

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.

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

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

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

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

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

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

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