

PAY SCHEDULES

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A -40 hours per week
Permanent Employees Only
September 1, 2006 to August 31, 2007**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.15	10.74	11.34	11.94
Biweekly		811.64	859.43	907.22	955.02
Monthly		1,713.11	1,813.99	1,914.86	2,015.73
Annually		21,174.06	22,420.86	23,667.66	24,914.46
Hourly	3	18.13	19.19	20.25	21.31
Biweekly		1,450.24	1,535.11	1,619.98	1,704.86
Monthly		3,152.82	3,337.33	3,521.85	3,706.36
Annually		37,833.86	40,048.00	42,262.14	44,476.28
Hourly	4	18.80	19.91	21.03	22.13
Biweekly		1,503.80	1,592.79	1,682.61	1,770.78
Monthly		3,269.26	3,462.73	3,657.99	3,849.67
Annually		39,231.13	41,552.76	43,895.88	46,196.00
Hourly	5	19.58	20.72	21.87	23.03
Biweekly		1,566.42	1,657.89	1,749.35	1,842.46
Monthly		3,405.41	3,604.25	3,803.09	4,005.52
Annually		40,864.87	43,250.98	45,637.09	48,066.20
Hourly	6	20.45	21.66	22.86	24.07
Biweekly		1,636.46	1,732.87	1,828.46	1,925.69
Monthly		3,557.67	3,767.26	3,975.06	4,186.45
Annually		42,692.07	45,207.16	47,700.76	50,237.35
Hourly	7	21.42	22.68	23.95	25.19
Biweekly		1,713.92	1,814.45	1,915.80	2,015.50
Monthly		3,726.06	3,944.61	4,164.95	4,381.71
Annually		44,712.74	47,335.32	49,979.39	52,580.47
Hourly	8	22.43	23.74	25.07	26.38
Biweekly		1,793.85	1,899.32	2,005.62	2,111.09
Monthly		3,899.83	4,129.12	4,360.21	4,589.51
Annually		46,797.91	49,549.46	52,322.51	55,074.06

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	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	23.49	24.85	26.24	27.63
Biweekly		1,878.72	1,988.31	2,098.73	2,209.97
Monthly		4,084.34	4,322.59	4,562.63	4,804.47
Annually		49,012.05	51,871.08	54,751.62	57,653.65
Hourly	10	24.67	26.12	27.57	29.02
Biweekly		1,973.48	2,089.66	2,205.85	2,321.21
Monthly		4,290.35	4,542.93	4,795.51	5,046.31
Annually		51,484.15	54,515.15	57,546.16	60,555.67
Hourly	11	26.07	27.59	29.12	30.66
Biweekly		2,085.54	2,207.50	2,329.45	2,453.05
Monthly		4,533.97	4,799.10	5,064.22	5,332.93
Annually		54,407.67	57,589.16	60,770.64	63,995.12
Hourly	12	27.60	29.23	30.85	32.48
Biweekly		2,208.32	2,338.51	2,467.88	2,598.07
Monthly		4,800.89	5,083.93	5,365.17	5,648.21
Annually		57,610.65	61,007.10	64,382.05	67,778.50
Hourly	13	29.27	30.99	32.71	34.43
Biweekly		2,341.81	2,479.42	2,617.02	2,754.63
Monthly		5,091.09	5,390.25	5,689.41	5,988.57
Annually		61,093.09	64,683.00	68,272.92	71,862.84
Hourly	14	31.15	32.98	34.83	36.65
Biweekly		2,492.60	2,638.45	2,785.94	2,932.62
Monthly		5,418.91	5,735.99	6,056.64	6,375.51
Annually		65,026.95	68,831.83	72,679.71	76,506.09
Hourly	15	33.29	35.24	37.19	39.15
Biweekly		2,663.17	2,818.90	2,975.46	3,132.02
Monthly		5,789.73	6,128.30	6,468.66	6,809.02
Annually		69,476.73	73,539.57	77,623.90	81,708.24

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	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.48	11.09	11.71	12.33
Biweekly		838.02	887.36	936.70	986.06
Monthly		1,768.79	1,872.94	1,977.09	2,081.24
Annually		21,862.22	23,149.54	24,436.86	25,724.18
Hourly	3	18.72	19.81	20.91	22.00
Biweekly		1,497.37	1,585.00	1,672.63	1,760.26
Monthly		3,255.29	3,445.80	3,636.31	3,826.81
Annually		39,063.46	41,349.56	43,635.66	45,921.76
Hourly	4	19.41	20.56	21.72	22.85
Biweekly		1,552.67	1,644.56	1,737.29	1,828.33
Monthly		3,375.51	3,575.27	3,776.87	3,974.78
Annually		40,506.15	42,903.22	45,322.49	47,697.37
Hourly	5	20.22	21.39	22.58	23.78
Biweekly		1,617.33	1,711.77	1,806.21	1,902.34
Monthly		3,516.08	3,721.39	3,926.69	4,135.70
Annually		42,192.98	44,656.64	47,120.30	49,628.35
Hourly	6	21.12	22.37	23.60	24.85
Biweekly		1,689.65	1,789.19	1,887.88	1,988.27
Monthly		3,673.30	3,889.70	4,104.25	4,322.51
Annually		44,079.57	46,676.40	49,251.03	51,870.06
Hourly	7	22.12	23.42	24.73	26.01
Biweekly		1,769.62	1,873.42	1,978.06	2,081.01
Monthly		3,847.16	4,072.81	4,300.31	4,524.11
Annually		46,165.91	48,873.72	51,603.72	54,289.33
Hourly	8	23.16	24.51	25.88	27.24
Biweekly		1,852.15	1,961.05	2,070.80	2,179.70
Monthly		4,026.57	4,263.32	4,501.92	4,738.66
Annually		48,318.84	51,159.82	54,022.99	56,863.97

