

**APPENDIX 1**

CUPE 5791 Wage Ranges  
 Effective January 1, **2022**  
 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	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%

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CUPE 5791 Wage Ranges  
 Effective January 1, **2023**  
 Economic Adjustment 3.15%

	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	15.67	18.81	28,519.40	34,234.20	30,963.92	37,168.56	2%
Phase 2	19.14	22.98	34,834.80	41,823.60	37,820.64	45,408.48	2%
Phase 3	21.70	26.05	39,494.00	47,411.00	42,879.20	51,474.80	2%
Phase 4	23.37	31.57	42,533.40	57,457.40	46,179.12	62,382.32	2%
Phase 5	28.88	38.99	52,561.60	70,961.80	57,066.88	77,044.24	2%
Phase 6	34.09	46.00	62,043.80	83,720.00	67,361.84	90,896.00	2%

**APPENDIX 1**

CUPE 5791 Wage Ranges  
 Effective January 1, **2024**  
 Economic Adjustment 2.00%

	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	15.98	19.19	29,083.60	34,925.80	31,576.48	37,919.44	2%
Phase 2	19.52	23.44	35,526.40	42,660.80	38,571.52	46,317.44	2%
Phase 3	22.13	26.57	40,276.60	48,357.40	43,728.88	52,502.32	2%
Phase 4	23.84	32.20	43,388.80	58,604.00	47,107.84	63,627.20	2%
Phase 5	29.46	39.77	53,617.20	72,381.40	58,212.96	78,585.52	2%
Phase 6	34.77	46.92	63,281.40	85,394.40	68,705.52	92,713.92	2%

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CUPE 5791 Wage Ranges  
 Effective January 1, **2025**  
 Economic Adjustment 2.00%

	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	16.30	19.57	29,666.00	35,617.40	32,208.80	38,670.32	2%
Phase 2	19.91	23.91	36,236.20	43,516.20	39,342.16	47,246.16	2%
Phase 3	22.57	27.10	41,077.40	49,322.00	44,598.32	53,549.60	2%
Phase 4	24.32	32.84	44,262.40	59,768.80	48,056.32	64,891.84	2%
Phase 5* Excluding Trade	30.05	40.57	54,691.00	73,837.40	59,378.80	80,166.32	2%
Phase 6* Excluding Trade	35.47	47.86	64,555.40	87,105.20	70,088.72	94,571.36	2%
Phase 5 Trade Services	30.95	41.79	N/A	N/A	61,157.20	82,577.04	2%
Phase 6 Trade Services	36.53	49.30	N/A	N/A	72,183.28	97,416.80	2%

**APPENDIX 2**

**Position Placement in CUPE 5791 Compensation Model as of September 2022**

	<b>Applied Scientific Services</b>	<b>Trade Services</b>	<b>Facility Services</b>	<b>Operational Services</b>	<b>Security Services</b>
<p><b>PHASE 1</b></p> <p><b>2022</b> Hourly wage range: \$15.19 - \$18.24 <b>Annual</b> wage range (35 hrs/wk): \$27,645.80 - \$33,196.80 <b>Annual</b> wage range (38 hrs/wk): \$30,015.44 - \$36,042.24</p>			Casual Recurring Relief Student	Casual Recurring Relief Student	
<p><b>2023</b> Hourly wage range: \$15.67 - \$18.81 <b>Annual</b> wage range (35 hrs/wk): \$28,519.40 - \$34,234.20 <b>Annual</b> wage range (38 hrs/wk): \$30,963.92 - \$37,168.56</p>					
<p><b>2024</b> Hourly wage range: \$15.98 - \$19.19 <b>Annual</b> wage range (35 hrs/wk): \$29,083.60 - \$34,925.80 <b>Annual</b> wage range (38 hrs/wk): \$31,576.48 - \$37,919.44</p>					
<p><b>2025</b> Hourly wage range: \$16.30 - \$19.57 <b>Annual</b> wage range (35 hrs/wk): \$29,666.00 - \$35,617.40 <b>Annual</b> wage range (38 hrs/wk): \$32,208.80 - \$38,670.32</p>					

