3	\$19.67	\$20.82	\$21.97	\$23.12
Biweekly		\$1,573.11	\$1,665.17	\$1,757.23	\$1,849.29
Monthly		\$3,419.93	\$3,620.07	\$3,820.22	\$4,020.36
Annually		\$41,039.16	\$43,440.89	\$45,842.61	\$48,244.34
Hourly	4	\$20.39	\$21.60	\$22.82	\$24.01
Biweekly		\$1,631.20	\$1,727.73	\$1,825.16	\$1,920.80
Monthly		\$3,546.23	\$3,756.09	\$3,967.90	\$4,175.81
Annually		\$42,554.82	\$45,073.13	\$47,614.76	\$50,109.75
Hourly	5	\$21.24	\$22.48	\$23.72	\$24.98
Biweekly		\$1,699.13	\$1,798.35	\$1,897.56	\$1,998.56
Monthly		\$3,693.91	\$3,909.60	\$4,125.29	\$4,344.87
Annually		\$44,326.96	\$46,915.23	\$49,503.49	\$52,138.39
Hourly	6	\$22.19	\$23.50	\$24.79	\$26.11
Biweekly		\$1,775.11	\$1,879.68	\$1,983.36	\$2,088.83
Monthly		\$3,859.08	\$4,086.43	\$4,311.83	\$4,541.12
Annually		\$46,308.97	\$49,037.14	\$51,741.99	\$54,493.48
Hourly	7	\$23.24	\$24.60	\$25.98	\$27.33
Biweekly		\$1,859.12	\$1,968.17	\$2,078.11	\$2,186.26
Monthly		\$4,041.74	\$4,278.80	\$4,517.81	\$4,752.93
Annually		\$48,500.83	\$51,345.59	\$54,213.67	\$57,035.11
Hourly	8	\$24.33	\$25.75	\$27.19	\$28.62
Biweekly		\$1,945.82	\$2,060.23	\$2,175.53	\$2,289.94
Monthly		\$4,230.22	\$4,478.94	\$4,729.61	\$4,978.33
Annually		\$50,762.65	\$53,747.31	\$56,755.30	\$59,739.97

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SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2010 to August 31, 2010

Hourly	9	\$25.47	\$26.96	\$28.46	\$29.97
Biweekly		\$2,037.89	\$2,156.76	\$2,276.53	\$2,397.20
Monthly		\$4,430.36	\$4,688.80	\$4,949.18	\$5,211.51
Annually		\$53,164.37	\$56,265.63	\$59,390.20	\$62,538.09
Hourly	10	\$26.76	\$28.33	\$29.91	\$31.48
Biweekly		\$2,140.67	\$2,266.70	\$2,392.73	\$2,517.86
Monthly		\$4,653.83	\$4,927.81	\$5,201.79	\$5,473.83
Annually		\$55,845.91	\$59,133.71	\$62,421.50	\$65,685.98
Hourly	11	\$28.28	\$29.93	\$31.58	\$33.26
Biweekly		\$2,262.23	\$2,394.52	\$2,526.80	\$2,660.87
Monthly		\$4,918.09	\$5,205.68	\$5,493.26	\$5,784.73
Annually		\$59,017.12	\$62,468.14	\$65,919.16	\$69,416.81
Hourly	12	\$29.94	\$31.70	\$33.46	\$35.23
Biweekly		\$2,395.41	\$2,536.63	\$2,676.96	\$2,818.18
Monthly		\$5,207.62	\$5,514.64	\$5,819.71	\$6,126.73
Annually		\$62,491.46	\$66,175.65	\$69,836.53	\$73,520.73
Hourly	13	\$31.75	\$33.61	\$35.48	\$37.35
Biweekly		\$2,540.21	\$2,689.47	\$2,838.74	\$2,988.01
Monthly		\$5,522.41	\$5,846.92	\$6,171.42	\$6,495.92
Annually		\$66,268.92	\$70,162.98	\$74,057.04	\$77,951.09
Hourly	14	\$33.79	\$35.78	\$37.78	\$39.76
Biweekly		\$2,703.77	\$2,861.98	\$3,021.97	\$3,181.07
Monthly		\$5,878.01	\$6,221.94	\$6,569.76	\$6,915.64
Annually		\$70,536.06	\$74,663.30	\$78,837.17	\$82,987.72
Hourly	15	\$36.11	\$38.22	\$40.34	\$42.46
Biweekly		\$2,888.79	\$3,057.72	\$3,227.55	\$3,397.37
Monthly		\$6,280.24	\$6,647.49	\$7,016.69	\$7,385.88
Annually		\$75,362.83	\$79,769.88	\$84,200.24	\$88,630.60
Hourly	16	\$38.62	\$40.89	\$43.16	\$45.44
Biweekly		\$3,089.66	\$3,271.41	\$3,453.15	\$3,634.90
Monthly		\$6,716.93	\$7,112.04	\$7,507.16	\$7,902.27
Annually		\$80,603.17	\$85,344.54	\$90,085.90	\$94,827.26

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.12	\$11.77	\$12.42	\$13.08
Biweekly		\$889.21	\$941.56	\$993.92	\$1,046.29
Monthly		\$1,876.83	\$1,987.35	\$2,097.86	\$2,208.37
Annually		\$23,197.62	\$24,563.57	\$25,929.52	\$27,295.48
Hourly	3	\$19.86	\$21.02	\$22.19	\$23.35
Biweekly		\$1,588.84	\$1,681.82	\$1,774.80	\$1,867.79
Monthly		\$3,454.13	\$3,656.27	\$3,858.42	\$4,060.56
Annually		\$41,449.56	\$43,875.30	\$46,301.04	\$48,726.78
Hourly	4	\$20.59	\$21.81	\$23.04	\$24.25
Biweekly		\$1,647.51	\$1,745.01	\$1,843.41	\$1,940.00
Monthly		\$3,581.70	\$3,793.65	\$4,007.58	\$4,217.57
Annually		\$42,980.36	\$45,523.86	\$48,090.91	\$50,610.85
Hourly	5	\$21.46	\$22.70	\$23.96	\$25.23
Biweekly		\$1,716.12	\$1,816.33	\$1,916.53	\$2,018.54
Monthly		\$3,730.85	\$3,948.70	\$4,166.54	\$4,388.31
Annually		\$44,770.23	\$47,384.38	\$49,998.53	\$52,659.78
Hourly	6	\$22.41	\$23.73	\$25.04	\$26.37
Biweekly		\$1,792.86	\$1,898.48	\$2,003.20	\$2,109.72
Monthly		\$3,897.67	\$4,127.29	\$4,354.95	\$4,586.53
Annually		\$46,772.06	\$49,527.51	\$52,259.41	\$55,038.42
Hourly	7	\$23.47	\$24.85	\$26.24	\$27.60
Biweekly		\$1,877.72	\$1,987.85	\$2,098.89	\$2,208.12
Monthly		\$4,082.15	\$4,321.59	\$4,562.98	\$4,800.46
Annually		\$48,985.84	\$51,859.05	\$54,755.81	\$57,605.46
Hourly	8	\$24.57	\$26.01	\$27.47	\$28.91
Biweekly		\$1,965.28	\$2,080.83	\$2,197.29	\$2,312.84
Monthly		\$4,272.52	\$4,523.73	\$4,776.90	\$5,028.11
Annually		\$51,270.27	\$54,284.79	\$57,322.85	\$60,337.37

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

Hourly	9	\$25.73	\$27.23	\$28.74	\$30.27
Biweekly		\$2,058.26	\$2,178.33	\$2,299.30	\$2,421.17
Monthly		\$4,474.67	\$4,735.69	\$4,998.68	\$5,263.62
Annually		\$53,696.02	\$56,828.28	\$59,984.10	\$63,163.47
Hourly	10	\$27.02	\$28.62	\$30.21	\$31.79
Biweekly		\$2,162.08	\$2,289.37	\$2,416.66	\$2,543.04
Monthly		\$4,700.36	\$4,977.09	\$5,253.81	\$5,528.57
Annually		\$56,404.37	\$59,725.04	\$63,045.72	\$66,342.84
Hourly	11	\$28.56	\$30.23	\$31.90	\$33.59
Biweekly		\$2,284.85	\$2,418.46	\$2,552.07	\$2,687.48
Monthly		\$4,967.27	\$5,257.73	\$5,548.20	\$5,842.58
Annually		\$59,607.29	\$63,092.82	\$66,578.35	\$70,110.98
Hourly	12	\$30.24	\$32.02	\$33.80	\$35.58
Biweekly		\$2,419.36	\$2,562.00	\$2,703.73	\$2,846.36
Monthly		\$5,259.70	\$5,569.78	\$5,877.91	\$6,187.99
Annually		\$63,116.37	\$66,837.41	\$70,534.90	\$74,255.94
Hourly	13	\$32.07	\$33.95	\$35.83	\$37.72
Biweekly		\$2,565.61	\$2,716.37	\$2,867.13	\$3,017.89
Monthly		\$5,577.63	\$5,905.38	\$6,233.13	\$6,560.88
Annually		\$66,931.61	\$70,864.61	\$74,797.61	\$78,730.61
Hourly	14	\$34.13	\$36.14	\$38.16	\$40.16
Biweekly		\$2,730.81	\$2,890.60	\$3,052.19	\$3,212.88
Monthly		\$5,936.79	\$6,284.16	\$6,635.46	\$6,984.80
Annually		\$71,241.42	\$75,409.93	\$79,625.54	\$83,817.60
Hourly	15	\$36.47	\$38.61	\$40.75	\$42.89
Biweekly		\$2,917.68	\$3,088.30	\$3,259.82	\$3,431.34
Monthly		\$6,343.04	\$6,713.96	\$7,086.85	\$7,459.74
Annually		\$76,116.46	\$80,567.57	\$85,042.24	\$89,516.91
Hourly	16	\$39.01	\$41.30	\$43.60	\$45.89
Biweekly		\$3,120.56	\$3,304.12	\$3,487.69	\$3,671.25
Monthly		\$6,784.10	\$7,183.17	\$7,582.23	\$7,981.29
Annually		\$81,409.20	\$86,197.98	\$90,986.76	\$95,775.53

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.23	\$11.88	\$12.55	\$13.21
Biweekly		\$898.10	\$950.98	\$1,003.86	\$1,056.75
Monthly		\$1,895.60	\$2,007.22	\$2,118.84	\$2,230.45
Annually		\$23,429.59	\$24,809.21	\$26,188.82	\$27,568.43
Hourly	3	\$20.06	\$21.23	\$22.41	\$23.58
Biweekly		\$1,604.72	\$1,698.64	\$1,792.55	\$1,886.46
Monthly		\$3,488.67	\$3,692.84	\$3,897.00	\$4,101.17
Annually		\$41,864.05	\$44,314.05	\$46,764.05	\$49,214.05
Hourly	4	\$20.80	\$22.03	\$23.27	\$24.49
Biweekly		\$1,663.99	\$1,762.46	\$1,861.85	\$1,959.41
Monthly		\$3,617.51	\$3,831.59	\$4,047.65	\$4,259.75
Annually		\$43,410.17	\$45,979.10	\$48,571.81	\$51,116.96
Hourly	5	\$21.67	\$22.93	\$24.20	\$25.48
Biweekly		\$1,733.28	\$1,834.49	\$1,935.70	\$2,038.73
Monthly		\$3,768.16	\$3,988.19	\$4,208.21	\$4,432.20
Annually		\$45,217.93	\$47,858.22	\$50,498.51	\$53,186.37
Hourly	6	\$22.63	\$23.97	\$25.29	\$26.63
Biweekly		\$1,810.79	\$1,917.46	\$2,023.23	\$2,130.82
Monthly		\$3,936.65	\$4,168.57	\$4,398.50	\$4,632.40
Annually		\$47,239.78	\$50,022.78	\$52,782.01	\$55,588.80
Hourly	7	\$23.71	\$25.10	\$26.50	\$27.88
Biweekly		\$1,896.49	\$2,007.73	\$2,119.88	\$2,230.20
Monthly		\$4,122.97	\$4,364.80	\$4,608.61	\$4,848.46
Annually		\$49,475.70	\$52,377.64	\$55,303.36	\$58,181.52
Hourly	8	\$24.82	\$26.27	\$27.74	\$29.20
Biweekly		\$1,984.93	\$2,101.64	\$2,219.26	\$2,335.97
Monthly		\$4,315.25	\$4,568.97	\$4,824.67	\$5,078.39
Annually		\$51,782.98	\$54,827.64	\$57,896.08	\$60,940.74

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

Hourly	9	\$25.99	\$27.50	\$29.03	\$30.57
Biweekly		\$2,078.85	\$2,200.11	\$2,322.29	\$2,445.38
Monthly		\$4,519.41	\$4,783.05	\$5,048.66	\$5,316.26
Annually		\$54,232.98	\$57,396.57	\$60,583.94	\$63,795.11
Hourly	10	\$27.30	\$28.90	\$30.51	\$32.11
Biweekly		\$2,183.70	\$2,312.26	\$2,440.82	\$2,568.47
Monthly		\$4,747.37	\$5,026.86	\$5,306.35	\$5,583.86
Annually		\$56,968.41	\$60,322.29	\$63,676.17	\$67,006.27
Hourly	11	\$28.85	\$30.53	\$32.22	\$33.93
Biweekly		\$2,307.70	\$2,442.65	\$2,577.59	\$2,714.35
Monthly		\$5,016.95	\$5,310.31	\$5,603.68	\$5,901.01
Annually		\$60,203.36	\$63,723.75	\$67,244.13	\$70,812.09
Hourly	12	\$30.55	\$32.34	\$34.13	\$35.94
Biweekly		\$2,443.56	\$2,587.62	\$2,730.77	\$2,874.83
Monthly		\$5,312.29	\$5,625.48	\$5,936.69	\$6,249.87
Annually		\$63,747.53	\$67,505.78	\$71,240.25	\$74,998.50
Hourly	13	\$32.39	\$34.29	\$36.19	\$38.10
Biweekly		\$2,591.27	\$2,743.53	\$2,895.80	\$3,048.06
Monthly		\$5,633.41	\$5,964.44	\$6,295.47	\$6,626.49
Annually		\$67,600.93	\$71,573.26	\$75,545.58	\$79,517.91
Hourly	14	\$34.47	\$36.50	\$38.54	\$40.56
Biweekly		\$2,758.12	\$2,919.50	\$3,082.71	\$3,245.01
Monthly		\$5,996.15	\$6,347.00	\$6,701.82	\$7,054.65
Annually		\$71,953.84	\$76,164.03	\$80,421.79	\$84,655.77
Hourly	15	\$36.83	\$38.99	\$41.16	\$43.32
Biweekly		\$2,946.86	\$3,119.18	\$3,292.42	\$3,465.66
Monthly		\$6,406.47	\$6,781.10	\$7,157.72	\$7,534.34
Annually		\$76,877.62	\$81,373.25	\$85,892.67	\$90,412.08
Hourly	16	\$39.40	\$41.71	\$44.03	\$46.35
Biweekly		\$3,151.77	\$3,337.17	\$3,522.56	\$3,707.96
Monthly		\$6,851.94	\$7,255.00	\$7,658.05	\$8,061.11
Annually		\$82,223.30	\$87,059.96	\$91,896.63	\$96,733.29

