

Master Collective Agreement

between

CUPE

Canadian Union of Public Employees
(the “Union”)

and

The Employers within the

Northern Health Region Employers Organization

and

Shared Health Employers Organization

and

Southern Health Region Employers Organization

and

Winnipeg-Churchill Health Region

Employers Organization

(the “Employer”)

**Facility Support and Community Support
Collective Agreements**

Term of Agreement:

April 1, 2024 to March 31, 2028

Table of Contents

PREAMBLE	1
ARTICLE 1: SCOPE OF RECOGNITION.....	1
ARTICLE 2: DURATION AND DATE OF RATIFICATION.....	2
ARTICLE 3: MANAGEMENT RIGHTS	3
ARTICLE 4: UNION DUES - SECURITY.....	5
ARTICLE 5: UNION REPRESENTATION	7
ARTICLE 6: RESPECTFUL WORKPLACE AND NON-DISCRIMINATION.....	8
ARTICLE 7: DEFINITIONS.....	10
ARTICLE 8: BULLETIN BOARDS	12
ARTICLE 9: CHANGES IN CLASSIFICATION.....	13
ARTICLE 10: GRIEVANCE PROCEDURE	14
ARTICLE 11: ARBITRATION PROCEDURE.....	16
ARTICLE 12: SENIORITY	17
ARTICLE 13: INCOME PROTECTION.....	19
ARTICLE 14: VACANCIES, PROMOTIONS, AND TRANSFERS	27
ARTICLE 15: ANNUAL VACATION.....	34
ARTICLE 16: GENERAL HOLIDAYS	37
ARTICLE 17: LEAVE OF ABSENCE.....	40
ARTICLE 18: HOURS OF WORK	53
ARTICLE 19: SHIFT SCHEDULES	58
ARTICLE 20: OVERTIME.....	62
ARTICLE 21: STANDBY AND CALLBACK	64
ARTICLE 22: PREMIUMS	65
ARTICLE 23: SALARIES, INCREMENTS AND TEMPORARY ASSIGNMENTS	66
ARTICLE 24: PRE-RETIREMENT LEAVE	69
ARTICLE 25: EMPLOYMENT SECURITY, LAYOFF AND RECALL	70
ARTICLE 26: TRANSPORTATION ALLOWANCE	77
ARTICLE 27: EDUCATION AND TRAINING.....	77
ARTICLE 28: NOTICE OF TERMINATION OF EMPLOYMENT	79
ARTICLE 29: DISCIPLINE AND ACCESS TO PERSONNEL FILES	80

ARTICLE 30: EMPLOYEE BENEFITS	81
ARTICLE 31: SPECIAL PROVISIONS RE. PART-TIME EMPLOYEES.....	87
ARTICLE 32: SPECIAL PROVISIONS RE. PART-TIME EMPLOYEES OCCUPYING MORE THAN ONE POSITION.....	90
ARTICLE 33: SPECIAL PROVISIONS RE. CASUAL EMPLOYEES.....	92
ARTICLE 34: SPECIAL PROVISIONS RE. HOME CARE DIRECT SERVICE STAFF AND MENTAL HEALTH PROCTORS.....	93
ARTICLE 35: SPECIAL PROVISIONS RE. NORTHERN EMPLOYEES.....	97
ARTICLE 36: COMMITTEES.....	103
ARTICLE 37: TECHNOLOGICAL CHANGE.....	106
ARTICLE 38: UNIFORMS AND PROTECTIVE CLOTHING	107
ARTICLE 39: OVERPAYMENTS.....	108
ARTICLE 40: INDIGENOUS REPRESENTATIONAL WORKFORCE	110
ARTICLE 41: LEGAL LIABILITY AND INVESTIGATIVE PROCEEDINGS.....	111
ARTICLE 42: LOSS OF TOOLS/EQUIPMENT.....	112
ARTICLE 43: LONG SERVICE STEPS.....	113
ARTICLE 44: INCLEMENT WEATHER.....	114
ARTICLE 45: WAGE INCREASES.....	114

LETTERS OF UNDERSTANDING RELATING TO ARTICLE 18: HOURS OF WORK

LETTER OF UNDERSTANDING #18A RE: NINE-HOUR SHIFT	115
LETTER OF UNDERSTANDING #18B RE: 12-HOUR SHIFT FOR MAINTENANCE ENGINEERS	116
LETTER OF UNDERSTANDING #18C RE: HOURS OF WORK - POWER ENGINEERS 2nd CLASS.....	117
LETTER OF UNDERSTANDING #18D RE: 12-HOUR SHIFT AGREEMENT	121
LETTER OF UNDERSTANDING #18E RE: 12-HOUR SHIFT AGREEMENT - SWITCHBOARD/ADMITTING.....	123
LETTER OF UNDERSTANDING #18F RE: ROSAIRE HOUSE SCHEDULING.....	125
LETTER OF UNDERSTANDING #18G RE: COMBINATION OF 12/8/6 HOUR SHIFT PATTERNS	126

LETTER OF UNDERSTANDING #18H RE: COMBINATION OF 12/8 HOUR SHIFT PATTERNS	129
LETTER OF UNDERSTANDING #18I RE: EIGHT (8) HOUR AND TWELVE (12) HOUR SHIFTS - SECURITY PATROL OFFICERS AND SUPERVISORS.....	131
LETTER OF UNDERSTANDING #18J RE: HOURS OF WORK AND SHIFT PATTERNS - TRADES AND MAINTENANCE	133
LETTER OF UNDERSTANDING #18K RE: HOURS OF WORK - TRADES/MAINTENANCE (WILLIAM "DALE" KNOTT).....	134
LETTER OF UNDERSTANDING #18L RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS.....	135
LETTER OF UNDERSTANDING #18M RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS.....	137
LETTER OF UNDERSTANDING #18N RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS.....	140
LETTER OF UNDERSTANDING #18O RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS.....	142
LETTER OF UNDERSTANDING #18P RE: HOURS OF WORK - SHIFT AND RELIEF ENGINEERS	144
LETTER OF UNDERSTANDING #18Q RE: HOURS OF WORK AND SCHEDULE	146
LETTER OF UNDERSTANDING #18R RE: COMMUNICATION CLERKS.....	147
LETTER OF UNDERSTANDING #18S RE: LANGUAGE ACCESS INTERPRETERS.....	148
LETTER OF UNDERSTANDING #18T RE: PAID MEAL PERIOD	150
LETTER OF UNDERSTANDING #18U RE: PAID MEAL PERIOD	151
LETTER OF UNDERSTANDING #18V RE: 9.69 ("10") HOUR SHIFT PATTERN.....	152
LETTER OF UNDERSTANDING #18W RE: LEAF RAPIDS - 12/8 HOUR SHIFT PATTERNS.....	154
LETTER OF UNDERSTANDING #18X RE: NRHA SECURITY SERVICES AND HOPE NORTH - TWELVE (12) HOUR SHIFT PATTERN.....	156

LETTER OF UNDERSTANDING #18Y	
RE: COMBINATION OF 12/8 HOUR SHIFT PATTERN	
– POWER ENGINEERS (2080 ANNUAL HOURS)	158

GENERAL LETTERS OF UNDERSTANDING

LETTER OF UNDERSTANDING #1	
RE: IMPACT OF HOURS OF WORK REDUCTION ON PENSION PLAN.....	160
LETTER OF UNDERSTANDING #2	
RE: AMNESTY FROM PROVINCIAL WAGE/HOURS OF WORK	
REDUCTION LEGISLATION	161
LETTER OF UNDERSTANDING #3	
RE: REASONABLE ACCOMMODATION/RETURN TO WORK	162
LETTER OF UNDERSTANDING #4	
RE: REDEPLOYMENT PRINCIPLES	163
LETTER OF UNDERSTANDING #5	
RE: WEEKEND WORK.....	169
LETTER OF UNDERSTANDING #6	
RE: STAFF MOBILITY WITHIN CUPE	170
LETTER OF UNDERSTANDING #7	
RE: RECRUITMENT, RETENTION AND EDUCATION FUND (RREF).....	174
LETTER OF UNDERSTANDING #8	
RE: RECRUITMENT, RETENTION AND EDUCATION FUND (RREF).....	175
LETTER OF UNDERSTANDING #9	
RE: HEB PENSION OR BENEFIT PLAN IMPROVEMENTS.....	176
LETTER OF UNDERSTANDING #10	
RE: PREVENTATIVE MAINTENANCE COORDINATOR INCLUSION.....	177
LETTER OF UNDERSTANDING #11	
RE: PREVENTATIVE MAINTENANCE COORDINATORS.....	178
LETTER OF UNDERSTANDING #12	
RE: HOUSEKEEPING WEEKENDS	184
LETTER OF UNDERSTANDING #13	
RE: INCLEMENT WEATHER	185
LETTER OF UNDERSTANDING #14	
RE: JOB SHARING.....	186
LETTER OF UNDERSTANDING #15	
RE: RIVERVIEW HEALTH CENTRE - ARTICLE 35 - LONG SERVICE PAY	189
LETTER OF UNDERSTANDING #16	
RE: FORMER CIVIL SERVICE EMPLOYEE BENEFITS PLANS	190

LETTER OF UNDERSTANDING #17	
RE: CIVIL SERVICE PENSION PLAN VACATION CARRYOVER FOR CIVIL SERVICE SUPERANNUATION BOARD (CSSB) PENSION PLAN PURPOSES.....	193
LETTER OF UNDERSTANDING #18	
RE: "50 KILOMETRE RADIUS" FOR THE PURPOSES OF THE COLLECTIVE AGREEMENT	194
LETTER OF UNDERSTANDING #19	
RE: SWITCHBOARD/ADMITTING RESPONSIBILITY PAY	195
LETTER OF UNDERSTANDING #20	
RE: MONITOR ROOM OPERATORS - POSITION DISCONTINUATION	196
LETTER OF UNDERSTANDING #21	
RE: HORSEPOWER RATING	197
LETTER OF UNDERSTANDING #22	
RE: TRADES AND MAINTENANCE	198
LETTER OF UNDERSTANDING #23	
RE: HOME CARE DIRECT SERVICE STAFF - CELLULAR PHONES	199
LETTER OF UNDERSTANDING #24	
RE: ARTICLE 3601 - LABOUR/MANAGEMENT COMMITTEE	200
LETTER OF UNDERSTANDING #25	
RE: COMPENSATION FOR TEMPORARY TRANSFER OF EMPLOYEES.....	201
LETTER OF UNDERSTANDING #26	
RE: TRAVEL OUTSIDE OF THE EMPLOYEE'S WORKDAY.....	202
LETTER OF UNDERSTANDING #27	
RE: CHRISTMAS/NEW YEARS PREFERENCE	204
LETTER OF UNDERSTANDING #28	
RE: STANDARD ISSUE UNIFORM PARTS	205
LETTER OF UNDERSTANDING #29	
RE: FLEX TIME	207
LETTER OF UNDERSTANDING #30	
RE: INCREASE IN EFT	208
LETTER OF UNDERSTANDING #31	
RE: FRENCH LANGUAGE	210
LETTER OF UNDERSTANDING #32	
RE: FRENCH LANGUAGE	211
LETTER OF UNDERSTANDING #33	
RE: FRENCH LANGUAGE SERVICES QUALIFICATIONS FOR EMPLOYEES HIRED PRIOR TO JANUARY 1, 1998.....	213

LETTER OF UNDERSTANDING #34	
RE: THE APPLICATION OF THE LINGUISTIC POLICY AT:	215
LETTER OF UNDERSTANDING #35	
RE: VACATION ACCRUAL PER CUPE ARTICLE 1503	216
LETTER OF UNDERSTANDING #36	
RE: VACATION ACCRUAL PER CUPE ARTICLE 1503	217
LETTER OF UNDERSTANDING #37	
RE: VACATION ACCRUAL PER CUPE ARTICLE 1503	218
LETTER OF UNDERSTANDING #38	
RE: VACATION ACCRUAL PER CUPE ARTICLE 1503	219
LETTER OF UNDERSTANDING #39	
RE: ARTICLE 20 - SEVERANCE PAY	220
LETTER OF UNDERSTANDING #40	
RE: NORTHERN TRAVEL BENEFIT	232
LETTER OF UNDERSTANDING #41	
RE: UNCERTIFIED HEALTH CARE AIDE EXTENDED ORIENTATION	233
LETTER OF UNDERSTANDING #42	
RE: ONE-TO-ONE ATTENDANT	234
LETTER OF UNDERSTANDING #43	
RE: APPLICATION OF SENIORITY - VACANCY SELECTION	
- ARTICLE 1202	235
LETTER OF UNDERSTANDING #44	
RE: ARTICLE 102 (a) - WORK OF THE BARGAINING UNIT	237
LETTER OF UNDERSTANDING #45	
RE: CLASSIFICATION OF LEAD HAND	238
LETTER OF UNDERSTANDING #46	
RE: SHOP HEAD COMPETITION(S)	240
LETTER OF UNDERSTANDING #47	
RE: PROVINCIAL MULTI-UNION SUPPORT SECTOR MOBILITY	241
LETTER OF UNDERSTANDING #48	
RE: EXPANSION OF INCOME PROTECTION BENEFITS FOR	
FULL-TIME AND PART-TIME HOME CARE DIRECT SERVICE STAFF	243
LETTER OF UNDERSTANDING #49	
RE: STATEMENT OF INTENT - CASUAL SERVICE GRIEVANCES	245
LETTER OF UNDERSTANDING #50	
RE: COURSE ATTENDANCE LOU	248
LETTER OF UNDERSTANDING #51	
RE: UNIFORMS AND PROTECTIVE CLOTHING	250

LETTER OF UNDERSTANDING #52	
RE: ACADEMIC ALLOWANCE.....	251
LETTER OF UNDERSTANDING #53	
RE: PART-TIME EMPLOYEES - ACCESS TO INCOME PROTECTION AND/OR BEREAVEMENT LEAVE ON ADDITIONAL AVAILABLE SHIFTS/HOURS	252
LETTER OF UNDERSTANDING #54	
RE: COOK'S CLASSIFICATION.....	253
LETTER OF UNDERSTANDING #55	
RE: MULTI-UNION SUPPORT SECTOR JOINT MARKET ADJUSTMENT AND WAGE STANDARDIZATION COMMITTEE	254
LETTER OF UNDERSTANDING #56	
Re: PROVINCIAL TRAVEL HEALTH CARE AIDE TEAM – "PTHT"	256
LETTER OF UNDERSTANDING #57	
RE: SECURITY – INSTITUTIONAL SAFETY OFFICER AND QUALIFIED PERSON SECURITY GUARD CLASSIFICATION.....	257
LETTER OF UNDERSTANDING #58	
RE: CONTRACTING OUT OF TRADES WORK.....	262
LETTER OF UNDERSTANDING #59	
RE: GROUP SELF-SCHEDULING	263
LETTER OF UNDERSTANDING #60	
RE: APPLICABILITY OF AVAILABLE WORK PERIOD LANGUAGE FOR HOME CARE DIRECT SERVICE STAFF.....	267
LETTER OF UNDERSTANDING #61	
RE: CLASSIFICATION REVIEW	270
LETTER OF UNDERSTANDING #62	
RE: REVIEW FOR FEASIBILITY OF MENTAL HEALTH PROCTOR AND TB PROGRAM TO TRANSITION TO EFTS	271
SIGNATURE PAGE.....	272
APPENDIX "A" - SALARIES	
Northern Health Region Employers Organization	273
Shared Health Region Employers Organization	315
Southern Health Region Employers Organization	435
Winnipeg Churchill Health Region Employers Organization	471
SCHEDULE "B" - SITE LIST.....	693
SCHEDULE "C" - BASE LOCATIONS.....	697
APPENDIX 1 - LIST OF ACRONYMS	725
APPENDIX 2 - PROVINCIAL VACATION YEARS BY EMPLOYERS ORGANIZATION	727

PREAMBLE

It is the desire of both Parties to this agreement to maintain harmonious relations between the Employer and its employees, to recognize the mutual value of joint discussion and negotiation in matters pertaining to working conditions, hours of work and scales of wages paid, to encourage efficiency of operations and to promote the morale, well-being, security and efficiency of all the employees covered by the terms of this Agreement, **and further that the parties to this Agreement share a fundamental commitment to provide and improve quality care and welfare for patients/residents/clients/trainees.**

We recognize that only through open communication and understanding, can we create a safe workplace where every voice is heard, every perspective is respected and where we collectively strive for growth, unity and a culture of unwavering respect.

Both parties want to ensure that future and current employment systems are non-discriminatory. To redress disparities in the present workforce distribution, thus pursuing a workforce composition which reflects workforce availability of equity group members in the Employers Organizations, including the active recruitment and hiring of equity group members.

It is the desire of both Parties that these matters be drawn up in an agreement,

By signing this Agreement, all Parties agree to abide by all terms contained within this Agreement as follows:

ARTICLE 1: SCOPE OF RECOGNITION

101 The Employers within the Employer Organization recognize the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit defined in the Bargaining Certificates, or as may be granted voluntary recognition by the Employer and identified in Schedule "A".

Northern Health Region Employers Organization:

- Bargaining Certificate HSBURA-0018 (Community Support)
- Bargaining Certificate HSBURA-0024 (Facility Support)

Shared Health Employers Organization:

- Bargaining Certificate HSBURA-0020 (Community Support)
- Bargaining Certificate HSBURA-0026 (Facility Support)

Southern Health Region Employers Organization:

- Bargaining Certificate HSBURA-0019 (Community Support)
- Bargaining Certificate HSBURA-0025 (Facility Support)

Winnipeg-Churchill Health Region Employers Organization:

- Bargaining Certificate HSBURA-0021 (Community Support)
- Bargaining Certificate HSBURA-0027 (Facility Support)

102 Work of the Bargaining Unit

- (a) Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit, except where it has been mutually agreed upon by both Parties or in the case of training or emergency.

(b) Role of Volunteers

The Employer and the Union agree that volunteers have a role within the sites to perform functions which enhance and complement efforts of staff toward patient care services and visitor/family support. Volunteers shall not be utilized in such a way as to cause any reduction of hours of any bargaining unit position, deletion of any bargaining unit position, or reduction in the current staff complement. If and when new programs and services are established or existing departments/units experience increases in workloads, volunteers will not be utilized to perform any duties or functions which are inconsistent with the principle noted above. If any disputes arise regarding the appropriateness of volunteer functions, the issue will be raised at the appropriate labour/management committee meetings, and the Parties agree to act fairly and reasonably in resolving any such concerns.

ARTICLE 2: DURATION AND DATE OF RATIFICATION

- 201 (a) This Agreement shall be in full force and effect from the first (1st) day of April **2024** until March 31, **2028**, and supersedes the Collective Agreement between the Parties which was in effect on April 1, **2017**.
- (b) The ratification date of the current Collective Agreement occurred on **August 23, 2024 (NHREO Community and Facility Support), August 29, 2024 (SHREO Facility Support), and October 18, 2024 (SHREO Community Support, WCHREO Community and Facility Support and SHEO Community and Facility Support)**.
- (c) Should the Parties fail to conclude a new contract prior to the expiry date of this Agreement, all provisions herein contained shall remain in full force until a new Agreement has been reached or until the date on which the Union takes strike action or the Employer(s) institutes a lockout whichever occurs first.

- (d) **Unless mutually agreed otherwise**, the Union agrees to give the Employer at least one (1) week's (7) days written notice as to the intended time and date of strike action.
- (e) **Unless mutually agreed otherwise**, the Employer agrees to give the Union at least one (1) week's (7) days written notice as to the intended time and date of lockout.

- 202 Should either Party desire to propose changes to this Agreement, they shall give notice in writing, including proposed amendments, to the other Party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of these proposals, the other Party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 203 This Agreement may be amended during its term by mutual agreement.
- 204 It is agreed that neither the Union nor the Employer(s) shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the bargaining unit shall strike during the term of this Agreement.
- 205 Changes in wages and benefits shall be adjusted retroactively, unless otherwise specified.

ARTICLE 3: MANAGEMENT RIGHTS

- 301 The Union recognizes the sole right of the Employer, unless otherwise provided in this Agreement, to exercise its function of management, under which it shall have, without limiting the generality of the foregoing:
- the right to maintain efficiency and quality patient, client, resident care;
 - the right to direct the work of its employees;
 - the right to hire, classify, assign to positions and promote;
 - the right to determine job content and number of employees at any site;
 - the right to demote, discipline, suspend, layoff, and discharge for just cause;
 - the right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this Agreement.

In administering the Collective Agreement, the Employer agrees to act fairly, in good faith and in a manner consistent with the terms of the Collective Agreement.

302 Subcontracting

It shall not be considered as subcontracting should the Employer:

- (a) merge or amalgamate with another health care facility or health care related facility, or
- (b) transfer or combine any of its operations or functions with another health care facility or health care related facility, or
- (c) take over any of the operations or functions of another health care facility or health care related facility.

303 In accordance with Article 302, an employee will be given ninety (90) days' notice. Where the Employer is unable to provide alternate employment in another position with the Employer for which the employee possesses qualifications and ability sufficient to perform the required duties within a fifty (50) kilometre radius of the employee's originating site, the employee shall have the option of invoking the layoff provisions in accordance with Article 25 or accepting severance pay. Severance pay shall be on the basis of two (2) weeks' pay at the regular basic rate, for the position last occupied for each year of employment with the Employer.