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	<b>Applied Scientific Services</b>	<b>Trade Services</b>	<b>Facility Services</b>	<b>Operational Services</b>	<b>Security Services</b>
<p><b>PHASE 2</b></p> <p><b>2022</b> Hourly wage range: \$18.56 - \$22.28 <b>Annual</b> wage range (35 hrs/wk): \$33,779.20 - \$40,549.60 <b>Annual</b> wage range (38 hrs/wk): \$36,674.56 - \$44,025.28</p>			<p>Caretaker Housekeeper Storekeeper Utility Person</p>	<p>Administrative Assistant Library Assistant Postal Clerk</p>	
<p><b>2023</b> Hourly wage range: \$19.14 - \$22.98 <b>Annual</b> wage range (35 hrs/wk): \$34,834.80 - \$41,823.60 <b>Annual</b> wage range (38 hrs/wk): \$37,820.64 - \$45,408.48</p>					
<p><b>2024</b> Hourly wage range: \$19.52 - \$23.44 <b>Annual</b> wage range (35 hrs/wk): \$35,526.40 - \$42,660.80 <b>Annual</b> wage range (38 hrs/wk): \$38,571.52 - \$46,317.44</p>					
<p><b>2025</b> Hourly wage range: \$19.91 - \$23.91 <b>Annual</b> wage range (35 hrs/wk): \$36,236.20 - \$43,516.20 <b>Annual</b> wage range (38 hrs/wk): \$39,342.16 - \$47,246.16</p>					

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	<b>Applied Scientific Services</b>	<b>Trade Services</b>	<b>Facility Services</b>	<b>Operational Services</b>	<b>Security Services</b>
<p><b>PHASE 3</b></p> <p><b>2022</b> Hourly wage range: \$21.04 - \$25.25 <b>Annual</b> wage range (35 hrs/wk): \$38,292.80 - \$45,955.00 <b>Annual</b> wage range (38 hrs/wk): \$41,575.04 - \$49,894.00</p>			<p>Storekeeper Housing Facilities Team Lead <b>Utility Labourer</b></p>	<p>Administrative Assistant Library Assistant Printing Services Clerk</p>	
<p><b>2023</b> Hourly wage range: \$21.70 - \$26.05 <b>Annual</b> wage range (35 hrs/wk): \$39,494.00 - \$47,411.00 <b>Annual</b> wage range (38 hrs/wk): \$42,879.20 - \$51,474.80</p>					
<p><b>2024</b> Hourly wage range: \$22.13 - \$26.57 <b>Annual</b> wage range (35 hrs/wk): \$40,276.60 - \$48,357.40 <b>Annual</b> wage range (38 hrs/wk): \$43,728.88 - \$52,502.32</p>					
<p><b>2025</b> Hourly wage range: \$22.57 - \$27.10 <b>Annual</b> wage range (35 hrs/wk): \$41,077.40 - \$49,322.00 <b>Annual</b> wage range (38 hrs/wk): \$44,598.32 - \$53,549.60</p>					

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	<b>Applied Scientific Services</b>	<b>Trade Services</b>	<b>Facility Services</b>	<b>Operational Services</b>	<b>Security Services</b>
<p><b>PHASE 4</b></p> <p><b>2022</b> Hourly wage range: \$22.66 - \$30.61 <b>Annual</b> wage range (35 hrs/wk): \$41,241.20 - \$55,710.20 <b>Annual</b> wage range (38 hrs/wk): \$44,776.16 - \$60,485.36</p>	<p>Draftsperson Photographer Technician</p>	<p>Boiler Operator</p>	<p>Custodial Team Lead Storekeeper Utility Maintenance Person</p>	<p>Administrative Assistant Print Production Operator Post Office Supervisor</p>	
<p><b>2023</b> Hourly wage range: \$23.37 - \$31.57 <b>Annual</b> wage range (35 hrs/wk): \$42,533.40 - \$57,457.40 <b>Annual</b> wage range (38 hrs/wk): \$46,179.12 - \$62,382.32</p>					
<p><b>2024</b> Hourly wage range: \$23.84 - \$32.20 <b>Annual</b> wage range (35 hrs/wk): \$43,388.80 - \$58,604.00 <b>Annual</b> wage range (38 hrs/wk): \$47,107.84 - \$63,627.20</p>					
<p><b>2025</b> Hourly wage range: \$24.32 - \$32.84 <b>Annual</b> wage range (35 hrs/wk): \$44,262.40 - \$59,768.80 <b>Annual</b> wage range (38 hrs/wk): \$48,056.32 - \$64,891.84</p>					