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.48	\$12.15	\$12.83	\$13.51
Biweekly		\$918.31	\$972.38	\$1,026.45	\$1,080.53
Monthly		\$1,938.25	\$2,052.38	\$2,166.51	\$2,280.64
Annually		\$23,956.76	\$25,367.41	\$26,778.07	\$28,188.72
Hourly	3	\$20.51	\$21.71	\$22.91	\$24.11
Biweekly		\$1,640.83	\$1,736.86	\$1,832.88	\$1,928.91
Monthly		\$3,567.17	\$3,775.93	\$3,984.69	\$4,193.45
Annually		\$42,805.99	\$45,311.12	\$47,816.24	\$50,321.36
Hourly	4	\$21.27	\$22.53	\$23.80	\$25.04
Biweekly		\$1,701.43	\$1,802.12	\$1,903.74	\$2,003.49
Monthly		\$3,698.91	\$3,917.80	\$4,138.72	\$4,355.59
Annually		\$44,386.90	\$47,013.63	\$49,664.68	\$52,267.09
Hourly	5	\$22.16	\$23.44	\$24.74	\$26.06
Biweekly		\$1,772.28	\$1,875.77	\$1,979.25	\$2,084.60
Monthly		\$3,852.94	\$4,077.92	\$4,302.89	\$4,531.92
Annually		\$46,235.34	\$48,935.03	\$51,634.73	\$54,383.07
Hourly	6	\$23.14	\$24.51	\$25.86	\$27.23
Biweekly		\$1,851.53	\$1,960.61	\$2,068.75	\$2,178.76
Monthly		\$4,025.22	\$4,262.36	\$4,497.47	\$4,736.63
Annually		\$48,302.67	\$51,148.30	\$53,969.60	\$56,839.55
Hourly	7	\$24.24	\$25.66	\$27.09	\$28.50
Biweekly		\$1,939.16	\$2,052.90	\$2,167.57	\$2,280.38
Monthly		\$4,215.74	\$4,463.01	\$4,712.31	\$4,957.55
Annually		\$50,588.90	\$53,556.13	\$56,547.69	\$59,490.60
Hourly	8	\$25.37	\$26.86	\$28.36	\$29.85
Biweekly		\$2,029.60	\$2,148.93	\$2,269.19	\$2,388.53
Monthly		\$4,412.34	\$4,671.77	\$4,933.23	\$5,192.66
Annually		\$52,948.09	\$56,061.26	\$59,198.74	\$62,311.91

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

Hourly	9	\$26.57	\$28.12	\$29.68	\$31.26
Biweekly		\$2,125.62	\$2,249.62	\$2,374.54	\$2,500.40
Monthly		\$4,621.10	\$4,890.67	\$5,162.26	\$5,435.87
Annually		\$55,453.22	\$58,687.99	\$61,947.08	\$65,230.50
Hourly	10	\$27.91	\$29.55	\$31.19	\$32.83
Biweekly		\$2,232.84	\$2,364.29	\$2,495.74	\$2,626.26
Monthly		\$4,854.18	\$5,139.96	\$5,425.74	\$5,709.49
Annually		\$58,250.20	\$61,679.54	\$65,108.89	\$68,513.91
Hourly	11	\$29.50	\$31.22	\$32.94	\$34.69
Biweekly		\$2,359.63	\$2,497.61	\$2,635.58	\$2,775.43
Monthly		\$5,129.83	\$5,429.79	\$5,729.76	\$6,033.78
Annually		\$61,557.94	\$65,157.53	\$68,757.13	\$72,405.36
Hourly	12	\$31.23	\$33.07	\$34.90	\$36.74
Biweekly		\$2,498.54	\$2,645.84	\$2,792.21	\$2,939.51
Monthly		\$5,431.82	\$5,752.06	\$6,070.26	\$6,390.50
Annually		\$65,181.85	\$69,024.66	\$72,843.15	\$76,685.96
Hourly	13	\$33.12	\$35.06	\$37.01	\$38.95
Biweekly		\$2,649.57	\$2,805.26	\$2,960.95	\$3,116.65
Monthly		\$5,760.16	\$6,098.64	\$6,437.11	\$6,775.59
Annually		\$69,121.95	\$73,183.65	\$77,245.36	\$81,307.06
Hourly	14	\$35.25	\$37.32	\$39.41	\$41.47
Biweekly		\$2,820.18	\$2,985.19	\$3,152.07	\$3,318.02
Monthly		\$6,131.07	\$6,489.81	\$6,852.61	\$7,213.38
Annually		\$73,572.80	\$77,877.72	\$82,231.29	\$86,560.53
Hourly	15	\$37.66	\$39.87	\$42.08	\$44.29
Biweekly		\$3,013.16	\$3,189.36	\$3,366.50	\$3,543.64
Monthly		\$6,550.61	\$6,933.68	\$7,318.77	\$7,703.86
Annually		\$78,607.37	\$83,204.15	\$87,825.25	\$92,446.35
Hourly	16	\$40.28	\$42.65	\$45.02	\$47.39
Biweekly		\$3,222.68	\$3,412.25	\$3,601.82	\$3,791.39
Monthly		\$7,006.11	\$7,418.23	\$7,830.36	\$8,242.48
Annually		\$84,073.32	\$89,018.81	\$93,964.30	\$98,909.79

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.80	\$12.49	\$13.18	\$13.88
Biweekly		\$943.56	\$999.12	\$1,054.67	\$1,110.24
Monthly		\$1,991.55	\$2,108.83	\$2,226.09	\$2,343.36
Annually		\$24,615.57	\$26,065.02	\$27,514.46	\$28,963.91
Hourly	3	\$21.08	\$22.31	\$23.54	\$24.77
Biweekly		\$1,685.95	\$1,784.62	\$1,883.29	\$1,981.95
Monthly		\$3,665.26	\$3,879.76	\$4,094.27	\$4,308.77
Annually		\$43,983.16	\$46,557.17	\$49,131.19	\$51,705.20
Hourly	4	\$21.85	\$23.15	\$24.45	\$25.73
Biweekly		\$1,748.22	\$1,851.68	\$1,956.09	\$2,058.59
Monthly		\$3,800.63	\$4,025.54	\$4,252.54	\$4,475.37
Annually		\$45,607.54	\$48,306.50	\$51,030.46	\$53,704.44
Hourly	5	\$22.77	\$24.09	\$25.42	\$26.77
Biweekly		\$1,821.02	\$1,927.35	\$2,033.68	\$2,141.93
Monthly		\$3,958.90	\$4,190.06	\$4,421.22	\$4,656.55
Annually		\$47,506.81	\$50,280.75	\$53,054.68	\$55,878.60
Hourly	6	\$23.78	\$25.18	\$26.57	\$27.98
Biweekly		\$1,902.45	\$2,014.52	\$2,125.64	\$2,238.68
Monthly		\$4,135.92	\$4,379.57	\$4,621.15	\$4,866.89
Annually		\$49,631.00	\$52,554.88	\$55,453.77	\$58,402.64
Hourly	7	\$24.91	\$26.37	\$27.84	\$29.29
Biweekly		\$1,992.49	\$2,109.36	\$2,227.18	\$2,343.09
Monthly		\$4,331.67	\$4,585.74	\$4,841.90	\$5,093.88
Annually		\$51,980.10	\$55,028.93	\$58,102.75	\$61,126.59
Hourly	8	\$26.07	\$27.60	\$29.14	\$30.67
Biweekly		\$2,085.41	\$2,208.02	\$2,331.60	\$2,454.21
Monthly		\$4,533.68	\$4,800.25	\$5,068.89	\$5,335.46
Annually		\$54,404.17	\$57,602.94	\$60,826.71	\$64,025.48

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

Hourly	9	\$27.30	\$28.89	\$30.50	\$32.12
Biweekly		\$2,184.08	\$2,311.48	\$2,439.84	\$2,569.16
Monthly		\$4,748.18	\$5,025.16	\$5,304.22	\$5,585.36
Annually		\$56,978.18	\$60,301.91	\$63,650.63	\$67,024.33
Hourly	10	\$28.68	\$30.36	\$32.05	\$33.73
Biweekly		\$2,294.24	\$2,429.31	\$2,564.37	\$2,698.48
Monthly		\$4,987.67	\$5,281.31	\$5,574.95	\$5,866.50
Annually		\$59,852.08	\$63,375.73	\$66,899.38	\$70,398.04
Hourly	11	\$30.31	\$32.08	\$33.85	\$35.64
Biweekly		\$2,424.52	\$2,566.29	\$2,708.06	\$2,851.75
Monthly		\$5,270.90	\$5,579.11	\$5,887.33	\$6,199.71
Annually		\$63,250.78	\$66,949.36	\$70,647.95	\$74,396.51
Hourly	12	\$32.09	\$33.98	\$35.86	\$37.76
Biweekly		\$2,567.25	\$2,718.60	\$2,868.99	\$3,020.35
Monthly		\$5,581.20	\$5,910.24	\$6,237.19	\$6,566.24
Annually		\$66,974.35	\$70,922.84	\$74,846.34	\$78,794.83
Hourly	13	\$34.03	\$36.03	\$38.02	\$40.02
Biweekly		\$2,722.43	\$2,882.41	\$3,042.38	\$3,202.35
Monthly		\$5,918.57	\$6,266.35	\$6,614.13	\$6,961.92
Annually		\$71,022.80	\$75,196.21	\$79,369.61	\$83,543.01
Hourly	14	\$36.22	\$38.34	\$40.49	\$42.61
Biweekly		\$2,897.73	\$3,067.29	\$3,238.76	\$3,409.27
Monthly		\$6,299.67	\$6,668.28	\$7,041.05	\$7,411.75
Annually		\$75,596.05	\$80,019.36	\$84,492.65	\$88,940.94
Hourly	15	\$38.70	\$40.96	\$43.24	\$45.51
Biweekly		\$3,096.02	\$3,277.07	\$3,459.08	\$3,641.09
Monthly		\$6,730.76	\$7,124.36	\$7,520.04	\$7,915.72
Annually		\$80,769.07	\$85,492.26	\$90,240.44	\$94,988.63
Hourly	16	\$41.39	\$43.83	\$46.26	\$48.70
Biweekly		\$3,311.31	\$3,506.09	\$3,700.87	\$3,895.65
Monthly		\$7,198.78	\$7,622.24	\$8,045.69	\$8,469.15
Annually		\$86,385.34	\$91,466.83	\$96,548.32	\$101,629.81

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.54	\$11.15	\$11.77	\$12.39
Biweekly		\$842.48	\$892.04	\$941.60	\$991.16
Monthly		\$1,778.21	\$1,882.81	\$1,987.41	\$2,092.01
Annually		\$21,978.67	\$23,271.53	\$24,564.40	\$25,857.26
Hourly	3	\$18.78	\$19.89	\$20.99	\$22.10
Biweekly		\$1,502.66	\$1,591.16	\$1,679.65	\$1,768.15
Monthly		\$3,266.79	\$3,459.18	\$3,651.57	\$3,843.96
Annually		\$39,201.45	\$41,510.14	\$43,818.82	\$46,127.50
Hourly	4	\$19.49	\$20.65	\$21.78	\$22.92
Biweekly		\$1,559.30	\$1,651.34	\$1,742.49	\$1,833.64
Monthly		\$3,389.92	\$3,590.00	\$3,788.17	\$3,986.33
Annually		\$40,679.01	\$43,080.04	\$45,457.99	\$47,835.93
Hourly	5	\$20.28	\$21.48	\$22.67	\$23.86
Biweekly		\$1,622.13	\$1,718.59	\$1,814.17	\$1,908.86
Monthly		\$3,526.51	\$3,736.22	\$3,944.00	\$4,149.86
Annually		\$42,318.18	\$44,834.64	\$47,328.02	\$49,798.31
Hourly	6	\$21.21	\$22.44	\$23.70	\$24.95
Biweekly		\$1,696.47	\$1,794.70	\$1,895.58	\$1,995.58
Monthly		\$3,688.12	\$3,901.68	\$4,121.00	\$4,338.40
Annually		\$44,257.47	\$46,820.11	\$49,452.01	\$52,060.82
Hourly	7	\$22.20	\$23.50	\$24.81	\$26.11
Biweekly		\$1,776.11	\$1,879.66	\$1,984.97	\$2,088.51
Monthly		\$3,861.27	\$4,086.37	\$4,315.31	\$4,540.41
Annually		\$46,335.29	\$49,036.45	\$51,783.78	\$54,484.94
Hourly	8	\$23.24	\$24.61	\$25.97	\$27.35
Biweekly		\$1,859.30	\$1,969.04	\$2,077.89	\$2,188.51
Monthly		\$4,042.12	\$4,280.68	\$4,517.32	\$4,757.81
Annually		\$48,505.45	\$51,368.22	\$54,207.90	\$57,093.75

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

Hourly	9	\$24.34	\$25.77	\$27.20	\$28.63
Biweekly		\$1,946.91	\$2,061.96	\$2,176.12	\$2,290.28
Monthly		\$4,232.59	\$4,482.69	\$4,730.88	\$4,979.06
Annually		\$50,791.05	\$53,792.33	\$56,770.54	\$59,748.74
Hourly	10	\$25.55	\$27.06	\$28.57	\$30.08
Biweekly		\$2,044.26	\$2,164.61	\$2,285.85	\$2,406.21
Monthly		\$4,444.22	\$4,705.87	\$4,969.44	\$5,231.09
Annually		\$53,330.60	\$56,470.41	\$59,633.30	\$62,773.11
Hourly	11	\$27.02	\$28.60	\$30.18	\$31.77
Biweekly		\$2,161.07	\$2,287.62	\$2,415.06	\$2,541.61
Monthly		\$4,698.17	\$4,973.29	\$5,250.33	\$5,525.45
Annually		\$56,378.06	\$59,679.48	\$63,003.98	\$66,305.40
Hourly	12	\$28.61	\$30.30	\$31.97	\$33.67
Biweekly		\$2,288.51	\$2,423.91	\$2,557.53	\$2,693.82
Monthly		\$4,975.21	\$5,269.57	\$5,560.08	\$5,856.36
Annually		\$59,702.56	\$63,234.85	\$66,720.96	\$70,276.34
Hourly	13	\$30.34	\$32.12	\$33.90	\$35.69
Biweekly		\$2,427.45	\$2,569.92	\$2,711.52	\$2,854.88
Monthly		\$5,277.27	\$5,587.01	\$5,894.84	\$6,206.51
Annually		\$63,327.20	\$67,044.18	\$70,738.07	\$74,478.14
Hourly	14	\$32.29	\$34.19	\$36.10	\$37.99
Biweekly		\$2,583.20	\$2,735.41	\$2,888.51	\$3,038.95
Monthly		\$5,615.87	\$5,946.78	\$6,279.62	\$6,606.68
Annually		\$67,390.48	\$71,361.42	\$75,355.44	\$79,280.20
Hourly	15	\$34.50	\$36.52	\$38.55	\$40.57
Biweekly		\$2,760.19	\$2,921.25	\$3,084.09	\$3,246.03
Monthly		\$6,000.65	\$6,350.80	\$6,704.80	\$7,056.88
Annually		\$72,007.85	\$76,209.65	\$80,457.63	\$84,682.52
Hourly	16	\$36.90	\$39.07	\$41.24	\$43.41
Biweekly		\$2,952.13	\$3,125.78	\$3,299.43	\$3,473.09
Monthly		\$6,417.92	\$6,795.45	\$7,172.97	\$7,550.50
Annually		\$77,015.06	\$81,545.36	\$86,075.66	\$90,605.96