304 If the Employer intends to subcontract work which results in the displacement of employees, the Employer will notify the Union at least ninety (90) days in advance of such changes and will make every reasonable effort to find suitable alternative employment with the Employer for those employees so displaced and will guarantee to offer alternative employment with the Employer to those employees who have thirty-six (36) months or more continuous service with the Employer.

Any employee with more than thirty-six (36) months service accepting a position in a lower paid classification will continue at the salary of their present classification. In any event, this red circling provision shall be limited to no more than thirty-six (36) months from the date of commencement in the lower paid position.

An employee with less than thirty-six (36) months service to whom the Employer cannot offer alternative employment will receive severance pay on the basis of two (2) weeks' pay for each completed year of service.

305 No employee shall be required to make a written or verbal agreement with the Employer which may conflict with the terms of this Agreement, in accordance with Section 72 (1) of *The Labour Relations Act* of Manitoba.

306 Emergency, Disaster and Fire Plans

- (a) In any emergency or disaster that adversely affects the adequate delivery of patient care, declared by the Senior Administrative Officer or designate, employees are required to perform duties as assigned notwithstanding any contrary provision in this Agreement.

Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of Article 20 shall apply to overtime hours worked.

- (b) If the Union has reason to question the definition of the declared emergency, they may, not before thirty (30) days nor after sixty (60) days following the declaration, bring forth their concerns and management agrees to discuss the circumstances with a view to determine a precedent for the future.
- (c) Where overtime is worked by reason of a disaster plan exercise or fire drill and such overtime will be reimbursed by a third party, overtime will be paid in accordance with Article 20 and not placed in the overtime bank.

The importance of disaster plan exercise and fire drills is mutually acknowledged by the Employer and the Union and, to this end, participation of all employees is encouraged. The Employer agrees not to use this Article in a manner that is inconsistent with Section 13 (1) of *The Labour Relations Act* of Manitoba.

307 Whistle Blowing Protection

Employees who exercise their rights in accordance with *The Public Interest Disclosure Act* of Manitoba shall not be subject to discipline or reprisal.

ARTICLE 4: UNION DUES - SECURITY

401 Employees of the Employer who are members of the Union as of date of signing, shall remain members in good standing.

402 New employees shall, as a condition of employment, become members in good standing in the Union within thirty (30) days of employment.

- 403 The Union agrees that any disciplinary action taken by the Union against any of its members shall not affect in any way the status of that employee with the Employer.
- 404 The Employer agrees to deduct the amount of biweekly or monthly dues as determined by the Union, and provided to the Employer in writing, from the salaries of each and every employee covered by this Agreement. The Employer also agrees to deduct from each and every employee covered by this Agreement the amount of any general assessment levied by the Union, with the proviso that such an assessment shall normally be limited to one (1) per calendar year.
- 405 The deductions shall be made from the first payroll of each month or in the case of a percentage dues structure, every payday, and shall be forwarded to the Secretary-Treasurer of the Union within three (3) weeks, accompanied by one (1) list of names of those employees from whose salaries deductions have been made, the total regular wages for the pay period (if feasible and the report is available at no additional cost to the Employer), and the amount of such deductions.
- The Employer will provide the Union on a monthly basis a separate list of the names of employees newly hired, terminated or on a leave of absence for a period of four (4) weeks or longer (if feasible and provided that the report is available at no additional cost to the Employer), for the previous month.
- The Union commits to have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of this information in accordance with *The Freedom of Information and Protection of Privacy Act* (FIPPA).
- 406 The Union shall notify the Employer in writing of any changes in the amount of dues or of any general assessment at least one month in advance of the end of the pay period in which the deductions are to be made.
- 407 In consideration of the foregoing clauses, the Union shall hold the Employer harmless with respect to all dues and general assessments so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.
- 408 The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.
- 409 When an employee makes it known to the Employer or the Union they are a member of a religious group which has as one of its articles of faith the belief that members of the group are precluded from being members of or financially supporting any union or professional association, the matter shall

be dealt with in accordance with section 76(3) of *The Labour Relations Act* of Manitoba.

ARTICLE 5: UNION REPRESENTATION

- 501 The Union agrees to exchange with the Employer a current list of officers and authorized representatives.
- 502 (a) The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Canadian Union of Public Employees when negotiating or dealing with matters concerning the Agreement.
- (b) Representatives of the Union who are not employees of the Employer shall, upon request to the Employer, be given access to the Employer's premises at a time mutually agreed upon for the purpose of investigation and/or to attend meetings.
- 503 When meeting with the Employer to conduct central negotiations, the maximum number of employees from all eight (8) bargaining units who will be entitled to leave of absence without loss of regular pay or benefits to attend as representatives of the Union shall be not more than **fifteen (15)** employees. There shall not be any more than four (4) employees from any one (1) bargaining unit and of that four (4), there shall not be more than two (2) employees from any one (1) Employer, with the exception of the Winnipeg Regional Health Authority where there shall not be more than four (4) employees from any one (1) Employer. The Union shall provide the Employer with four (4) weeks or more written notice of those chosen to participate in central negotiations.
- 504 (a) The Union recognizes that Union representatives are first and foremost employees of the Employer and as such have jobs to perform on behalf of the Employer and that the first consideration is the welfare of the patients/ residents/clients.
- The Employer recognizes that Union representatives have duties and responsibilities towards and on behalf of the Union.
- Local Union representatives shall be expected to conduct Union business before or after working hours, or during rest or meal breaks.
- The Union representatives may be entitled to leave their work during working hours in order to carry out their functions under the Collective Agreement providing that they have first obtained approval from the Manager or designate for the time required

- (b) Union representatives shall be granted necessary time off with pay for the purposes of meeting with the Employer for Employer initiated meetings. The Union agrees meetings will not be delayed to accommodate a preferred representative of the employee.
- (c) Reasonable advance notice will be provided for time requested under (a) and (b). Permission to leave work during working hours will be subject to operational requirements. Permission shall not be unreasonably sought or withheld.

- 505 The President of the Local Union or designate shall be granted up to fifteen (15) minutes at the end of the orientation program in order to acquaint new employees falling within the scope of this Agreement with the fact that a Union agreement is in effect and to indicate the general conditions and obligations as they relate to the employees. A member of management may be present during this period.
- 506 All correspondence required to be exchanged between the Union and the Employer in accordance with the Collective Agreement shall be exchanged between the Senior Administrative Officer as designated by the Employer or designate and the President of the Local, or designate unless indicated otherwise.
- 507 Union activities other than those provided for in this Agreement shall not be conducted during the hours of duty of any employee, nor within the Employer's premises, unless prior written approval has been received from the Employer. Such requests will not be unreasonably denied.

ARTICLE 6: RESPECTFUL WORKPLACE AND NON-DISCRIMINATION

- 601 The Employer and the Union jointly affirm that every employee shall be entitled to a respectful and safe workplace. The Parties agree that there shall be no discrimination, interference, restriction, harassment or coercion based on the applicable characteristics cited in Section 9 of *The Human Rights Code of Manitoba*, unless permitted under the *Code*.
- 602 Unless allowed under *The Manitoba Human Rights Code*, the Parties agree that there shall be no discrimination based on:
- ancestry, including colour and perceived race;
 - ethnic background or origin;
 - age;
 - nationality or national origin;
 - political belief, association or political activity;

- religion or creed, or religious belief, religious association or religious activity;
- sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
- marital status or family status;
- source of income;
- sexual orientation;
- gender identity;
- physical or mental disability or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device;
- social disadvantage;
- membership or non-membership or activity in the Union.

Any changes or updates to *The Manitoba Human Rights Code* are understood to be automatically applied here.

603 The Employer and the Union will work together to ensure that the workplace must be free from behaviors such as workplace harassment, sexual harassment, disruptive workplace conflict, disrespectful behavior and violence. **The Employer will provide education, at no cost to employees, on their policies and procedures and will include expectations for employees under *The Workplace Health and Safety Act* and *The Human Rights Act*.** It is further agreed that both Parties will work together in recognizing and resolving such problems should they arise. Situations involving sexual harassment shall be treated in strict confidence by both the Employer and the Union, except where disclosure is required by law.

604 The definition of harassment shall consist of the definition contained in *The Human Rights Code* and *The Workplace Safety and Health Act* and shall further include the definition of harassment set out in the Respectful Workplace Policy.

Employees are encouraged to review the Respectful Workplace Policy available through the Employer's Policy Manual. Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.

605 Violence in the Workplace

The Employer and the Union agree that no form of violence against employees will be condoned in the workplace. Both Parties will work together to recognize and resolve such problems as they arise.

Any employee, who believes a situation may become or has become abusive, shall report same to the immediate supervisor. Every reasonable effort will be made to rectify these situations to the mutual satisfaction of the Parties.

The Employer will maintain a Respectful Workplace Policy which confirms zero tolerance of staff abuse. The Employer's Respectful Workplace Policy shall comply with the requirements of *The Workplace Safety and Health Act* and Regulations of Manitoba and shall include a commitment to conclude the investigation as quickly as is reasonably possible and that the investigation process itself will be conducted in an impartial manner.

Employees are encouraged to review the Respectful Workplace Policy available through the Employer's Policy Manual.

Should the Employer amend the Respectful Workplace Policy, the Employer agrees to provide the Union with a copy prior to implementation of the Policy.

606 Safe Space

The Employer will endeavour to provide a "private space" for employees to be able to decompress. Such space will not be in any lunch/break/public space already provided.

ARTICLE 7: DEFINITIONS

- 701 "Bargaining Unit" shall mean the **CUPE** Facility Support **or** Community Support bargaining unit within the site/Employer/Employers Organization as specified in Schedule "B".
- 702 "Base Location" shall mean the location as determined by the Employer, to be where the employee is based out of for the purpose of service delivery coordination and mileage calculation.
- 703 "Basic or Regular Salary or Pay" shall mean the rates of pay shown in Schedule "A".
- 704 "Bi-weekly Period" shall mean the two (2) weeks constituting a pay period.
- 705 "Concurrent Employment" shall mean an employee who holds more than one position in the bargaining unit with the same Employer. For greater certainty, Concurrent Employment shall not apply to an employee who holds more than one position in the bargaining unit with different Employers.
- 706 "Continuous Service" and/or "Length of Employment" with the Employer shall mean the period of time since an employee last became a full-time or part-

time employee in a permanent or term position for purposes of calculating all entitlements pursuant to this Agreement including, but not limited to, vacation, bonus vacation and pre-retirement leave and "Length of Service" shall have a similar meaning. Conversion from full-time or part-time status to casual status shall be considered a break in service and no period of casual employment or prior full-time or part-time employment in a permanent or term position shall be included in an employee's length of employment or length of service even when a casual employee subsequently becomes a full-time or part-time employee.

- 707 "Employee" is a person employed by an Employer and covered by this Agreement.
- 708 "Employer" shall mean the legal entity with whom the employee is employed as listed in Schedule "B".
- 709 "Employers Organization" shall mean an Employers Organization established for the sole purpose of collective bargaining pursuant to *The Health Sector Bargaining Unit Review Act* as listed in Schedule "B".
- 710 The "Employment Status" of an employee shall be:
- (a) A "Full-time" employee is one who regularly works the hours specified in Article 18.
 - (b) A "Part-time" employee is one who works regularly scheduled hours that are less than the full-time hours specified in Article 18, but not less than the daily hours per day in a Bi-weekly Period.
 - (c) A "Casual" employee is as defined in Article 33.
 - (d) A "Term" employee is as defined in Article 1408 (g) (i).
- 711 **"Equitable" distribution of additional hours/pick up shifts and overtime means that extra shifts (straight time or overtime) shall be offered equally amongst employees.**
- 712 A "layoff" shall be any reduction in the work force or any permanent reduction of an employee's normal hours of work due to lack of work.
- 713 A "probationary" employee is a newly hired full-time or part-time employee who has not completed three (3) or **six (6)** months service respectively, from the date of hiring. This period may be extended if the Employer so requests and the Union agrees.

714 Shifts will be named as follows:

- (a) "Night Shift" means a shift in which the major portion occurs between 0001 hours and 0800 hours. Night shift shall be considered as the "first" shift of each calendar day.
- (b) "Day Shift" means a shift in which the major portion occurs between 0800 hours and 1600 hours.
- (c) "Evening Shift" means a shift in which the major portion occurs between 1600 hours and 2400 hours.
- (d) **A "modified" Day shift shall mean one that commences at a different time than the majority of Day shifts worked by employees and a "modified" Evening shift shall mean one that commences at a different time than the majority of Evening shifts worked by employees.**

715 The term "site" shall mean the facility/program where the employee is employed within the Employers Organization as set out in Schedule "B".

716 **"Supernumerary Shift" means a shift that is over and above the baseline staffing at the time of scheduling.**

717 The term "Union" shall mean the Canadian Union of Public Employees.

718 "Weekend" shall mean the period between 2330 hours on the Friday to 2330 hours on the immediately following Sunday.

719 "Worksite" shall mean the location, as determined by the Employer, to be where the employee is assigned to perform work for the purpose of service delivery provision.

720 The provisions of this Collective Agreement are intended to be gender neutral and gender inclusive. A word used in the singular applies also in the plural, unless the context otherwise requires.

ARTICLE 8: BULLETIN BOARDS

801 Bulletin board space for the use of the Union will be provided by the Employer. Where a new building is constructed or occupied, a new bulletin board with clear locking doors will be provided and placed in a mutually satisfactory location.

802 The Employer reserves the right to request the removal of posted material if considered damaging to the Employer, and the Union agrees to comply with this request.

803 Bulletin boards shall be relocated if space is required for alterations or new construction.

ARTICLE 9: CHANGES IN CLASSIFICATION

901 Job Descriptions

Upon request, the Employer agrees to provide the Union with the existing job descriptions (including vacant classifications) for classifications within the bargaining unit within six (6) months of ratification of the Collective Agreement. These job descriptions can be provided electronically.

902 In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications **or the Union can demonstrate that the position has undergone substantial change** of an existing classification and providing that the new or revised classification falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range. All employees directly affected by such change shall be notified by the Employer and a copy of the revised job description will be made available at the request of the employee.

903 Unless the Union objects in writing within thirty (30) days following such notification, the classification and salary range shall become established and form part of Schedule "A" of this Agreement.

904 If the Union files written objection, then the Parties hereto shall commence negotiations forthwith and attempt to reach agreement as to an appropriate salary range.

905 Failing agreement, the matter may be referred to arbitration in accordance with Article 11.

906 If the salary range of a new or revised classification is adjusted by means of negotiation or otherwise, such adjustment shall be retroactive to the date the new or revised classification came into effect or as otherwise mutually agreed to by the Employer and the Union.

907 At any time after an employee has been in a classification for three (3) months, the employee shall have the right to request a review of their classification, if they feel that the duties of the job have substantially changed

from those of the classification job description. On behalf of the employee, the Union shall submit the request in writing to both the Manager and Human Resources and shall state what substantial change in duties forms the basis of the review request.

- 908 The Employer will examine the information provided and give a decision as to the validity of the request.
- 909 If the decision is not satisfactory to the **Union**, they may then treat this request for change in classification as a grievance as laid out in Article 10 and shall be considered a Step 2 grievance.
- 910 The job description shall be the recognized job description until the Union is notified in accordance with Article 902 or 911.
- 911 If at any time the Employer changes an existing job description the employee(s) and Union will receive the revised copy of same.
- 912 It is understood and agreed by the Parties of this Agreement, that no incumbent covered by the Agreement, shall have their remuneration reduced by any job review procedures. When a job review results in a position being assigned to a lower salary scale, the current incumbent(s) will be maintained on the existing salary scale on a present incumbent only (P.I.O.) basis for as long as they remain in their specific original position.

ARTICLE 10: GRIEVANCE PROCEDURE

- 1001 A grievance shall be defined as any dispute arising out of interpretation, application, or alleged violation of the Agreement.
- 1002 An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however, nothing in this Agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.
- 1003 Local Union representatives, upon request to their immediate supervisor/manager and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the Employer of maintaining salaries of three (3) employees so engaged. Such permission shall not be unreasonably withheld.

1004 Step 1/Discussion Stage

Within twenty-one (21) calendar days after the employee becomes aware of the issue or concern, the grievor shall attempt to resolve the dispute with their immediate supervisor, who is outside the bargaining unit. In the event of a grievance originating while the employee is on approved leave of absence from work such grievance must be lodged within fourteen (14) calendar days of return.

1005 Step 2

If the grievance is submitted but not resolved within the foregoing time period, the Union Representative may, within the ensuing fourteen (14) calendar days, submit the grievance in writing to the next appropriate level of management as determined by the Employer who is outside the bargaining unit, stating all allegations and remedies sought. The Employer shall have fourteen (14) calendar days to respond to the grievance. A copy of each grievance shall be submitted to Human Resources.

1006 Step 3

Failing settlement of the grievance at Step 2, the Union may within fourteen (14) calendar days, submit the grievance in writing to the Senior Administrative Officer as determined by the Employer or designate who shall, within fourteen (14) calendar days after receipt of the grievance, render a decision.

1007 When the Union Representative is claiming an employee has been discharged or suspended without just cause, they may submit the grievance directly to the Senior Administrative Officer as determined by the Employer or designate.

1008 If a dispute involving a question of general application or interpretation occurs and affects a group of employees, the Union may submit the grievance directly to the Senior Administrative Officer as determined by the Employer (Step 3) or designate as a group or policy grievance.

1009 An employee may choose to be accompanied by a local Union representative at any stage of the grievance procedure.

1010 The time limits in both the grievance and arbitration procedures may be extended by mutual agreement and shall be confirmed in writing.

1011 Where reasonably possible, grievance meetings held with the grievor will be scheduled during, or **immediately before or after** the grievor's regular working hours/**shift**. Where grievance meetings are held during the grievor's

regular working hours/**shift**, the grievor shall not suffer any loss of pay as a result.

ARTICLE 11: ARBITRATION PROCEDURE

- 1101 Within twenty (20) calendar days after receiving the reply of the Senior Administrative Officer as determined by the Employer or designate and failing a satisfactory settlement, either Party may refer the dispute to arbitration by giving notice to the other Party in writing. The timelines may be extended by mutual written consent of the Employer and/or the Union.
- 1102 A referral for arbitration shall be made in writing by either Party, addressed to the other Party to this Agreement, within the time defined in Article 1101. The referral for arbitration shall contain the names of three (3) proposed sole arbitrators. The other Party shall, within seven (7) days of the receipt of such notice, notify the Party who referred the matter to arbitration of the acceptance of one of the arbitrators named or propose others.
- 1103 The sole arbitrator shall not be empowered to make any decision inconsistent with the provisions of this Agreement, or to modify or amend any portion of this Agreement.
- 1104 The arbitrator shall determine their own procedures, but shall provide full opportunity to all Parties to present evidence and make representations.
- 1105 The decision of the sole arbitrator shall be final and binding and enforceable on all Parties, and may not be changed.
- 1106 Clarification on Decision
- Within five (5) calendar days following receipt of the award, should the Parties disagree as to the meaning of the decision of the sole arbitrator either Party may apply to the sole arbitrator, to reconvene. Within five (5) calendar days the sole arbitrator shall reconvene to clarify the decision.
- 1107 Expenses of the Arbitrator
- The Union and the Employer shall each pay one-half (½) the fees and expenses of the sole arbitrator.
- 1108 Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.
- 1109 Employees who are subpoenaed (subpoena ad testificandum or subpoena duces tecum) to appear at an arbitration hearing related to this Collective

Agreement shall be given necessary time off work. The Party which called the employee (either the Employer or the Union as the case may be) shall be responsible for compensating them for any salary and benefits which would otherwise be lost.

1110 Arbitration Hearings

Grievors whose attendance is required at arbitration hearings related to the Agreement shall be given permission to be absent from work and shall not suffer any loss of pay as a result.

1111 Arbitrations shall be heard within the region the grievor is employed unless otherwise agreed by both Parties.

ARTICLE 12: SENIORITY

1201 Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer. At no time shall a part-time employee accrue seniority or benefits greater than full-time equivalent for their classification in any one year. Any paid leave such as vacation, income protection, jury duty, bereavement, education, union, etc., shall be considered as regular paid hours worked.

1202 Seniority shall be the determining factor in matters of promotion, demotion, transfer, layoff, reduction of hours and recall, subject to the employee being able to meet the requirements of the job, having the necessary qualifications and a good employment record.

1203 The actual accumulation of benefits such as vacation pay and income protection shall be based strictly on an employee's regular paid hours worked and shall include any period of:

- (a) paid leave of absence;
- (b) paid income protection;
- (c) unpaid leave of absences up to four (4) weeks. (In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases effective at the commencement of such leave);
- (d) Workers' Compensation up to two (2) years from the date of the first absence from work related to the injury or illness.