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	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	24.25	25.66	27.09	28.53
Biweekly		1,939.78	2,052.93	2,166.94	2,281.79
Monthly		4,217.08	4,463.07	4,710.92	4,960.62
Annually		50,604.94	53,556.89	56,531.04	59,527.39
Hourly	10	25.47	26.97	28.47	29.96
Biweekly		2,037.62	2,157.58	2,277.54	2,396.65
Monthly		4,429.78	4,690.57	4,951.37	5,210.31
Annually		53,157.38	56,286.90	59,416.41	62,523.73
Hourly	11	26.92	28.49	30.06	31.66
Biweekly		2,153.32	2,279.24	2,405.16	2,532.77
Monthly		4,681.33	4,955.07	5,228.81	5,506.25
Annually		56,175.92	59,460.80	62,745.69	66,074.96
Hourly	12	28.50	30.18	31.85	33.53
Biweekly		2,280.09	2,414.51	2,548.09	2,682.51
Monthly		4,956.92	5,249.15	5,539.54	5,831.78
Annually		59,483.00	62,989.83	66,474.47	69,981.30
Hourly	13	30.22	32.00	33.77	35.55
Biweekly		2,417.92	2,560.00	2,702.08	2,844.16
Monthly		5,256.55	5,565.43	5,874.32	6,183.20
Annually		63,078.61	66,785.20	70,491.79	74,198.38
Hourly	14	32.17	34.06	35.96	37.85
Biweekly		2,573.61	2,724.20	2,876.49	3,027.93
Monthly		5,595.03	5,922.41	6,253.48	6,582.71
Annually		67,140.32	71,068.87	75,041.80	78,992.53
Hourly	15	34.37	36.38	38.40	40.42
Biweekly		2,749.72	2,910.52	3,072.17	3,233.81
Monthly		5,977.89	6,327.47	6,678.89	7,030.31
Annually		71,734.72	75,929.60	80,146.68	84,363.76

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	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.85	11.48	12.12	12.76
Biweekly		867.35	918.42	969.49	1,020.57
Monthly		1,830.69	1,938.50	2,046.29	2,154.08
Annually		22,627.39	23,959.77	25,292.15	26,624.53
Hourly	3	19.38	20.51	21.64	22.77
Biweekly		1,549.78	1,640.48	1,731.18	1,821.87
Monthly		3,369.22	3,566.40	3,763.58	3,960.75
Annually		40,430.68	42,796.80	45,162.91	47,529.02
Hourly	4	20.09	21.28	22.48	23.65
Biweekly		1,607.02	1,702.12	1,798.10	1,892.32
Monthly		3,493.66	3,700.40	3,909.07	4,113.90
Annually		41,923.86	44,404.84	46,908.78	49,366.78
Hourly	5	20.93	22.14	23.37	24.61
Biweekly		1,673.94	1,771.68	1,869.42	1,968.93
Monthly		3,639.14	3,851.64	4,064.13	4,280.45
Annually		43,669.73	46,219.62	48,769.51	51,365.34
Hourly	6	21.86	23.15	24.42	25.72
Biweekly		1,748.79	1,851.81	1,953.96	2,057.86
Monthly		3,801.86	4,025.84	4,247.90	4,473.79
Annually		45,622.35	48,310.07	50,974.82	53,685.51
Hourly	7	22.89	24.24	25.59	26.92
Biweekly		1,831.56	1,938.99	2,047.30	2,153.84
Monthly		3,981.81	4,215.36	4,450.82	4,682.46
Annually		47,781.72	50,584.30	53,409.85	56,189.46
Hourly	8	23.97	25.37	26.79	28.20
Biweekly		1,916.97	2,029.68	2,143.28	2,255.99
Monthly		4,167.50	4,412.53	4,659.48	4,904.52
Annually		50,010.00	52,950.41	55,913.80	58,854.21

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	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	25.10	26.56	28.04	29.52
Biweekly		2,007.67	2,124.78	2,242.78	2,361.65
Monthly		4,364.68	4,619.28	4,875.80	5,134.24
Annually		52,376.11	55,431.38	58,509.63	61,610.85
Hourly	10	26.36	27.91	29.46	31.01
Biweekly		2,108.93	2,233.09	2,357.25	2,480.53
Monthly		4,584.82	4,854.74	5,124.67	5,392.67
Annually		55,017.89	58,256.94	61,495.99	64,712.06
Hourly	11	27.86	29.49	31.12	32.76
Biweekly		2,228.69	2,359.01	2,489.34	2,621.42
Monthly		4,845.17	5,128.49	5,411.82	5,698.97
Annually		58,142.08	61,541.93	64,941.78	68,387.58
Hourly	12	29.50	31.23	32.97	34.71
Biweekly		2,359.89	2,499.02	2,637.27	2,776.40
Monthly		5,130.41	5,432.87	5,733.42	6,035.89
Annually		61,564.90	65,194.48	68,801.08	72,430.65
Hourly	13	31.28	33.12	34.95	36.79
Biweekly		2,502.54	2,649.60	2,796.65	2,943.70
Monthly		5,440.53	5,760.22	6,079.92	6,399.61
Annually		65,286.36	69,122.68	72,959.00	76,795.33
Hourly	14	33.29	35.25	37.22	39.17
Biweekly		2,663.69	2,819.54	2,977.16	3,133.90
Monthly		5,790.85	6,129.69	6,472.36	6,813.11
Annually		69,490.24	73,556.28	77,668.26	81,757.27
Hourly	15	35.57	37.66	39.75	41.83
Biweekly		2,845.96	3,012.39	3,179.69	3,347.00
Monthly		6,187.12	6,548.93	6,912.65	7,276.37
Annually		74,245.44	78,587.14	82,951.82	87,316.49

