

APPENDIX 1

CUPE 5791 Wage Ranges Effective January 1, **2018**

Economic Adjustment 0%

	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	14.79	17.75	26,917.80	32,305.00	29,225.04	35,074.00	2%
Phase 2	18.06	21.68	32,869.20	39,457.60	35,686.56	42,839.68	2%
Phase 3	20.47	24.57	37,255.40	44,717.40	40,448.72	48,550.32	2%
Phase 4	22.05	29.79	40,131.00	54,217.80	43,570.80	58,865.04	2%
Phase 5	27.25	36.78	49,595.00	66,939.60	53,846.00	72,677.28	2%
Phase 6	32.16	43.40	58,531.20	78,988.00	63,548.16	85,758.40	2%

Note: \$800 one-time lump sum payment, which is not applied to base salaries or to the wage ranges, to be paid the first pay period following July 1, 2018.

APPENDIX 1

CUPE 5791 Wage Ranges Effective January 1, **2019**

Economic Adjustment 0%

	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	14.79	17.75	26,917.80	32,305.00	29,225.04	35,074.00	2%
Phase 2	18.06	21.68	32,869.20	39,457.60	35,686.56	42,839.68	2%
Phase 3	20.47	24.57	37,255.40	44,717.40	40,448.72	48,550.32	2%
Phase 4	22.05	29.79	40,131.00	54,217.80	43,570.80	58,865.04	2%
Phase 5	27.25	36.78	49,595.00	66,939.60	53,846.00	72,677.28	2%
Phase 6	32.16	43.40	58,531.20	78,988.00	63,548.16	85,758.40	2%

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CUPE 5791 Wage Ranges Effective January 1, **2020**

Economic Adjustment 1.25%

	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	14.97	17.97	27,245.40	32,705.40	29,580.72	35,508.72	2%
Phase 2	18.29	21.95	33,287.80	39,949.00	36,141.04	43,373.20	2%
Phase 3	20.73	24.88	37,728.60	45,281.60	40,962.48	49,162.88	2%
Phase 4	22.33	30.16	40,640.60	54,891.20	44,124.08	59,596.16	2%
Phase 5	27.59	37.24	50,213.80	67,776.80	54,517.84	73,586.24	2%
Phase 6	32.56	43.94	59,259.20	79,970.80	64,338.56	86,825.44	2%

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CUPE 5791 Wage Ranges Effective January 1, **2021**

Economic Adjustment 1.5%

	Minimum Hourly	Maximum Hourly	Minimum Annual (35 hrs/week)	Maximum Annual (35 hrs/week)	Minimum Annual (38 hrs/week)	Maximum Annual (38 hrs/week)	Increment
Phase 1	15.19	18.24	27,645.80	33,196.80	30,015.44	36,042.24	2%
Phase 2	18.56	22.28	33,779.20	40,549.60	36,674.56	44,025.28	2%
Phase 3	21.04	25.25	38,292.80	45,955.00	41,575.04	49,894.00	2%
Phase 4	22.66	30.61	41,241.20	55,710.20	44,776.16	60,485.36	2%
Phase 5	28.00	37.80	50,960.00	68,796.00	55,328.00	74,692.80	2%
Phase 6	33.05	44.60	60,151.00	81,172.00	65,306.80	88,129.60	2%

APPENDIX 2
Position Placement in CUPE 5791 Compensation Model as of April 2018

	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 1 2018/19 Hourly wage range: \$14.79 - \$17.75 Annual wage range (35 hrs/wk): \$26,917.80 - \$32,305.00 Annual wage range (38 hrs/wk): \$29,225.04 - \$35,074.00			Casual Recurring Relief Student	Casual Recurring Relief Student	
2020 Hourly wage range: \$14.97 - \$17.97 Annual wage range (35 hrs/wk): \$27,245.40 - \$32,705.40 Annual wage range (38 hrs/wk): \$29,580.72 - \$35,508.72					
2021 Hourly wage range: \$15.19 - \$18.24 Annual wage range (35 hrs/wk): \$27,645.80 - \$33,196.80 Annual wage range (38 hrs/wk): \$30,015.44 - \$36,042.24					