1204 Seniority will terminate if an employee:

- (a) resigns;
- (b) is discharged for just cause and not reinstated under the grievance or arbitration procedure;
- (c) is laid off and fails to report for duty as instructed except where a laid off employee is required to give notice to another Employer or where the laid off employee fails to report due to illness and such illness is substantiated by a medical certificate;
- (d) is laid off for more than thirty-six (36) months;
- (e) fails to report for work as scheduled at the end of a leave of absence or suspension, without an explanation satisfactory to the Employer;
- (f) is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.

1205 Seniority will continue to accrue if an employee:

- (a) is on any period of paid leave of absence;
- (b) is on any period of paid income protection;
- (c) is on any period of paid vacation;
- (d) is on any period of unpaid leave of absence up to four (4) consecutive weeks;
- (e) is on any period of full Workers' Compensation benefits;
- (f) is on any period of approved unpaid leave of absence for Union purposes of up to one (1) year;
- (g) is on an approved **maternity**/parenting leave as defined in Article 1704.

1206 Seniority will be retained but will not accrue if an employee:

- (a) is on **an** unpaid leave of absence in excess of four (4) consecutive weeks;
- (b) is absent on Workers' Compensation and in receipt of the total and permanent disability benefit established by Workers' Compensation;

- (c) is laid off for less than thirty-six (36) months;
 - (d) **holds a term position outside of the bargaining unit or is on the trial period of a position outside of the bargaining unit.**
- 1207 (a) The Employer agrees to maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date seniority list shall be sent to the Union, **in March and October. The Union can, upon written request, ask for two (2) additional seniority lists per year.**
- (b) Annually, upon written request, a comprehensive list including the name, address, job classification, department, hourly rate, seniority hours and telephone number of each employee shall be sent to the Union. The Union agrees to have in place reasonable safeguards for maintaining the security of the information provided.
- 1208 A term employee shall have seniority rights in accordance with Article 1408 (g) (v) of this Agreement.
- 1209 An employee, upon returning to work following an unpaid **medical** leave of absence due to Disability and Rehabilitation, **MPI/SGI or any third-party insurer**, will have their seniority credited with the appropriate number of hours the employee would have worked during the leave, based on their established EFT at the commencement of the leave. Such credit will not result in accrual of vacation, income protection or retirement bonus.

ARTICLE 13: INCOME PROTECTION

Also refer to:

Article 16 - General Holidays

Article 31 - Special Provisions re. Part-time Employees

- 1301 An employee who is absent from scheduled work due to illness, disability, quarantine or because of an accident for which compensation is not payable by either the Workers Compensation Board (WCB) or by the Manitoba Public Insurance (MPI) or Saskatchewan Government Insurance (SGI) shall receive their regular basic pay to the extent that they have accumulated income protection credits. The Employer reserves the right to verify that a claim for income protection is not made with respect to an injury for which lost earnings are compensated by MPI or SGI.
- (a) Upon providing sufficient notice, the necessary time off with pay to attend appointments for medical, dental or chiropractic examinations or treatments, including reasonable travel time, shall be granted to an

employee and such time off shall be chargeable against the employee's accumulated income protection credits, to the extent that they have accumulated income protection credits, providing the following conditions are met:

- (i) Whenever possible, appointments are to be made on the employee's day off or at a time when the employee is not on duty. If the above is not possible, the employee will endeavor to make the appointment at a time which is least disruptive to the unit/department/base location;
 - (ii) The employee endeavors to make reasonable efforts to attend with a practitioner within their community;
 - (iii) When non-local resources are utilized, necessary time up to a maximum of one (1) day may be claimed from income protection. Employees residing north of the 53rd parallel may be allowed up to two (2) additional consecutive days off with pay to the extent that income protection credits have been accumulated where travel is required.
- (b) As soon as an employee is aware of a date upon which surgery will occur, they shall notify their manager, in writing, of this date and any change thereto so that staff coverage for their intended absence may be arranged.
- (c) Where an employee has been provided necessary time off due to scheduled surgery and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (d) An employee may utilize income protection for any period of time where, the employee's presence constituted a health hazard for patients/clients/residents and/or other employees and the employee was instructed by the Employer to leave their place of duty.
- (e) It is understood that the elimination period for the HEB Manitoba Disability and Rehabilitation Plan is one hundred and nineteen (119) days. The Parties agree that income protection will be used to offset the elimination period. An employee may claim income protection for a period of time not to exceed the elimination period.

- 1302 (a) An employee who is unable to report for work due to illness shall inform their Manager or designate prior to the commencement of their next scheduled shift(s) in accordance with the procedure as determined by the unit/department/base location. An employee who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question.

Prior to day shift	1½ hours' notice
Prior to evening shift	3 hours' notice
Prior to night shift	3 hours' notice

Reasonable notice for pre-scheduled medical, dental or chiropractic exam or treatment or elective surgery will be seven (7) days except in cases of emergency or **urgent requirement for care**. Employees not meeting these requirements will be marked absent unless an explanation satisfactory to the Employer is given.

An employee returning to work following an absence of one (1) week or more shall provide a minimum of forty-eight (48) hours' notice prior to returning to work.

If the employee reports for work after a period of illness and has not given proper notification, they may be sent home with no pay.

- 1303 (a) Income protection shall accumulate at the rate of one and one-quarter (1.25) days per month with no maximum.
- (b) Subject to the provisions of 1303 (a) of each one and one-quarter (1.25) days of income protection accumulated, one day shall be reserved exclusively for the employee's personal use as outlined in Article 1301. The remaining one-quarter (.25) of a day shall be reserved for either the employee's personal use or for use in the event of family illness as outlined in Article 1314 or to offset the waiting period for Employment Insurance (EI) benefits for maternity/parental leave as outlined in 1705 (a) (iv) or compassionate care leave as outlined in 1713 (h). The Employer shall maintain an up-to-date record of the balance of income protection credits reserved for each of these purposes.

In the employee's first year of employment, amend one day to read three-quarters (.75) of a day and amend one quarter (.25) of a day to read one-half (.5) of a day.

Effective April 1, 2027

- (a) Income protection shall accumulate at the rate of one and one-half **(1.5)** days per month with no maximum.
- (b) Subject to the provisions of 1303 (a) of each one and **one-half (1.5)** days of income protection accumulated, one **point two (1.2)** days shall be reserved exclusively for the employee's personal use as outlined in Article 1301. The remaining **point three (.3)** of a day shall be reserved for either the employee's personal use or for use in the event of family illness as outlined in Article 1314 or to offset the waiting period for Employment Insurance (EI) benefits for maternity/parental leave as outlined in 1705 (a) (iv) or compassionate care leave as outlined in 1713 (h). The Employer shall maintain an up-to-date record of the balance of income protection credits reserved for each of these purposes.

In the employee's first year of employment, amend **one point two (1.2)** days to read **point nine (.90)** of a day and amend **point three (.3)** of a day to read **point six (.60)** of a day.

- 1304 The Union agrees that in cases of suspected abuse of income protection, disciplinary action may be taken by the Employer and the Union further agrees to work with management in the review of income protection utilization.
- 1305 Except as provided in 1209, income protection credits will accumulate on the same basis as seniority is accrued under Article 12.
- 1306 An employee shall accumulate but will not be entitled to the paid income protection benefits for any sickness occurring during the probationary period.
- 1307 The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.

Applicable to HSC and Shared Health above the 53rd parallel and NRHA

The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. The Employer will not require a certificate for absences of less than three (3)

consecutive days except in cases where the pattern of absence would cause the Employer to suspect abuse. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.

- 1308 (a) If an employee is to be absent for illness for a period exceeding their income protection, including EI credits, they must request, or cause someone on their behalf to request a leave of absence in writing for the expected duration of convalescence within ten (10) days of their last paid day of income protection. In such cases, an employee shall be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months.
- (b) An employee who is on WCB or who is accepted for benefits under an Employer Disability and Rehabilitation Plan, to commence immediately following the elimination period, will be entitled to unpaid leave of absence of up to two (2) years.
- 1309 Upon request, the Manager or designate shall endeavor to provide the employee the amount of their accrued income protection within two (2) business days of the request.

1310 Income Protection and Workers' Compensation

- (a) An employee who becomes injured or ill in the course of performing their duties must report such injury or illness as soon as possible to the employee's immediate supervisor.
- (b) An employee unable to work because of a work-related injury or illness will inform the Employer immediately, in accordance with established procedures, so that a claim for compensation benefits can be forwarded to the Workers Compensation Board (WCB).
- (c) By application from the employee, the Employer will supplement the award made by the Workers Compensation Board for loss of wages to the employee by an amount equal to ten percent (10%) of the WCB payment. The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted or until one hundred and nineteen (119) days from the first day of supplement, whichever is less.
- (d) Regular net salary will be based on the employee's basic salary less the employee's usual income tax deduction, Canada Pension Plan contributions and Employment Insurance contributions, and any benefit plan contributions which are waived under the terms of the plan.

- (e) If at any time it is decided by the Workers Compensation Board that a supplement paid by an Employer during a claim for Compensation Benefits must be offset against benefits otherwise payable by the Workers Compensation Board, such supplementation shall cease immediately and no further supplement shall be payable by the Employer.
 - (f) Subject to the provision of each plan, the employee may request the Employer reimburse the employee from the supplement **in (c) above**, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan, extended health care plan, Disability and Rehabilitation, and life insurance plan as if the employee was not disabled. If the supplement is not sufficient, or where the employee elects to receive an advance, the employee may, subject to the provisions of each plan, forward self-payments for the first one hundred and nineteen (119) calendar days, to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.
 - (g) Further to this, the Employer shall notify Workers Compensation of salary adjustments at the time they occur.
- 1311
- (a) Where an employee has applied for WCB benefits and where a loss of normal salary would result while awaiting a WCB decision, the employee may elect to submit an application to the Employer requesting an advance subject to the following conditions:
 - (b) Advance payment(s) shall not exceed the employee's basic salary, less the employee's usual income tax deductions, Canada Pension Plan contributions and Employment Insurance contributions.
 - (c) The advance(s) will cover the period of time from the date of injury or illness until the date the final WCB decision is received, however, in no case shall the total amount of the advance exceed the lesser of:
 - (i) seventy percent (70%) of the value of the employee's accumulated income protection credits; or
 - (ii) the total net income protection which would otherwise be claimed by the employee in the one hundred and nineteen (119) calendar day elimination period.
 - (d) Notwithstanding 1310 (b), the employee shall reimburse the Employer by assigning sufficient WCB payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to

the Employer immediately upon receipt of payment made by WCB directly to the employee.

- (e) In the event that the WCB disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
- (f) Upon request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.

1312 Work Assessment

Where the Workers Compensation Board recommends a work assessment period or a modified return to work period, the Employer upon official written request, will make reasonable effort to arrange for such assessment/return, subject to WCB covering all related costs.

1313 MPI/SGI Advance

- (a) Where an employee is unable to work because of injuries sustained in a motor vehicle accident the employee must advise their supervisor as soon as possible and they must submit a claim for benefits to the Manitoba Public Insurance (MPI)/Saskatchewan Government Insurance (SGI). The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a "waiting period" by MPI/SGI.
- (b) Subject to (a), where an employee has applied for MPI/SGI benefits and where a loss of normal salary would result while awaiting the MPI/SGI decision, the employee may submit an application to the Employer requesting an advance subject to the following conditions:
 - (i) Advance payment(s) shall not exceed the employee's basic salary as defined in Article 703, less the employee's usual income tax deductions, Canada Pension Plan contributions, and Employment Insurance contributions.
 - (ii) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final MPI/SGI decision is rendered. In no case shall the total amount of the advance exceed the lesser of:

- seventy percent (70%) (40% for employees covered by SGI Tort coverage) of the value of the employee's accumulated income protection credits; or
 - the total net income protection which would otherwise be claimed by the employee in the one hundred and nineteen (119) calendar day elimination period.
- (c) The employee shall reimburse the Employer by assigning sufficient MPI/SGI payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by MPI/SGI directly to the employee.
- (d) In the event that MPI/SGI disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
- (e) Upon request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.

1314 Family Illness

Subject to the provisions of 1303 (b), an employee may utilize income protection for the purpose of providing care in the event of an illness of a spouse, common-law spouse including same sex partner and fiancé, child, step-child, parent, step-parent, parent-in-law or person who has the employee as the primary caregiver.

A primary caregiver is defined as one who either temporarily or on a regular and reoccurring basis provides care and assistance to the person. Travel to and attendance at non-routine, emergent or critical medical appointments or treatments come within the meaning of providing care in the event of an illness.

1315 Wellness Days

A Wellness Day is designated time off that an employee can use to support their physical and mental wellness.

Up to two (2) days in each fiscal year may be deducted from an employee's accumulated income protection credits to be used for Wellness Days.

The use of Wellness Days cannot reduce the number of income protection credits to less than twelve (12) days.

The utilization of a wellness day is subject to the following:

- (a) the leave shall be for physical or mental wellness;**
- (b) the two (2) days of leave can be used consecutively, but shall not be used contiguous with a vacation leave; and**
- (c) these two (2) days are not carried forward from fiscal year to fiscal year.**

The employee shall request a Wellness Day at minimum twenty-four (24) hours in advance and no more than seventy-two (72) hours in advance.

Subject to operational requirements the request for Wellness Days shall not be unreasonably denied.

Wellness Days are intended to support physical and mental wellness, and these days will not be used by the Employer with respect to any attendance management program that may relate to the employee.

ARTICLE 14: VACANCIES, PROMOTIONS, AND TRANSFERS

Also refer to:

Article 31 - Special Provisions re. Part-time Employees

Article 33 - Special Provisions re. Casual Employees

- 1401 (a) All vacant positions as deemed required by the Employer, which fall within the scope of this Agreement shall be posted for at least seven (7) calendar days. Such postings shall state required qualifications, current or anticipated shift, hours of work and wage rate.
- (b) Applications for vacant positions shall be awarded in the following order:
- Tier 1: Most senior qualified applicant from the site (within the same bargaining unit), within the same Employer (including site employees on layoff) in which the position is posted.
 - Tier 2: Most senior qualified applicant from the site (within the other support bargaining unit), within the same Employer (including site employees on layoff) in which the position is posted.

- Tier 3: Most senior qualified applicant from other sites within the same Employer and same Bargaining Unit (including site employees on layoff).
- Tier 4: Most senior qualified casual applicant from the site, within the same Employer in which the position is posted.
- Tier 5: Most senior qualified casual applicant from other sites within the same Employer.
- Tier 6: **Most senior qualified applicant from the same bargaining unit from other Employers within the Employer Organizations.**
- Tier 7: **Most senior qualified applicant from the other bargaining unit from other Employers within the Employer Organizations.**
- Tier 8: Most senior qualified employees on the Central Redeployment List as per the Provincial Redeployment* protocol.

*Provincial Redeployment Manual by the joint labour/management Provincial Healthcare Labour Adjustment Committee.

1402 The Employer agrees to post the name and seniority of the successful applicant for each vacancy within seven (7) working days of the appointment. The name of the successful applicant and their seniority for any position which falls within the scope of this Agreement will be sent to the Union in accordance with Article 506.

At Step 2 of the grievance process and upon request, the Employer agrees to provide a list of all applicants to a posting including the names, site and seniority of each applicant.

1403 (a) *Applicable to Winnipeg-Churchill and Shared Health Employers Organizations only*

All promotions and voluntary transfers within the site are subject to a three (3) month trial period.

Applicable to Southern Health and Northern Health Employers Organizations only

All promotions and voluntary transfers within the Employer are subject to a three (3) month trial period. Conditional upon satisfactory performance, the employee shall be declared permanent after the trial period.

- (b) During the trial period, an employee shall be returned to their former position by the Employer without loss of seniority:
 - (i) when the employee proves to be unsatisfactory in the new position; or
 - (ii) voluntarily by the employee upon providing a reasonable explanation to the Employer.

Notwithstanding Article 1401 (a), should an employee elect to return to their former position in accordance with (i) or (ii) above within twenty-eight (28) days after commencing the position, the next most senior qualified applicant will be awarded the position as per Article 1202 and 1401 (b).

- (c) If the employee returns to their former position in accordance with (b) (i) or (ii) above, the employee will be placed in their former position and former employment status. If an employee had replaced them, they will revert back to their previous position/employment status and so on.
- (d) **If the employee returns to their former position in accordance with (b) (i) or (ii) above, but the position no longer exists, the following shall occur:**
 - (i) **the employee shall be placed in a position as close as reasonably possible to the classification and EFT they were returning to.**
 - (ii) **In the event that no such position exists, the employee will be placed in a position where they are qualified to work and is as close as possible to the salary scale of their former position.**
 - (iii) **In the event no position is available as per (i) and (ii) above, the employee shall be placed on lay off.**

1404 When an employee is promoted, their new and future salary will be determined as follows:

- (a) The new salary will be at the **equivalent step in the employee's new classification (e.g. step on step).**

- (b) Subject to 2303, the subsequent increments, if any, shall be due on the anniversary date of the employee's date of employment.
- 1405 If an employee voluntarily transfers to a lower or equally paid classification, the employee shall be paid at the increment step in the new classification **that is closest to the employee's current salary.**
- 1406 An employee, who through advancing years or disablement is unable to perform their regular duties, shall be given preference for transfer to any suitable job which is open and which requires the performance of lighter work for which they are capable. The employee would be paid at the same increment step in the new job as they were in their previous job.
- 1407 (a) Employees shall not be eligible to apply for transfer during their probationary period, except where the posted position is permanent and represents a promotion, or an increase in EFT. A probationary employee who transfers will be required to complete a full probationary period in the new position. This period may be extended if the Employer so requests and the Union agrees.
- (b) Employees shall not be eligible to apply for transfer during their trial period in a permanent position, except where the position applied for represents a promotion, increase in EFT or the opportunity to exclusively work on the day shift.
- 1408 (a) Term Positions
- A "term position" shall be for a specific time period or until completion of a particular project within a specific department.
- (i) The Employer will determine whether positions of less than (3) three months will be posted.
- (ii) Term positions of duration of three (3) months or more shall be posted.
- (iii) Term positions shall be of a maximum duration of one (1) year unless this period is extended with the agreement of the Union.
- (iv) Terms may be ended earlier than the projected end date provided two (2) weeks notice is given to the employee and the Union.**
- (b) When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 1401 (a) and filled in accordance with Article 1202 and 1401 (b).

- (i) All employees may apply for the term position.
 - (ii) Additional postings shall not be required for the position of the employee who may be awarded the term position.
 - (iii) Any additional hours occurring as a result of the filling of a term position, shall be offered to part-time employees in accordance with Article 3107.
 - (iv) An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.
 - (v) A permanent employee awarded a term position shall be subject to the trial period as specified in Article 1403.
- (c) Where the Employer deems a term position to be of an indefinite length due to illness or injury, or for such other reason as indicated by the Employer and discussed with the Union, the term position shall be posted as "indefinite term". In these cases, the Employer shall state on the job posting and all subsequent postings that said term position is an "Indefinite Term" which may expire with **one (1) week's** notice.
- (i) Employees returning from this leave will provide the Employer with as much notice as possible of the date of return.
 - (ii) The employee occupying said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer. In no circumstance will the notice be less than forty-eight (48) hours.
 - (iii) Indefinite Terms will be for a maximum of one (1) year unless otherwise mutually agreed between the Union and Employer.
- (d) Where the Employer determines that staff are to be replaced without posting during periods of less than three (3) months, Articles 3107 and 2304 shall apply, wherever possible.
- (e) Upon completion of the term position, the employee shall return to their former position.
- (i) In the event that the employee's former position is no longer current, an employee shall be entitled to exercise their seniority to displace an employee in any classification with the same or lower salary range within the site, provided the employee

possess the qualifications and ability sufficient to perform the required work, or to accept layoff.

- (ii) An employee thus displaced shall have the same rights.
- (f) In case an employee on Maternity/Parental Leave wishes to exercise their right to return from such leave earlier than anticipated, having given appropriate notice as per 1707 (f), the Employer shall state on the job posting that the said term position is a "MAT LOA term" which may expire sooner than the date indicated, subject to written notice of a minimum two (2) weeks, or one (1) pay period, whichever is longer. Any term positions directly resulting from the filling of a MAT LOA will be posted in the same manner.
- (g) Term Employees
- (i) A "term employee" is one who is newly hired by the Employer for a specific time period or until completion of a particular project for a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.
 - (ii) In the event that a permanent full-time or part-time employee is awarded a term position, that employee shall maintain their permanent status while in the term position.

Full-time and part-time employees shall return to their previous positions upon completion of the term position. Casual employees shall return to their previous status upon completion of the term position.
 - (iii) No term employee shall be laid off or re-employed for the purpose of extending the period of temporary employment.
 - (iv) Should a term employee become permanent without a break in service, their service will be connected for seniority purposes.
 - (v) A term employee shall have seniority rights equivalent to permanent employees in matters of hiring, transfer and promotion, provided the employee has the physical ability and necessary qualifications and training to meet the requirements of the job and a good employment record in accordance with Article 1202. Such seniority rights cannot be exercised over those permanent employees on staff at the date of the term employee's hiring.