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 40 hours per week
Temp and Casual Employees* Only
September 1, 2006 to August 31, 2007**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	9.81	10.38	10.96	11.54
Biweekly		784.45	830.59	876.74	922.88
Monthly		1,655.72	1,753.11	1,850.51	1,947.90
Annually		20,464.68	21,668.48	22,872.29	24,076.09
Hourly	3	17.49	18.52	19.55	20.58
Biweekly		1,399.15	1,481.55	1,563.95	1,646.35
Monthly		3,041.76	3,220.89	3,400.03	3,579.17
Annually		36,501.08	38,650.73	40,800.38	42,950.03
Hourly	4	18.15	19.22	20.28	21.34
Biweekly		1,451.89	1,537.58	1,622.46	1,707.33
Monthly		3,156.40	3,342.71	3,527.22	3,711.73
Annually		37,876.85	40,112.49	42,326.63	44,540.77
Hourly	5	18.88	20.00	21.11	22.22
Biweekly		1,510.39	1,600.21	1,689.20	1,777.37
Monthly		3,283.59	3,478.85	3,672.32	3,864.00
Annually		39,403.11	41,746.23	44,067.85	46,367.98
Hourly	6	19.75	20.89	22.07	23.23
Biweekly		1,579.61	1,671.07	1,765.01	1,858.12
Monthly		3,434.07	3,632.91	3,837.13	4,039.55
Annually		41,208.81	43,594.93	46,045.53	48,474.63
Hourly	7	20.68	21.88	23.10	24.31
Biweekly		1,653.77	1,750.18	1,848.23	1,944.64
Monthly		3,595.29	3,804.88	4,018.06	4,227.65
Annually		43,143.50	45,658.59	48,216.68	50,731.77
Hourly	8	21.64	22.92	24.18	25.47
Biweekly		1,731.22	1,833.40	1,934.75	2,037.75
Monthly		3,763.68	3,985.81	4,206.15	4,430.07
Annually		45,164.17	47,829.74	50,473.81	53,160.87

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Hourly	9	22.66	24.00	25.33	26.66
Biweekly		1,812.80	1,919.92	2,026.22	2,132.51
Monthly		3,941.03	4,173.91	4,404.99	4,636.08
Annually		47,292.33	50,086.87	52,859.92	55,632.97
Hourly	10	23.79	25.19	26.60	28.01
Biweekly		1,903.44	2,015.50	2,128.39	2,240.46
Monthly		4,138.08	4,381.71	4,627.12	4,870.75
Annually		49,656.94	52,580.47	55,525.49	58,449.02
Hourly	11	25.16	26.63	28.10	29.58
Biweekly		2,012.21	2,130.04	2,248.70	2,366.53
Monthly		4,374.54	4,630.71	4,888.67	5,144.83
Annually		52,494.48	55,568.48	58,663.98	61,737.98
Hourly	12	26.64	28.21	29.77	31.35
Biweekly		2,130.86	2,256.94	2,381.36	2,508.26
Monthly		4,632.50	4,906.58	5,177.08	5,452.95
Annually		55,589.98	58,878.95	62,124.92	65,435.38
Hourly	13	28.25	29.91	31.56	33.23
Biweekly		2,260.23	2,392.90	2,524.74	2,658.22
Monthly		4,913.74	5,202.16	5,488.78	5,778.98
Annually		58,964.93	62,425.87	65,865.31	69,347.75
Hourly	14	30.07	31.84	33.62	35.37
Biweekly		2,405.26	2,546.98	2,689.54	2,829.62
Monthly		5,229.03	5,537.14	5,847.05	6,151.59
Annually		62,748.32	66,445.72	70,164.62	73,819.02
Hourly	15	32.12	34.00	35.90	37.78
Biweekly		2,570.06	2,720.02	2,871.64	3,022.43
Monthly		5,587.30	5,913.33	6,242.95	6,570.77
Annually		67,047.62	70,959.99	74,915.34	78,849.21

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	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.13	10.72	11.32	11.92
Biweekly		809.94	857.58	905.23	952.87
Monthly		1,709.53	1,810.09	1,910.65	2,011.21
Annually		21,129.78	22,372.71	23,615.64	24,858.56
Hourly	3	18.06	19.12	20.18	21.25
Biweekly		1,444.62	1,529.70	1,614.78	1,699.86
Monthly		3,140.61	3,325.57	3,510.53	3,695.49
Annually		37,687.36	39,906.88	42,126.39	44,345.91
Hourly	4	18.74	19.85	20.94	22.04
Biweekly		1,499.07	1,587.56	1,675.19	1,762.82
Monthly		3,258.99	3,451.35	3,641.85	3,832.36
Annually		39,107.85	41,416.15	43,702.25	45,988.35
Hourly	5	19.49	20.65	21.80	22.94
Biweekly		1,559.48	1,652.21	1,744.10	1,835.13
Monthly		3,390.31	3,591.91	3,791.67	3,989.58
Annually		40,683.71	43,102.98	45,500.05	47,874.94
Hourly	6	20.39	21.57	22.78	23.98
Biweekly		1,630.95	1,725.38	1,822.37	1,918.51
Monthly		3,545.67	3,750.98	3,961.83	4,170.84
Annually		42,548.10	45,011.76	47,542.01	50,050.06
Hourly	7	21.35	22.59	23.85	25.10
Biweekly		1,707.52	1,807.06	1,908.30	2,007.84
Monthly		3,712.14	3,928.54	4,148.64	4,365.05
Annually		44,545.66	47,142.50	49,783.72	52,380.55
Hourly	8	22.34	23.66	24.97	26.30
Biweekly		1,787.49	1,892.99	1,997.63	2,103.98
Monthly		3,886.00	4,115.35	4,342.85	4,574.05
Annually		46,632.01	49,384.21	52,114.21	54,888.60