Collective Agreement

**SCHEDULE "A" – PAY SCHEDULES
40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY
March 1, 2010 to August 31, 2010**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.64	\$11.26	\$11.89	\$12.52
Biweekly		\$850.91	\$900.96	\$951.02	\$1,001.07
Monthly		\$1,795.99	\$1,901.63	\$2,007.29	\$2,112.93
Annually		\$22,198.46	\$23,504.24	\$24,810.04	\$26,115.83
Hourly	3	\$18.97	\$20.09	\$21.20	\$22.33
Biweekly		\$1,517.69	\$1,607.07	\$1,696.45	\$1,785.83
Monthly		\$3,299.46	\$3,493.77	\$3,688.08	\$3,882.40
Annually		\$39,593.47	\$41,925.24	\$44,257.01	\$46,588.78
Hourly	4	\$19.69	\$20.85	\$22.00	\$23.15
Biweekly		\$1,574.89	\$1,667.85	\$1,759.91	\$1,851.97
Monthly		\$3,423.82	\$3,625.90	\$3,826.05	\$4,026.19
Annually		\$41,085.80	\$43,510.84	\$45,912.57	\$48,314.29
Hourly	5	\$20.48	\$21.70	\$22.90	\$24.10
Biweekly		\$1,638.35	\$1,735.78	\$1,832.31	\$1,927.95
Monthly		\$3,561.78	\$3,773.58	\$3,983.44	\$4,191.36
Annually		\$42,741.36	\$45,282.99	\$47,801.30	\$50,296.29
Hourly	6	\$21.42	\$22.66	\$23.94	\$25.19
Biweekly		\$1,713.43	\$1,812.65	\$1,914.54	\$2,015.54
Monthly		\$3,725.00	\$3,940.69	\$4,162.21	\$4,381.79
Annually		\$44,700.04	\$47,288.31	\$49,946.53	\$52,581.43
Hourly	7	\$22.43	\$23.73	\$25.06	\$26.37
Biweekly		\$1,793.88	\$1,898.45	\$2,004.82	\$2,109.39
Monthly		\$3,899.89	\$4,127.23	\$4,358.47	\$4,585.82
Annually		\$46,798.64	\$49,526.81	\$52,301.62	\$55,029.79
Hourly	8	\$23.47	\$24.86	\$26.23	\$27.63
Biweekly		\$1,877.89	\$1,988.73	\$2,098.67	\$2,210.39
Monthly		\$4,082.54	\$4,323.49	\$4,562.50	\$4,805.39
Annually		\$48,990.50	\$51,881.90	\$54,749.98	\$57,664.69

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

March 1, 2010 to August 31, 2010

Hourly	9	\$24.58	\$26.03	\$27.47	\$28.91
Biweekly		\$1,966.38	\$2,082.58	\$2,197.88	\$2,313.18
Monthly		\$4,274.91	\$4,527.52	\$4,778.19	\$5,028.85
Annually		\$51,298.96	\$54,330.26	\$57,338.24	\$60,346.23
Hourly	10	\$25.81	\$27.33	\$28.86	\$30.38
Biweekly		\$2,064.70	\$2,186.26	\$2,308.71	\$2,430.27
Monthly		\$4,488.66	\$4,752.93	\$5,019.14	\$5,283.40
Annually		\$53,863.90	\$57,035.11	\$60,229.64	\$63,400.85
Hourly	11	\$27.29	\$28.89	\$30.48	\$32.08
Biweekly		\$2,182.68	\$2,310.50	\$2,439.21	\$2,567.02
Monthly		\$4,745.15	\$5,023.02	\$5,302.84	\$5,580.70
Annually		\$56,941.84	\$60,276.27	\$63,634.02	\$66,968.45
Hourly	12	\$28.90	\$30.60	\$32.29	\$34.01
Biweekly		\$2,311.39	\$2,448.14	\$2,583.11	\$2,720.76
Monthly		\$5,024.97	\$5,322.27	\$5,615.68	\$5,914.93
Annually		\$60,299.59	\$63,867.20	\$67,388.17	\$70,979.10
Hourly	13	\$30.64	\$32.44	\$34.24	\$36.05
Biweekly		\$2,451.72	\$2,595.62	\$2,738.63	\$2,883.43
Monthly		\$5,330.04	\$5,642.89	\$5,953.79	\$6,268.58
Annually		\$63,960.47	\$67,714.62	\$71,445.45	\$75,222.92
Hourly	14	\$32.61	\$34.53	\$36.46	\$38.37
Biweekly		\$2,609.03	\$2,762.77	\$2,917.39	\$3,069.34
Monthly		\$5,672.03	\$6,006.25	\$6,342.42	\$6,672.75
Annually		\$68,064.39	\$72,075.03	\$76,109.00	\$80,073.01
Hourly	15	\$34.85	\$36.88	\$38.94	\$40.98
Biweekly		\$2,787.79	\$2,950.47	\$3,114.93	\$3,278.49
Monthly		\$6,060.66	\$6,414.31	\$6,771.85	\$7,127.45
Annually		\$72,727.93	\$76,971.75	\$81,262.21	\$85,529.35
Hourly	16	\$37.27	\$39.46	\$41.66	\$43.85
Biweekly		\$2,981.65	\$3,157.04	\$3,332.43	\$3,507.82
Monthly		\$6,482.10	\$6,863.40	\$7,244.70	\$7,626.00
Annually		\$77,785.21	\$82,360.81	\$86,936.42	\$91,512.02

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.75	\$11.37	\$12.01	\$12.64
Biweekly		\$859.42	\$909.97	\$960.53	\$1,011.08
Monthly		\$1,813.95	\$1,920.65	\$2,027.36	\$2,134.06
Annually		\$22,420.44	\$23,739.29	\$25,058.14	\$26,376.99
Hourly	3	\$19.16	\$20.29	\$21.42	\$22.55
Biweekly		\$1,532.87	\$1,623.14	\$1,713.42	\$1,803.69
Monthly		\$3,332.45	\$3,528.71	\$3,724.96	\$3,921.22
Annually		\$39,989.40	\$42,344.49	\$44,699.58	\$47,054.67
Hourly	4	\$19.89	\$21.06	\$22.22	\$23.38
Biweekly		\$1,590.64	\$1,684.53	\$1,777.51	\$1,870.49
Monthly		\$3,458.05	\$3,662.16	\$3,864.31	\$4,066.45
Annually		\$41,496.66	\$43,945.95	\$46,371.69	\$48,797.43
Hourly	5	\$20.68	\$21.91	\$23.13	\$24.34
Biweekly		\$1,654.74	\$1,753.14	\$1,850.63	\$1,947.23
Monthly		\$3,597.40	\$3,811.32	\$4,023.28	\$4,233.27
Annually		\$43,168.77	\$45,735.82	\$48,279.31	\$50,799.26
Hourly	6	\$21.63	\$22.89	\$24.18	\$25.45
Biweekly		\$1,730.57	\$1,830.77	\$1,933.69	\$2,035.70
Monthly		\$3,762.25	\$3,980.10	\$4,203.83	\$4,425.60
Annually		\$45,147.05	\$47,761.19	\$50,445.99	\$53,107.24
Hourly	7	\$22.65	\$23.97	\$25.31	\$26.63
Biweekly		\$1,811.81	\$1,917.44	\$2,024.86	\$2,130.48
Monthly		\$3,938.89	\$4,168.51	\$4,402.05	\$4,631.67
Annually		\$47,266.62	\$50,022.08	\$52,824.63	\$55,580.09
Hourly	8	\$23.71	\$25.11	\$26.50	\$27.90
Biweekly		\$1,896.67	\$2,008.61	\$2,119.65	\$2,232.50
Monthly		\$4,123.37	\$4,366.73	\$4,608.12	\$4,853.44
Annually		\$49,480.41	\$52,400.72	\$55,297.48	\$58,241.34

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

Hourly	9	\$24.83	\$26.29	\$27.75	\$29.20
Biweekly		\$1,986.05	\$2,103.40	\$2,219.86	\$2,336.31
Monthly		\$4,317.66	\$4,572.80	\$4,825.97	\$5,079.14
Annually		\$51,811.95	\$54,873.56	\$57,911.62	\$60,949.69
Hourly	10	\$26.07	\$27.60	\$29.15	\$30.68
Biweekly		\$2,085.35	\$2,208.12	\$2,331.80	\$2,454.57
Monthly		\$4,533.55	\$4,800.46	\$5,069.33	\$5,336.24
Annually		\$54,402.54	\$57,605.46	\$60,831.93	\$64,034.85
Hourly	11	\$27.56	\$29.17	\$30.79	\$32.40
Biweekly		\$2,204.51	\$2,333.60	\$2,463.60	\$2,592.69
Monthly		\$4,792.60	\$5,073.25	\$5,355.86	\$5,636.51
Annually		\$57,511.26	\$60,879.04	\$64,270.36	\$67,638.14
Hourly	12	\$29.19	\$30.91	\$32.62	\$34.35
Biweekly		\$2,334.51	\$2,472.63	\$2,608.94	\$2,747.96
Monthly		\$5,075.22	\$5,375.49	\$5,671.84	\$5,974.07
Annually		\$60,902.59	\$64,505.87	\$68,062.06	\$71,688.89
Hourly	13	\$30.95	\$32.77	\$34.58	\$36.41
Biweekly		\$2,476.24	\$2,621.58	\$2,766.02	\$2,912.26
Monthly		\$5,383.34	\$5,699.31	\$6,013.33	\$6,331.26
Annually		\$64,600.08	\$68,391.77	\$72,159.91	\$75,975.15
Hourly	14	\$32.94	\$34.88	\$36.83	\$38.75
Biweekly		\$2,635.12	\$2,790.39	\$2,946.57	\$3,100.04
Monthly		\$5,728.75	\$6,066.32	\$6,405.84	\$6,739.48
Annually		\$68,745.03	\$72,795.78	\$76,870.09	\$80,873.74
Hourly	15	\$35.19	\$37.25	\$39.33	\$41.39
Biweekly		\$2,815.67	\$2,979.97	\$3,146.08	\$3,311.28
Monthly		\$6,121.27	\$6,478.46	\$6,839.57	\$7,198.72
Annually		\$73,455.21	\$77,741.47	\$82,074.83	\$86,384.64
Hourly	16	\$37.64	\$39.86	\$42.07	\$44.29
Biweekly		\$3,011.46	\$3,188.61	\$3,365.75	\$3,542.90
Monthly		\$6,546.92	\$6,932.04	\$7,317.15	\$7,702.26
Annually		\$78,563.07	\$83,184.42	\$87,805.78	\$92,427.14

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.85	\$11.49	\$12.13	\$12.77
Biweekly		\$868.01	\$919.07	\$970.13	\$1,021.19
Monthly		\$1,832.09	\$1,939.86	\$2,047.63	\$2,155.40
Annually		\$22,644.65	\$23,976.68	\$25,308.72	\$26,640.76
Hourly	3	\$19.35	\$20.49	\$21.63	\$22.77
Biweekly		\$1,548.19	\$1,639.37	\$1,730.55	\$1,821.73
Monthly		\$3,365.77	\$3,563.99	\$3,762.21	\$3,960.43
Annually		\$40,389.30	\$42,767.93	\$45,146.57	\$47,525.21
Hourly	4	\$20.09	\$21.27	\$22.44	\$23.61
Biweekly		\$1,606.55	\$1,701.37	\$1,795.29	\$1,889.20
Monthly		\$3,492.64	\$3,698.78	\$3,902.95	\$4,107.12
Annually		\$41,911.62	\$44,385.41	\$46,835.41	\$49,285.41
Hourly	5	\$20.89	\$22.13	\$23.36	\$24.58
Biweekly		\$1,671.28	\$1,770.67	\$1,869.14	\$1,966.70
Monthly		\$3,633.37	\$3,849.43	\$4,063.51	\$4,275.60
Annually		\$43,600.46	\$46,193.18	\$48,762.11	\$51,307.25
Hourly	6	\$21.85	\$23.12	\$24.42	\$25.70
Biweekly		\$1,747.87	\$1,849.08	\$1,953.02	\$2,056.05
Monthly		\$3,799.88	\$4,019.90	\$4,245.87	\$4,469.86
Annually		\$45,598.52	\$48,238.81	\$50,950.45	\$53,638.32
Hourly	7	\$22.88	\$24.21	\$25.56	\$26.90
Biweekly		\$1,829.93	\$1,936.61	\$2,045.11	\$2,151.79
Monthly		\$3,978.27	\$4,210.19	\$4,446.07	\$4,677.99
Annually		\$47,739.29	\$50,522.30	\$53,352.88	\$56,135.89
Hourly	8	\$23.94	\$25.36	\$26.76	\$28.18
Biweekly		\$1,915.64	\$2,028.70	\$2,140.85	\$2,254.82
Monthly		\$4,164.60	\$4,410.39	\$4,654.20	\$4,901.98
Annually		\$49,975.21	\$52,924.72	\$55,850.45	\$58,823.75