- (vi) Term employees shall not be eligible to apply for transfer during their probationary period, except where the posted position represents a permanent position.
- (vii) If a term employee is promoted or transferred to a permanent position in a new classification, the employee will be required to complete the full probationary period in the permanent position.

A probationary period may be extended if the Employer so requests and the Union agrees.
- (viii) A term employee shall have no seniority rights in matters of demotion, layoff and recall.

1409 **Voluntary Transfers**

A successful applicant from another **CUPE Bargaining Unit within a site**, Employer or Employers Organization shall be entitled to transfer benefits from one (1) former Employer, within six (6) weeks of termination of employment with said Employer, as follows:

- (a) continuous service/length of employment as defined in Article 706;
- (b) accumulated income protection benefits;
- (c) vacation entitlement and current vacation hours unless the employee elects to have their current vacation hours paid out by the previous Employer at the time of the transfer;
- (d) length of employment applicable to pre-retirement leave;
- (e) subject to the provisions of each plan, where the **Rule of 80** provisions exist, length of employment applicable for qualification for the **Rule of 80** pension provisions;
- (f) increment hours for the purpose of determining when the employee is entitled to their next increment;
- (g) the employee is subject to the terms and conditions of the benefit plan(s) for the new Employer, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions;
- (h) seniority credits (in accordance with the new Employer's Collective Agreement);

- (i) any banked General Holidays and/or overtime will be paid out by the previous Employer at the time of transfer.

ARTICLE 15: ANNUAL VACATION

- 1501 The vacation year for each Employer shall **be as identified in** Appendix 2. Notwithstanding these dates, vacation entitlement shall be calculated as at the end of the last full pay period of the vacation year.
- 1502 An employee who has completed less than one (1) year's continuous service/length employment as of cut off date indicated in 1501 will be granted vacation on a percentage of hours worked. Unless otherwise mutually agreed, the Employer is not obligated to permit earned vacation to be taken until an employee has completed six (6) months of employment.
- 1503 Annual vacation shall be earned at the rate of:
- three (3) weeks per year commencing in the first year of employment;
 - four (4) weeks per year commencing in the fourth year of employment;
 - five (5) weeks per year commencing in the **tenth*** year of employment;
 - six (6) weeks per year commencing in the **twentieth*** year of employment.

Applicable to Churchill Health Centre and Northern Health Region Direct Operations Only

- **four (4) weeks per year commencing in the first year of employment*;**
- **five (5) weeks per year commencing in the fourth year of employment*;**
- **six (6) weeks per year commencing in the tenth year of employment*;**
- **seven (7) weeks per year commencing in the twentieth year of employment*.**

Casual employees will be paid six percent (6%) vacation pay.

***To start accruing in the 2024/2025 vacation year, for utilization in the 2025/2026 vacation year.**

- 1504 Upon termination of employment, an employee shall be entitled to pay in lieu of vacation earned but not taken, at the following percentage rates of basic pay earned during the period which the vacation was earned but not taken:
- three (3) weeks per year - 6% of basic pay;
 - four (4) weeks per year - 8% of basic pay;
 - five (5) weeks per year - 10% of basic pay;
 - six (6) weeks per year - 12% of basic pay;

- **seven (7) weeks per year - 14% of basic pay (where applicable).**

1505 Vacation entitlement shall be the amount of vacation hours accrued in accordance with the rate earned in 1503. Notwithstanding this article, full-time and part-time employees on an unpaid leave of absence greater than four (4) weeks shall be entitled to select unpaid vacation up to the amount they would have otherwise earned under Article 1503 in accordance with their EFT. Selection of the unpaid vacation shall occur as per the process defined under Article 1507.

1506 The total number of employees that can be on vacation in any one department classification/unit will be determined by the Employer and included in the vacation entitlement posting as per Article 1507. **There shall be no "black out" periods for vacation selection.**

All requests for vacation leave will be subject to approval of the employee's Manager or designate based on operational requirements and accrued vacation entitlements.

1507 The Employer will post a projected vacation entitlement list not later than two (2) months prior to the vacation cut off dates as per Article 1501. Priority in the selection of dates shall be given to the employees having the most seniority within each unit/department/base location.

Employees shall indicate their preferences as to dates within thirty (30) calendar days of posting of the projected entitlement list.

An employee who fails to indicate their choice of vacation within the above thirty (30) calendar day period shall not have preference in the choice of vacation time, where other employees have indicated their preference.

1508 The Employer will post an approved vacation schedule for the entire year a minimum of one (1) week prior to the commencement of the vacation year as set out in 1501. Such vacation shall not be changed unless mutually agreed upon by the employee and the Employer.

1509 Vacation earned in any vacation year is to be taken in the following vacation year, unless otherwise mutually agreed between the employee and the Employer.

In extenuating circumstances only, and at the discretion of the Employer, employees may request to have vacation paid out during the vacation year in lieu of taking time off.

1510 Unless otherwise specified, all accrued vacation not taken during the vacation year shall be paid out at the end of the vacation year.

- 1511 Employees shall be given the opportunity to request remaining unscheduled vacation entitlement by **October 15th** of each year.
- (a) The Employer shall post a notice, no later than **October 1st** of each year, in a prominent area(s) in each facility/base location indicating the need for employees to request the scheduling of their remaining vacation.
 - (b) The Employer will give due consideration to employee preference and individual circumstances. Where a conflict exists between employee preferences, the employee with the most seniority shall be assigned the vacation period in dispute.
 - (c) The requests made during the initial selection period in 1507 shall take precedence and shall not be altered by these requests.
 - (d) Any vacation entitlement not requested by **October 15th** may, at the discretion of the Employer, be scheduled by the Employer.

1512 An employee who transfers to another unit/department/site after their vacation request has been approved, shall in consultation with the employee have their vacation scheduled by the Manager or designate of the new unit/department/site within the time periods remaining during that vacation year.

1513 In the event that an employee is hospitalized during their vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled. Proof of such hospitalization shall be provided if requested.

Where an employee is subpoenaed for jury duty or is in receipt of WCB benefits during their period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during that vacation year.

1514 **Paid time off that a full-time employee receives for vacation shall be for the full scheduled shift unless otherwise mutually agreed.**

Applicable to ten (10) and twelve (12) hour shift patterns only

The paid time off that an employee receives under the ten (10) or twelve (12) hour shift pattern is to correspond exactly in hours to the paid time off a seven and three-quarter (7.75) hour shift pattern.

1515 An employee requested to report to work on a scheduled day of vacation shall receive double time for all hours worked and the vacation day will be rescheduled at a time mutually agreed between the employee and the Employer. Where this is not possible, the provisions under Article 1511 shall apply.

A part-time employee requested by the Employer to work, and who works additional hours on a scheduled vacation day, shall receive double time for all hours worked.

1516 Long Service Recognition - Vacation

In recognition of length of service, each full-time employee shall receive one (1) additional week of vacation (5 days) in their twentieth (20th) year of continuous service, and on each subsequent fifth (5th) (i.e. 25th, 30th, 35th, 40th, etc.) anniversary of employment. The additional five (5) days shall be granted in the vacation year in which the anniversary date falls and are not cumulative.

Part-time employees shall be entitled to a pro rata portion of this benefit.

1517 *Applicable to employees who work above the 53rd parallel (NRHA and Shared Health)*

Two (2) additional paid days travel time shall be granted an employee each year, pro-rated on regular hours worked for part-time employees. Such travel time shall be scheduled as per the timelines of Article 1508.

1518 **Notwithstanding 1505, full-time and part-time employees on an unpaid leave of absence greater than four (4) weeks shall be entitled to select unpaid vacation up to the amount they would have otherwise earned under Article 1503 in accordance with their EFT. Selection of the unpaid vacation shall occur as per the process defined under Article 1507.**

ARTICLE 16: GENERAL HOLIDAYS

1601 The following are recognized as General Holidays for purposes of this Agreement and either they or an alternate day off in lieu will be given at the basic rate. Failing this, an additional day's pay at the basic rate shall be granted in lieu:

New Year's Day (January 1 st)	Labour Day
Louis Riel Day (la journée Louis Riel)	National Day for Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day (December 25 th)

be paid from income protection credits for that day at the employee's basic rate of pay.

- 1607 Subject to 1603, full-time employees shall be allowed to bank up to five (5) alternative days off in lieu of General Holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. If compensating time off is impractical to schedule by March 31st of any year, the employee shall receive their regular rate of pay for all days banked. Requests for time off will be reviewed and responded to in a timely manner.
- 1608 The Employer will endeavour to provide all employees with at least two (2) other General Holidays besides Christmas or New Year's on the day on which they occur. As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.
- 1609 The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day.
- 1610 *Applicable for Home Care Direct Service Staff only*

Where a general holiday falls on an employee's normally scheduled day of work and the employee's hours are reduced due to service reductions, the Employer shall notify the employee at least two (2) weeks in advance of the general holiday and all hours scheduled on the general holiday shall be scheduled consecutively with a minimum three (3) hour block.

- 1611 *Not applicable to Home Care Direct Service Staff*

When a general holiday falls on the employee's regularly scheduled workday, the employee will work the shift in question except in circumstances where the department/unit/program reduces staffing on the general holiday in which case:

- (a) Employees who are regularly scheduled to work on the day that a general holiday occurs will work the shift in question if the employee makes a request in writing at least four (4) weeks in advance to work.
- (b) In the event there are insufficient shifts for the number of employees who have indicated their availability to work on any general holiday, the available shifts will be assigned in order of seniority first to those employees who are regularly scheduled to work the shift in question.

- (c) In the event there are insufficient numbers of employees who indicate their availability to work on any general holiday, the Employer reserves the right to schedule qualified employees in reverse order of seniority to meet operational requirements.

1612 Employees may request to take general holiday time off from their general holiday bank at least four (4) weeks prior. Approval will be done in a timely manner and will not be unreasonably denied.

ARTICLE 17: LEAVE OF ABSENCE

- 1701 An employee will be required to submit a written request to the Employer for any leave of absence. Such requests must specify the reason for the leave of absence and will be considered on an individual basis. An employee shall give four (4) weeks' notice except in an emergency. Such requests shall not be unreasonably denied.
- 1702 (a) An employee who is granted a leave of absence for **one (1) year** or less, will be returned to their former position upon their return at their former increment step.
- (b) **Where the former position noted in (a) above no longer exists, the employee will be returned to their former classification with the same Employer at their former increment step.**
- (c) An employee who is granted a leave of absence for a period of over **one (1) year**, and unless the Employer makes a specific commitment as to the conditions under which an employee who is granted such leave of absence will be employed on their return, is assured only of preferential consideration as to placement in a vacancy with the Employer most similar to the position held prior to the leave of absence, and at the increment level received prior to the leave of absence, or the maximum for the classification of the position returned to, whichever is less. If the position returned to is a higher classification than the one the employee left, the employee would be put at the first step of the salary range for that classification.
- (d) An employee who is granted a leave of absence in accordance with 1308 (b), will be returned to their former classification with the same Employer at their former increment step provided that the employee returns to work within the two (2) year period.

1703 An employee not reinstated in their former classification on return from leave of absence under 1702 (c) will receive preferential consideration for the first suitable available vacancy within the site and with the same Employer which is at the level of their former position.

1704 **Maternity and Parenting Leave**

Maternity Leave can only be taken by the biological mother who is unable to work because they are pregnant or have recently given birth. Parental Leave includes Paternity, Adoption Leave and parent of an infant born via surrogate.

1705 **Maternity Leave**

An employee who qualifies for Maternity Leave may apply for such leave in accordance with Maternity Leave "Plan A" or Maternity Leave "Plan B" but not both.

(a) Maternity Leave - Plan A

A pregnant employee shall receive Maternity Leave of seventeen (17) weeks without pay, subject to the following conditions:

- (i)** An employee must have completed six (6) continuous months employment with the Employer as of the intended date of leave unless otherwise agreed to by the Employer.
- (ii)** An employee must submit a written request not later than the end of the twenty-second (22nd) week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.
- (iii)** An employee must provide the Employer with a certificate of a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of their delivery;
- (iv)** A full-time employee may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance.

A part-time employee may choose to receive income protection credits similar to full-time employees but prorated to reflect their paid hours of work within the previous fifty-two (52) weeks. Such

days that may be utilized for this purpose will be as set out in Article 1303 (b).

- (v) During the seventeen (17) week duration of Maternity Leave an employee shall have the right, if they so choose, to use accumulated income protection credits for that portion of the Maternity Leave during which they would have been unable to work due to health-related reasons. An employee claiming income protection in such a circumstance must furnish a certificate from a qualified medical practitioner providing proof of, and expected duration of, the health-related condition.
- (b) Maternity Leave - Plan B
- (i) In order to qualify for Plan B, a pregnant employee must:
 - (A) have completed six (6) continuous months of employment with the Employer as of the intended date of leave;
 - (B) submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by the employee in the application as the day on which the employee intends to commence such leave;
 - (C) provide the Employer with a certificate of a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of their delivery;
 - (D) provide the Employer with proof that they have applied for Employment Insurance benefits and that the Employment and Social Development Canada (ESDC) has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to *The Employment Insurance Act*.
 - (ii) An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
 - (A) they will return to work and remain in the employ of the Employer for at least six (6) months following their return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of their return from Maternity Leave or at any time during the six (6) months following their return from

Maternity Leave, the employee must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and

- (B)** they will return to work on the date of the expiry of their Maternity Leave and where applicable, their Parental Leave, unless this date is modified by the Employer; and
 - (C)** should the employee fail to return to work as provided under **(A)** and/or **(B)** above, they are indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during their entire period of Maternity Leave.
- (iii)** An employee who qualifies is entitled to a Maternity Leave consisting of:
- (a)** a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 1705 **(a) (iii)**;
 - (b)** a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 1705 **(a) (iii)**;
 - (c)** the Employer shall vary the length of Maternity Leave upon proper certification by the attending physician or recommendation by the Manager.
- (iv)** Within twelve (12) weeks of receiving the Employment and Social Development Canada (ESDC) approval for Employment Insurance benefits pursuant to *The Employment Insurance Act*, the employee must provide proof to the Employer. Reasonable consideration will be given to extending the above period of time for the employee in exceptional circumstances.

Following receipt of the above proof, the Employer shall provide the employee a Maternity Leave allowance with the Supplemental Unemployment Benefit (SUB) Plan up to a maximum of seventeen (17) weeks broken down as follows:

- (A)** for the first (1st) week an employee shall receive ninety-three percent (93%) of their weekly rate of pay;

- (B) for up to a maximum of sixteen (16) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings;
 - (C) all other time as may be provided under Article 17, shall be on a leave without pay basis.
- (v) An employee may end their Maternity Leave earlier than the date specified by giving their Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the date the employee wishes to end the leave.
 - (vi) Plan B does not apply to an employee occupying a term position who does not own a permanent position or employees hired on a seasonal basis.
 - (vii) A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.

1706 Sections 52 through 57.1(2) inclusive and Section 60 of *The Employment Standards Code* respecting Maternity Leave shall apply.

1707 Parental Leave

- (a) In order to qualify for Parental Leave, an employee must be the natural parent of a child or must assume actual care and custody of their newborn child (Paternity Leave) or are one of the parents who adopt a child under the law of the province (Adoption Leave) **or are one of the parents of an infant born via surrogate.**
- (b) An employee who qualifies for Parental Leave, except in the case of Adoption Leave as specified below, must submit to the Employer an application in writing for Parental Leave at least four (4) weeks before the intended date of the commencement of the leave.
- (c) In the case of Adoption Leave, the employee must submit a written request for such leave. The employee may commence Adoption Leave upon one (1) days' notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.

- (d) (i) An employee who qualifies in accordance with (a), (b) and (c) above must have completed six (6) months of continuous employment with the Employer to be entitled to Parental Leave without pay for a continuous period of up to sixty-three (63) weeks.
- (ii) Except as outlined below, an employee must use current annual vacation, which was earned during the previous vacation year, during the current vacation year. If the current annual vacation is not used, then the Employer has the right to schedule the vacation prior to the end of the current vacation year or pay out any monies owing.

Where Parenting Leave is thirty-seven (37) weeks or less, vacation shall be scheduled and taken in accordance with the provisions of the Collective Agreement. No carry-over of vacation is permitted.

Where Maternity and/or Parental Leave exceeds thirty-seven (37) weeks but is less than fifty-four (54) weeks, the employee may elect to carry over to the next vacation year, up to five (5) days (e.g.: 38.75, 40 hours) of current annual vacation, pro-rated for part-time. The balance of the current annual vacation will be paid out at a time immediately following the period during which EI benefits were payable (even if this period extends into the following vacation year).

Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.

- (iii) Subject to 1707 (e) below, Parental Leave must commence no later than eighteen (18) months following the birth or adoption of the child or of the date on which the child comes into actual care and custody of the employee.
- (e) Where an employee takes Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately on the expiry of the Maternity Leave without a return to work, unless otherwise approved by the Employer.
- (f) An employee may end Maternity or Parental Leave earlier than the expiry date of the leave by giving the Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the day the employee wants to end the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in their former

classification and shift schedule at the same increment step. In the case where the leave extends beyond fifty-four (54) weeks, the provisions outlined in 1702 (c) and 1703 above will apply.

1708 In the event of a medical assistance in dying (MAID) an employee can elect to commence bereavement leave under 1711 on the date of the scheduled death.

1709 Legal and Investigative Proceedings

Except as provided for in Article 11: Arbitration Procedure, the following shall apply to Legal and Investigative Proceedings:

- (a) An employee required to attend a court proceeding, other than a court proceeding occasioned by the employee's private affairs where they are a party to that proceeding, shall receive leave of absence at their regular basic rate of pay, inclusive of shift premiums and remit to the Employer any jury or witness fees received, only for those days they were normally scheduled to work. The employee shall not request reimbursement for, or be required to remit, any reimbursement of expenses for such duty.
- (b) If an employee is subpoenaed as a witness in a work-related matter on their scheduled day off, the Employer and the employee will mutually agree on an alternate time off in lieu.
- (c) Where the Employer requires the employee to participate as a witness in a workplace investigation that is required by legislation or Employer policy, and where such investigation meetings cannot be scheduled on the employee's regular day of work, the Employer will compensate the employee for the investigation meeting time at the appropriate rate of pay.
- (d) An employee required to attend a court proceeding as a part to that proceeding, occasioned by the employee's private affairs shall receive a leave of absence without pay for the required absence.

1710 Two (2) days of leave (scheduled daily hours to a maximum of 15, 15.5 or 16 hours as applicable) without loss of pay and benefits will be granted to an employee whose partner has given birth to a child or has adopted a child.

1711 Bereavement Leave

- (a) An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a spouse, common-law spouse, fiancé, same sex partner,

parent, step-parent, mother-in-law, father-in-law, former legal guardian, child, stepchild, daughter-in-law, son-in-law, sibling, step-sibling, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild and any other relative or current foster child who had recently been residing in the same household.

Such days may be taken only in the period which extends from the date of death up to and including the day following interment, funeral or initial memorial service or four (4) calendar days following the death, whichever is greater.

Bereavement leave may be extended by up to two (2) additional regularly scheduled consecutive days without loss of pay and benefits as may be necessitated by reason of travel to attend the interment, funeral or initial memorial service. For employees residing above the 53rd parallel, leave may be extended by one (1) additional regularly scheduled consecutive day for travel.

One (1) bereavement leave day may be retained at the employee's request for use in the case where actual interment, funeral or initial memorial service is at a later date.

(b) Provided that the employee has not received bereavement leave in accordance with 1711 (a), an employee shall be granted four (4) regularly scheduled consecutive days leave without loss of pay and benefits for loss of pregnancy as follows:

- (i) for an employee who experiences a loss of pregnancy which ends in miscarriage or stillbirth; or**
- (ii) for an employee who enters into a surrogacy agreement, and the contracted surrogate experiences a loss of pregnancy or stillbirth; or**
- (iii) for another person who experiences a loss of pregnancy which ends in miscarriage or stillbirth and the employee:**
 - (A) is the person's spouse or common-law partner, or**
 - (B) is the person's former spouse or common-law partner and would have been a biological parent of the child born as a result of the pregnancy.**

Such days may be taken only in the period which extends from the date of death up to and including the day following

internment, funeral or initial memorial service or four (4) calendar days following the death, whichever is greater.

- (c) Provided that the employee has not received bereavement leave in accordance with 1711 (a), necessary time off up to one (1) day at basic pay will be granted an employee to attend an internment, funeral or initial memorial service as a pallbearer.
- (d) Provided that the employee has not received bereavement leave in accordance with 1711 (a), necessary time off up to one (1) day at basic pay may be granted an employee to attend an internment, funeral or initial memorial service as a mourner.
- (e) For the purposes of this section, a day is defined as a calendar day irrespective of the number of hours per day scheduled for the employee.

1712 Emergency Leave

Leave for purposes such as serious personal loss due to a house fire or flood, will be considered on their own individual merits and may be granted at the Employer's discretion subject to operational requirements. An employee granted a leave may request to utilize any banked time available to them.