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	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	23.40	24.77	26.15	27.52
Biweekly		1,871.72	1,982.32	2,092.07	2,201.82
Monthly		4,069.11	4,309.56	4,548.16	4,786.75
Annually		48,829.33	51,714.70	54,577.87	57,441.04
Hourly	10	24.57	26.01	27.47	28.92
Biweekly		1,965.30	2,081.01	2,197.56	2,313.27
Monthly		4,272.57	4,524.11	4,777.51	5,029.05
Annually		51,270.79	54,289.33	57,330.07	60,348.61
Hourly	11	25.97	27.49	29.02	30.54
Biweekly		2,077.60	2,199.27	2,321.78	2,443.44
Monthly		4,516.71	4,781.20	5,047.55	5,312.04
Annually		54,200.55	57,374.46	60,570.56	63,744.47
Hourly	12	27.51	29.13	30.74	32.37
Biweekly		2,200.12	2,330.29	2,458.75	2,589.77
Monthly		4,783.05	5,066.04	5,345.33	5,630.17
Annually		57,396.65	60,792.51	64,143.98	67,562.03
Hourly	13	29.17	30.88	32.59	34.31
Biweekly		2,333.69	2,470.67	2,606.79	2,744.62
Monthly		5,073.44	5,371.23	5,667.16	5,966.80
Annually		60,881.29	64,454.71	68,005.94	71,601.55
Hourly	14	31.04	32.87	34.71	36.52
Biweekly		2,483.43	2,629.76	2,776.95	2,921.58
Monthly		5,398.97	5,717.10	6,037.08	6,351.51
Annually		64,787.64	68,605.20	72,444.97	76,218.14
Hourly	15	33.17	35.11	37.06	39.01
Biweekly		2,653.58	2,808.42	2,964.97	3,120.66
Monthly		5,768.89	6,105.52	6,445.84	6,784.32
Annually		69,226.67	73,266.19	77,350.09	81,411.81

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 40 hours per week
Temp and Casual Employees* Only
September 1, 2008 to August 31, 2009**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.48	11.09	11.71	12.33
Biweekly		838.29	887.60	936.92	986.22
Monthly		1,769.36	1,873.44	1,977.52	2,081.60
Annually		21,869.32	23,155.75	24,442.19	25,728.61
Hourly	3	18.69	19.79	20.89	21.99
Biweekly		1,495.19	1,583.24	1,671.30	1,759.35
Monthly		3,250.54	3,441.97	3,633.40	3,824.83
Annually		39,006.42	41,303.62	43,600.82	45,898.01
Hourly	4	19.40	20.54	21.67	22.81
Biweekly		1,551.54	1,643.12	1,733.82	1,824.51
Monthly		3,373.05	3,572.14	3,769.32	3,966.50
Annually		40,476.63	42,865.71	45,231.83	47,597.94
Hourly	5	20.18	21.38	22.56	23.74
Biweekly		1,614.06	1,710.04	1,805.14	1,899.36
Monthly		3,508.97	3,717.63	3,924.38	4,129.21
Annually		42,107.64	44,611.58	47,092.56	49,550.56
Hourly	6	21.10	22.33	23.58	24.82
Biweekly		1,688.03	1,785.77	1,886.15	1,985.66
Monthly		3,669.77	3,882.26	4,100.50	4,316.82
Annually		44,037.28	46,587.17	49,205.98	51,801.81
Hourly	7	22.09	23.38	24.69	25.98
Biweekly		1,767.28	1,870.30	1,975.09	2,078.12
Monthly		3,842.06	4,066.04	4,293.85	4,517.82
Annually		46,104.76	48,792.48	51,526.15	54,213.87
Hourly	8	23.12	24.49	25.84	27.22
Biweekly		1,850.05	1,959.24	2,067.55	2,177.62
Monthly		4,022.01	4,259.39	4,494.85	4,734.14
Annually		48,264.13	51,112.65	53,938.21	56,809.70

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 40 hours per week
Temp and Casual Employees* Only
September 1, 2008 to August 31, 2009**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	24.22	25.64	27.07	28.49
Biweekly		1,937.23	2,051.70	2,165.29	2,278.88
Monthly		4,211.53	4,460.39	4,707.34	4,954.29
Annually		50,538.35	53,524.71	56,488.10	59,451.48
Hourly	10	25.43	26.92	28.43	29.93
Biweekly		2,034.09	2,153.84	2,274.48	2,394.24
Monthly		4,422.11	4,682.46	4,944.72	5,205.07
Annually		53,065.27	56,189.46	59,336.62	62,460.81
Hourly	11	26.88	28.46	30.03	31.61
Biweekly		2,150.32	2,276.24	2,403.04	2,528.96
Monthly		4,674.80	4,948.55	5,224.21	5,497.96
Annually		56,097.57	59,382.57	62,690.53	65,975.52
Hourly	12	28.47	30.15	31.81	33.51
Biweekly		2,277.12	2,411.85	2,544.81	2,680.42
Monthly		4,950.46	5,243.35	5,532.42	5,827.23
Annually		59,405.54	62,920.25	66,389.02	69,926.70
Hourly	13	30.19	31.96	33.73	35.51
Biweekly		2,415.37	2,557.14	2,698.03	2,840.68
Monthly		5,251.01	5,559.22	5,865.51	6,175.63
Annually		63,012.14	66,710.63	70,386.14	74,107.60
Hourly	14	32.13	34.02	35.92	37.80
Biweekly		2,570.35	2,721.80	2,874.14	3,023.83
Monthly		5,587.93	5,917.20	6,248.38	6,573.81
Annually		67,055.21	71,006.39	74,980.54	78,885.78
Hourly	15	34.33	36.34	38.36	40.37
Biweekly		2,746.46	2,906.72	3,068.74	3,229.88
Monthly		5,970.80	6,319.21	6,671.45	7,021.77
Annually		71,649.60	75,830.50	80,057.35	84,261.22