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	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 2 2018/19 Hourly wage range: \$18.06 - \$21.68 Annual wage range (35 hrs/wk): \$32,869.20 - \$39,457.60 Annual wage range (38 hrs/wk): \$35,686.56 - \$42,839.68			Caretaker Housekeeper Storekeeper Utility Labourer Utility Person	Administrative Assistant Bindery Worker Copy Centre Operator Library Assistant Postal Clerk	
2020 Hourly wage range: \$18.29 - \$21.95 Annual wage range (35 hrs/wk): \$33,287.80 - \$39,949.00 Annual wage range (38 hrs/wk): \$36,141.04 - \$43,373.20					
2021 Hourly wage range: \$18.56 - \$22.28 Annual wage range (35 hrs/wk): \$33,779.20 - \$40,549.60 Annual wage range (38 hrs/wk): \$36,674.56 - \$44,025.28					

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	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 3 2018/19 Hourly wage range: \$20.47 - \$24.57 Annual wage range (35 hrs/wk): \$37,255.40 - \$44,717.40 Annual wage range (38 hrs/wk): \$40,448.72 - \$48,550.32			Storekeeper Housing Facilities Team Lead	Administrative Assistant Bindery Worker Duplicating Equipment Operator Library Assistant	
2020 Hourly wage range: \$20.73 - \$24.88 Annual wage range (35 hrs/wk): \$37,728.60 - \$45,281.60 Annual wage range (38 hrs/wk): \$40,962.48 - \$49,162.88					
2021 Hourly wage range: \$21.04 - \$25.25 Annual wage range (35 hrs/wk): \$38,292.80 - \$45,955.00 Annual wage range (38 hrs/wk): \$41,575.04 - \$49,894.00					

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	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 4 2018/19 Hourly wage range: \$22.05 - \$29.79 Annual wage range (35 hrs/wk): \$40,131.00 - \$54,217.80 Annual wage range (38 hrs/wk): \$43,570.80 - \$58,865.04	Draftsperson Photographer Technician	Boiler Operator	Custodial Team Lead Storekeeper Utility Maintenance Person	Administrative Assistant Post Office Supervisor	
2020 Hourly wage range: \$22.33 - \$30.16 Annual wage range (35 hrs/wk): \$40,640.60 - \$54,891.20 Annual wage range (38 hrs/wk): \$44,124.08 - \$59,596.16					
2021 Hourly wage range: \$22.66 - \$30.61 Annual wage range (35 hrs/wk): \$41,241.20 - \$55,710.20 Annual wage range (38 hrs/wk): \$44,776.16 - \$60,485.36					

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	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 5 2018/19 Hourly wage range: \$27.25 - \$36.78 Annual wage range (35 hrs/wk): \$49,595.00 - \$66,939.60 Annual wage range (38 hrs/wk): \$53,846.00 - \$72,677.28	Instrument Maker Senior Draftsperson Technical Analyst Technician	Carpenter Electrician Locksmith Painter Service Mechanic Shift Engineer	Chief Labourer	Administrative Assistant IT Support Analyst Library Assistant	Security Patrolperson
2020 Hourly wage range: \$27.59 - \$37.24 Annual wage range (35 hrs/wk): \$50,213.80 - \$67,776.80 Annual wage range (38 hrs/wk): \$54,517.84 - \$73,586.24					
2021 Hourly wage range: \$28.00 - \$37.80 Annual wage range (35 hrs/wk): \$50,960.00 - \$68,796.00 Annual wage range (38 hrs/wk): \$55,328.00 - \$74,692.80					

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	Applied Scientific Services	Trade Services	Facility Services	Operational Services	Security Services
PHASE 6 2018/19 Hourly wage range: \$32.16 - \$43.40 Annual wage range (35 hrs/wk): \$58,531.20 - \$78,988.00 Annual wage range (38 hrs/wk): \$63,548.16 - \$85,758.40	Instrument Maker Technical Analyst Technician	Chief Carpenter Chief of Electrical Trades Chief of Mechanical Trades		Administrative Assistant Library Assistant	Shift Supervisor
2020 Hourly wage range: \$32.56 - \$43.94 Annual wage range (35 hrs/wk): \$59,259.20 - \$79,970.80 Annual wage range (38 hrs/wk): \$64,338.56 - \$86,825.44					
2021 Hourly wage range: \$33.05 - \$44.60 Annual wage range (35 hrs/wk): \$60,151.00 - \$81,172.00 Annual wage range (38 hrs/wk): \$65,306.80 - \$88,129.60					

Note: Phase 1 is for recurring relief, casual and student employees only.