1713 Compassionate Care Leave

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least ninety (90) days of employment with the Employer as of the intended date of leave.
- (b) An employee who wishes to take a leave under this section must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two periods of leave, totaling no more than twenty-eight (28) weeks, which must end no later than fifty-two (52) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:

- (i) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (A) the day the certificate is issued; or
 - (B) if the leave was begun before the certificate was issued, the day the leave began; and
- (ii) the family member requires the care or support of one or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

For certainty, a leave may be taken after the end of the twenty-six (26) week period set out in the physician's or nurse practitioner's certificate, and no additional certificate is required.

- (e) A family member for the purpose of this article shall be defined as:
 - (i) a spouse or common-law partner of the employee;
 - (ii) a child of the employee or a child of the employee's spouse or common-law partner;
 - (iii) a parent of the employee or a spouse or common-law partner of the parent;
 - (iv) or any other person described as family in the applicable regulations of *The Employment Standards Code*.
- (f) An employee may end their compassionate leave earlier than twenty-eight (28) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 1203 (c) and 1205 (d) (unpaid leaves).

- (h) Where applicable and subject to the provisions of 1303 (b), an employee may apply to utilize accumulated income protection credits to cover part or all of the Employment Insurance waiting period providing that it isn't greater than two (2) weeks.
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for bereavement leave as outlined in Article 1711.

1714 Citizenship Leave

Employees shall be granted the necessary time off, up to four (4) hours, without loss of basic pay to attend a citizenship ceremony to receive a certificate of citizenship to become a Canadian citizen. The employee shall notify the Employer a minimum of seven (7) days prior to the date this leave is required.

Should the employee wish to utilize bank time to cover the remainder of their shift, such requests shall be considered, subject to operational requirements, but will not be unreasonably denied.

1715 Employees granted leave of absence without pay may make prepayments to maintain coverage under Employer/Employee benefit programs in accordance with Article 3007.

1716 Leave for Public Office

The Employer recognizes the right of an employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that the employee may be a candidate in federal, provincial or municipal elections. An employee who is elected to public office shall be granted leave of absence without pay and without loss of seniority for a period of one year. Such leave may be renewed each year, on request, during their term of office.

1717 Union Leave

Upon two (2) weeks prior written notice to the Employer, an employee elected or appointed to represent the Union at a convention or other formal Union function, shall be granted necessary leave of absence without pay for the full shift provided that leaves of absence for Union business are reasonable and during July and August are compatible with the departmental vacation schedule, and unless otherwise mutually agreed, not more than one (1) employee is absent at the same time from the same department.

The Employer will continue to pay the employee subject to total recovery of payroll and related costs by the Employer from the Union. The Union will provide the Employer with written confirmation of dates requested.

- 1718 An employee who is elected or appointed to a full-time position with the Union, or with a recognized labour body, shall be granted leave of absence without pay and without loss of seniority for a period of one (1) year. Such leave shall be renewed each year, on request, during their term of office. Such employee may receive their pay and benefits as provided for in this Agreement subject to total recovery of payroll and related costs by the Employer from the Union.
- 1719 Interpersonal Violence Leave
- (a) For the purposes of this Article the meaning of “common-law partner”, “dependant”, “interpersonal violence” and “parent” are as defined in sections 59.9(1) and 59.11(1) of *The Manitoba Employment Standards Code*.
 - (b) An employee is entitled to interpersonal violence leave if:
 - (i) the employee or a dependent is a victim of interpersonal violence; and
 - (ii) the employee has been employed by the same Employer for at least ninety (90) days.
 - (c) An employee is entitled to both the following periods of interpersonal violence leave in each fifty-two (52) week period:
 - (i) leave of up to ten (10) days, which the employee may choose to take intermittently or in one continuous period;
 - (ii) leave of up to seventeen (17) weeks to be taken in one continuous period;
 - (iii) employees can take the leave in any order that meets their individual circumstances.
 - (d) An employee may take an interpersonal violence leave only for one or more of the following purposes as they relate to the employee or to a dependant:
 - (i) to seek medical attention in respect of a physical or psychological injury or disability caused by the domestic violence;

- (ii) to obtain services from a victim services organization;
 - (iii) to obtain psychological or other professional counselling;
 - (iv) to relocate temporarily or permanently;
 - (v) to seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic violence;
 - (vi) Any other prescribed purpose.
- (e) For the purpose of this section, a child is also considered to be a victim of interpersonal violence if they are directly or indirectly exposed to interpersonal violence experienced by:
- (i) a parent;
 - (ii) a parent or child of a person referred to in clause (i);
 - (iii) a spouse or common-law partner of the child;
 - (iv) a child of the child; or
 - (v) any other person who lives with the child as a member of their family.
- (f) Subject to Article 1719 (g), leave taken under this section is unpaid leave.
- (g) An employee shall be granted up to five (5) days of leave in a fifty-two (52) week period as paid leave, provided that when giving notice under Article 1719 (h) the employee notifies the Employer which days, if any, are to be paid leave.
- (h) Subject to Article 1303 an employee shall be entitled to utilize income protection or banked time for the five (5) days paid leave in Article 1719 (g).
- (i) If an employee takes any part of a day as leave under this Article, the Employer may count that day as a day of leave for the purpose of this Article.
- (j) An employee who wishes to take leave under this article must provide as much notice as is reasonable and practicable to the Employer.

- (k) An employee who has taken leave under 1719 (c) (ii) may end their leave earlier than the date specified by giving the Employer written notice of at least two (2) weeks. Where an employee has been provided necessary time off under this Article, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (l) An employee taking leave under this Article is required to provide the Employer with reasonable verification of the necessity of the leave upon request.
- (m) Situations involving interpersonal violence shall be treated in strict confidence by both the Employer and the Union (where relevant) except where disclosure to another employee is required in order for them to carry out their duties, where disclosure is required by law or where the employee has given consent.

ARTICLE 18: HOURS OF WORK

- 1801 Regular daily, biweekly and annual hours of work for full-time employees shall consist of one of the following:
- (a) seven and three-quarters (7.75) hours per day, seventy-seven and one-half (77.50) hours biweekly and two thousand and fifteen (2015) hours per year; or
 - (b) seven and one-half (7.50) hours per day, seventy-five (75) hours biweekly and one thousand, and nine hundred and fifty hours (1950) per year; or
 - (c) seven and one-quarter (7.25) hours per day, seventy-two and one-half (72.50) hours biweekly and one thousand, eight hundred and eighty-five hours (1885) per year; or
 - (d) eight (8) hours per day, eighty (80) hours biweekly and two thousand and eighty hours (2080) per year; or
 - (e) nine point six-nine (9.69) hours per day, seventy-seven and one-half (77.50) hours biweekly when averaged over the shift pattern and two thousand and fifteen (2015) hours per year; or

- (f) eleven point six-two-five (11.625) hours per day, seventy-seven and one-half (77.50) hours biweekly when averaged over the shift pattern and two thousand and fifteen (2015) hours per year; or
- (g) A combination of shifts of eleven point six-two-five (11.625) hours per day and seven and three-quarters (7.75) hours per day, seventy-seven and one-half (77.50) hours biweekly when averaged over the shift pattern and two thousand and fifteen (2015) hours per year.
- (h) For clarification purposes it is understood that the daily hours of work in (a), (b), (c), and (d) above are referenced in this Collective Agreement as eight ("8") hour shifts. The daily hours of work in (e) above are referenced in this Collective Agreement as ten ("10") hour shifts, and the daily hours of work in (f) above are referenced in this Collective Agreement as twelve ("12") hour shifts.

1802 Rest Periods

- (a) A paid rest period of fifteen (15) minutes will be allowed by the Employer during each continuous three (3) hour period of work.

Applicable to employees at Breast Health Clinic (400 Taché Ave.), CCMB, Diagnostic Services, HSC, Middlechurch Home of Winnipeg, RCC, RDF, St. Boniface Hospital, and Winnipeg Regional Laundry (Inkster Site)

A paid rest period of twenty (20) minutes will be allowed by the Employer during each continuous three (3) hour period of work.

- (b) Shift lengths of eleven point six-two-five (11.625) hours per day shall be inclusive of two paid fifteen (15) minute rest periods.

Applicable to employees at CCMB, Diagnostic Services, HSC, Middlechurch Home of Winnipeg, RCC, RDF, St. Boniface Hospital, and Winnipeg Regional Laundry (Inkster Site)

Shift lengths of eleven point six-two-five (11.625) hours per day shall be inclusive of two paid twenty (20) minute rest periods.

- (c) An employee who is required by the Employer to remain in the work site and required to work during the rest period, shall receive pay at overtime rates for the entire rest period.
- (d) An employee whose rest period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

- (e) **Employees may combine rest breaks and meal breaks by mutual agreement between employees and manager(s). This will be subject to operational requirements. Breaks will not be combined for the purposes of ending the shift early.**

1803 Meal Periods

- (a) An unpaid meal period will be scheduled by the Employer and will not be less than one-half ($\frac{1}{2}$) hour or more than one (1) hour in duration.
- (b) The meal periods for shift lengths of eleven point six-two-five (11.625) hours per day shall consist of:
- (i) one unpaid meal period thirty (30) minutes in duration; and
 - (ii) one meal period thirty (30) minutes in duration that will be comprised of seven and a half (7.5) minutes unpaid time and twenty-two and a half (22.5) minutes paid time.
- (c) An employee who is required by the Employer to remain in the work site during the meal period, shall receive pay at overtime rates for the entire meal period.
- (d) An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

1804 **Whenever possible, rest periods and meal breaks will be every two (2) hours and not within one and one-half hours (1.5) from the start of the shift.**

1805 This article shall not preclude the implementation of modified daily or biweekly hours of work by mutual agreement between the Union and the Employer. Any such agreement shall take the form of an addendum attached to and forming part of this Agreement.

1806 *Not applicable to Home Care Direct Service Staff and Mental Health Proctors*

Where the Employer plans to implement a split shift the Union will be notified in advance. There shall be no split shifts unless by mutual agreement between the Employer and the employee.

Applicable to Home Care Direct Service Staff and Mental Health Proctors only

- (a) Employees may be required to work split shifts.

- (b) An employee required by the Employer to work a split shift shall receive a premium of six dollars and seventy-five cents (\$6.75) per shift. Split shift premiums will only be paid once per twenty-four (24) hour calendar day.
 - (c) The premium referred to in Article 1806 (b) above shall not be included in the calculation of any benefits.
 - (d) A split shift is defined as “any two (2) or more daily work assignments that include a scheduled unpaid break period of one (1) hour and fifteen (15) minutes” or more. Assignments that cross 2400 hours (midnight) on consecutive days do not constitute a split shift.
 - (e) Split shift premium is not payable on the time period that may fall between the employee’s regular EFT assignment and additional hours that the employee may pick up.
 - (f) If however the employee accepts an additional client assignment, and the client assignment has an unpaid break period of more than one (1) hour and fifteen (15) minutes, the employee shall be eligible for a split shift premium, provided that they have not as yet received a split shift payment on that twenty-four (24) hour calendar day.
- 1807
- (a) An employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at their basic rate of pay; however, when such employee works for any portion of their scheduled shift, they shall receive pay for that entire shift.
 - (b) Except as provided in 3107 (e), when an employee is called in to work a full shift as provided in 1801 within one (1) hour of the start of the shift, and reports for duty within one (1) hour of the start of the shift, they shall be entitled to pay for the full shift. In such circumstances, the scheduled shift hours shall not be extended to equal a full shift.
- 1808 Shifts of Less than the Regular Daily Hours
- (a) The terms and conditions of the Collective Agreement shall apply to employees working shifts of less than seven and a quarter (7.25) hours except as provided thereafter.
 - (b) Meal breaks and rest periods for shifts of less than seven and a quarter (7.25) hours shall be as follows:
 - (i) Shifts of three (3) hours to five (5) hours shall include one (1) fifteen (15) minute paid rest period.

- (ii) Shifts of greater than five (5) paid hours up to and including six (6) paid hours shall include one (1) fifteen (15) minute paid rest period and exclude one (1) thirty (30) minute unpaid meal period.
- (iii) Shifts of greater than six (6) hours but less than seven and a quarter (7.25) hours shall include two (2) fifteen (15) minute paid rest periods and exclude one (1) thirty (30) minute unpaid meal period.

Applicable to employees at CCMB, Diagnostic Services, HSC, Middlechurch Home of Winnipeg, RCC, RDF, St. Boniface Hospital, and Winnipeg Regional Laundry (Inkster site)

Meal breaks and rest periods for shifts of less than seven and a quarter (7.25) hours shall be as follows:

- (i) Shifts of three (3) hours to five (5) hours shall include one (1) twenty (20) minute paid rest period.
 - (ii) Shifts of greater than five (5) paid hours up to and including six (6) paid hours shall include one (1) twenty (20) minute paid rest period and exclude one (1) thirty (30) minute unpaid meal period.
 - (iii) Shifts greater than six (6) hours but less than seven and a quarter (7.25) hours shall include two (2) twenty (20) minute paid rest periods and exclude one (1) thirty (30) minute unpaid meal period.
- (c) In the event an employee is required to work beyond the end of the scheduled shift, the employee shall be paid for all hours worked in excess of the scheduled shift length at the employee's basic salary up to the daily regular hours of work for eight (8) hour shifts applicable to the unit in accordance with Article 1801.
 - (d) Overtime rates of pay shall be applicable for time worked in excess of regular hours of work, in accordance with Article 2001.
 - (e) Article 1808 (b) above does not preclude the Employer from establishing a shift of less than three (3) hours in duration.

ARTICLE 19: SHIFT SCHEDULES

1901 Shift schedules shall be posted in an appropriate place at least four (4) weeks in advance. Once posted, the shift schedule shall not be changed without the knowledge of the employee except as provided for in 1301 (c) and 1719 (k). Where seven (7) calendar days of such notice is not given to the employee, they shall receive payment at the applicable overtime rate for all such work performed.

1902 Shift patterns shall, unless otherwise mutually agreed, provide for the following:

(a) Applicable for eight (8) hour shift patterns

An employee shall not be required to change shifts without first receiving a minimum of two (2) consecutive shifts off duty (minimum fifteen (15) hours), unless otherwise agreed to between the employee and the Employer.

Applicable for ten (10) or twelve (12) hour shift patterns

At least two (2) consecutive days off at one time.

In the event the shift pattern is a combination of eight (8) and twelve (12) hour positions, the minimum fifteen (15) hours off between assigned shifts shall continue to apply for those positions with only eight (8) hour shifts.

(b) Alternate weekends off will be granted whenever possible or three (3) weekends off in each six (6) week period.

(c) Applicable to eight (8) hour shift patterns

No employee shall be scheduled to work more than seven (7) consecutive days (less if reasonably possible). An employee scheduled to work seven (7) consecutive days, will receive every second weekend off and/or consecutive days off.

(d) Days off will be consecutive wherever possible.

(e) Where possible and providing there is no additional cost to the Employer, employees who are required to rotate shifts shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night (evening) shifts with each shift pattern.

This may be amended if the majority of employees affected are in agreement.

- (f) A full-time employee who is receiving the minimum of every third weekend off and who works the third shift (commencing at or about 1600 hours) on the Friday before that weekend off, shall not be required to return to work until the second shift (commencing at or about 0800 hours) on the Monday following. Home Care Attendants and Home Support Workers shall have a minimum of every second weekend off.

1903 In cases where a shift commences at a time other than one of those specified in Article 714, the shift shall be considered to be the one in which the majority of hours falls.

1904 The trial and implementation of ten (10) hour, twelve (12) hour or combinations of eight (8) and twelve (12) hour shift patterns shall observe the conditions listed hereinafter:

- (a)
 - (i) A meeting of all employees who will be affected by the change in shift length will be held to discuss a tentative shift schedule and proposed commencement date of the trial period.
 - (ii) Implementation of the ten (10) or twelve (12) hour shift pattern on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
 - (iii) The length of the trial period shall be six (6) months in length, or for a shorter period, as mutually agreed between the Employer and the employees affected.
 - (iv) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the ten (10) or twelve (12) hour shift pattern. To continue with the new shift pattern there must be mutual agreement between the Employer and the affected employees.
 - (v) The Employer shall advise the Union of any introduction of a ten (10) or twelve (12) hour shift schedule on a trial basis and whether the shift pattern will be implemented.
- (b) For 9.69 ("10") hour shift pattern, full-time hours of work shall provide:
 - (i) eight (8) shifts of 9.69 ("10") hours duration in each biweekly period; or

- (ii) twenty-four (24) shifts of 9.69 ("10") hours duration in each three (3) consecutive biweekly periods.
- (c) For 11.625 ("12") hour shift patterns or combinations of "eight" ("8") and "twelve" ("12") hour shift patterns, full-time hours of work shall provide:
 - (i) That there shall be an average of six (6) shifts of 11.625 ("12") hours duration and one (1) shift of seven point seven five (7.75) hours duration in each biweekly period; or
 - (ii) That there shall be twenty (20) shifts of 11.625 ("12") hours duration in each three (3) consecutive biweekly periods of the shift patterns; or
 - (iii) That there shall be a combination of shifts of 11.625 ("12") hours duration and seven point seven five (7.75) hours duration that equal an average of seventy-seven and one-half (77.50) hours biweekly averaged over the three (3) consecutive biweekly periods in the shift pattern;
 - (iv) Coverage of the 11.625 ("12") hour shifts are to be provided by twelve hours and fifteen minutes (12.25) which includes both paid and unpaid time;
 - (v) Where reasonably possible the Employer shall endeavor to schedule a maximum of four (4) consecutive shifts in a row.
- (d) Where payroll limitations exist such that only two (2) decimal points can be entered in regard to shift length, the shift length shall be rounded up to two (2) decimal points.

1905 Relief Positions and Schedules

The following conditions shall apply to Relief Positions:

- (a) Relief positions are created by the Employer; the positions shall be posted as per Article 14 and shall include the base location.
- (b) The rotation shall be a non-recurring rotation and posted as per Article 1901.
- (c) The job posting will identify that the shift pattern may be different for each posted schedule.

- (d) Consultation shall occur with the individual employee prior to the posting of the shift schedule.
- (e) In the event the employee is assigned to more than one site, transportation reimbursement will be provided in accordance Article 26.

1906 Float Positions and Schedules

- (a) Float positions shall be posted in accordance with Article 14 and shall include the base location (if appropriate) and the unit(s)/site(s) where the employee will work.
- (b) Subject to 1901 and 1903, float schedules shall have recurring shift patterns and are assigned to a unit(s) or site(s) based on patient care requirements.

In the event the employee is assigned to more than one site, transportation reimbursement will be provided in accordance with Article 26.

1907 Reassignment

- (a) *Not applicable to Home Care Direct Service Staff or Mental Health Proctors*

In the event that the Employer needs to reassign staff within the site due to operational requirements, **reassignments of qualified employees will be made in an equitable manner (with seniority as the prioritizing factor)** where the need exists.

- (b) ***Applicable to Riverview Health Centre***

In the event that the Employer needs to reassign staff within the site due to operational requirements, such reassignment will be done equitably, starting with non regular staff from the unit and on a rotating basis amongst the site that are in the same bargaining unit as the classification where the need exists.

- 1908 Requests for interchanges in posted shifts shall be submitted in writing co-signed by the employee willing to exchange shifts with the applicant. These requests are subject to the approval of the Department Head or designate and shall not result in overtime costs to the facility, and shall not be unreasonably denied.

1909 Shift Pattern Change

Not applicable to Home Care Direct Service Staff

Should the Employer desire to permanently make changes to the shift pattern (master rotation) that may affect the shifts in the pattern (Day/Evening/Night and weekends) or start and end times of shifts, the Employer shall serve ninety (90) days' notice to the Union.

The Employer and the Union shall enter discussions regarding the process for employee rotation selection to be done in seniority order.

ARTICLE 20: OVERTIME

- 2001 Overtime shall be the time worked in excess of the daily or biweekly hours of work as specified in Article 18, or in excess of the normal equivalent full-time hours in the shift schedule in effect on the unit/base location/site for both full-time and part-time employees, such time to have been authorized in such manner and by such person as may be authorized by the Employer. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 2002.
- 2002 (a) Employees shall receive two (2x) times their basic rate of pay for authorized overtime in any one (1) day.
- (b) **In addition to the basic rate of pay for rest periods**, employees shall receive **an additional** one (1x) times their basic rate of pay for authorized overtime due to a missed paid rest period.
- (c) An employee who works authorized overtime on a general holiday shall receive two and one-half (2½x) times the employee's basic rate of pay.
- 2003 At the employee's request, overtime shall be banked and shall be compensated by time off at overtime rates to be taken at a time mutually agreed. At the employee's request, any banked overtime, or portion thereof, shall be paid out at any time on a regular pay cheque. Overtime may be accumulated to a maximum of eighty (80) hours at any one time. Any overtime in excess of that amount shall be paid as earned. All accumulated overtime must be taken as time off or paid out by March 31st of each fiscal year. Accumulated overtime not taken as time off or paid out by this date shall be paid to the employee in the last pay period of the fiscal year on a separate cheque without a surcharge.