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Permanent Employees Only
September 1, 2006 to August 31, 2007**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.15	10.74	11.34	11.94
Biweekly		710.19	752.00	793.82	835.64
Monthly		1,543.94	1,634.85	1,725.77	1,816.68
Annually		18,527.31	19,618.25	20,709.20	21,800.15
Hourly	3	18.13	19.19	20.25	21.31
Biweekly		1,268.96	1,343.22	1,417.49	1,491.75
Monthly		2,758.72	2,920.17	3,081.61	3,243.06
Annually		33,104.63	35,042.00	36,979.37	38,916.75
Hourly	4	18.80	19.91	21.03	22.13
Biweekly		1,315.83	1,393.69	1,472.28	1,549.43
Monthly		2,860.60	3,029.89	3,200.74	3,368.46
Annually		34,327.24	36,358.66	38,408.89	40,421.50
Hourly	5	19.58	20.72	21.87	23.03
Biweekly		1,370.62	1,450.65	1,530.68	1,612.16
Monthly		2,979.73	3,153.72	3,327.70	3,504.83
Annually		35,756.76	37,844.61	39,932.46	42,057.93
Hourly	6	20.45	21.66	22.86	24.07
Biweekly		1,431.91	1,516.26	1,599.90	1,684.98
Monthly		3,112.96	3,296.36	3,478.18	3,663.14
Annually		37,355.56	39,556.27	41,738.17	43,957.68
Hourly	7	21.42	22.68	23.95	25.19
Biweekly		1,499.68	1,587.64	1,676.33	1,763.57
Monthly		3,260.30	3,451.53	3,644.33	3,833.99
Annually		39,123.65	41,418.40	43,731.97	46,007.91
Hourly	8	22.43	23.74	25.07	26.38
Biweekly		1,569.62	1,661.91	1,754.91	1,847.20
Monthly		3,412.35	3,612.98	3,815.18	4,015.82
Annually		40,948.17	43,355.78	45,782.20	48,189.81

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Permanent Employees Only
September 1, 2006 to August 31, 2007**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	23.49	24.85	26.24	27.63
Biweekly		1,643.88	1,739.77	1,836.39	1,933.72
Monthly		3,573.80	3,782.27	3,992.31	4,203.91
Annually		42,885.54	45,387.20	47,907.66	50,446.94
Hourly	10	24.67	26.12	27.57	29.02
Biweekly		1,726.80	1,828.46	1,930.12	2,031.06
Monthly		3,754.05	3,975.06	4,196.07	4,415.52
Annually		45,048.63	47,700.76	50,352.89	52,986.22
Hourly	11	26.07	27.59	29.12	30.66
Biweekly		1,824.85	1,931.56	2,038.27	2,146.42
Monthly		3,967.23	4,199.21	4,431.19	4,666.31
Annually		47,606.71	50,390.51	53,174.31	55,995.73
Hourly	12	27.60	29.23	30.85	32.48
Biweekly		1,932.28	2,046.20	2,159.40	2,273.31
Monthly		4,200.78	4,448.43	4,694.52	4,942.18
Annually		50,409.32	53,381.21	56,334.30	59,306.19
Hourly	13	29.27	30.99	32.71	34.43
Biweekly		2,049.08	2,169.49	2,289.90	2,410.30
Monthly		4,454.70	4,716.47	4,978.23	5,240.00
Annually		53,456.45	56,597.63	59,738.81	62,879.98
Hourly	14	31.15	32.98	34.83	36.65
Biweekly		2,181.03	2,308.64	2,437.70	2,566.04
Monthly		4,741.55	5,018.99	5,299.56	5,578.57
Annually		56,898.58	60,227.85	63,594.74	66,942.83
Hourly	15	33.29	35.24	37.19	39.15
Biweekly		2,330.27	2,466.54	2,603.53	2,740.52
Monthly		5,066.01	5,362.26	5,660.08	5,957.89
Annually		60,792.14	64,347.12	67,920.92	71,494.71

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Permanent Employees Only
September 1, 2007 to August 31, 2008**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.48	11.09	11.71	12.33
Biweekly		733.27	776.44	819.62	862.80
Monthly		1,594.12	1,687.98	1,781.86	1,875.72
Annually		19,129.45	20,255.84	21,382.25	22,508.65
Hourly	3	18.72	19.81	20.91	22.00
Biweekly		1,310.20	1,386.88	1,463.55	1,540.23
Monthly		2,848.38	3,015.07	3,181.77	3,348.46
Annually		34,180.53	36,180.87	38,181.20	40,181.54
Hourly	4	19.41	20.56	21.72	22.85
Biweekly		1,358.59	1,438.99	1,520.13	1,599.79
Monthly		2,953.57	3,128.36	3,304.77	3,477.93
Annually		35,442.88	37,540.32	39,657.18	41,735.20
Hourly	5	20.22	21.39	22.58	23.78
Biweekly		1,415.17	1,497.80	1,580.43	1,664.55
Monthly		3,076.57	3,256.21	3,435.86	3,618.73
Annually		36,918.86	39,074.56	41,230.26	43,424.81
Hourly	6	21.12	22.37	23.60	24.85
Biweekly		1,478.44	1,565.54	1,651.90	1,739.74
Monthly		3,214.13	3,403.49	3,591.22	3,782.19
Annually		38,569.62	40,841.85	43,094.66	45,386.30
Hourly	7	22.12	23.42	24.73	26.01
Biweekly		1,548.42	1,639.24	1,730.81	1,820.88
Monthly		3,366.26	3,563.71	3,762.77	3,958.60
Annually		40,395.17	42,764.50	45,153.26	47,503.17
Hourly	8	23.16	24.51	25.88	27.24
Biweekly		1,620.63	1,715.92	1,811.95	1,907.24
Monthly		3,523.25	3,730.40	3,939.18	4,146.33
Annually		42,278.98	44,764.84	47,270.12	49,755.97