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

Hourly	9	\$25.07	\$26.55	\$28.03	\$29.50
Biweekly		\$2,005.91	\$2,124.44	\$2,242.06	\$2,359.67
Monthly		\$4,360.84	\$4,618.52	\$4,874.23	\$5,129.93
Annually		\$52,330.06	\$55,422.30	\$58,490.74	\$61,559.19
Hourly	10	\$26.33	\$27.88	\$29.44	\$30.99
Biweekly		\$2,106.20	\$2,230.20	\$2,355.12	\$2,479.12
Monthly		\$4,578.88	\$4,848.46	\$5,120.02	\$5,389.60
Annually		\$54,946.57	\$58,181.52	\$61,440.25	\$64,675.20
Hourly	11	\$27.83	\$29.47	\$31.10	\$32.73
Biweekly		\$2,226.56	\$2,356.94	\$2,488.23	\$2,618.62
Monthly		\$4,840.53	\$5,123.99	\$5,409.42	\$5,692.88
Annually		\$58,086.37	\$61,487.83	\$64,913.07	\$68,314.52
Hourly	12	\$29.48	\$31.22	\$32.94	\$34.69
Biweekly		\$2,357.85	\$2,497.35	\$2,635.03	\$2,775.44
Monthly		\$5,125.97	\$5,429.24	\$5,728.56	\$6,033.82
Annually		\$61,511.61	\$65,150.93	\$68,742.68	\$72,405.78
Hourly	13	\$31.26	\$33.09	\$34.93	\$36.77
Biweekly		\$2,501.00	\$2,647.80	\$2,793.68	\$2,941.39
Monthly		\$5,437.17	\$5,756.31	\$6,073.46	\$6,394.58
Annually		\$65,246.08	\$69,075.69	\$72,881.51	\$76,734.90
Hourly	14	\$33.27	\$35.23	\$37.20	\$39.14
Biweekly		\$2,661.47	\$2,818.30	\$2,976.03	\$3,131.04
Monthly		\$5,786.04	\$6,126.98	\$6,469.90	\$6,806.87
Annually		\$69,432.48	\$73,523.74	\$77,638.79	\$81,682.47
Hourly	15	\$35.55	\$37.62	\$39.72	\$41.80
Biweekly		\$2,843.83	\$3,009.77	\$3,177.54	\$3,344.39
Monthly		\$6,182.48	\$6,543.24	\$6,907.96	\$7,270.71
Annually		\$74,189.76	\$78,518.88	\$82,895.58	\$87,248.49
Hourly	16	\$38.02	\$40.26	\$42.49	\$44.73
Biweekly		\$3,041.58	\$3,220.49	\$3,399.41	\$3,578.33
Monthly		\$6,612.39	\$7,001.36	\$7,390.32	\$7,779.28
Annually		\$79,348.70	\$84,016.27	\$88,683.84	\$93,351.41

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.10	\$11.74	\$12.40	\$13.06
Biweekly		\$887.54	\$939.75	\$991.96	\$1,044.17
Monthly		\$1,873.31	\$1,983.50	\$2,093.70	\$2,203.89
Annually		\$23,154.15	\$24,516.15	\$25,878.17	\$27,240.17
Hourly	3	\$19.79	\$20.95	\$22.12	\$23.29
Biweekly		\$1,583.03	\$1,676.26	\$1,769.49	\$1,862.72
Monthly		\$3,441.50	\$3,644.18	\$3,846.86	\$4,049.54
Annually		\$41,298.05	\$43,730.21	\$46,162.37	\$48,594.53
Hourly	4	\$20.54	\$21.75	\$22.95	\$24.15
Biweekly		\$1,642.70	\$1,739.65	\$1,835.68	\$1,931.71
Monthly		\$3,571.22	\$3,782.01	\$3,990.77	\$4,199.53
Annually		\$42,854.64	\$45,384.08	\$47,889.20	\$50,394.33
Hourly	5	\$21.36	\$22.63	\$23.89	\$25.14
Biweekly		\$1,708.89	\$1,810.51	\$1,911.19	\$2,010.95
Monthly		\$3,715.12	\$3,936.04	\$4,154.94	\$4,371.81
Annually		\$44,581.47	\$47,232.52	\$49,859.25	\$52,461.66
Hourly	6	\$22.34	\$23.64	\$24.97	\$26.28
Biweekly		\$1,787.20	\$1,890.68	\$1,996.97	\$2,102.31
Monthly		\$3,885.37	\$4,110.35	\$4,341.40	\$4,570.43
Annually		\$46,624.48	\$49,324.18	\$52,096.84	\$54,845.18
Hourly	7	\$23.39	\$24.76	\$26.14	\$27.50
Biweekly		\$1,871.11	\$1,980.18	\$2,091.13	\$2,200.20
Monthly		\$4,067.79	\$4,304.92	\$4,546.11	\$4,783.25
Annually		\$48,813.42	\$51,659.05	\$54,553.32	\$57,398.95
Hourly	8	\$24.48	\$25.93	\$27.36	\$28.82
Biweekly		\$1,958.74	\$2,074.35	\$2,189.02	\$2,305.55
Monthly		\$4,258.30	\$4,509.63	\$4,758.92	\$5,012.27
Annually		\$51,099.65	\$54,115.53	\$57,107.09	\$60,147.28

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

Hourly	9	\$25.64	\$27.15	\$28.66	\$30.16
Biweekly		\$2,051.04	\$2,172.24	\$2,292.50	\$2,412.77
Monthly		\$4,458.96	\$4,722.44	\$4,983.90	\$5,245.36
Annually		\$53,507.49	\$56,669.30	\$59,806.78	\$62,944.27
Hourly	10	\$26.92	\$28.50	\$30.10	\$31.69
Biweekly		\$2,153.59	\$2,280.38	\$2,408.11	\$2,534.90
Monthly		\$4,681.91	\$4,957.55	\$5,235.22	\$5,510.87
Annually		\$56,182.87	\$59,490.60	\$62,822.66	\$66,130.39
Hourly	11	\$28.46	\$30.13	\$31.80	\$33.47
Biweekly		\$2,276.65	\$2,409.97	\$2,544.22	\$2,677.54
Monthly		\$4,949.44	\$5,239.28	\$5,531.13	\$5,820.97
Annually		\$59,393.32	\$62,871.30	\$66,373.61	\$69,851.60
Hourly	12	\$30.14	\$31.92	\$33.68	\$35.47
Biweekly		\$2,410.90	\$2,553.54	\$2,694.32	\$2,837.89
Monthly		\$5,241.30	\$5,551.40	\$5,857.45	\$6,169.58
Annually		\$62,895.62	\$66,616.83	\$70,289.39	\$74,034.91
Hourly	13	\$31.96	\$33.84	\$35.71	\$37.60
Biweekly		\$2,557.27	\$2,707.37	\$2,856.54	\$3,007.57
Monthly		\$5,559.51	\$5,885.82	\$6,210.11	\$6,538.45
Annually		\$66,714.11	\$70,629.89	\$74,521.34	\$78,461.44
Hourly	14	\$34.02	\$36.02	\$38.03	\$40.02
Biweekly		\$2,721.36	\$2,881.71	\$3,043.00	\$3,201.48
Monthly		\$5,916.23	\$6,264.84	\$6,615.47	\$6,960.03
Annually		\$70,994.71	\$75,178.03	\$79,385.66	\$83,520.33
Hourly	15	\$36.35	\$38.47	\$40.61	\$42.74
Biweekly		\$2,907.81	\$3,077.49	\$3,249.03	\$3,419.64
Monthly		\$6,321.59	\$6,690.46	\$7,063.39	\$7,434.30
Annually		\$75,859.03	\$80,285.56	\$84,760.73	\$89,211.58
Hourly	16	\$38.88	\$41.16	\$43.45	\$45.74
Biweekly		\$3,110.01	\$3,292.96	\$3,475.90	\$3,658.84
Monthly		\$6,761.17	\$7,158.89	\$7,556.60	\$7,954.32
Annually		\$81,134.04	\$85,906.63	\$90,679.22	\$95,451.81

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.40	\$12.07	\$12.74	\$13.42
Biweekly		\$911.95	\$965.59	\$1,019.24	\$1,072.88
Monthly		\$1,924.83	\$2,038.05	\$2,151.28	\$2,264.50
Annually		\$23,790.89	\$25,190.35	\$26,589.82	\$27,989.28
Hourly	3	\$20.33	\$21.53	\$22.72	\$23.93
Biweekly		\$1,626.56	\$1,722.35	\$1,818.15	\$1,913.94
Monthly		\$3,536.15	\$3,744.40	\$3,952.65	\$4,160.91
Annually		\$42,433.75	\$44,932.79	\$47,431.84	\$49,930.88
Hourly	4	\$21.10	\$22.35	\$23.58	\$24.81
Biweekly		\$1,687.87	\$1,787.49	\$1,886.16	\$1,984.83
Monthly		\$3,669.43	\$3,886.01	\$4,100.51	\$4,315.01
Annually		\$44,033.14	\$46,632.14	\$49,206.16	\$51,780.17
Hourly	5	\$21.95	\$23.25	\$24.54	\$25.83
Biweekly		\$1,755.88	\$1,860.30	\$1,963.75	\$2,066.25
Monthly		\$3,817.29	\$4,044.28	\$4,269.20	\$4,492.03
Annually		\$45,807.46	\$48,531.42	\$51,230.38	\$53,904.36
Hourly	6	\$22.95	\$24.29	\$25.65	\$27.00
Biweekly		\$1,836.35	\$1,942.68	\$2,051.88	\$2,160.13
Monthly		\$3,992.22	\$4,223.38	\$4,460.79	\$4,696.12
Annually		\$47,906.66	\$50,680.59	\$53,529.50	\$56,353.42
Hourly	7	\$24.04	\$25.44	\$26.86	\$28.26
Biweekly		\$1,922.56	\$2,034.64	\$2,148.63	\$2,260.71
Monthly		\$4,179.65	\$4,423.31	\$4,671.13	\$4,914.78
Annually		\$50,155.79	\$53,079.67	\$56,053.54	\$58,977.42
Hourly	8	\$25.16	\$26.64	\$28.12	\$29.61
Biweekly		\$2,012.61	\$2,131.39	\$2,249.22	\$2,368.96
Monthly		\$4,375.41	\$4,633.64	\$4,889.79	\$5,150.11
Annually		\$52,504.89	\$55,603.71	\$58,677.53	\$61,801.33

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 40 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

Hourly	9	\$26.34	\$27.90	\$29.44	\$30.99
Biweekly		\$2,107.44	\$2,231.97	\$2,355.55	\$2,479.12
Monthly		\$4,581.58	\$4,852.31	\$5,120.96	\$5,389.60
Annually		\$54,978.95	\$58,227.70	\$61,451.47	\$64,675.23
Hourly	10	\$27.66	\$29.29	\$30.93	\$32.56
Biweekly		\$2,212.81	\$2,343.09	\$2,474.33	\$2,604.61
Monthly		\$4,810.66	\$5,093.88	\$5,379.19	\$5,662.42
Annually		\$57,727.89	\$61,126.59	\$64,550.28	\$67,948.98
Hourly	11	\$29.24	\$30.96	\$32.67	\$34.39
Biweekly		\$2,339.26	\$2,476.24	\$2,614.19	\$2,751.17
Monthly		\$5,085.55	\$5,383.36	\$5,683.24	\$5,981.04
Annually		\$61,026.63	\$64,600.26	\$68,198.88	\$71,772.52
Hourly	12	\$30.97	\$32.80	\$34.61	\$36.45
Biweekly		\$2,477.20	\$2,623.77	\$2,768.41	\$2,915.93
Monthly		\$5,385.44	\$5,704.07	\$6,018.53	\$6,339.24
Annually		\$64,625.25	\$68,448.79	\$72,222.34	\$76,070.87
Hourly	13	\$32.84	\$34.77	\$36.69	\$38.63
Biweekly		\$2,627.60	\$2,781.82	\$2,935.09	\$3,090.28
Monthly		\$5,712.40	\$6,047.68	\$6,380.89	\$6,718.26
Annually		\$68,548.75	\$72,572.21	\$76,570.68	\$80,619.13
Hourly	14	\$34.95	\$37.01	\$39.08	\$41.12
Biweekly		\$2,796.19	\$2,960.96	\$3,126.68	\$3,289.53
Monthly		\$6,078.92	\$6,437.12	\$6,797.40	\$7,151.43
Annually		\$72,947.07	\$77,245.42	\$81,568.77	\$85,817.14
Hourly	15	\$37.35	\$39.53	\$41.73	\$43.92
Biweekly		\$2,987.78	\$3,162.12	\$3,338.38	\$3,513.68
Monthly		\$6,495.43	\$6,874.45	\$7,257.64	\$7,638.74
Annually		\$77,945.15	\$82,493.41	\$87,091.65	\$91,664.90
Hourly	16	\$39.94	\$42.29	\$44.64	\$46.99
Biweekly		\$3,195.54	\$3,383.51	\$3,571.49	\$3,759.46
Monthly		\$6,947.10	\$7,355.76	\$7,764.41	\$8,173.06
Annually		\$83,365.23	\$88,269.07	\$93,172.90	\$98,076.74

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.90	\$11.53	\$12.18	\$12.82
Biweekly		\$762.73	\$807.63	\$852.55	\$897.46
Monthly		\$1,658.16	\$1,755.80	\$1,853.44	\$1,951.08
Annually		\$19,897.97	\$21,069.62	\$22,241.28	\$23,412.94
Hourly	3	\$19.47	\$20.61	\$21.75	\$22.89
Biweekly		\$1,362.84	\$1,442.60	\$1,522.35	\$1,602.11
Monthly		\$2,962.81	\$3,136.20	\$3,309.59	\$3,482.99
Annually		\$35,553.73	\$37,634.43	\$39,715.13	\$41,795.84
Hourly	4	\$20.19	\$21.38	\$22.59	\$23.77
Biweekly		\$1,413.17	\$1,496.80	\$1,581.20	\$1,664.06
Monthly		\$3,072.23	\$3,254.04	\$3,437.53	\$3,617.66
Annually		\$36,866.80	\$39,048.50	\$41,250.41	\$43,411.91
Hourly	5	\$21.03	\$22.25	\$23.49	\$24.73
Biweekly		\$1,472.02	\$1,557.97	\$1,643.92	\$1,731.42
Monthly		\$3,200.17	\$3,387.03	\$3,573.89	\$3,764.12
Annually		\$38,402.07	\$40,644.38	\$42,886.69	\$45,169.40
Hourly	6	\$21.97	\$23.26	\$24.55	\$25.85
Biweekly		\$1,537.84	\$1,628.44	\$1,718.26	\$1,809.63
Monthly		\$3,343.26	\$3,540.22	\$3,735.50	\$3,934.14
Annually		\$40,119.15	\$42,482.67	\$44,825.98	\$47,209.70
Hourly	7	\$23.01	\$24.36	\$25.72	\$27.06
Biweekly		\$1,610.63	\$1,705.10	\$1,800.34	\$1,894.04
Monthly		\$3,501.50	\$3,706.88	\$3,913.94	\$4,117.63
Annually		\$42,018.05	\$44,482.57	\$46,967.29	\$49,411.61
Hourly	8	\$24.09	\$25.50	\$26.92	\$28.34
Biweekly		\$1,685.74	\$1,784.85	\$1,884.74	\$1,983.86
Monthly		\$3,664.80	\$3,880.27	\$4,097.43	\$4,312.91
Annually		\$43,977.54	\$46,563.27	\$49,169.19	\$51,754.92