- 2004 Overtime may be cancelled by the Employer prior to the employee reporting for duty as follows:
- (a) Except as stated in (b) below, notification for the cancellation of overtime shall be provided a minimum of three (3) hours prior to the commencement of the start of the overtime period.
 - (b) In the event the overtime was authorized within three (3) hours of the commencement of the overtime period, the overtime may be cancelled as soon as reasonably possible.
 - (c) Should the employee report for duty prior to the cancellation of the overtime, the employee shall be paid three (3) hours at overtime rates.
- 2005 Subject to Article 3103, an employee who is absent on paid time off during their posted shift schedule shall, for the purpose of computing overtime pay, be considered as if the employee had worked their regular hours during such absence.
- 2006
- (a) Employees working two (2) consecutive full shifts as provided in 1801 shall receive two (2x) times the employee's basic rate of pay for the additional shift.
 - (b) For periods of overlap, the employee shall not get the period of overlap paid twice. Employees will receive their basic rate of pay for the period of overlap.
- 2007
- (a) Overtime shall be distributed (offered) as equitably as reasonably possible among employees who have declared their availability and are qualified (for Home Care employees this shall include but is not limited to client continuity, client specific training, gender and/or availability of vehicle) to perform the available work. It is recognized that seniority will be a prioritizing factor in determining an equitable distribution of work.
 - (b) **Employees will not be provided preference for overtime during the employee's scheduled vacation period, income protection, or any other period of paid or unpaid leaves of absence.**
 - (c) Where, subsequent to the shift being worked, a proven Employer error is identified in relation to the seniority factor, the employee will be scheduled for a shift, similar to the shift that was missed, at a mutually agreeable time within thirty (30) days of confirmation of the error. The shift will be supernumerary at the time of scheduling.

Applicable to Trades where the Employer is not able to provide supernumerary shifts, the employee shall receive pay at the appropriate rate for the missed shift.

(d) No employee shall be required to work overtime against their wishes when other qualified employees are available and willing to perform the required work.

2008 Where a full-time employee is required to report back to work outside their regular working hours Article 2104 shall apply.

2009 An employee required to work overtime, without advance notice, for a period in excess of two (2) hours immediately following their regular hours of work shall be supplied with a meal **from the Employer cafeteria** at no cost to the employee **or a payment of twelve dollars (12.00) will be made.**

2010 **When time switches from Central Standard to Daylight Saving Time and vice-versa, an employee shall be paid for actual scheduled hours and where the number of hours exceeds the normal daily hours of work the employee shall be paid at the applicable overtime rate for all hours scheduled in excess of the normal daily hours of work.**

ARTICLE 21: STANDBY AND CALLBACK

Also see: Article 20: Overtime

Article 22: Premiums

Article 26: Transportation Allowance

Article 31: Special Provisions re. Part-time Employees

Article 33: Special Provisions re. Casual Employees

2101 "Standby" shall refer to any period of time duly authorized by the Employer during which an employee designated by the Employer is required to be immediately available by telephone or other contact and may be required to report to work without undue delay.

2102 An employee who is designated by the Employer to be on standby, shall be paid an allowance of two (2) hours basic pay for each eight (8) hour period or a pro rata payment for any portion thereof. Shift premiums are not applicable.

2103 An employee required to return to work outside of their regular working hours shall be paid at the applicable rate of pay for all hours worked with a minimum of three (3) hours pay. Where the employee is called back within two (2) hours prior to the commencement of their next scheduled shift the employee will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.

Applicable to SHEO HSC Trades and Maintenance groups only

An employee required to return to work outside of their regular working hours shall be paid at the applicable rate of pay for all hours worked with a minimum of three (3) hours pay and after 2400 hours, a minimum of four (4) hours pay. Where the employee is called back within two (2) hours prior to the commencement of their next scheduled shift the employee will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.

- 2104 When an employee returning on a callback is on route and the callback is cancelled, the employee shall be paid for not less than one (1) hour at straight time rates.

ARTICLE 22: PREMIUMS

- 2201 (a) Evening Shift

Employees required to work the majority of their hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of **two dollars and twenty-five cents (\$2.25) per hour for that shift.**

The evening shift premium shall also be applicable to each hour worked after 1600 hours on a modified day or evening shift during which at least two (2) hours are worked after 1600 hours.

- (b) Night Shift

Employees required to work the majority of their hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of **three dollars and seventy-five cents (\$3.75) per hour for that shift.**

- 2202 Shift Premium and Weekend Premium **shall be payable on hours worked at overtime rates.**

- 2203 Weekend Premium

A weekend premium of **five dollars and seventy-five cents (\$5.75) per hour** shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between **1800 to 2400 on the Friday evening shift, all shifts worked on Saturday and Sunday and 0001 to 0730 on the night shift which is considered to be the first shift of a Monday.**

This applies to the payment of weekend premium only and shall not change the definition of a weekend under Article 718.

ARTICLE 23: SALARIES, INCREMENTS AND TEMPORARY ASSIGNMENTS

2301 Employees shall be paid in accordance with Schedule "A" attached to and forming part of this Agreement.

2302 (a) Employees shall be paid every two (2) weeks;

(b) *SHEO - Applicable to MATC only
and
WCHREO - Applicable to AMSB, AMSV, Centre de santé Saint-Boniface, Donwood Manor, FDL, HFH, Klinik Community Health, MCC, Meadowood Manor, Nine Circles Community Health Centre, Nor'west Co-op Community Health, SERC, Southeast Personal Care Home, The Convalescent Home of Winnipeg and WHC only*

Should an error be made in an employee's pay which results in a loss of at least one (1) normal day's regular pay as referenced in Article 1801, the Employer agrees to issue a manual cheque or direct deposit within seven (7) calendar days after becoming aware of the error upon request from the employee. If the error results in a loss of less one (1) normal day's regular pay, the correction will be made on the next scheduled pay day.

Applicable to all other Employers

Should an error be made in an employee's pay which results in a loss of at least one (1) normal day's regular pay as referenced in Article 1801, the Employer agrees to issue a manual cheque or direct deposit within four (4) business days after becoming aware of the error, upon request from the employee. If the error results in a loss of less one (1) normal day's regular pay, the correction will be made on the next scheduled pay day.

2303 Increments for full-time employees shall be due on the anniversary date of the employee's date of employment. Subject to Article 1203 (c), when an unpaid leave of absence in excess of four (4) weeks is granted, the anniversary increment for the employee shall move forward in direct relation to the length of the leave.

2304 Temporary Assignment of Duty

- (a) *For WCHREO only - Applicable to Klinik Community Health, MCC, Nine Circles Community Health Centre, Nor'west Co-op Community Health, SERC and WHC only*

In the event that an employee is assigned temporarily to a higher paid position with the same Employer, within the scope of this Agreement to perform for a period in excess of two (2) days and provided the employee carries out substantially all of the duties and responsibilities of the position, the employee shall be paid the higher of **one dollar and seventy cents (\$1.70)** per hour, or the Start rate for the higher classification from the first day of assuming such position with the proviso that at no time will the hourly rate exceed the maximum hourly rate of the position to which the employee is assigned.

- (b) *Applicable to all others*

In the event that an employee is assigned temporarily to a higher paid position with the same Employer, within the scope of this Agreement and provided the employee carries out substantially all of the duties and responsibilities of the position, the employee shall be paid the higher of **one dollar and seventy cents (\$1.70)** per hour, or the Start rate for the higher classification from the first day of assuming such position with the proviso that at no time will the hourly rate exceed the maximum hourly rate of the position to which the employee is assigned.

- (c) In the event that an employee is assigned temporarily to a higher paid position within the jurisdiction of the Employer but which is out of scope of this Agreement and provided the employee carries out substantially all of the duties and responsibilities of the position, the employee shall be paid a premium of **one dollar and eighty cents (\$1.80)** per hour.

- 2305 (a) All retroactive wage and benefit adjustments shall be made payable within one hundred and twenty (120) calendar days of ratification of this Agreement. Such payments will be made on a separate deposit from their regular pay.
- (b) Former employees shall receive any applicable retroactive pay provided they request the retroactive pay from the Employer in writing with their current mailing address no later than **one hundred and eighty (180) days after the ratification date (August 23, 2024 (NHREO Community and Facility Support), August 29th, 2024 (SHREO Facility Support), and October 18, 2024 (SHREO**

Community Support, WCHREO Community and Facility Support and SHEO Community and Facility Support).

- (c) Failure to meet the commitment in (a) above shall result in the parties meeting to determine a remedy if appropriate.**

Where the parties are unable to come to an agreement or a remedy if appropriate, the Parties will refer the matter to expedited arbitration.

- 2306 “Basic or Regular Salary or Pay” shall mean the rates of pay shown in Schedule “A” plus academic allowance where applicable.
- 2307 The Employer shall endeavor to have detailed cheque stubs made available one (1) day preceding payday, or earlier if possible.
- 2308 (a) When an employee reports to work, or is called, and is requested to work in a lower paid classification the employee shall be paid their current rate of pay.
- (b) When an employee voluntarily works a shift in a lower paid classification, the employee shall be paid at the same increment step on the lower paid classification as they are paid on their current classification.
- 2309 No employee will be temporarily assigned to a vacant position for more than three (3) months. If after three (3) months the position is still to be filled on a temporary basis, a temporary appointment will be made.
- 2310 Where an employee is hired who does not possess certain required qualification(s) and where attainment of these qualification(s) is a condition of employment, the employee shall be eligible for increments provided that the employee furnishes proof of enrolment and satisfactory progress towards the completion of the course.
- 2311 Telephone calls outside of work hours
- When an employee, whether on standby or not, is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the following shall apply:
- (a) An employee who has not completed their regular daily or biweekly hours of work shall be paid at their basic rate of pay for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than

fifteen (15) minutes, the employee shall be compensated at their basic rate of pay for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultations extending beyond fifteen (15) minutes shall be compensated at the next higher 15-minute interval.

- (b) An employee who has completed their regular daily or biweekly hours of work shall be paid at the applicable overtime rate for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at the applicable overtime rate for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultations extending beyond fifteen (15) minutes shall be compensated at the next higher 15-minute interval.
- (c) For purposes of calculation as per (a) and (b) above, accumulated time spent on telephone consultations shall be calculated from 0001 to 2400 hours daily.
- (d) Employees consulted by telephone outside of their regular working hours shall document all calls received and shall submit a log of all such calls to their Supervisor for processing.
- (e) The Parties agree that when an employee, whether on standby or not, is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the telephone consult shall not constitute a callback to work.

ARTICLE 24: PRE-RETIREMENT LEAVE

2401 Employees who:

- (a) retire at age sixty-five (65) years; or
- (b) retire after age sixty-five (65) years; or
- (c) have completed at least ten (10) years continuous service/length of employment with the Employer and retire after age fifty-five (55) years but before age sixty-five (65) years; or
- (d) have completed at least ten (10) years continuous service/length of employment with the Employer, whose age plus years of service equal eighty (80);

shall be granted paid pre-retirement leave on the basis of four (4) days per year of employment calculated in accordance with Article 2402.

- 2402 Except as provided in 1209, calculation of retirement bonus entitlement shall begin from the date of the employee's last commencing employment at the site with the Employer and shall be based on the employee's total seniority on the date of retirement. Calculated as follows:

$$\frac{\text{Total Seniority on Date of Retirement}}{\text{Full-time Hours}} \times 4 \text{ days}$$

- 2403 Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date shall be the last day worked in cases where an employee chooses lump sum payment.

For employees retiring under the Civil Service Superannuation plan, in accordance with the provisions of the plan, payment shall be made in a lump sum and the retirement date shall be the last day worked.

- 2404 Permanent employees who terminate employment at any time due to permanent disability shall be granted pre-retirement leave, payable in a lump sum, on the basis of four (4) days per year of employment and in accordance with the calculation methods prescribed in this Collective Agreement.
- 2405 Where an employee is entitled to pre-retirement bonus in accordance with the conditions listed above, and the employee dies prior to receiving this benefit, it is understood that the pre-retirement bonus benefit shall be paid to their estate.
- 2406 An employee who has received a pre-retirement benefit under the provisions of this article that is re-hired by any Employer that is part of any Employers Organization will not be entitled to receive the pre-retirement benefit again.

- 2407 *Applicable to Klinik Community Health, MCC, Nine Circles Community Health Centre, Nor'west Co-op Community Health, RCC, SERC, and WHC*

Conditional on the continuance of funding bodies' policies to reimburse the Employer for pre-retirement leave, the Employer will provide employees with pre-retirement leave in accordance with the provisions of Article 24.

ARTICLE 25: EMPLOYMENT SECURITY, LAYOFF AND RECALL

- 2501 A layoff shall be any reduction in the work force or any permanent reduction of an employee's normal hours of work due to lack of work.

2502 Employment Security

- (a) The Employer shall notify the Union, in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of staff.
 - (i) identification of position;
 - (ii) name of incumbent(s);
 - (iii) reasons for deletion.
- (b) If it becomes necessary to reduce the staffing complement, all avenues relevant to the issue of employment security for the employees will be examined and discussed between the Employer and the Union, no later than twenty (20) days after the notification in (a) above.
- (c) The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after (b) above.
- (d) The Employer will, wherever reasonably possible, carry out these reductions by way of attrition.
- (e) In keeping with the Employer's commitment to ensure that any affected employee shall retain employment with the Employer, and where reductions cannot be dealt with through attrition, the employee shall be:
 - (i) given the opportunity to fill any current vacancy with the Employer provided they possess the seniority, qualifications and ability to perform the position; or
 - (ii) Article 2505 (b) shall apply.

Any employee thus displaced shall have the same rights.
- (f) Should the employee choose to not exercise seniority rights under Article 2505 (b) then the employee shall be placed on layoff.
- (g) In the event of (e) above occurring or in the event of the closure of a Site and in conjunction with (h) below, the Employer will make every reasonable effort to achieve necessary funding for retraining to assist with future employment opportunities.

- (h) The Employer and Union will also cooperate with other Employers, Unions, the Provincial Health Labour Relations Services, and/or the Government of Manitoba, to participate in the establishment of a broader retraining effort where reasonably possible.

2503 Layoff

In the event of a layoff, employees other than probationary or term employees shall receive notice or pay in lieu of such notice as follows:

- (a) two (2) weeks' notice for layoff up to eight (8) weeks;
- (b) four (4) weeks' notice for layoff of more than eight (8) weeks.

2504 When reducing staff, senior employees shall be retained, providing their qualifications and ability are sufficient to perform the required duties.

2505 (a) If the layoff is expected to be temporary (of not more than eight (8) weeks' duration), employees shall be laid off in reverse order of seniority within the department affected.

(b) *Applicable to SHEO and WCHREO only*

If the layoff is expected to or actually does exceed eight (8) weeks' duration, an employee shall be entitled to exercise their employer seniority to displace an employee in any classification within the bargaining unit at the site, regardless of EFT, with the same or lower salary range, provided the employee possesses the qualifications and ability sufficient to perform the required work, or accept layoff.

Where due to seniority level this is not possible, an employee shall then be entitled to exercise their employer seniority to displace an employee in any classification within the other support bargaining unit at the site, regardless of EFT, with the same or lower salary range, provided the employee possesses the qualifications and ability sufficient to perform the required work, or accept layoff.

Any employee thus displaced shall have the same rights.

Applicable to NHREO and SHREO only

(i) If the layoff is expected to or actually does exceed eight (8) weeks' duration, an employee shall be entitled to exercise their seniority to displace an employee in any classification, regardless of EFT, with the same or lower salary range within the bargaining unit and at the site, provided the employee

possesses the qualifications and ability sufficient to perform the required work, or to accept layoff.

- (ii) Where due to seniority level this is not possible, an employee shall then be entitled to exercise their seniority to displace any employee in any classification, regardless of EFT, with the same or lower salary range within the bargaining unit at other sites comprising the Employer, provided the employee possesses the qualifications and ability sufficient to perform the required work, or to accept layoff.
- (iii) Where due to seniority level an employee is unable to secure a position within their bargaining unit, they shall then be entitled to exercise their employer seniority to displace an employee in any classification within the other support bargaining unit at the site, regardless of EFT, with the same or lower salary range, provided the employee possesses the qualifications and ability sufficient to perform the required work, or accept layoff.
- (iv) Where due to seniority level an employee is unable to secure a position within their bargaining unit and site, they shall then be entitled to exercise their employer seniority to displace an employee in any classification within the other support bargaining unit at other sites comprising the Employer, regardless of EFT, with the same or lower salary range, provided the employee possesses the qualifications and ability sufficient to perform the required work, or accept layoff.

Any employee thus displaced shall have the same rights.

- (c) When exercising their seniority, an employee shall not be entitled to displace into more than one established position within the Employer.
- (d) For the purpose of interpreting the meaning of "same or lower salary range", it is agreed that classifications will be considered to be the same provided that the maximum of the salary range the employee is considering displacing into is within three percent (3%) of the maximum of the salary range for the position currently held by the employee.
- (e) Should the employee displace into a position with a salary range considered to be the same, the employee will be paid at the same increment level that they currently hold.
- (f) In the event an employee chooses not to exercise their rights under 2505 (b) above, the employee shall be placed on layoff.

2506 Notice of layoff shall be given by personal service or by registered mail to the employee and a copy of the notice will be provided to the Union.

An employee who is on layoff shall not be entitled to notice of layoff when the employee returns to work on an incidental basis.

2507 Notwithstanding Article 3107 additional available shifts/hours shall be offered to an employee on layoff, before part-time and casual employees, provided the employee possesses qualifications and ability sufficient to perform the required work. The employee on layoff will receive preferential consideration for the assignment of additional available shifts/hours provided that this will not result in the employee working in excess of their previous EFT commitment. Notwithstanding Article 1908, when an employee does not work part or all of said additional available shifts/hours, for any reason, payment shall be made only in respect of hours actually worked.

In the event the employee accepts additional available shifts/hours, the provisions of the Collective Agreement shall be applicable except as modified hereinafter:

(a) Vacation shall be calculated in accordance with Article 1503 and shall be paid at the prevailing rate for the employee on each pay deposit, and shall be prorated on the basis of hours paid at regular rate of pay;

(b) Income protection accumulation shall be calculated as follows:

$$\frac{\text{Additional available hours worked by the laid off employee}}{\text{Full-time Hours}} \times \text{Entitlement of Full-time Employee}$$

(c) Seniority shall be calculated in accordance with regular paid hours;

(d) The employee shall be paid **five percent (5.0%)** of the basic rate of pay in lieu of time off on General Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay deposit;

(e) Participation in benefit plans is subject to the provisions of each plan.

(f) Any period of time during a layoff when the employee works additional available shifts/hours or works in a term position shall not extend the three (3) year period referenced in Article 1206 (c). However, an employee on layoff who is recalled into a term position shall retain their right to be recalled into a permanent position while working in the term position.

- (g) Employees working such additional shifts shall retain their increment step for their previous position they had prior to being placed in layoff.

2508 In the event of a permanent layoff, accumulated vacation, General Holidays, and banked overtime shall be paid out at the time of the layoff. In the event of a temporary layoff, an employee may request to have their accumulated vacation, General Holidays and banked overtime paid out. Any remaining hours within these banks will be paid out at the appropriate year end in accordance with the Collective Agreement.

2509 Employees who are absent from work due to a leave of absence for any reason shall be advised of layoff in accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.

2510 Laid off employees shall be entitled to apply for job vacancies other than those to which they have recall rights.

2511 A recalled employee must communicate with the Employer by telephone within seven (7) calendar days of notice of recall being delivered.

2512 Recall

No new employee shall be hired until those laid off have been given an opportunity for recall to positions for which they possess the qualifications and ability sufficient to perform the required duties.

2513 Recall shall be made in writing either by personal service or registered mail and shall provide for at least one (1) week's notice to report back to work. To be eligible for recall, prior to the employee's last shift worked, the employee must provide the Employer with their current address, and contact information, and further, must inform the Employer of any address changes.

2514 *Applicable to SHEO and WCHREO only*

Laid off employee shall be recalled in seniority order to vacancies occurring at the originating site in equal or lower EFT status and in equal or lower paid classifications provided they possess qualifications and ability sufficient to perform the required work.

Applicable to NHREO and SHREO only

Laid off employees shall be recalled in order of seniority to vacancies occurring at the originating site and at other sites within the Employer, within a fifty (50) kilometre radius of the originating site. Such recall shall be to

vacancies in equal or lower paid classifications and in equal or lower EFT status provided that the employee possesses qualifications and ability sufficient to perform the required work.

This will not preclude the employee from requesting in writing, at the time of layoff or subsequently, recall to sites outside the fifty (50) kilometre radius.

2515 Should a laid off employee be recalled to a term position, the provisions of the Collective Agreement shall apply as modified hereinafter:

- (a) an employee who is awarded a term position which is of a lesser EFT than what the employee occupied immediately prior to layoff, shall continue to be entitled to preferential consideration for the assignment of additional available hours in accordance with Article 3107 (a) providing that this will not result in the employee working in excess of their previous EFT commitment;
- (b) at the expiry of the term position, the employee will return to the recall list;
- (c) any vacation earned during a term position will be paid out at the end of the term position unless the employee secures another position prior to the end of it.

2516 The right of an employee who has been laid off to be recalled will be forfeited in the following circumstances:

- (a) if the employee did not communicate with the Employer as specified in 2511, or;
- (b) if the employee did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer, or;
- (c) a thirty-six (36) month period has elapsed since the initial date of layoff.