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Permanent Employees Only
September 1, 2007 to August 31, 2008**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	24.25	25.66	27.09	28.53
Biweekly		1,697.31	1,796.32	1,896.07	1,996.57
Monthly		3,689.94	3,905.19	4,122.06	4,340.54
Annually		44,279.32	46,862.28	49,464.66	52,086.47
Hourly	10	25.47	26.97	28.47	29.96
Biweekly		1,782.92	1,887.88	1,992.85	2,097.07
Monthly		3,876.06	4,104.25	4,332.45	4,559.02
Annually		46,512.71	49,251.03	51,989.36	54,708.27
Hourly	11	26.92	28.49	30.06	31.66
Biweekly		1,884.16	1,994.33	2,104.51	2,216.18
Monthly		4,096.16	4,335.68	4,575.21	4,817.97
Annually		49,153.93	52,028.20	54,902.47	57,815.59
Hourly	12	28.50	30.18	31.85	33.53
Biweekly		1,995.08	2,112.70	2,229.58	2,347.20
Monthly		4,337.30	4,593.01	4,847.10	5,102.80
Annually		52,047.62	55,116.10	58,165.16	61,233.64
Hourly	13	30.22	32.00	33.77	35.55
Biweekly		2,115.68	2,240.00	2,364.32	2,488.64
Monthly		4,599.48	4,869.75	5,140.03	5,410.30
Annually		55,193.79	58,437.05	61,680.32	64,923.58
Hourly	14	32.17	34.06	35.96	37.85
Biweekly		2,251.91	2,383.67	2,516.93	2,649.44
Monthly		4,895.65	5,182.10	5,471.80	5,759.87
Annually		58,747.78	62,185.26	65,661.57	69,118.47
Hourly	15	34.37	36.38	38.40	40.42
Biweekly		2,406.01	2,546.70	2,688.15	2,829.59
Monthly		5,230.66	5,536.53	5,844.03	6,151.52
Annually		62,767.88	66,438.40	70,128.35	73,818.29

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Permanent Employees Only
September 1, 2008 to August 31, 2009**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.85	11.48	12.12	12.76
Biweekly		758.94	803.62	848.31	893.00
Monthly		1,649.91	1,747.06	1,844.22	1,941.37
Annually		19,798.98	20,964.80	22,130.63	23,296.46
Hourly	3	19.38	20.51	21.64	22.77
Biweekly		1,356.06	1,435.42	1,514.78	1,594.14
Monthly		2,948.07	3,120.60	3,293.13	3,465.66
Annually		35,376.85	37,447.20	39,517.55	41,587.90
Hourly	4	20.09	21.28	22.48	23.65
Biweekly		1,406.14	1,489.35	1,573.34	1,655.78
Monthly		3,056.95	3,237.85	3,420.43	3,599.66
Annually		36,683.38	38,854.23	41,045.18	43,195.93
Hourly	5	20.93	22.14	23.37	24.61
Biweekly		1,464.70	1,550.22	1,635.75	1,722.81
Monthly		3,184.25	3,370.18	3,556.11	3,745.39
Annually		38,211.02	40,442.17	42,673.32	44,944.68
Hourly	6	21.86	23.15	24.42	25.72
Biweekly		1,530.19	1,620.34	1,709.71	1,800.63
Monthly		3,326.63	3,522.61	3,716.91	3,914.57
Annually		39,919.56	42,271.31	44,602.97	46,974.83
Hourly	7	22.89	24.24	25.59	26.92
Biweekly		1,602.61	1,696.61	1,791.38	1,884.61
Monthly		3,484.08	3,688.44	3,894.47	4,097.15
Annually		41,809.00	44,261.26	46,733.62	49,165.78
Hourly	8	23.97	25.37	26.79	28.20
Biweekly		1,677.35	1,775.97	1,875.37	1,973.99
Monthly		3,646.56	3,860.97	4,077.05	4,291.45
Annually		43,758.75	46,331.61	48,924.57	51,497.43

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Permanent Employees Only
September 1, 2008 to August 31, 2009**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	25.10	26.56	28.04	29.52
Biweekly		1,756.71	1,859.19	1,962.43	2,066.45
Monthly		3,819.09	4,041.87	4,266.33	4,492.46
Annually		45,829.10	48,502.46	51,195.93	53,909.49
Hourly	10	26.36	27.91	29.46	31.01
Biweekly		1,845.32	1,953.96	2,062.60	2,170.46
Monthly		4,011.72	4,247.90	4,484.08	4,718.59
Annually		48,140.65	50,974.82	53,808.99	56,623.06
Hourly	11	27.86	29.49	31.12	32.76
Biweekly		1,950.10	2,064.14	2,178.17	2,293.74
Monthly		4,239.53	4,487.43	4,735.34	4,986.59
Annually		50,874.32	53,849.19	56,824.06	59,839.13
Hourly	12	29.50	31.23	32.97	34.71
Biweekly		2,064.91	2,186.64	2,307.61	2,429.35
Monthly		4,489.11	4,753.76	5,016.75	5,281.40
Annually		53,869.29	57,045.17	60,200.94	63,376.82
Hourly	13	31.28	33.12	34.95	36.79
Biweekly		2,189.73	2,318.40	2,447.07	2,575.74
Monthly		4,760.46	5,040.20	5,319.93	5,599.66
Annually		57,125.57	60,482.35	63,839.13	67,195.91
Hourly	14	33.29	35.25	37.22	39.17
Biweekly		2,330.73	2,467.10	2,605.02	2,742.17
Monthly		5,067.00	5,363.48	5,663.31	5,961.47
Annually		60,803.96	64,361.74	67,959.73	71,537.61
Hourly	15	35.57	37.66	39.75	41.83
Biweekly		2,490.22	2,635.84	2,782.23	2,928.62
Monthly		5,413.73	5,730.31	6,048.57	6,366.83
Annually		64,964.76	68,763.75	72,582.84	76,401.93