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	<b>Applied Scientific Services</b>	<b>Trade Services</b>	<b>Facility Services</b>	<b>Operational Services</b>	<b>Security Services</b>
<p><b>PHASE 5</b></p> <p><b>2022</b> Hourly wage range: \$28.00 - \$37.80 <b>Annual</b> wage range (35 hrs/wk): \$50,960.00 - \$68,796.00 <b>Annual</b> wage range (38 hrs/wk): \$55,328.00 - \$74,692.80</p>	<p>Instrument Maker Senior Draftsperson Senior Photographer Technical Analyst Technician Technology Facilitator</p>	<p>Carpenter Controls Technician Electrician Locksmith Painter Service Mechanic Shift Engineer</p>	<p>Chief Labourer</p>	<p>Administrative Assistant IT Support Analyst Library Assistant</p>	<p>Security Patrolperson</p>
<p><b>2023</b> Hourly wage range: \$28.88 - \$38.99 <b>Annual</b> wage range (35 hrs/wk): \$52,561.60 - \$70,961.80 <b>Annual</b> wage range (38 hrs/wk): \$57,066.88 - \$77,044.24</p>					
<p><b>2024</b> Hourly wage range: \$29.46 - \$39.77 <b>Annual</b> wage range (35 hrs/wk): \$53,617.20 - \$72,381.40 <b>Annual</b> wage range (38 hrs/wk): \$58,212.96 - \$78,585.52</p>					
<p><b>Excluding Trade Services</b></p> <p><b>2025</b> Hourly wage range: \$30.05 - \$40.57 <b>Annual</b> wage range (35 hrs/wk): \$54,691.00 - \$73,837.40 <b>Annual</b> wage range (38 hrs/wk): \$59,378.80 - \$80,166.32</p>					
<p><b>Trade Services</b></p> <p><b>2025</b> Hourly wage range: \$30.95 - \$41.79 <b>Annual</b> wage range (38 hrs/wk): \$61,157.20 - \$82,577.04</p>					

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	<b>Applied Scientific Services</b>	<b>Trade Services</b>	<b>Facility Services</b>	<b>Operational Services</b>	<b>Security Services</b>
<p><b>PHASE 6</b></p> <p><b>2022</b> Hourly wage range: \$33.05 - \$44.60 <b>Annual</b> wage range (35 hrs/wk): \$60,151.00 - \$81,172.00 <b>Annual</b> wage range (38 hrs/wk): \$65,306.80 - \$88,129.60</p>	<p>Instrument Maker Technical Analyst Technician</p>	<p>Controls Supervisor Electrical Supervisor Mechanical Supervisor Project Supervisor Structural Supervisor</p>		<p>Administrative Assistant Library Assistant</p>	<p>Shift Supervisor</p>
<p><b>2023</b> Hourly wage range: \$34.09 - \$46.00 <b>Annual</b> wage range (35 hrs/wk): \$62,043.80 - \$83,720.00 <b>Annual</b> wage range (38 hrs/wk): \$67,361.84 - \$90,896.00</p>					
<p><b>2024</b> Hourly wage range: \$34.77 - \$46.92 <b>Annual</b> wage range (35 hrs/wk): \$63,281.40 - \$85,394.40 <b>Annual</b> wage range (38 hrs/wk): \$68,705.52 - \$92,713.92</p>					

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<p><b>Excluding Trade Services</b>  <b>2025</b> Hourly wage range:                  \$35.47 - \$47.86  <b>Annual</b> wage range (35 hrs/wk):                  \$64,555.40 - \$87,105.20  <b>Annual</b> wage range (38 hrs/wk):                  \$70,088.72 - \$94,571.36</p>					
<p><b>Trade Services</b>  <b>2025</b> Hourly wage range:                  \$36.53 - \$49.30  <b>Annual</b> wage range (38 hrs/wk):                  \$72,183.28 - \$97,416.80</p>					

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