2517 The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that they decline employment in a lower classification or lower EFT than the employee held prior to layoff, shall not terminate for failure to report for duty in that instance.

ARTICLE 26: TRANSPORTATION ALLOWANCE

2601 If the Employer requires an employee to:

- (a) Arrive at or leave the facility between 0001 and 0600 hours and if they do not have their own transportation and if public transportation is not readily available, the Employer will reimburse the employee for taxi fare.
- (b) Return to the worksite on a callback shall be paid the prevailing Province of Manitoba mileage rate per kilometre for use of their own personal vehicle subject to a minimum of **five dollars (\$5.00)** and a maximum of twenty-five dollars (\$25.00) return trip or reimbursed taxi fare/Uber-type to and from the worksite subject to a maximum of twenty-five dollars (\$25.00).

Not applicable to Home Care Direct Service Staff or Mental Health Proctors

- (c) (i) Use their own personal vehicle during the course of their duties, for Employer business which has been pre-authorized by the Employer, the employee shall be reimbursed in accordance with the applicable prevailing Province of Manitoba mileage rates with a minimum of **five dollars (\$5.00)** per return trip.
- (ii) On a regular basis, to use their own personal vehicle during the course of their duties, for Employer business which has been pre-authorized by the Employer, to travel to meetings and appointments within the community area, often within a few kilometers or less, the Parties agree that the minimum payment per trip shall not apply.

2602 Escort Duty

An employee reporting for work and/or assigned to escort duty shall be paid at the appropriate rate of pay for time involved with the patient, with a minimum guarantee of three (3) hours pay. Where such escort duty results in the employee being away from the work site for four (4) hours or more, the employee shall be reimbursed **twelve dollars (\$12.00)** for the purchase of a meal.

ARTICLE 27: EDUCATION AND TRAINING

2701 Employees shall be encouraged to improve their abilities by participation in available training programs.

2702 After written application from an employee and at the sole discretion of the Employer, necessary **paid** time off and/or subsidies may be granted to the employee to attend educational, **continuing education required by their designation, and** training programs, which are relevant to their employment with the Employer. **Such leave will not be unreasonably denied.**

2703 Course Attendance

- (a) (i) Where the Employer requires an employee to attend educational conferences, workshops, programs, certifications or courses during their regular hours of work, the employee shall be paid their regular rate of pay (at straight time rates). The Employer shall pay all registration/tuition fees and approved expenses.
- (ii) Where the Employer requires an employee to attend educational conferences, workshops or courses outside of their regular hours of work, the employee shall either be paid their regular rate of pay (at straight time rates), or the employee's hours of work shall be changed in accordance with the provisions of the Collective Agreement to accommodate the schedule of the program attended, and they shall be paid their regular pay (at straight time). The Employer shall pay all registration/tuition fees and approved expenses.
- (b) An employee required by the Employer to attend educational conferences, workshops, or courses (outside of their city/town or an eighty (80) km boundary) that requires an overnight stay of one night or more, shall be paid as follows:
 - (i) Where the employee leaves for, or attends the conference, workshop or course during their regular work day, they shall be paid their regular day's salary for that day.
 - (ii) Where the employee attends a course or conference outside of their regular working hours, for each twenty-four (24) hour period the employee is away, including travel and program time, the employee shall be paid their regular day's salary for their normal shift length. Anything past their regular shift length shall be paid the regular rate of pay prorated for less than twenty-four (24) hour periods.
 - (iii) Travel time to or from an educational conference, workshop, or course outside of regular working hours, where an employee has also worked a full shift on that same day, shall be paid at their regular rate of pay.

- (iv) All travel arrangements and accommodations must be approved by the Employer in advance.
- (v) Employees are entitled to cash advances for anticipated expenses related to an out-of-town trip.

2704 An employee shall be entitled to a leave of absence without pay and without loss of seniority and benefits to write examinations to upgrade their employment qualifications provided the examination is related to their employment with the Employer.

2705 Where the Employer requires an employee to attend educational events or staff meetings during non-working time, the Employer shall pay for the time of such attendance at straight time rates.

It is understood that individual employee meetings are not considered staff meetings for the purposes of this Article.

2706 Unless mutually agreed otherwise, employees who are hired by the Employer in an underfill capacity shall pay for any training and/or education required to achieve the minimum qualifications of the position they are underfilling.

2707 Education, training, workshops or courses necessary to achieve a federal, provincial or municipal certification, licensure or ticket which is necessary for the employee's classification as stipulated in the specific job description, including any mandated recertification, renewal or relicensing, will not be subject to Employer payments as noted above and the employee will be responsible for all associated costs. **However, at the sole discretion of the Employer mileage and expenses such as parking may be reimbursed.**

This shall also apply when a regulatory body requires educational conferences, workshops or courses to be taken to maintain a ticket, license or certificate.

ARTICLE 28: NOTICE OF TERMINATION OF EMPLOYMENT

2801 An employee may terminate their employment by giving four (4) weeks' written notice, exclusive of vacation.

Employees wishing to resign shall provide the Employer with a written notice of resignation which shall specify the last day upon which an employee will perform their regular duties.

- 2802 Employment may be terminated with lesser notice or without notice:
- (a) by mutual agreement between the Employer and the employee; or
 - (b) during the probationary period of an employee without recourse to the grievance procedure; or
 - (c) in the event an employee is dismissed for sufficient cause to justify lesser or no notice.
- 2803 The Employer may give equivalent basic pay in lieu of notice.
- 2804 Subject to other provisions contained in this Agreement relative to termination of employment, the Employer will make available all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement on the pay deposit applicable to the pay period in which the termination date has occurred. Where an employee's employment is terminated by the Employer, the Employer will make available within ten (10) calendar days after termination, all amounts due to the employee including unpaid wages and pay in lieu of unused vacation time.
- 2805 The employee agrees to return all equipment, keys, identification, uniforms, and other items belonging to the Employer upon termination.

ARTICLE 29: DISCIPLINE AND ACCESS TO PERSONNEL FILES

- 2901 An employee may be disciplined, discharged, or suspended for just cause only upon the authority of the Senior Administrative Officer as determined by the Employer or designate. Such employee shall be advised promptly in writing, either by registered mail or personal service, of the reason for dismissal or suspension, with a copy being sent to the Union Representative.
- 2902 In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee and, when possible, shall give the employee advance notice of the nature of the complaint. The employee may be accompanied at the meeting by a Union Representative if they so desire.
- 2903 If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.

- 2904 Upon written request, an employee shall be given the opportunity to examine any document which is placed in their personnel file, provided no part thereof is removed from the file, including but not limited to, those documents which may be utilized to substantiate a disciplinary action against the employee, and the employee's reply to any such document shall also be placed in their personnel file. Upon written request the employee shall also receive an exact electronic copy of any document forming part of their file at their own expense. The Employer shall endeavor, where reasonably possible, to provide the copy within three (3) business days.
- 2905 An employee accompanied by a Union Representative if the employee so elects, may examine their personnel file on request within seven (7) calendar days. The employee shall have recourse to the grievance procedure to dispute any derogatory entry in their personnel file. The Employer agrees not to introduce as evidence any such derogatory entry at any hearing unless the employee has been made aware of its contents at the time of filing or a reasonable time thereafter.
- 2906 An employee required by the Employer to attend a disciplinary, investigative and/or attendance support meeting outside of their regular scheduled hours shall be compensated at the appropriate rate of pay for the duration of the time the employee is in attendance at the meeting.
- 2907 There shall be one (1) personnel file maintained by the Employer for each employee.
- Applicable to WCHREO only*
- There shall be one (1) personnel file maintained by the site for each employee.
- 2908 Where a formal assessment of an employee's performance is made, the employee concerned shall be given an opportunity to sign the assessment form upon its completion to indicate that its contents have been read. Employees shall have the right to place their own comments on the form where such space is provided or to append their comments to the form where no space is provided. An employee shall, upon request, receive a copy of the assessment.

ARTICLE 30: EMPLOYEE BENEFITS

3001 Dental Plan

- (a) *Applicable to CCMB and HSC only*

The current dental plan will pay a percentage of basic and major dental expenses in accordance with the Manitoba Dental Association fee schedule in place at the time the services are provided.

(b) *Applicable to all sites except HSC and CCMB*

The Parties agree that during the life of this Agreement, the HEB Manitoba (Healthcare Employee Benefit Plans) sponsored Dental Plan will be cost-shared on a 50/50 basis.

3002 Healthcare Employee Benefit Plans (HEB) Disability and Rehabilitation Plan

The HEB Manitoba Disability and Rehabilitation Plan shall continue to be implemented for all eligible employees. The Employer will contribute to a maximum of 2.3% of base salary to fund the HEB Manitoba Disability and Rehabilitation Plan.

The Parties agree that income protection credits and Workers Compensation benefits will be used to offset the elimination period. Once the elimination period has been exhausted, the employee will commence drawing disability benefits. An employee may claim income protection for a period of time not to exceed the elimination period.

It is understood that the elimination period for the HEB Manitoba Disability and Rehabilitation plan is one hundred and nineteen (119) calendar days.

- 3003
- (a) The Parties agree to participate in the HEB Manitoba Pension Plan (HEPP) in accordance with its terms and conditions including established contribution rates as set out in the HEB Manitoba Pension Plan Trust Agreement, HEB Manitoba Pension Plan text and other applicable written policies and guidelines.
 - (b) Any disputes with respect to the level of pension entitlement shall not be subject to the grievance and arbitration procedure under this Agreement but shall be subject to adjudication in accordance with the terms of HEPP.
 - (c) In the event that the contributions required by the HEB Pension Plan text are not sufficient to fund the necessary pension benefits, the Parties to this Agreement shall meet forthwith to determine an appropriate funding mechanism. The contribution rate may only be amended by the process outlined in the Pension Plan text or through collective bargaining.

3004 All employees transitioned to the Regional Health Authorities from the Civil Service will remain in the Government of Manitoba benefit plans consistent with those in place in the Civil Service at the time of the employee's transition to the receiving Employer. These benefit plans currently include the Dental Plan, Long Term Disability Plan, Ambulance and Hospital Semiprivate Plan (AHSP), Group Extended Health Plan, Group Life Insurance Plan, Pension Plan, and the Vision Care Plan, and will be legacied to those plans for the duration of their employment with the Employer.

All future changes to Benefit Plans negotiated in the Civil Service shall be applicable to the employees who are legacied to these plans.

3005 Extended Health Care Plan:

- All employees who are enrolled or become enrolled in accordance with the options set out below will be in the HEB Manitoba Extended Health Care Plan.
- New employees will, as a condition of employment, be required to participate in the Plan subject to plan text enrolment requirements unless they are eligible to waive participation in accordance with the plan text.
- Plan premiums will be paid fifty percent (50%) by the Employer and fifty percent (50%) by the employee.

Any other enrolment changes will be as per the HEB Manitoba plan text.

3006 Health Spending Account (HSA):

- A Health Spending Account (HSA) shall be made available for eligible employees. The HSA shall only apply and be made available to top up the existing benefits provided in the HEB Manitoba Disability "Enhanced" Extended Health Benefit Plan and the HEB Manitoba Dental Plan.
- The annual HSA benefit amounts shall be:

Effective August 1, 2023

- **\$1,250 for full-time employees;**
- **\$1,000 for part-time employees.**
- For the purpose of the HSA, an employee is deemed to qualify for the full-time benefit if the employee has been paid by the Employer for a minimum of 1,500 hours in the previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether an employee qualifies for the full-time benefit.

- A “year” or “the annual HSA benefit” is defined as the calendar year - January 1st to December 31st.
- In order to be eligible for the HSA an employee must be enrolled in the Extended Health Care Plan.
- New employees who become enrolled in the Extended Health Care Plan will commence HSA coverage following one (1) year participation in the Extended Health Care Plan.
- Unutilized HSA monies are not carried over to the subsequent year.

3007 Premiums when on Unpaid Leave of Absence (LOA)

Employees will pay the Employer’s and the employee’s share of Group Health, Dental, Group Life and Disability & Rehabilitation (D&R) when on any unpaid LOA.

Subject to the terms of the plan, where an employee is on any return-to-work program where all or a portion of the employee’s wages are being paid by the Employer, the Employer will pay the Employer’s share of the premiums on the condition the employee is paying their share.

3008 *Applicable to Riverview Health Centre only*

Group Life Insurance Plan

The following summary explains the main features of the Group Life Insurance Plan. It should be used as a guide only. The Group Insurance Plan Bylaw 5644/91 must be consulted for the purpose of interpreting or applying the provisions of the program.

(a) Commencement of Insurance

On the first day of the pay period after the employee becomes a member of the Plan.

(b) Amount of Insurance

The amount of insurance on the life of each employee participating in the Plan is equal to one (1), three (3) or four (4) times the employee’s yearly earnings rate.

For this purpose, each employee’s yearly earnings rate shall be determined by using the following procedure:

- (i) if a member is employed in a permanent position, the member's average earnings for the thirteen (13) pay periods immediately prior to the date as at which the calculation is being made. If the member did not receive earnings in each of these thirteen (13) pay periods, the member's earnings for the period covered by these pay periods shall be divided by the number of pay periods for which the member received earnings; or
- (ii) if the member is employed in a temporary position, the member's earnings for the twenty-six (26) pay periods immediately prior to the date as at which the calculation is being made, divided by twenty-six (26);

Each employee will be insured for an amount of insurance equal to two times their yearly earnings rate unless the employee indicated that they want the amount of insurance to be equal to one (1) or three (3) times the yearly earnings rate.

(c) Termination of Insurance

Each employee's insurance terminates on the last day of the pay period in which the employee terminates service, unless they are receiving a pension from the Civic Employees' Pension Plan. If they are receiving a pension the employee can continue to be insured. The Plan provides for a Group Term Conversion Privilege. Please contact the Board for information.

(d) Amount of Insurance after Pension Commences

(i) Prior to age 65:

If the employee is not receiving a disability pension but has retired, fifty percent (50%) of the amount of the insurance in effect on their life immediately prior to retirement (but only with respect to one (1) or two (2) times yearly earnings).

(ii) After age 65 and prior to age 70:

Twenty-five percent (25%) of the amount of insurance in effect on the employee's life immediately prior to retirement (but only with respect to one (1) or two (2) times yearly earnings).

(iii) After age 70:

Fifteen percent (15%) of the amount of insurance in effect on the employee's life immediately prior to retirement (but only with respect to one (1) or two (2) times yearly earnings).

(e) Death Benefit

Your group life insurance will be paid in a lump sum to your designated beneficiary or estate in the event of your death.

(f) Disability

While receiving a disability pension from this Plan, disability income from a group insurance policy issued to the City, or in receipt of periodic payments from Workers Compensation, provided a member has not yet attained age 65 and has paid all contributions which have become due, the amount of insurance will be determined in accordance with section (b) above.

(g) Who Pays for the Cost of My Insurance?

You and the Centre share the cost.

3009 *Applicable to Riverview Health Centre only*

The Parties acknowledge the incorporation of Riverview Health Centre as a separate legal entity, with ties to City of Winnipeg for pension purposes. Therefore the pension plan shall be as follows:

Pension Plan

- (a) The Parties agree to participate in the Winnipeg Civic Employee Benefits Program (the "Program") and to be bound by its terms and conditions, including any applicable trust agreements, plan texts or other governance documents, written policies and guidelines. The Program shall consist of the Winnipeg Civic Employees' Early Retirement Benefits Arrangement, Long Term Disability Plan, Pension Plan;
- (b) Any disputes with respect to member benefits under the Program shall not be subject of the grievance and arbitration procedure under this Agreement, but shall be subject to adjudication under the terms of the Program documents and such procedures that the Program Trustees may adopt from time to time, or such procedures as may otherwise be available at law.

ARTICLE 31: SPECIAL PROVISIONS RE. PART-TIME EMPLOYEES3101 Assignment

A part-time employee shall be assigned and committed to work for the number of hours as agreed to in writing at the time of employment or as subsequently revised by mutual agreement in consultation with the Union. At no time shall a part-time employee accrue seniority or benefits greater than full-time equivalent for their classification in accordance with Article 1801 (e.g., 1885, 1950, 2015 and 2080 hours) in any one year.

3102 Income Protection in Case of Illness

- (a) Part-time employees shall accumulate income protection credits on a pro rata basis, in accordance with this formula.

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of Full-time Employee}$$

- (b) Part-time employees may claim payment from accumulated income protection credits only for those hours they were scheduled to work but were unable to work due to illness.

3103 Annual Vacations

- (a) Part-time employees shall earn vacation on a pro rata basis in accordance with this formula:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of Full-time Employee}$$

- (b) Part-time employees may select and take vacation only for the amount of vacation hours accrued, up to their EFT, in accordance with the hours earned in (a) above.
- (c) A part-time employee is only able to use accrued vacation for time off up to their established EFT. Vacation pay accrued above the employee's established EFT in accordance with (a) will be taken as vacation payout at the employee's basic rate of pay at the beginning of each vacation year.
- (d) Unless otherwise specified, vacation pay for part-time employees shall be for the full shift taken.

- (e) Unless otherwise specified, all accrued vacation not taken during the vacation year shall be paid out by the end of the vacation year.

3104 General Holidays

- (a) Part-time employees will be paid **five percent (5%)** of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular pay deposit.
- (b) Where a general holiday falls on a part-time employee's normally scheduled day of work, and the employee is not scheduled to work due to service reductions, the Employer, at the request of the employee, will endeavor to schedule an equivalent number of hours within the pay period payable at straight time rates. This request must be made prior to the date of the recognized holiday and is subject to availability of work and shall not be unreasonably denied.

3105 Overtime

(a) Eight (8) Hour or Less Shift Patterns

Part-time employees shall be entitled to overtime rates in accordance with Article 2002 when authorized to work in excess of the daily or biweekly hours of work as specified in Article 1801 or the normal equivalent full-time hours in the biweekly pay period as per each unit/base location/site as specified in Article 2001.

(b) Applicable to "10" and "12" Hour Shift Patterns

Part-time employees shall be entitled to overtime rates in accordance with Article 2002 when authorized to work in excess of the daily or biweekly hours of work as specified in Article 1801 or the normal full-time hours in the posted shift schedule in effect on each unit/base location/office as specified in Article 2001.

3106 Increments

Salary increments for part-time employees will be granted after the completion of the appropriate equivalent full-time annual hours of work with the Employer as specified in Article 1801 until the maximum of the appropriate salary schedule is attained.

3107 Assignment of Additional Hours

- (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours shall be offered such work when

available providing they are qualified and able to perform the required duties (for Home Care Direct Service Staff employees this shall include but is not limited to client continuity, client specific training, gender and/or availability of vehicle). Such additional hours shall be distributed (offered) as equitably as reasonably possible. It is recognized that seniority will be a prioritizing factor in determining an equitable distribution of work.

- (b) It is further understood that such additional hours shall be offered only to the extent that they do not incur any overtime costs to the Employer.

Applicable to Home Care Direct Service Staff only

Any additional hours assigned to a part-time employee may be cancelled prior to its commencement and the employee is not entitled to be paid for those assignments.

- (c) Where, subsequent to the shift being worked, a proven Employer error is identified in relation to the seniority factor, the employee will be scheduled for a shift, similar to the shift that was missed, at a mutually agreeable time within thirty (30) days of confirmation of the error. The shift will be supernumerary at the time of scheduling.
- (d) Should the part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, the employee will henceforth be offered additional hours at the sole discretion of the Employer.
- (e) Where a part-time employee is unable to work all or part of additional hours for any reason, payment shall be made only in respect of hours actually worked.
- (f) Additional hours worked by a part-time employee shall be included when determining an employee's seniority, accumulated vacation pay, accumulated income protection credits, pre-retirement leave and general holiday pay in accordance with Article 3101.
- (g) No benefits other than those referenced in (f) above shall be based on additional hours.
- (h) A part-time employee who works additional available hours in a lower paid classification shall be remunerated in accordance with Article 1405. An employee who works additional available hours in a higher classification shall be remunerated in accordance with Article 1404 (a).

- (i) Part-time employees will not be provided preference for additional hours during the employee's scheduled vacation period, income protection, or any other period of paid or unpaid leaves of absence.
- (j) When a part-time employee is scheduled to work additional shifts for a period of time as described under Article 1408, the employee shall be entitled to income protection benefits and bereavement leave.
- (k) The Employer and the Union agree that this Article shall not prevent the Employer from offering a maximum of two (2) shifts to a part-time employee per calendar month only when the Employer has identified that an employee requires the shift(s) to retain skills within a secondary classification. It is further understood that this shall be an exception to the rule, therefore where the Union advises the Employer that such shift(s) have been offered to an individual employee on a more frequent basis than is deemed acceptable, the Parties shall meet to negotiate a mutually agreed upon resolve.
- (l) When part-time employees are offered and accept additional shifts that are outside the regularly assigned schedule, it shall not be construed as a change of shift or eligible for overtime payments, unless the employee works in excess of the daily or biweekly hours of work, as specified in Article 18.