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Temporary and Casual Employees* Only
September 1, 2006 to August 31, 2007**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	9.81	10.38	10.96	11.54
Biweekly		686.39	726.77	767.14	807.52
Monthly		1,492.22	1,579.99	1,667.77	1,755.55
Annually		17,906.59	18,959.92	20,013.25	21,066.58
Hourly	3	17.49	18.52	19.55	20.58
Biweekly		1,224.26	1,296.36	1,368.46	1,440.56
Monthly		2,661.54	2,818.28	2,975.03	3,131.77
Annually		31,938.44	33,819.39	35,700.33	37,581.28
Hourly	4	18.15	19.22	20.28	21.34
Biweekly		1,270.40	1,345.39	1,419.65	1,493.91
Monthly		2,761.85	2,924.87	3,086.32	3,247.76
Annually		33,142.25	35,098.43	37,035.80	38,973.18
Hourly	5	18.88	20.00	21.11	22.22
Biweekly		1,321.59	1,400.18	1,478.05	1,555.20
Monthly		2,873.14	3,044.00	3,213.28	3,381.00
Annually		34,477.72	36,527.95	38,559.37	40,571.98
Hourly	6	19.75	20.89	22.07	23.23
Biweekly		1,382.16	1,462.19	1,544.38	1,625.86
Monthly		3,004.81	3,178.80	3,357.49	3,534.61
Annually		36,057.71	38,145.56	40,289.84	42,415.31
Hourly	7	20.68	21.88	23.10	24.31
Biweekly		1,447.05	1,531.40	1,617.20	1,701.56
Monthly		3,145.88	3,329.27	3,515.80	3,699.19
Annually		37,750.56	39,951.27	42,189.59	44,390.30
Hourly	8	21.64	22.92	24.18	25.47
Biweekly		1,514.82	1,604.23	1,692.91	1,783.03
Monthly		3,293.22	3,487.59	3,680.38	3,876.31
Annually		39,518.65	41,851.02	44,164.58	46,515.76

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Temporary and Casual Employees* Only
September 1, 2006 to August 31, 2007**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	22.66	24.00	25.33	26.66
Biweekly		1,586.20	1,679.93	1,772.94	1,865.95
Monthly		3,448.40	3,652.17	3,854.37	4,056.57
Annually		41,380.79	43,826.01	46,252.43	48,678.85
Hourly	10	23.79	25.19	26.60	28.01
Biweekly		1,665.51	1,763.57	1,862.34	1,960.40
Monthly		3,620.82	3,833.99	4,048.73	4,261.91
Annually		43,449.82	46,007.91	48,584.80	51,142.89
Hourly	11	25.16	26.63	28.10	29.58
Biweekly		1,760.68	1,863.79	1,967.61	2,070.71
Monthly		3,827.72	4,051.87	4,277.58	4,501.73
Annually		45,932.67	48,622.42	51,330.98	54,020.73
Hourly	12	26.64	28.21	29.77	31.35
Biweekly		1,864.51	1,974.82	2,083.69	2,194.72
Monthly		4,053.44	4,293.26	4,529.94	4,771.33
Annually		48,641.23	51,519.08	54,359.30	57,255.96
Hourly	13	28.25	29.91	31.56	33.23
Biweekly		1,977.70	2,093.78	2,209.14	2,325.95
Monthly		4,299.53	4,551.89	4,802.68	5,056.61
Annually		51,594.32	54,622.64	57,632.15	60,679.28
Hourly	14	30.07	31.84	33.62	35.37
Biweekly		2,104.60	2,228.61	2,353.34	2,475.91
Monthly		4,575.40	4,845.00	5,116.17	5,382.64
Annually		54,904.78	58,140.00	61,394.04	64,591.64
Hourly	15	32.12	34.00	35.90	37.78
Biweekly		2,248.80	2,380.02	2,512.69	2,644.63
Monthly		4,888.89	5,174.17	5,462.58	5,749.42
Annually		58,666.67	62,089.99	65,550.93	68,993.06

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Temporary and Casual Employees* Only
September 1, 2007 to August 31, 2008**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.13	10.72	11.32	11.92
Biweekly		708.70	750.39	792.07	833.76
Monthly		1,540.72	1,631.34	1,721.97	1,812.61
Annually		18,488.55	19,576.12	20,663.68	21,751.24
Hourly	3	18.06	19.12	20.18	21.25
Biweekly		1,264.05	1,338.49	1,412.93	1,487.38
Monthly		2,748.04	2,909.88	3,071.72	3,233.56
Annually		32,976.44	34,918.52	36,860.59	38,802.67
Hourly	4	18.74	19.85	20.94	22.04
Biweekly		1,311.69	1,389.11	1,465.79	1,542.46
Monthly		2,851.61	3,019.93	3,186.62	3,353.32
Annually		34,219.37	36,239.13	38,239.47	40,239.80
Hourly	5	19.49	20.65	21.80	22.94
Biweekly		1,364.54	1,445.69	1,526.09	1,605.74
Monthly		2,966.52	3,142.93	3,317.71	3,490.88
Annually		35,598.24	37,715.11	39,812.55	41,890.57
Hourly	6	20.39	21.57	22.78	23.98
Biweekly		1,427.08	1,509.71	1,594.57	1,678.70
Monthly		3,102.47	3,282.11	3,466.60	3,649.48
Annually		37,229.59	39,385.29	41,599.26	43,793.80
Hourly	7	21.35	22.59	23.85	25.10
Biweekly		1,494.08	1,581.17	1,669.76	1,756.86
Monthly		3,248.12	3,437.47	3,630.06	3,819.42
Annually		38,977.46	41,249.68	43,560.75	45,832.98
Hourly	8	22.34	23.66	24.97	26.30
Biweekly		1,564.05	1,656.36	1,747.93	1,840.98
Monthly		3,400.25	3,600.93	3,799.99	4,002.29
Annually		40,803.01	43,211.18	45,599.93	48,027.53