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

Hourly	9	\$25.22	\$26.69	\$28.18	\$29.67
Biweekly		\$1,765.50	\$1,868.48	\$1,972.24	\$2,076.78
Monthly		\$3,838.19	\$4,062.08	\$4,287.66	\$4,514.92
Annually		\$46,058.24	\$48,744.97	\$51,451.91	\$54,179.04
Hourly	10	\$26.49	\$28.05	\$29.61	\$31.16
Biweekly		\$1,854.54	\$1,963.73	\$2,072.91	\$2,181.32
Monthly		\$4,031.78	\$4,269.14	\$4,506.50	\$4,742.18
Annually		\$48,381.36	\$51,229.70	\$54,078.03	\$56,906.17
Hourly	11	\$28.00	\$29.63	\$31.27	\$32.93
Biweekly		\$1,959.85	\$2,074.46	\$2,189.06	\$2,305.21
Monthly		\$4,260.72	\$4,509.87	\$4,759.02	\$5,011.53
Annually		\$51,128.69	\$54,118.44	\$57,108.18	\$60,138.33
Hourly	12	\$29.65	\$31.39	\$33.13	\$34.88
Biweekly		\$2,075.23	\$2,197.58	\$2,319.15	\$2,441.49
Monthly		\$4,511.55	\$4,777.53	\$5,041.83	\$5,307.81
Annually		\$54,138.64	\$57,330.39	\$60,501.95	\$63,693.70
Hourly	13	\$31.44	\$33.28	\$35.13	\$36.98
Biweekly		\$2,200.67	\$2,329.99	\$2,459.30	\$2,588.62
Monthly		\$4,784.27	\$5,065.40	\$5,346.53	\$5,627.66
Annually		\$57,411.20	\$60,784.76	\$64,158.32	\$67,531.89
Hourly	14	\$33.46	\$35.42	\$37.41	\$39.37
Biweekly		\$2,342.38	\$2,479.44	\$2,618.04	\$2,755.88
Monthly		\$5,092.33	\$5,390.30	\$5,691.63	\$5,991.28
Annually		\$61,107.98	\$64,683.55	\$68,299.53	\$71,895.30
Hourly	15	\$35.75	\$37.84	\$39.94	\$42.04
Biweekly		\$2,502.67	\$2,649.02	\$2,796.14	\$2,943.27
Monthly		\$5,440.80	\$5,758.96	\$6,078.81	\$6,398.66
Annually		\$65,289.58	\$69,107.57	\$72,945.75	\$76,783.94
Hourly	16	\$38.24	\$40.49	\$42.74	\$44.99
Biweekly		\$2,676.69	\$2,834.14	\$2,991.59	\$3,149.05
Monthly		\$5,819.12	\$6,161.42	\$6,503.73	\$6,846.03
Annually		\$69,829.48	\$73,937.10	\$78,044.71	\$82,152.33

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2010 to August 31, 2010

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.01	\$11.65	\$12.30	\$12.95
Biweekly		\$770.36	\$815.71	\$861.07	\$906.44
Monthly		\$1,674.74	\$1,773.36	\$1,871.98	\$1,970.59
Annually		\$20,096.95	\$21,280.32	\$22,463.69	\$23,647.07
Hourly	3	\$19.67	\$20.82	\$21.97	\$23.12
Biweekly		\$1,376.47	\$1,457.02	\$1,537.58	\$1,618.13
Monthly		\$2,992.44	\$3,167.56	\$3,342.69	\$3,517.82
Annually		\$35,909.27	\$38,010.78	\$40,112.29	\$42,213.79
Hourly	4	\$20.39	\$21.60	\$22.82	\$24.01
Biweekly		\$1,427.30	\$1,511.77	\$1,597.01	\$1,680.70
Monthly		\$3,102.96	\$3,286.58	\$3,471.91	\$3,653.84
Annually		\$37,235.46	\$39,438.99	\$41,662.91	\$43,846.03
Hourly	5	\$21.24	\$22.48	\$23.72	\$24.98
Biweekly		\$1,486.74	\$1,573.55	\$1,660.36	\$1,748.74
Monthly		\$3,232.17	\$3,420.90	\$3,609.63	\$3,801.76
Annually		\$38,786.09	\$41,050.82	\$43,315.56	\$45,621.09
Hourly	6	\$22.19	\$23.50	\$24.79	\$26.11
Biweekly		\$1,553.22	\$1,644.72	\$1,735.44	\$1,827.73
Monthly		\$3,376.70	\$3,575.62	\$3,772.85	\$3,973.48
Annually		\$40,520.35	\$42,907.50	\$45,274.24	\$47,681.80
Hourly	7	\$23.24	\$24.60	\$25.98	\$27.33
Biweekly		\$1,626.73	\$1,722.15	\$1,818.34	\$1,912.98
Monthly		\$3,536.52	\$3,743.95	\$3,953.08	\$4,158.81
Annually		\$42,438.23	\$44,927.39	\$47,436.96	\$49,905.72
Hourly	8	\$24.33	\$25.75	\$27.19	\$28.62
Biweekly		\$1,702.60	\$1,802.70	\$1,903.59	\$2,003.70
Monthly		\$3,701.44	\$3,919.08	\$4,138.41	\$4,356.04
Annually		\$44,417.32	\$47,028.90	\$49,660.89	\$52,272.47

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2010 to August 31, 2010

Hourly	9	\$25.47	\$26.96	\$28.46	\$29.97
Biweekly		\$1,783.15	\$1,887.17	\$1,991.97	\$2,097.55
Monthly		\$3,876.57	\$4,102.70	\$4,330.54	\$4,560.07
Annually		\$46,518.83	\$49,232.42	\$51,966.43	\$54,720.83
Hourly	10	\$26.76	\$28.33	\$29.91	\$31.48
Biweekly		\$1,873.09	\$1,983.36	\$2,093.64	\$2,203.13
Monthly		\$4,072.10	\$4,311.83	\$4,551.57	\$4,789.60
Annually		\$48,865.17	\$51,741.99	\$54,618.81	\$57,475.23
Hourly	11	\$28.28	\$29.93	\$31.58	\$33.26
Biweekly		\$1,979.45	\$2,095.20	\$2,210.95	\$2,328.26
Monthly		\$4,303.33	\$4,554.97	\$4,806.61	\$5,061.64
Annually		\$51,639.98	\$54,659.62	\$57,679.26	\$60,739.71
Hourly	12	\$29.94	\$31.70	\$33.46	\$35.23
Biweekly		\$2,095.98	\$2,219.55	\$2,342.34	\$2,465.91
Monthly		\$4,556.67	\$4,825.31	\$5,092.25	\$5,360.89
Annually		\$54,680.02	\$57,903.70	\$61,106.97	\$64,330.64
Hourly	13	\$31.75	\$33.61	\$35.48	\$37.35
Biweekly		\$2,222.68	\$2,353.29	\$2,483.90	\$2,614.51
Monthly		\$4,832.11	\$5,116.05	\$5,399.99	\$5,683.93
Annually		\$57,985.31	\$61,392.61	\$64,799.91	\$68,207.21
Hourly	14	\$33.79	\$35.78	\$37.78	\$39.76
Biweekly		\$2,365.80	\$2,504.23	\$2,644.22	\$2,783.44
Monthly		\$5,143.25	\$5,444.20	\$5,748.54	\$6,051.19
Annually		\$61,719.06	\$65,330.39	\$68,982.52	\$72,614.25
Hourly	15	\$36.11	\$38.22	\$40.34	\$42.46
Biweekly		\$2,527.69	\$2,675.51	\$2,824.10	\$2,972.70
Monthly		\$5,495.21	\$5,816.55	\$6,139.60	\$6,462.65
Annually		\$65,942.48	\$69,798.64	\$73,675.21	\$77,551.78
Hourly	16	\$38.62	\$40.89	\$43.16	\$45.44
Biweekly		\$2,703.46	\$2,862.48	\$3,021.51	\$3,180.54
Monthly		\$5,877.31	\$6,223.04	\$6,568.76	\$6,914.49
Annually		\$70,527.78	\$74,676.47	\$78,825.16	\$82,973.85

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.12	\$11.77	\$12.42	\$13.08
Biweekly		\$778.06	\$823.87	\$869.68	\$915.50
Monthly		\$1,691.49	\$1,791.09	\$1,890.70	\$1,990.30
Annually		\$20,297.92	\$21,493.12	\$22,688.33	\$23,883.54
Hourly	3	\$19.86	\$21.02	\$22.19	\$23.35
Biweekly		\$1,390.23	\$1,471.59	\$1,552.95	\$1,634.31
Monthly		\$3,022.36	\$3,199.24	\$3,376.12	\$3,552.99
Annually		\$36,268.36	\$38,390.89	\$40,513.41	\$42,635.93
Hourly	4	\$20.59	\$21.81	\$23.04	\$24.25
Biweekly		\$1,441.58	\$1,526.89	\$1,612.98	\$1,697.50
Monthly		\$3,133.98	\$3,319.45	\$3,506.63	\$3,690.37
Annually		\$37,607.82	\$39,833.38	\$42,079.54	\$44,284.49
Hourly	5	\$21.46	\$22.70	\$23.96	\$25.23
Biweekly		\$1,501.61	\$1,589.29	\$1,676.97	\$1,766.23
Monthly		\$3,264.50	\$3,455.11	\$3,645.73	\$3,839.78
Annually		\$39,173.95	\$41,461.33	\$43,748.71	\$46,077.30
Hourly	6	\$22.41	\$23.73	\$25.04	\$26.37
Biweekly		\$1,568.75	\$1,661.17	\$1,752.80	\$1,846.01
Monthly		\$3,410.46	\$3,611.38	\$3,810.58	\$4,013.22
Annually		\$40,925.55	\$43,336.57	\$45,726.99	\$48,158.61
Hourly	7	\$23.47	\$24.85	\$26.24	\$27.60
Biweekly		\$1,643.00	\$1,739.37	\$1,836.53	\$1,932.11
Monthly		\$3,571.88	\$3,781.39	\$3,992.61	\$4,200.40
Annually		\$42,862.61	\$45,376.67	\$47,911.33	\$50,404.78
Hourly	8	\$24.57	\$26.01	\$27.47	\$28.91
Biweekly		\$1,719.62	\$1,820.73	\$1,922.63	\$2,023.73
Monthly		\$3,738.46	\$3,958.27	\$4,179.79	\$4,399.60
Annually		\$44,861.49	\$47,499.19	\$50,157.50	\$52,795.19

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

Hourly	9	\$25.73	\$27.23	\$28.74	\$30.27
Biweekly		\$1,800.98	\$1,906.04	\$2,011.89	\$2,118.52
Monthly		\$3,915.33	\$4,143.73	\$4,373.84	\$4,605.67
Annually		\$46,984.01	\$49,724.75	\$52,486.09	\$55,268.04
Hourly	10	\$27.02	\$28.62	\$30.21	\$31.79
Biweekly		\$1,891.82	\$2,003.20	\$2,114.57	\$2,225.16
Monthly		\$4,112.82	\$4,354.95	\$4,597.08	\$4,837.50
Annually		\$49,353.82	\$52,259.41	\$55,165.00	\$58,049.99
Hourly	11	\$28.56	\$30.23	\$31.90	\$33.59
Biweekly		\$1,999.25	\$2,116.15	\$2,233.06	\$2,351.55
Monthly		\$4,346.36	\$4,600.52	\$4,854.67	\$5,112.26
Annually		\$52,156.38	\$55,206.22	\$58,256.06	\$61,347.11
Hourly	12	\$30.24	\$32.02	\$33.80	\$35.58
Biweekly		\$2,116.94	\$2,241.75	\$2,365.76	\$2,490.57
Monthly		\$4,602.24	\$4,873.56	\$5,143.17	\$5,414.50
Annually		\$55,226.82	\$58,482.73	\$61,718.04	\$64,973.95
Hourly	13	\$32.07	\$33.95	\$35.83	\$37.72
Biweekly		\$2,244.91	\$2,376.82	\$2,508.74	\$2,640.65
Monthly		\$4,880.43	\$5,167.21	\$5,453.99	\$5,740.77
Annually		\$58,565.16	\$62,006.53	\$65,447.91	\$68,889.28
Hourly	14	\$34.13	\$36.14	\$38.16	\$40.16
Biweekly		\$2,389.46	\$2,529.27	\$2,670.67	\$2,811.27
Monthly		\$5,194.69	\$5,498.64	\$5,806.03	\$6,111.70
Annually		\$62,336.25	\$65,983.69	\$69,672.35	\$73,340.40
Hourly	15	\$36.47	\$38.61	\$40.75	\$42.89
Biweekly		\$2,552.97	\$2,702.26	\$2,852.34	\$3,002.43
Monthly		\$5,550.16	\$5,874.72	\$6,201.00	\$6,527.27
Annually		\$66,601.90	\$70,496.63	\$74,411.96	\$78,327.30
Hourly	16	\$39.01	\$41.30	\$43.60	\$45.89
Biweekly		\$2,730.49	\$2,891.11	\$3,051.73	\$3,212.34
Monthly		\$5,936.09	\$6,285.27	\$6,634.45	\$6,983.63
Annually		\$71,233.05	\$75,423.23	\$79,613.41	\$83,803.59

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.23	\$11.88	\$12.55	\$13.21
Biweekly		\$785.84	\$832.11	\$878.38	\$924.66
Monthly		\$1,708.41	\$1,809.00	\$1,909.60	\$2,010.20
Annually		\$20,500.90	\$21,708.05	\$22,915.21	\$24,122.38
Hourly	3	\$20.06	\$21.23	\$22.41	\$23.58
Biweekly		\$1,404.13	\$1,486.31	\$1,568.48	\$1,650.66
Monthly		\$3,052.59	\$3,231.23	\$3,409.88	\$3,588.52
Annually		\$36,631.05	\$38,774.79	\$40,918.54	\$43,062.29
Hourly	4	\$20.80	\$22.03	\$23.27	\$24.49
Biweekly		\$1,455.99	\$1,542.15	\$1,629.11	\$1,714.48
Monthly		\$3,165.32	\$3,352.64	\$3,541.69	\$3,727.28
Annually		\$37,983.90	\$40,231.71	\$42,500.34	\$44,727.34
Hourly	5	\$21.67	\$22.93	\$24.20	\$25.48
Biweekly		\$1,516.62	\$1,605.18	\$1,693.74	\$1,783.89
Monthly		\$3,297.14	\$3,489.66	\$3,682.18	\$3,878.17
Annually		\$39,565.69	\$41,875.94	\$44,186.20	\$46,538.08
Hourly	6	\$22.63	\$23.97	\$25.29	\$26.63
Biweekly		\$1,584.44	\$1,677.78	\$1,770.33	\$1,864.47
Monthly		\$3,444.57	\$3,647.49	\$3,848.69	\$4,053.35
Annually		\$41,334.80	\$43,769.94	\$46,184.26	\$48,640.20
Hourly	7	\$23.71	\$25.10	\$26.50	\$27.88
Biweekly		\$1,659.43	\$1,756.76	\$1,854.89	\$1,951.43
Monthly		\$3,607.60	\$3,819.20	\$4,032.54	\$4,242.40
Annually		\$43,291.24	\$45,830.43	\$48,390.44	\$50,908.83
Hourly	8	\$24.82	\$26.27	\$27.74	\$29.20
Biweekly		\$1,736.82	\$1,838.94	\$1,941.85	\$2,043.97
Monthly		\$3,775.84	\$3,997.85	\$4,221.59	\$4,443.60
Annually		\$45,310.11	\$47,974.18	\$50,659.07	\$53,323.15

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

Hourly	9	\$25.99	\$27.50	\$29.03	\$30.57
Biweekly		\$1,818.99	\$1,925.10	\$2,032.01	\$2,139.71
Monthly		\$3,954.49	\$4,185.17	\$4,417.58	\$4,651.73
Annually		\$47,453.85	\$50,222.00	\$53,010.95	\$55,820.72
Hourly	10	\$27.30	\$28.90	\$30.51	\$32.11
Biweekly		\$1,910.74	\$2,023.23	\$2,135.72	\$2,247.41
Monthly		\$4,153.95	\$4,398.50	\$4,643.05	\$4,885.87
Annually		\$49,847.36	\$52,782.01	\$55,716.65	\$58,630.49
Hourly	11	\$28.85	\$30.53	\$32.22	\$33.93
Biweekly		\$2,019.24	\$2,137.32	\$2,255.39	\$2,375.06
Monthly		\$4,389.83	\$4,646.52	\$4,903.22	\$5,163.38
Annually		\$52,677.94	\$55,758.28	\$58,838.62	\$61,960.58
Hourly	12	\$30.55	\$32.34	\$34.13	\$35.94
Biweekly		\$2,138.11	\$2,264.17	\$2,389.42	\$2,515.47
Monthly		\$4,648.26	\$4,922.30	\$5,194.60	\$5,468.64
Annually		\$55,779.09	\$59,067.56	\$62,335.22	\$65,623.69
Hourly	13	\$32.39	\$34.29	\$36.19	\$38.10
Biweekly		\$2,267.36	\$2,400.59	\$2,533.82	\$2,667.06
Monthly		\$4,929.23	\$5,218.88	\$5,508.53	\$5,798.18
Annually		\$59,150.81	\$62,626.60	\$66,102.39	\$69,578.17
Hourly	14	\$34.47	\$36.50	\$38.54	\$40.56
Biweekly		\$2,413.36	\$2,554.57	\$2,697.37	\$2,839.38
Monthly		\$5,246.63	\$5,553.63	\$5,864.09	\$6,172.82
Annually		\$62,959.61	\$66,643.53	\$70,369.07	\$74,073.80
Hourly	15	\$36.83	\$38.99	\$41.16	\$43.32
Biweekly		\$2,578.50	\$2,729.29	\$2,880.87	\$3,032.45
Monthly		\$5,605.66	\$5,933.47	\$6,263.01	\$6,592.55
Annually		\$67,267.92	\$71,201.59	\$75,156.08	\$79,110.57
Hourly	16	\$39.40	\$41.71	\$44.03	\$46.35
Biweekly		\$2,757.80	\$2,920.02	\$3,082.24	\$3,244.47
Monthly		\$5,995.45	\$6,348.12	\$6,700.80	\$7,053.47
Annually		\$71,945.38	\$76,177.47	\$80,409.55	\$84,641.63

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.48	\$12.15	\$12.83	\$13.51
Biweekly		\$803.52	\$850.83	\$898.14	\$945.46
Monthly		\$1,746.84	\$1,849.70	\$1,952.57	\$2,055.43
Annually		\$20,962.17	\$22,196.48	\$23,430.81	\$24,665.13
Hourly	3	\$20.51	\$21.71	\$22.91	\$24.11
Biweekly		\$1,435.73	\$1,519.75	\$1,603.77	\$1,687.79
Monthly		\$3,121.27	\$3,303.94	\$3,486.60	\$3,669.27
Annually		\$37,455.24	\$39,647.23	\$41,839.21	\$44,031.19
Hourly	4	\$21.27	\$22.53	\$23.80	\$25.04
Biweekly		\$1,488.75	\$1,576.85	\$1,665.77	\$1,753.06
Monthly		\$3,236.54	\$3,428.08	\$3,621.38	\$3,811.14
Annually		\$38,838.53	\$41,136.92	\$43,456.60	\$45,733.70
Hourly	5	\$22.16	\$23.44	\$24.74	\$26.06
Biweekly		\$1,550.75	\$1,641.30	\$1,731.85	\$1,824.03
Monthly		\$3,371.33	\$3,568.18	\$3,765.03	\$3,965.43
Annually		\$40,455.92	\$42,818.15	\$45,180.39	\$47,585.18
Hourly	6	\$23.14	\$24.51	\$25.86	\$27.23
Biweekly		\$1,620.09	\$1,715.53	\$1,810.16	\$1,906.42
Monthly		\$3,522.07	\$3,729.56	\$3,935.28	\$4,144.55
Annually		\$42,264.84	\$44,754.76	\$47,223.40	\$49,734.60
Hourly	7	\$24.24	\$25.66	\$27.09	\$28.50
Biweekly		\$1,696.77	\$1,796.29	\$1,896.63	\$1,995.33
Monthly		\$3,688.77	\$3,905.13	\$4,123.27	\$4,337.86
Annually		\$44,265.29	\$46,861.62	\$49,479.23	\$52,054.28
Hourly	8	\$25.37	\$26.86	\$28.36	\$29.85
Biweekly		\$1,775.90	\$1,880.31	\$1,985.55	\$2,089.96
Monthly		\$3,860.80	\$4,087.80	\$4,316.57	\$4,543.58
Annually		\$46,329.58	\$49,053.60	\$51,798.90	\$54,522.92

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

Hourly	9	\$26.57	\$28.12	\$29.68	\$31.26
Biweekly		\$1,859.92	\$1,968.41	\$2,077.73	\$2,187.85
Monthly		\$4,043.46	\$4,279.33	\$4,516.97	\$4,756.39
Annually		\$48,521.57	\$51,351.99	\$54,203.70	\$57,076.68
Hourly	10	\$27.91	\$29.55	\$31.19	\$32.83
Biweekly		\$1,953.73	\$2,068.75	\$2,183.77	\$2,297.98
Monthly		\$4,247.41	\$4,497.47	\$4,747.52	\$4,995.81
Annually		\$50,968.93	\$53,969.60	\$56,970.28	\$59,949.67
Hourly	11	\$29.50	\$31.22	\$32.94	\$34.69
Biweekly		\$2,064.67	\$2,185.40	\$2,306.14	\$2,428.50
Monthly		\$4,488.60	\$4,751.07	\$5,013.54	\$5,279.56
Annually		\$53,863.19	\$57,012.84	\$60,162.49	\$63,354.69
Hourly	12	\$31.23	\$33.07	\$34.90	\$36.74
Biweekly		\$2,186.22	\$2,315.11	\$2,443.18	\$2,572.07
Monthly		\$4,752.84	\$5,033.05	\$5,311.48	\$5,591.68
Annually		\$57,034.12	\$60,396.58	\$63,737.76	\$67,100.22
Hourly	13	\$33.12	\$35.06	\$37.01	\$38.95
Biweekly		\$2,318.37	\$2,454.60	\$2,590.83	\$2,727.07
Monthly		\$5,040.14	\$5,336.31	\$5,632.47	\$5,928.64
Annually		\$60,481.71	\$64,035.70	\$67,589.69	\$71,143.68
Hourly	14	\$35.25	\$37.32	\$39.41	\$41.47
Biweekly		\$2,467.66	\$2,612.04	\$2,758.06	\$2,903.27
Monthly		\$5,364.68	\$5,678.58	\$5,996.03	\$6,311.71
Annually		\$64,376.20	\$68,143.01	\$71,952.37	\$75,740.46
Hourly	15	\$37.66	\$39.87	\$42.08	\$44.29
Biweekly		\$2,636.52	\$2,790.69	\$2,945.69	\$3,100.68
Monthly		\$5,731.79	\$6,066.97	\$6,403.92	\$6,740.88
Annually		\$68,781.45	\$72,803.63	\$76,847.09	\$80,890.56
Hourly	16	\$40.28	\$42.65	\$45.02	\$47.39
Biweekly		\$2,819.85	\$2,985.72	\$3,151.59	\$3,317.47
Monthly		\$6,130.35	\$6,490.95	\$6,851.56	\$7,212.17
Annually		\$73,564.16	\$77,891.46	\$82,218.76	\$86,546.07

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.80	\$12.49	\$13.18	\$13.88
Biweekly		\$825.62	\$874.23	\$922.84	\$971.46
Monthly		\$1,794.88	\$1,900.57	\$2,006.27	\$2,111.95
Annually		\$21,538.63	\$22,806.89	\$24,075.15	\$25,343.42
Hourly	3	\$21.08	\$22.31	\$23.54	\$24.77
Biweekly		\$1,475.21	\$1,561.54	\$1,647.88	\$1,734.21
Monthly		\$3,207.11	\$3,394.79	\$3,582.48	\$3,770.17
Annually		\$38,485.26	\$40,737.53	\$42,989.79	\$45,242.05
Hourly	4	\$21.85	\$23.15	\$24.45	\$25.73
Biweekly		\$1,529.69	\$1,620.22	\$1,711.58	\$1,801.26
Monthly		\$3,325.55	\$3,522.35	\$3,720.97	\$3,915.95
Annually		\$39,906.59	\$42,268.19	\$44,651.65	\$46,991.38
Hourly	5	\$22.77	\$24.09	\$25.42	\$26.77
Biweekly		\$1,593.39	\$1,686.43	\$1,779.47	\$1,874.19
Monthly		\$3,464.04	\$3,666.30	\$3,868.57	\$4,074.48
Annually		\$41,568.46	\$43,995.65	\$46,422.85	\$48,893.78
Hourly	6	\$23.78	\$25.18	\$26.57	\$27.98
Biweekly		\$1,664.64	\$1,762.71	\$1,859.94	\$1,958.84
Monthly		\$3,618.93	\$3,832.13	\$4,043.50	\$4,258.53
Annually		\$43,427.12	\$45,985.52	\$48,522.04	\$51,102.31
Hourly	7	\$24.91	\$26.37	\$27.84	\$29.29
Biweekly		\$1,743.43	\$1,845.69	\$1,948.79	\$2,050.21
Monthly		\$3,790.22	\$4,012.53	\$4,236.66	\$4,457.15
Annually		\$45,482.58	\$48,150.31	\$50,839.91	\$53,485.77
Hourly	8	\$26.07	\$27.60	\$29.14	\$30.67
Biweekly		\$1,824.73	\$1,932.02	\$2,040.15	\$2,147.44
Monthly		\$3,966.97	\$4,200.21	\$4,435.28	\$4,668.52
Annually		\$47,603.65	\$50,402.57	\$53,223.37	\$56,022.30

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – PERMANENT EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

Hourly	9	\$27.30	\$28.89	\$30.50	\$32.12
Biweekly		\$1,911.07	\$2,022.55	\$2,134.86	\$2,248.02
Monthly		\$4,154.66	\$4,397.01	\$4,641.19	\$4,887.19
Annually		\$49,855.91	\$52,764.17	\$55,694.30	\$58,646.29
Hourly	10	\$28.68	\$30.36	\$32.05	\$33.73
Biweekly		\$2,007.46	\$2,125.64	\$2,243.83	\$2,361.17
Monthly		\$4,364.21	\$4,621.15	\$4,878.08	\$5,133.19
Annually		\$52,370.57	\$55,453.77	\$58,536.96	\$61,598.29
Hourly	11	\$30.31	\$32.08	\$33.85	\$35.64
Biweekly		\$2,121.45	\$2,245.50	\$2,369.56	\$2,495.28
Monthly		\$4,612.04	\$4,881.72	\$5,151.41	\$5,424.75
Annually		\$55,344.43	\$58,580.69	\$61,816.95	\$65,096.95
Hourly	12	\$32.09	\$33.98	\$35.86	\$37.76
Biweekly		\$2,246.34	\$2,378.78	\$2,510.37	\$2,642.80
Monthly		\$4,883.55	\$5,171.46	\$5,457.55	\$5,745.46
Annually		\$58,602.56	\$62,057.49	\$65,490.55	\$68,945.47
Hourly	13	\$34.03	\$36.03	\$38.02	\$40.02
Biweekly		\$2,382.13	\$2,522.11	\$2,662.08	\$2,802.06
Monthly		\$5,178.75	\$5,483.06	\$5,787.37	\$6,091.68
Annually		\$62,144.95	\$65,796.68	\$69,448.41	\$73,100.13
Hourly	14	\$36.22	\$38.34	\$40.49	\$42.61
Biweekly		\$2,535.52	\$2,683.88	\$2,833.91	\$2,983.11
Monthly		\$5,512.21	\$5,834.74	\$6,160.92	\$6,485.28
Annually		\$66,146.55	\$70,016.94	\$73,931.06	\$77,823.32
Hourly	15	\$38.70	\$40.96	\$43.24	\$45.51
Biweekly		\$2,709.02	\$2,867.44	\$3,026.69	\$3,185.95
Monthly		\$5,889.41	\$6,233.81	\$6,580.03	\$6,926.25
Annually		\$70,672.94	\$74,805.73	\$78,960.39	\$83,115.05
Hourly	16	\$41.39	\$43.83	\$46.26	\$48.70
Biweekly		\$2,897.39	\$3,067.83	\$3,238.26	\$3,408.70
Monthly		\$6,298.93	\$6,669.46	\$7,039.98	\$7,410.51
Annually		\$75,587.17	\$80,033.47	\$84,479.78	\$88,926.08

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.54	\$11.15	\$11.77	\$12.39
Biweekly		\$737.17	\$780.54	\$823.89	\$867.26
Monthly		\$1,602.62	\$1,696.88	\$1,791.15	\$1,885.43
Annually		\$19,231.33	\$20,362.59	\$21,493.84	\$22,625.10
Hourly	3	\$18.78	\$19.89	\$20.99	\$22.10
Biweekly		\$1,314.83	\$1,392.26	\$1,469.70	\$1,547.13
Monthly		\$2,858.44	\$3,026.78	\$3,195.12	\$3,363.46
Annually		\$34,301.27	\$36,321.37	\$38,341.47	\$40,361.57
Hourly	4	\$19.49	\$20.65	\$21.78	\$22.92
Biweekly		\$1,364.39	\$1,444.92	\$1,524.68	\$1,604.43
Monthly		\$2,966.18	\$3,141.25	\$3,314.64	\$3,488.04
Annually		\$35,594.13	\$37,695.04	\$39,775.74	\$41,856.44
Hourly	5	\$20.28	\$21.48	\$22.67	\$23.86
Biweekly		\$1,419.37	\$1,503.77	\$1,587.40	\$1,670.25
Monthly		\$3,085.70	\$3,269.19	\$3,451.00	\$3,631.13
Annually		\$37,028.40	\$39,230.31	\$41,412.02	\$43,573.52
Hourly	6	\$21.21	\$22.44	\$23.70	\$24.95
Biweekly		\$1,484.41	\$1,570.36	\$1,658.64	\$1,746.14
Monthly		\$3,227.11	\$3,413.97	\$3,605.88	\$3,796.10
Annually		\$38,725.29	\$40,967.60	\$43,270.51	\$45,553.22
Hourly	7	\$22.20	\$23.50	\$24.81	\$26.11
Biweekly		\$1,554.10	\$1,644.70	\$1,736.84	\$1,827.44
Monthly		\$3,378.61	\$3,575.57	\$3,775.90	\$3,972.86
Annually		\$40,543.37	\$42,906.89	\$45,310.81	\$47,674.32
Hourly	8	\$23.24	\$24.61	\$25.97	\$27.35
Biweekly		\$1,626.89	\$1,722.91	\$1,818.15	\$1,914.94
Monthly		\$3,536.86	\$3,745.60	\$3,952.66	\$4,163.09
Annually		\$42,442.27	\$44,947.19	\$47,431.91	\$49,957.03