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Temporary and Casual Employees* Only
September 1, 2007 to August 31, 2008**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	23.40	24.77	26.15	27.52
Biweekly		1,637.75	1,734.53	1,830.56	1,926.59
Monthly		3,560.47	3,770.86	3,979.64	4,188.41
Annually		42,725.66	45,250.36	47,755.64	50,260.91
Hourly	10	24.57	26.01	27.47	28.92
Biweekly		1,719.64	1,820.88	1,922.87	2,024.11
Monthly		3,738.50	3,958.60	4,180.32	4,400.42
Annually		44,861.94	47,503.17	50,163.81	52,805.03
Hourly	11	25.97	27.49	29.02	30.54
Biweekly		1,817.90	1,924.36	2,031.56	2,138.01
Monthly		3,952.12	4,183.55	4,416.60	4,648.03
Annually		47,425.48	50,202.65	52,999.24	55,776.41
Hourly	12	27.51	29.13	30.74	32.37
Biweekly		1,925.10	2,039.00	2,151.41	2,266.05
Monthly		4,185.17	4,432.79	4,677.17	4,926.40
Annually		50,222.07	53,193.45	56,125.98	59,116.78
Hourly	13	29.17	30.88	32.59	34.31
Biweekly		2,041.98	2,161.83	2,280.94	2,401.54
Monthly		4,439.26	4,699.82	4,958.77	5,220.95
Annually		53,271.13	56,397.87	59,505.19	62,651.36
Hourly	14	31.04	32.87	34.71	36.52
Biweekly		2,173.00	2,301.04	2,429.83	2,556.38
Monthly		4,724.10	5,002.46	5,282.45	5,557.57
Annually		56,689.18	60,029.55	63,389.34	66,690.87
Hourly	15	33.17	35.11	37.06	39.01
Biweekly		2,321.88	2,457.37	2,594.35	2,730.58
Monthly		5,047.78	5,342.33	5,640.11	5,936.28
Annually		60,573.34	64,107.91	67,681.33	71,235.33

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Temporary and Casual Employees* Only
September 1, 2008 to August 31, 2009**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	1	10.48	11.09	11.71	12.33
Biweekly		733.50	776.65	819.79	862.95
Monthly		1,594.64	1,688.44	1,782.24	1,876.05
Annually		19,135.65	20,261.28	21,386.91	22,512.54
Hourly	3	18.69	19.79	20.89	21.99
Biweekly		1,308.29	1,385.34	1,462.39	1,539.43
Monthly		2,844.22	3,011.72	3,179.23	3,346.73
Annually		34,130.62	36,140.67	38,150.71	40,160.76
Hourly	4	19.40	20.54	21.67	22.81
Biweekly		1,357.60	1,437.73	1,517.09	1,596.45
Monthly		2,951.42	3,125.62	3,298.15	3,470.68
Annually		35,417.05	37,507.50	39,577.85	41,648.20
Hourly	5	20.18	21.38	22.56	23.74
Biweekly		1,412.30	1,496.29	1,579.50	1,661.94
Monthly		3,070.35	3,252.93	3,433.83	3,613.06
Annually		36,844.18	39,035.14	41,205.99	43,356.74
Hourly	6	21.10	22.33	23.58	24.82
Biweekly		1,477.02	1,562.55	1,650.38	1,737.45
Monthly		3,211.05	3,396.98	3,587.94	3,777.22
Annually		38,532.62	40,763.78	43,055.23	45,326.59
Hourly	7	22.09	23.38	24.69	25.98
Biweekly		1,546.37	1,636.52	1,728.20	1,818.35
Monthly		3,361.81	3,557.79	3,757.11	3,953.09
Annually		40,341.67	42,693.42	45,085.38	47,437.14
Hourly	8	23.12	24.49	25.84	27.22
Biweekly		1,618.79	1,714.33	1,809.10	1,905.42
Monthly		3,519.26	3,726.96	3,932.99	4,142.37
Annually		42,231.11	44,723.57	47,195.93	49,708.49

**Collective Agreement – P.S.A.C. Local Y023
2006 – 2009**

**Schedule A - 35 hours per week
Temporary and Casual Employees* Only
September 1, 2008 to August 31, 2009**

	Range	Step 1 85%	Step 2 90%	Step 3 95%	Step 4 100%
Hourly	9	24.22	25.64	27.07	28.49
Biweekly		1,695.07	1,795.24	1,894.63	1,994.02
Monthly		3,685.09	3,902.84	4,118.92	4,335.00
Annually		44,221.06	46,834.12	49,427.08	52,020.05
Hourly	10	25.43	26.92	28.43	29.93
Biweekly		1,779.83	1,884.61	1,990.17	2,094.96
Monthly		3,869.34	4,097.15	4,326.63	4,554.43
Annually		46,432.11	49,165.78	51,919.54	54,653.21
Hourly	11	26.88	28.46	30.03	31.61
Biweekly		1,881.53	1,991.71	2,102.66	2,212.84
Monthly		4,090.45	4,329.98	4,571.18	4,810.72
Annually		49,085.38	51,959.74	54,854.21	57,728.58
Hourly	12	28.47	30.15	31.81	33.51
Biweekly		1,992.48	2,110.37	2,226.71	2,345.36
Monthly		4,331.65	4,587.93	4,840.87	5,098.82
Annually		51,979.85	55,055.22	58,090.39	61,185.87
Hourly	13	30.19	31.96	33.73	35.51
Biweekly		2,113.45	2,237.50	2,360.77	2,485.59
Monthly		4,594.64	4,864.32	5,132.32	5,403.68
Annually		55,135.62	58,371.80	61,587.88	64,844.15
Hourly	14	32.13	34.02	35.92	37.80
Biweekly		2,249.05	2,381.58	2,514.87	2,645.85
Monthly		4,889.44	5,177.55	5,467.33	5,752.09
Annually		58,673.31	62,130.59	65,607.97	69,025.05
Hourly	15	34.33	36.34	38.36	40.37
Biweekly		2,403.15	2,543.38	2,685.15	2,826.15
Monthly		5,224.45	5,529.31	5,837.51	6,144.05
Annually		62,693.40	66,351.69	70,050.18	73,728.57