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2009 to February 28, 2010

Hourly	9	\$24.34	\$25.77	\$27.20	\$28.63
Biweekly		\$1,703.55	\$1,804.21	\$1,904.10	\$2,003.99
Monthly		\$3,703.51	\$3,922.36	\$4,139.52	\$4,356.68
Annually		\$44,442.16	\$47,068.29	\$49,674.22	\$52,280.15
Hourly	10	\$25.55	\$27.06	\$28.57	\$30.08
Biweekly		\$1,788.73	\$1,894.04	\$2,000.12	\$2,105.43
Monthly		\$3,888.69	\$4,117.63	\$4,348.26	\$4,577.21
Annually		\$46,664.27	\$49,411.61	\$52,179.14	\$54,926.48
Hourly	11	\$27.02	\$28.60	\$30.18	\$31.77
Biweekly		\$1,890.94	\$2,001.67	\$2,113.17	\$2,223.90
Monthly		\$4,110.90	\$4,351.63	\$4,594.04	\$4,834.77
Annually		\$49,330.80	\$52,219.54	\$55,128.49	\$58,017.23
Hourly	12	\$28.61	\$30.30	\$31.97	\$33.67
Biweekly		\$2,002.44	\$2,120.92	\$2,237.84	\$2,357.09
Monthly		\$4,353.31	\$4,610.87	\$4,865.07	\$5,124.32
Annually		\$52,239.74	\$55,330.49	\$58,380.84	\$61,491.79
Hourly	13	\$30.34	\$32.12	\$33.90	\$35.69
Biweekly		\$2,124.01	\$2,248.68	\$2,372.58	\$2,498.02
Monthly		\$4,617.61	\$4,888.64	\$5,157.98	\$5,430.70
Annually		\$55,411.30	\$58,663.66	\$61,895.81	\$65,168.37
Hourly	14	\$32.29	\$34.19	\$36.10	\$37.99
Biweekly		\$2,260.30	\$2,393.49	\$2,527.45	\$2,659.08
Monthly		\$4,913.89	\$5,203.44	\$5,494.67	\$5,780.85
Annually		\$58,966.67	\$62,441.24	\$65,936.01	\$69,370.18
Hourly	15	\$34.50	\$36.52	\$38.55	\$40.57
Biweekly		\$2,415.17	\$2,556.10	\$2,698.58	\$2,840.28
Monthly		\$5,250.57	\$5,556.95	\$5,866.70	\$6,174.77
Annually		\$63,006.87	\$66,683.45	\$70,400.43	\$74,097.21
Hourly	16	\$36.90	\$39.07	\$41.24	\$43.41
Biweekly		\$2,583.11	\$2,735.06	\$2,887.01	\$3,038.95
Monthly		\$5,615.68	\$5,946.02	\$6,276.35	\$6,606.68
Annually		\$67,388.18	\$71,352.19	\$75,316.20	\$79,280.21

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

March 1, 2010 to August 31, 2010

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.64	\$11.26	\$11.89	\$12.52
Biweekly		\$744.54	\$788.34	\$832.13	\$875.93
Monthly		\$1,618.64	\$1,713.85	\$1,809.06	\$1,904.28
Annually		\$19,423.65	\$20,566.21	\$21,708.78	\$22,851.35
Hourly	3	\$18.97	\$20.09	\$21.20	\$22.33
Biweekly		\$1,327.98	\$1,406.19	\$1,484.39	\$1,562.60
Monthly		\$2,887.02	\$3,057.05	\$3,227.07	\$3,397.10
Annually		\$34,644.28	\$36,684.58	\$38,724.88	\$40,765.18
Hourly	4	\$19.69	\$20.85	\$22.00	\$23.15
Biweekly		\$1,378.03	\$1,459.37	\$1,539.92	\$1,620.48
Monthly		\$2,995.84	\$3,172.67	\$3,347.79	\$3,522.92
Annually		\$35,950.07	\$38,071.99	\$40,173.49	\$42,275.00
Hourly	5	\$20.48	\$21.70	\$22.90	\$24.10
Biweekly		\$1,433.56	\$1,518.81	\$1,603.27	\$1,686.95
Monthly		\$3,116.56	\$3,301.88	\$3,485.51	\$3,667.44
Annually		\$37,398.69	\$39,622.61	\$41,826.14	\$44,009.26
Hourly	6	\$21.42	\$22.66	\$23.94	\$25.19
Biweekly		\$1,499.25	\$1,586.07	\$1,675.22	\$1,763.60
Monthly		\$3,259.38	\$3,448.11	\$3,641.93	\$3,834.06
Annually		\$39,112.54	\$41,377.27	\$43,703.21	\$46,008.75
Hourly	7	\$22.43	\$23.73	\$25.06	\$26.37
Biweekly		\$1,569.64	\$1,661.15	\$1,754.21	\$1,845.72
Monthly		\$3,412.40	\$3,611.33	\$3,813.66	\$4,012.59
Annually		\$40,948.81	\$43,335.96	\$45,763.91	\$48,151.07
Hourly	8	\$23.47	\$24.86	\$26.23	\$27.63
Biweekly		\$1,643.16	\$1,740.14	\$1,836.33	\$1,934.09
Monthly		\$3,572.22	\$3,783.06	\$3,992.19	\$4,204.72
Annually		\$42,866.69	\$45,396.66	\$47,906.23	\$50,456.60

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

March 1, 2010 to August 31, 2010

Hourly	9	\$24.58	\$26.03	\$27.47	\$28.91
Biweekly		\$1,720.58	\$1,822.25	\$1,923.14	\$2,024.03
Monthly		\$3,740.55	\$3,961.58	\$4,180.91	\$4,400.25
Annually		\$44,886.59	\$47,538.98	\$50,170.96	\$52,802.95
Hourly	10	\$25.81	\$27.33	\$28.86	\$30.38
Biweekly		\$1,806.61	\$1,912.98	\$2,020.12	\$2,126.48
Monthly		\$3,927.58	\$4,158.81	\$4,391.74	\$4,622.98
Annually		\$47,130.92	\$49,905.72	\$52,700.93	\$55,475.74
Hourly	11	\$27.29	\$28.89	\$30.48	\$32.08
Biweekly		\$1,909.85	\$2,021.69	\$2,134.31	\$2,246.14
Monthly		\$4,152.01	\$4,395.14	\$4,639.98	\$4,883.12
Annually		\$49,824.11	\$52,741.74	\$55,679.77	\$58,597.40
Hourly	12	\$28.90	\$30.60	\$32.29	\$34.01
Biweekly		\$2,022.47	\$2,142.13	\$2,260.22	\$2,380.66
Monthly		\$4,396.85	\$4,656.98	\$4,913.72	\$5,175.56
Annually		\$52,762.14	\$55,883.80	\$58,964.65	\$62,106.71
Hourly	13	\$30.64	\$32.44	\$34.24	\$36.05
Biweekly		\$2,145.25	\$2,271.17	\$2,396.30	\$2,523.00
Monthly		\$4,663.78	\$4,937.52	\$5,209.56	\$5,485.00
Annually		\$55,965.41	\$59,250.29	\$62,514.77	\$65,820.06
Hourly	14	\$32.61	\$34.53	\$36.46	\$38.37
Biweekly		\$2,282.90	\$2,417.42	\$2,552.72	\$2,685.67
Monthly		\$4,963.03	\$5,255.47	\$5,549.61	\$5,838.66
Annually		\$59,556.34	\$63,065.65	\$66,595.37	\$70,063.88
Hourly	15	\$34.85	\$36.88	\$38.94	\$40.98
Biweekly		\$2,439.32	\$2,581.66	\$2,725.56	\$2,868.68
Monthly		\$5,303.08	\$5,612.52	\$5,925.37	\$6,236.52
Annually		\$63,636.94	\$67,350.28	\$71,104.43	\$74,838.18
Hourly	16	\$37.27	\$39.46	\$41.66	\$43.85
Biweekly		\$2,608.94	\$2,762.41	\$2,915.88	\$3,069.34
Monthly		\$5,671.84	\$6,005.48	\$6,339.11	\$6,672.75
Annually		\$68,062.06	\$72,065.71	\$76,069.36	\$80,073.01

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.75	\$11.37	\$12.01	\$12.64
Biweekly		\$751.99	\$796.23	\$840.45	\$884.69
Monthly		\$1,634.83	\$1,730.99	\$1,827.15	\$1,923.32
Annually		\$19,617.88	\$20,771.88	\$21,925.87	\$23,079.86
Hourly	3	\$19.16	\$20.29	\$21.42	\$22.55
Biweekly		\$1,341.26	\$1,420.25	\$1,499.24	\$1,578.23
Monthly		\$2,915.89	\$3,087.62	\$3,259.34	\$3,431.07
Annually		\$34,990.73	\$37,051.43	\$39,112.13	\$41,172.83
Hourly	4	\$19.89	\$21.06	\$22.22	\$23.38
Biweekly		\$1,391.81	\$1,473.96	\$1,555.32	\$1,636.68
Monthly		\$3,025.80	\$3,204.39	\$3,381.27	\$3,558.15
Annually		\$36,309.58	\$38,452.71	\$40,575.23	\$42,697.75
Hourly	5	\$20.68	\$21.91	\$23.13	\$24.34
Biweekly		\$1,447.89	\$1,533.99	\$1,619.30	\$1,703.82
Monthly		\$3,147.72	\$3,334.90	\$3,520.37	\$3,704.11
Annually		\$37,772.67	\$40,018.84	\$42,244.40	\$44,449.35
Hourly	6	\$21.63	\$22.89	\$24.18	\$25.45
Biweekly		\$1,514.25	\$1,601.93	\$1,691.98	\$1,781.23
Monthly		\$3,291.97	\$3,482.59	\$3,678.35	\$3,872.40
Annually		\$39,503.66	\$41,791.04	\$44,140.24	\$46,468.84
Hourly	7	\$22.65	\$23.97	\$25.31	\$26.63
Biweekly		\$1,585.34	\$1,677.76	\$1,771.76	\$1,864.17
Monthly		\$3,446.52	\$3,647.44	\$3,851.80	\$4,052.71
Annually		\$41,358.30	\$43,769.32	\$46,221.55	\$48,632.58
Hourly	8	\$23.71	\$25.11	\$26.50	\$27.90
Biweekly		\$1,659.59	\$1,757.54	\$1,854.70	\$1,953.43
Monthly		\$3,607.95	\$3,820.89	\$4,032.11	\$4,246.76
Annually		\$43,295.36	\$45,850.63	\$48,385.29	\$50,961.17

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2010 to February 28, 2011

Hourly	9	\$24.83	\$26.29	\$27.75	\$29.20
Biweekly		\$1,737.79	\$1,840.48	\$1,942.37	\$2,044.27
Monthly		\$3,777.95	\$4,001.20	\$4,222.72	\$4,444.25
Annually		\$45,335.45	\$48,014.37	\$50,672.67	\$53,330.98
Hourly	10	\$26.07	\$27.60	\$29.15	\$30.68
Biweekly		\$1,824.68	\$1,932.11	\$2,040.32	\$2,147.75
Monthly		\$3,966.85	\$4,200.40	\$4,435.66	\$4,669.21
Annually		\$47,602.22	\$50,404.78	\$53,227.94	\$56,030.50
Hourly	11	\$27.56	\$29.17	\$30.79	\$32.40
Biweekly		\$1,928.95	\$2,041.90	\$2,155.65	\$2,268.61
Monthly		\$4,193.53	\$4,439.10	\$4,686.38	\$4,931.95
Annually		\$50,322.35	\$53,269.16	\$56,236.57	\$59,183.37
Hourly	12	\$29.19	\$30.91	\$32.62	\$34.35
Biweekly		\$2,042.69	\$2,163.55	\$2,282.82	\$2,404.47
Monthly		\$4,440.81	\$4,703.55	\$4,962.86	\$5,227.32
Annually		\$53,289.76	\$56,442.64	\$59,554.30	\$62,727.78
Hourly	13	\$30.95	\$32.77	\$34.58	\$36.41
Biweekly		\$2,166.71	\$2,293.88	\$2,420.27	\$2,548.23
Monthly		\$4,710.42	\$4,986.90	\$5,261.66	\$5,539.85
Annually		\$56,525.07	\$59,842.80	\$63,139.92	\$66,478.26
Hourly	14	\$32.94	\$34.88	\$36.83	\$38.75
Biweekly		\$2,305.73	\$2,441.59	\$2,578.25	\$2,712.53
Monthly		\$5,012.66	\$5,308.03	\$5,605.11	\$5,897.04
Annually		\$60,151.90	\$63,696.31	\$67,261.33	\$70,764.52
Hourly	15	\$35.19	\$37.25	\$39.33	\$41.39
Biweekly		\$2,463.71	\$2,607.47	\$2,752.82	\$2,897.37
Monthly		\$5,356.11	\$5,668.65	\$5,984.62	\$6,298.88
Annually		\$64,273.31	\$68,023.79	\$71,815.48	\$75,586.56
Hourly	16	\$37.64	\$39.86	\$42.07	\$44.29
Biweekly		\$2,635.03	\$2,790.03	\$2,945.03	\$3,100.04
Monthly		\$5,728.56	\$6,065.53	\$6,402.50	\$6,739.48
Annually		\$68,742.68	\$72,786.37	\$76,830.06	\$80,873.74

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$10.85	\$11.49	\$12.13	\$12.77
Biweekly		\$759.51	\$804.19	\$848.86	\$893.54
Monthly		\$1,651.18	\$1,748.30	\$1,845.43	\$1,942.56
Annually		\$19,814.06	\$20,979.59	\$22,145.13	\$23,310.66
Hourly	3	\$19.35	\$20.49	\$21.63	\$22.77
Biweekly		\$1,354.67	\$1,434.45	\$1,514.23	\$1,594.01
Monthly		\$2,945.05	\$3,118.50	\$3,291.94	\$3,465.38
Annually		\$35,340.63	\$37,421.94	\$39,503.25	\$41,584.56
Hourly	4	\$20.09	\$21.27	\$22.44	\$23.61
Biweekly		\$1,405.73	\$1,488.70	\$1,570.87	\$1,653.05
Monthly		\$3,056.06	\$3,236.44	\$3,415.08	\$3,593.73
Annually		\$36,672.67	\$38,837.23	\$40,980.98	\$43,124.73
Hourly	5	\$20.89	\$22.13	\$23.36	\$24.58
Biweekly		\$1,462.37	\$1,549.33	\$1,635.50	\$1,720.86
Monthly		\$3,179.20	\$3,368.25	\$3,555.57	\$3,741.15
Annually		\$38,150.40	\$40,419.03	\$42,666.84	\$44,893.84
Hourly	6	\$21.85	\$23.12	\$24.42	\$25.70
Biweekly		\$1,529.39	\$1,617.95	\$1,708.89	\$1,799.05
Monthly		\$3,324.89	\$3,517.41	\$3,715.14	\$3,911.13
Annually		\$39,898.70	\$42,208.95	\$44,581.65	\$46,933.53
Hourly	7	\$22.88	\$24.21	\$25.56	\$26.90
Biweekly		\$1,601.19	\$1,694.53	\$1,789.47	\$1,882.82
Monthly		\$3,480.99	\$3,683.92	\$3,890.31	\$4,093.24
Annually		\$41,771.88	\$44,207.01	\$46,683.77	\$49,118.90
Hourly	8	\$23.94	\$25.36	\$26.76	\$28.18
Biweekly		\$1,676.18	\$1,775.11	\$1,873.24	\$1,972.97
Monthly		\$3,644.03	\$3,859.09	\$4,072.43	\$4,289.23
Annually		\$43,728.31	\$46,309.13	\$48,869.14	\$51,470.78

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

March 1, 2011 to August 31, 2011

Hourly	9	\$25.07	\$26.55	\$28.03	\$29.50
Biweekly		\$1,755.17	\$1,858.88	\$1,961.80	\$2,064.72
Monthly		\$3,815.73	\$4,041.21	\$4,264.95	\$4,488.69
Annually		\$45,788.81	\$48,494.51	\$51,179.40	\$53,864.29
Hourly	10	\$26.33	\$27.88	\$29.44	\$30.99
Biweekly		\$1,842.93	\$1,951.43	\$2,060.73	\$2,169.23
Monthly		\$4,006.52	\$4,242.40	\$4,480.02	\$4,715.90
Annually		\$48,078.25	\$50,908.83	\$53,760.22	\$56,590.80
Hourly	11	\$27.83	\$29.47	\$31.10	\$32.73
Biweekly		\$1,948.24	\$2,062.32	\$2,177.21	\$2,291.29
Monthly		\$4,235.46	\$4,483.49	\$4,733.24	\$4,981.27
Annually		\$50,825.58	\$53,801.85	\$56,798.93	\$59,775.21
Hourly	12	\$29.48	\$31.22	\$32.94	\$34.69
Biweekly		\$2,063.12	\$2,185.18	\$2,305.65	\$2,428.51
Monthly		\$4,485.22	\$4,750.59	\$5,012.49	\$5,279.59
Annually		\$53,822.66	\$57,007.06	\$60,149.84	\$63,355.06
Hourly	13	\$31.26	\$33.09	\$34.93	\$36.77
Biweekly		\$2,188.37	\$2,316.82	\$2,444.47	\$2,573.71
Monthly		\$4,757.53	\$5,036.77	\$5,314.28	\$5,595.25
Annually		\$57,090.32	\$60,441.22	\$63,771.32	\$67,143.04
Hourly	14	\$33.27	\$35.23	\$37.20	\$39.14
Biweekly		\$2,328.79	\$2,466.01	\$2,604.03	\$2,739.66
Monthly		\$5,062.79	\$5,361.11	\$5,661.16	\$5,956.01
Annually		\$60,753.42	\$64,333.27	\$67,933.94	\$71,472.16
Hourly	15	\$35.55	\$37.62	\$39.72	\$41.80
Biweekly		\$2,488.35	\$2,633.55	\$2,780.34	\$2,926.34
Monthly		\$5,409.67	\$5,725.34	\$6,044.47	\$6,361.87
Annually		\$64,916.04	\$68,704.02	\$72,533.63	\$76,342.43
Hourly	16	\$38.02	\$40.26	\$42.49	\$44.73
Biweekly		\$2,661.38	\$2,817.93	\$2,974.48	\$3,131.04
Monthly		\$5,785.84	\$6,126.19	\$6,466.53	\$6,806.87
Annually		\$69,430.11	\$73,514.23	\$77,598.36	\$81,682.48

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.10	\$11.74	\$12.40	\$13.06
Biweekly		\$776.60	\$822.28	\$867.96	\$913.64
Monthly		\$1,688.33	\$1,787.63	\$1,886.95	\$1,986.26
Annually		\$20,259.88	\$21,451.64	\$22,643.39	\$23,835.15
Hourly	3	\$19.79	\$20.95	\$22.12	\$23.29
Biweekly		\$1,385.15	\$1,466.73	\$1,548.30	\$1,629.88
Monthly		\$3,011.32	\$3,188.66	\$3,366.01	\$3,543.35
Annually		\$36,135.80	\$38,263.94	\$40,392.08	\$42,520.21
Hourly	4	\$20.54	\$21.75	\$22.95	\$24.15
Biweekly		\$1,437.36	\$1,522.20	\$1,606.22	\$1,690.24
Monthly		\$3,124.82	\$3,309.26	\$3,491.92	\$3,674.59
Annually		\$37,497.81	\$39,711.07	\$41,903.05	\$44,095.04
Hourly	5	\$21.36	\$22.63	\$23.89	\$25.14
Biweekly		\$1,495.28	\$1,584.19	\$1,672.30	\$1,759.58
Monthly		\$3,250.73	\$3,444.04	\$3,635.57	\$3,825.33
Annually		\$39,008.79	\$41,328.46	\$43,626.85	\$45,903.96
Hourly	6	\$22.34	\$23.64	\$24.97	\$26.28
Biweekly		\$1,563.80	\$1,654.35	\$1,747.34	\$1,839.53
Monthly		\$3,399.70	\$3,596.55	\$3,798.73	\$3,999.13
Annually		\$40,796.42	\$43,158.66	\$45,584.73	\$47,989.53
Hourly	7	\$23.39	\$24.76	\$26.14	\$27.50
Biweekly		\$1,637.22	\$1,732.66	\$1,829.74	\$1,925.18
Monthly		\$3,559.31	\$3,766.81	\$3,977.85	\$4,185.34
Annually		\$42,711.75	\$45,201.67	\$47,734.15	\$50,224.08
Hourly	8	\$24.48	\$25.93	\$27.36	\$28.82
Biweekly		\$1,713.90	\$1,815.05	\$1,915.39	\$2,017.36
Monthly		\$3,726.02	\$3,945.92	\$4,164.06	\$4,385.74
Annually		\$44,712.20	\$47,351.09	\$49,968.70	\$52,628.87

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2011 to August 31, 2012

Hourly	9	\$25.64	\$27.15	\$28.66	\$30.16
Biweekly		\$1,794.66	\$1,900.71	\$2,005.94	\$2,111.17
Monthly		\$3,901.59	\$4,132.14	\$4,360.91	\$4,589.69
Annually		\$46,819.05	\$49,585.64	\$52,330.93	\$55,076.23
Hourly	10	\$26.92	\$28.50	\$30.10	\$31.69
Biweekly		\$1,884.39	\$1,995.33	\$2,107.09	\$2,218.03
Monthly		\$4,096.67	\$4,337.86	\$4,580.82	\$4,822.01
Annually		\$49,160.01	\$52,054.28	\$54,969.83	\$57,864.10
Hourly	11	\$28.46	\$30.13	\$31.80	\$33.47
Biweekly		\$1,992.07	\$2,108.72	\$2,226.19	\$2,342.85
Monthly		\$4,330.76	\$4,584.37	\$4,839.74	\$5,093.35
Annually		\$51,969.15	\$55,012.39	\$58,076.91	\$61,120.15
Hourly	12	\$30.14	\$31.92	\$33.68	\$35.47
Biweekly		\$2,109.54	\$2,234.35	\$2,357.53	\$2,483.15
Monthly		\$4,586.14	\$4,857.48	\$5,125.27	\$5,398.38
Annually		\$55,033.67	\$58,289.72	\$61,503.21	\$64,780.55
Hourly	13	\$31.96	\$33.84	\$35.71	\$37.60
Biweekly		\$2,237.61	\$2,368.95	\$2,499.47	\$2,631.62
Monthly		\$4,864.57	\$5,150.10	\$5,433.85	\$5,721.15
Annually		\$58,374.85	\$61,801.15	\$65,206.17	\$68,653.76
Hourly	14	\$34.02	\$36.02	\$38.03	\$40.02
Biweekly		\$2,381.19	\$2,521.50	\$2,662.62	\$2,801.30
Monthly		\$5,176.70	\$5,481.73	\$5,788.54	\$6,090.02
Annually		\$62,120.37	\$65,780.77	\$69,462.45	\$73,080.29
Hourly	15	\$36.35	\$38.47	\$40.61	\$42.74
Biweekly		\$2,544.34	\$2,692.80	\$2,842.90	\$2,992.19
Monthly		\$5,531.39	\$5,854.16	\$6,180.47	\$6,505.01
Annually		\$66,376.65	\$70,249.86	\$74,165.64	\$78,060.13
Hourly	16	\$38.88	\$41.16	\$43.45	\$45.74
Biweekly		\$2,721.26	\$2,881.34	\$3,041.41	\$3,201.48
Monthly		\$5,916.02	\$6,264.03	\$6,612.03	\$6,960.03
Annually		\$70,992.29	\$75,168.30	\$79,344.32	\$83,520.34

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	\$11.40	\$12.07	\$12.74	\$13.42
Biweekly		\$797.95	\$844.89	\$891.83	\$938.77
Monthly		\$1,734.76	\$1,836.79	\$1,938.84	\$2,040.89
Annually		\$20,817.02	\$22,041.56	\$23,266.09	\$24,490.62
Hourly	3	\$20.33	\$21.53	\$22.72	\$23.93
Biweekly		\$1,423.24	\$1,507.06	\$1,590.88	\$1,674.70
Monthly		\$3,094.13	\$3,276.35	\$3,458.57	\$3,640.79
Annually		\$37,129.53	\$39,316.19	\$41,502.86	\$43,689.52
Hourly	4	\$21.10	\$22.35	\$23.58	\$24.81
Biweekly		\$1,476.89	\$1,564.06	\$1,650.39	\$1,736.72
Monthly		\$3,210.75	\$3,400.26	\$3,587.95	\$3,775.64
Annually		\$38,529.00	\$40,803.13	\$43,055.39	\$45,307.65
Hourly	5	\$21.95	\$23.25	\$24.54	\$25.83
Biweekly		\$1,536.40	\$1,627.76	\$1,718.28	\$1,807.97
Monthly		\$3,340.13	\$3,538.75	\$3,735.55	\$3,930.53
Annually		\$40,081.53	\$42,464.99	\$44,826.58	\$47,166.31
Hourly	6	\$22.95	\$24.29	\$25.65	\$27.00
Biweekly		\$1,606.80	\$1,699.84	\$1,795.40	\$1,890.11
Monthly		\$3,493.19	\$3,695.46	\$3,903.19	\$4,109.10
Annually		\$41,918.32	\$44,345.52	\$46,838.31	\$49,309.24
Hourly	7	\$24.04	\$25.44	\$26.86	\$28.26
Biweekly		\$1,682.24	\$1,780.31	\$1,880.05	\$1,978.12
Monthly		\$3,657.19	\$3,870.39	\$4,087.24	\$4,300.44
Annually		\$43,886.32	\$46,444.72	\$49,046.84	\$51,605.24
Hourly	8	\$25.16	\$26.64	\$28.12	\$29.61
Biweekly		\$1,761.03	\$1,864.97	\$1,968.06	\$2,072.84
Monthly		\$3,828.48	\$4,054.44	\$4,278.57	\$4,506.35
Annually		\$45,941.78	\$48,653.24	\$51,342.84	\$54,076.17

Collective Agreement

SCHEDULE "A" – PAY SCHEDULES 35 HOURS PER WEEK – TEMPORARY AND CASUAL EMPLOYEES ONLY

September 1, 2012 to August 31, 2013

Hourly	9	\$26.34	\$27.90	\$29.44	\$30.99
Biweekly		\$1,844.01	\$1,952.98	\$2,061.10	\$2,169.23
Monthly		\$4,008.88	\$4,245.77	\$4,480.84	\$4,715.90
Annually		\$48,106.58	\$50,949.24	\$53,770.04	\$56,590.83
Hourly	10	\$27.66	\$29.29	\$30.93	\$32.56
Biweekly		\$1,936.21	\$2,050.21	\$2,165.04	\$2,279.03
Monthly		\$4,209.33	\$4,457.15	\$4,706.79	\$4,954.61
Annually		\$50,511.91	\$53,485.77	\$56,481.50	\$59,455.36
Hourly	11	\$29.24	\$30.96	\$32.67	\$34.39
Biweekly		\$2,046.85	\$2,166.71	\$2,287.41	\$2,407.27
Monthly		\$4,449.86	\$4,710.44	\$4,972.84	\$5,233.41
Annually		\$53,398.30	\$56,525.23	\$59,674.02	\$62,800.95
Hourly	12	\$30.97	\$32.80	\$34.61	\$36.45
Biweekly		\$2,167.55	\$2,295.79	\$2,422.36	\$2,551.44
Monthly		\$4,712.26	\$4,991.06	\$5,266.21	\$5,546.83
Annually		\$56,547.10	\$59,892.69	\$63,194.55	\$66,562.01
Hourly	13	\$32.84	\$34.77	\$36.69	\$38.63
Biweekly		\$2,299.15	\$2,434.10	\$2,568.21	\$2,703.99
Monthly		\$4,998.35	\$5,291.72	\$5,583.28	\$5,878.48
Annually		\$59,980.16	\$63,500.68	\$66,999.34	\$70,541.74
Hourly	14	\$34.95	\$37.01	\$39.08	\$41.12
Biweekly		\$2,446.67	\$2,590.84	\$2,735.84	\$2,878.33
Monthly		\$5,319.06	\$5,632.48	\$5,947.72	\$6,257.50
Annually		\$63,828.68	\$67,589.74	\$71,372.67	\$75,090.00
Hourly	15	\$37.35	\$39.53	\$41.73	\$43.92
Biweekly		\$2,614.31	\$2,766.86	\$2,921.08	\$3,074.47
Monthly		\$5,683.50	\$6,015.14	\$6,350.43	\$6,683.90
Annually		\$68,202.01	\$72,181.73	\$76,205.19	\$80,206.79
Hourly	16	\$39.94	\$42.29	\$44.64	\$46.99
Biweekly		\$2,796.10	\$2,960.57	\$3,125.05	\$3,289.53
Monthly		\$6,078.71	\$6,436.29	\$6,793.86	\$7,151.43
Annually		\$72,944.57	\$77,235.43	\$81,526.29	\$85,817.15

Collective Agreement

SCHEDULE B

Grand Fathered Employees as at January 18, 2011

POSITION	EMPLOYEE
Heavy Equipment Operator 2	Rick Jackson
Heavy Equipment Operator 1	Wayne Jim
System Maintenance Person 1	Wayne Henderson
Labourer	Robert Quock
CSR Planning & Development	Joy Janssens

The seven-day workweek will not apply to these employees only if they remain in their above-mentioned positions.