3108 Callback

Part-time employees required to report back to work outside of their regular working hours shall be paid at the applicable rate of pay for all hours worked or a minimum of three (3) hours whichever is greater. Where the employee is called in within two (2) hours prior to the commencement of their next scheduled shift, the employee will be paid at the applicable rate of pay for all time worked prior to the starting time of the next scheduled shift.

3109 Part-time employees shall be entitled to leave as identified within the provisions of Article 17.

ARTICLE 32: SPECIAL PROVISIONS RE. PART-TIME EMPLOYEES OCCUPYING MORE THAN ONE POSITION

3201 Occupying More Than One Position - Concurrent Employment

Notwithstanding the provisions provided elsewhere in this Agreement, it is agreed that the following will apply to employees occupying more than one (1) part-time position. It is understood that the occupying of more than one (1) position may occur within the site(s) of the Employer.

- (a) Part-time employees shall be eligible to apply for and be awarded more than one (1) part-time position. Where it is determined that it is not feasible for the successful applicant to work in more than one position, the successful applicant will have the option of assuming the position applied for and relinquishing their former position. If approved it is understood that at no time will the arrangement result in a violation of this Agreement or additional cost to the Employer.
- (b) At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT.
- (c) Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time (i.e. the status will not be converted to full-time), and the provisions of Article 31 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- (d) All salary and benefit plans shall be applied on the basis of all regular hours worked.
- (e) Seniority, vacation, income protection and retirement bonus shall be accrued on the basis of regular hours worked.
- (f) Requests for scheduling of such absences as vacation, paid or unpaid leaves of absence shall be submitted to each department/site supervisor/manager and will be considered independently based on the operational requirements of each department/site.

An employee on an approved vacation in one position, and working in the second position shall be paid at straight time rates for regular hours worked in that position.

- (g) Employees taking on an additional position will be subject to a three (3) month trial in accordance with Article 1403.
- (h) Where an approved arrangement is subsequently found to be unworkable by the Employer, upon two (2) weeks' written notice, the affected employee will be required to relinquish one of the positions occupied. The employee shall have the option of being offered additional available hours in the same occupational classification and at the same site where the position was relinquished and in the same manner as laid off employees are offered such shifts under Article 2507. Such preferential consideration shall apply for a period of one year or until such time as the employee secures an alternate position, whichever occurs first.

- (i) Where an approved arrangement is later found to be unworkable by the employee, the employee shall be required to give two (2) weeks' written notice, exclusive of vacation, that the employee wishes to relinquish one of the positions held.
- (j) The provisions of 1902 (b) may be waived by mutual agreement between the Employer and the employee.

ARTICLE 33: SPECIAL PROVISIONS RE. CASUAL EMPLOYEES

3301 "Casual employee" shall mean a person who replaces an absent employee or is called in to supplement staff coverage. The terms of this Agreement shall not apply to such casual employee, except:

- (a) Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly pay period.
- (b)
 - (i) Casual employees shall be paid not less than the start rate of the position to which they are assigned.
 - (ii) Salary increments for casual employees will be granted after the completion of the appropriate equivalent full-time hours of work with the Employer until the maximum of the appropriate salary schedule is attained.
- (c) Casual employees shall be entitled to the shift premium(s) outlined in Article 22.
- (d) Casual employees required to work on a general holiday shall be paid at the rate specified in Article 1602.
- (e) Casual employees shall be entitled to compensation for overtime worked in accordance with Articles 2001 and 2002.
- (f) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees as stated in Article 2.
- (g) The Employer agrees to deduct Union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 4.
- (h) In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.

- (i) Casual employees reporting for work as requested by the Employer and finding no work available shall be guaranteed three (3) hours pay at their basic rate of pay.
- (j) Casual employees shall commence accruing seniority for the purpose of vacancy selection only. Where the casual employee does not achieve permanent status, accrual of seniority shall also include any hours worked in a term position or hours worked in the probationary period of a permanent position. Where a vacancy is not awarded to a full-time or part-time employee in accordance with Article 1202 and 1401 (b), the position shall be awarded to the most senior casual applicant within the site subject to the employee being able to meet the physical requirements of the job, having the necessary qualifications and a good employment record. The seniority hours accrued during the period of casual employment shall not be carried over to a permanent employment.
- (k) Casual employees will be paid five percent (5%), of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular pay deposit.
- (l) A full-time or part-time employee who resigns and who, within thirty (30) calendar days, is rehired as a casual employee shall be paid at the same increment step as the employee received in their former position.
- (m) Articles 10 and 11 herein apply only with respect to the terms of this article.

ARTICLE 34: SPECIAL PROVISIONS RE. HOME CARE DIRECT SERVICE STAFF AND MENTAL HEALTH PROCTORS

3401 Where legitimate unforeseen circumstances arise that necessitate the employee work beyond their scheduled hours, without an opportunity to obtain prior authorization, the employee shall document same on their time sheet to substantiate the reason for the additional work. Payment for the additional work, at the appropriate rate of pay, shall not be unreasonably denied.

3402 Shift Schedules and Operation

Shift schedules, including the available work period within which work will be scheduled, will be established for each employee and maintained. Each employee's work schedule (i.e. client assignment) will be provided to them in writing on a biweekly basis. When changes to the assignments are made

these shall be communicated verbally by the Resource Coordinator or designate with as much notice as possible.

- (a) The Employer will contact employees who have indicated they are available for additional shifts/hours on their days of rest.
- (b) The Employer may contact all employees on their days of rest only in those instances where the matter is urgent or it pertains to information which must be conveyed prior to the start of the next shift.
- (c) If the Employer reschedules/adds an assignment to an employee's shift which alters their start time, the employee shall be notified of their updated start time prior to the close of their previous shift, subject to (b) above.

3403

Anticipated daily hours of work may be staggered. Notwithstanding, the Employer will endeavour to create consistent and predictable shifts. Where necessary to meet the EFT hour commitment of an employee or to maintain provision of service, an employee may be temporarily reassigned to other work of another base location for which they are qualified. It is understood that such reassignment will only occur within a fifty (50) kilometre radius of the originating base location unless a greater distance is mutually agreed between the Employer and the employee. Should reassignment as contemplated above not be possible, the employee shall receive pay for the scheduled hours not worked. Travel time and mileage will be paid to the employee in accordance with the Collective Agreement.

Where an employee is unable to complete their assignment due to client circumstances, the following will apply:

- (a) "Cancelled Assignments" occur when the employee arrives at the client residence and the client is not home, or the employee is notified of a cancelled assignment that day:
 - (i) the employee must call in to the appropriate office;
 - (ii) if alternate work is available at that time they will be reassigned;
 - (iii) if no alternate work is available, the employee will be paid for the cancelled assignment.
- (b) "Rescheduled Assignments" occur when it becomes known that the client will not be available for an assignment on another calendar day:
 - (i) alternate work will be provided within the available work period on the days remaining within the current pay period;

- (ii) the assignment will be as close to the employee's existing work schedule, as client/operational requirements permit;
 - (iii) if no alternate work is available within the remainder of the pay period, the employee will be topped up for the pay period for the missed assignment.
- (c) Travel time and other expenses shall be paid as applicable.

3404 Transportation

- (a) Where an employee is authorized to use their privately-owned vehicle on the Employer's business the employee shall be reimbursed in accordance with the applicable **mileage** rates paid by the **Canada Revenue Agency (CRA) Mileage Rates** for all travel between work locations. Where the Employer requires the employee to use their personal vehicle or where the employee's schedule is based on the use of a vehicle, the use of the privately-owned vehicle shall be deemed to be authorized.
- (b) The Employer shall reimburse the employee for any distance travelled:
 - (i) greater than eight (8) kilometers to the first work assignment;
 - (ii) greater than eight (8) kilometers to home from the last work assignment.
- (c) Where bus transportation is approved for travel between work locations employees shall be reimbursed transit expenses and travel time as per Article 26.
- (d) Taxi fare shall be reimbursed for all travel on the Employer's business between the hours of 2400 (midnight) and 0600. Upon approval from the Employer, in instances where an employee takes a taxi for safety or other reasons, the employee shall be reimbursed for the fare.
- (e) Travel time between work locations shall be considered time worked.
- (f) Travel time from the employee's home to the first work assignment of the day shall also be considered time worked but only where:
 - (i) the first assignment is to report to a client's residence, rather than to the designated base location to which the employee normally reports; and

- (ii) the client's residence is more than twenty-four (24) kilometers away from the base location and from the employee's home.
- (g) Travel time from the last work assignment of the day to the employee's home shall also be considered time worked but only where:
 - (i) the last assignment is at a client's residence, rather than at the designated base location to which the employee normally reports; and
 - (ii) the client's residence is more than twenty-four (24) kilometers away from the base location and the employee's home. Employees required by the Employer to attend a training course shall be paid at their regular hourly rate for all classroom hours.
- (h) Where an employee travels by bus between assignments on a split shift, the employee shall be reimbursed bus fare and the normal time that would have been scheduled for travel between the assignments as if they were contiguous.
- (i) Where the employee is authorized to use their privately owned vehicle on a split shift the employee shall receive:
 - (i) paid mileage at the appropriate rate for the distance between the assignments; and
 - (ii) travel time as if the assignments were contiguous.
- (j) Where an employee is assigned a split shift with one (1) client, the employee shall be eligible for transportation cost and travel time to and from the client for the second and any subsequent assignments on the same day.
- (k) **Upon written request the Employer shall meet with the employee to provide or review a detailed statement to the employee for any transportation reimbursement.**

3405 Education and Training

- (a) Where the Employer requires an uncertified Health Care Aide (HCA) to take the HCA training course at an institution approved by the Employer, the employee shall be entitled to the benefits under Article 27: Education and Training.
- (b) Where an employee successfully completes an Employer approved HCA Training Course the employee shall be eligible for a promotion to

the certified Health Care Aide level. Effective the first of the biweekly pay period, following the date the Employer is notified of the successful completion, the employee shall be promoted to the certified Health Care Aide level.

ARTICLE 35: SPECIAL PROVISIONS RE. NORTHERN EMPLOYEES

3501 Unless provided for otherwise in this Article 35: Special Provisions re. Northern Employees, eligibility for provisions provided for under this Article are applicable only to those employees who reside and work above the 53rd parallel.

3502 Northern Leave

An additional five (5) days paid Northern Leave shall be granted to a full-time or part-time employee during the vacation year. This amount will be pro-rated on regular hours worked for part-time employees. Northern Leave requests may be submitted beginning May 1st in respect to those credits accrued in the prior year or may be submitted at any time throughout the year, as discretionary days. The allocation of vacations with pay under the provisions of Article 15 shall have priority over the allocation of Northern Leave. Northern Leave credits must be taken by April 30th and will only be paid out in extenuating circumstances. Upon written request being received by the manager sixty (60) days prior to April 30th, an employee may carry over up to five (5) days Northern Leave which shall be used in the subsequent year. Such days shall be paid out if not taken by the end of the vacation year to which they were carried over.

3503 Biweekly Remoteness Allowance

Remoteness Allowance shall be paid to employees subject to the following eligibility criteria and conditions:

(a) Eligibility Claim

An eligibility claim for the payment of dependant(s) or single rate of allowances shall be submitted to the Employer when first requesting the allowance, and renewed thereafter, if requested by the Employer or when any change in dependant claims.

(b) Single or Dependant Allowance

Subject to point 3. that follows, the Single Allowance will be paid to employees that have established a residence in a location designated as a Remote Location and who are eligible for the payment of

Remoteness Allowance. Claims for dependant's allowance will be subject to the following criteria and conditions:

- (i) The employee shall be supporting one or more dependants where a dependant includes:
 - a spouse or common-law spouse including same sex partner, living with and dependent on the employee for main and continuing support;
 - an unmarried child under eighteen (18) years of age;
 - an unmarried child over eighteen (18) years of age but under twenty-one (21) years if in full-time attendance at school or university or similar educational institution;
 - an unmarried child of any age with a mental or physical disability, provided such a child is dependent on the employee for support.
- (ii) There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one (1) year prior to the application for dependant's rate.
- (iii) Where both spouses or common-law partners are employees of the Employer to which these eligibility criteria apply, the dependant rate shall be paid to one spouse or common-law partner only and the other spouse or common-law partner will not receive either the dependant or single rate of Remoteness Allowance, or the employees can receive one-half ($\frac{1}{2}$) of the dependant rate each.

(c) Location and Residence

The Remoteness Allowance applicable to the location at which the employee has established their residence and maintains a family home is normally that which prevails, since the residence would be within normal daily travel distance to the employee's work site. In any case where the employee does not have a residence established on a continuing basis in relation to their work site the location of the employee's work site as established by the Employer, shall be considered the location for Remoteness.

(d) Calculation of, and Eligibility for, Daily Rates

Remoteness Allowances are to be determined separately from hourly wage rates.

Remoteness Allowances are to be considered on a daily basis i.e. 1/10th of the biweekly rate, up to a maximum amount for the biweekly period, in addition, the employee shall receive 1/10th of the biweekly rate for every day the employee is at work irrespective of the number of hours worked, so long as a minimum of one (1) hour is worked that day.

(e) Limitations

The Remoteness Allowances for the various sites for employees who are single or supporting dependant(s) as indicated, represent a maximum monthly taxable allowance relative to paid employment. They are payable during paid General Holidays and vacations taken during continued employment, or while receiving income protection benefits. They are not payable during period of absence without pay, nor while being paid at overtime rates or receiving any other premiums, nor included as part of regular biweekly earnings in calculation of vacation days earned upon termination of employment.

The Employer and the Union further agree that the intent and application will be applied and paid on the same basis as the Provincial Government employees and that any change to this Remoteness Allowance which is made by the Provincial Government will equally affect all employees covered under the scope of this Agreement.

(f) Rates

The biweekly Remoteness Allowances relative to each location at single and dependant rates are as follows:

		Year 1 Effective 3/23/2024	Year 2 Effective 3/22/2025	Year 3 Effective 3/21/2026
Berens River	Dependent	326.73	336.53	346.63
	Single	187.32	192.94	198.73
Bissett	Dependent	216.78	223.28	229.98
	Single	128.15	131.99	135.95
Bloodvein River	Dependent	331.61	341.56	351.81
	Single	190.49	196.20	202.09
Brochet	Dependent	390.29	402.00	414.06
	Single	224.73	231.47	238.41

		Year 1 Effective 3/23/2024	Year 2 Effective 3/22/2025	Year 3 Effective 3/21/2026
Churchill	Dependent	315.52	324.99	334.74
	Single	191.42	197.16	203.07
Cormorant	Dependent	184.21	189.74	195.43
	Single	117.48	121.00	124.63
Cranberry Portage	Dependent	157.85	162.59	167.47
	Single	99.44	102.42	105.49
Crane River	Dependent	194.45	200.28	206.29
	Single	141.27	145.51	149.88
Cross Lake	Dependent	351.31	361.85	372.71
	Single	203.10	209.19	215.47
Dauphin River (Anama Bay)	Dependent	217.92	224.46	231.19
	Single	154.65	159.29	164.07
Easterville	Dependent	161.14	165.97	170.95
	Single	101.74	104.79	107.93
Flin Flon	Dependent	136.58	140.68	144.90
	Single	84.97	87.52	90.15
Gillam	Dependent	280.67	289.09	297.76
	Single	169.81	174.90	180.15
God's Lake Narrows	Dependent	387.12	398.73	410.69
	Single	222.54	229.22	236.10
God's River	Dependent	392.16	403.92	416.04
	Single	225.97	232.75	239.73
Grand Rapids	Dependent	156.67	161.37	166.21
	Single	96.85	99.76	102.75
Ilford	Dependent	419.33	431.91	444.87
	Single	240.02	247.22	254.64
Island lake/Garden Hill	Dependent	360.65	371.47	382.61
	Single	206.01	212.19	218.56

		Year 1 Effective 3/23/2024	Year 2 Effective 3/22/2025	Year 3 Effective 3/21/2026
Jen Peg	Dependent	256.15	263.83	271.74
	Single	153.10	157.69	162.42
Lac Brochet	Dependent	425.33	438.09	451.23
	Single	244.00	251.32	258.86
Leaf Rapids	Dependent	216.65	223.15	229.84
	Single	134.47	138.50	142.66
Little Grand Rapids	Dependent	347.58	358.01	368.75
	Single	197.12	203.03	209.12
Lynn Lake	Dependent	223.74	230.45	237.36
	Single	135.46	139.52	143.71
Manigotagan	Dependent	216.78	223.28	229.98
	Single	128.15	131.99	135.95
Matheson Island	Dependent	220.98	227.61	234.44
	Single	156.69	161.39	166.23
Moose Lake	Dependent	233.96	240.98	248.21
	Single	144.65	148.99	153.46
Negginan/Poplar Point	Dependent	332.20	342.17	352.44
	Single	191.05	196.78	202.68
Nelson House	Dependent	239.20	246.38	253.77
	Single	146.08	150.46	154.97
Norway House	Dependent	312.47	321.84	331.50
	Single	178.68	184.04	189.56
Oxford House	Dependent	379.73	391.12	402.85
	Single	217.22	223.74	230.45
Pikwitonie	Dependent	306.35	315.54	325.01
	Single	183.51	189.02	194.69
Pukatawagan	Dependent	252.45	260.02	267.82
	Single	155.07	159.72	164.51

		Year 1 Effective 3/23/2024	Year 2 Effective 3/22/2025	Year 3 Effective 3/21/2026
Red Sucker Lake	Dependent	385.09	396.64	408.54
	Single	220.90	227.53	234.36
St. Therese Point	Dependent	360.65	371.47	382.61
	Single	206.01	212.19	218.56
Shamattawa	Dependent	412.14	424.50	437.24
	Single	239.32	246.50	253.90
Sherridon	Dependent	249.48	256.96	264.67
	Single	153.03	157.62	162.35
Snow Lake	Dependent	187.42	193.04	198.83
	Single	116.52	120.02	123.62
Southern Indian Lake	Dependent	396.98	408.89	421.16
	Single	228.98	235.85	242.93
Split Lake	Dependent	413.00	425.39	438.15
	Single	235.75	242.82	250.10
Tadoule Lake	Dependent	431.84	444.80	458.14
	Single	248.57	256.03	263.71
The Pas	Dependent	128.17	132.02	135.98
	Single	78.35	80.70	83.12
Thicket Portage	Dependent	305.69	314.86	324.31
	Single	183.02	188.51	194.17
Thompson	Dependent	204.06	210.18	216.49
	Single	143.38	147.68	152.11
Wabowden	Dependent	261.92	269.78	277.87
	Single	178.72	184.08	189.60
Waterhen	Dependent	161.83	166.68	171.68
	Single	101.20	104.24	107.37
York Landing	Dependent	416.60	429.10	441.97
	Single	242.65	249.93	257.43

3504 Northern Isolation/Retention Allowance

The Parties agree that a Northern Isolation/Retention Allowance shall be payable in a lump sum annually to all eligible employees with greater than two (2) years of employment from their last date of hire as determined on March 31st of each year (including full time, part time and casual) as follows:

- (a) (i) Applicable at The Pas, Flin Flon, Snow Lake, Sherridon, and Cormorant
- **Effective April 1, 2024: \$7,000.00 for each full-time employee**
- (ii) Applicable at Thompson, Gillam, Leaf Rapids, Lynn Lake and Bay Line communities
- **Effective April 1, 2024: \$8,250.00 for each full-time employee**
- (iii) Applicable at Churchill
- **Effective April 1, 2024: \$8,250.00 for each full-time employee**
- (b) The above amount shall be prorated on the basis of all regular hours worked or paid in the previous twelve (12) month period (April 1st of the previous year to March 31st of the current year). For an employee to be eligible for any portion of the annual lump sum amount, they must be employed as of March 31st of the current year.
- (c) The Parties further agree that such lump sum payment shall be provided to applicable employees within one full (1) pay period of the last date of the biweekly period following March 31st of each year. This lump sum payment shall be paid on a separate deposit without a surcharge.

ARTICLE 36: COMMITTEES3601 Labour/Management Committee

- (a) The Parties agree to establish a joint Labour/ Management committee to deal with matters of mutual concern as may arise from time to time, including unresolved workload concerns as specified and documented.

- (b) The Committee shall be composed of equal representation from the Employer and the Union with the total committee representation not to exceed eight (8) members. The Union committee may at any time have a representative from the Canadian Union of Public Employees.
- (c) The Committee shall meet at a mutually agreeable time at the request of either Party subject to ten (10) calendar days' notice being given but not less than quarterly unless otherwise mutually agreed. An agenda will be prepared by the calling party with input from the other party and shall be distributed five (5) calendar days prior to the meeting taking place.
- (d) The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.

The Parties agree that it is within the jurisdiction of the Labour/ Management Committee to review and make recommendations relative to those unresolved issues relating to workload and staffing including documented workload staffing reports.

3602 Workplace Safety and Health Committee

- (a) A joint union/management Workplace Safety and Health Committee, as per *The Workplace Safety and Health Act*, shall be established to examine all aspects of safety and health within the workplace having regard for:
 - (i) the number of employees in the workplace;
 - (ii) the type of work performed in the workplace and the degree of hazard involved;
 - (iii) the complexity of the workplace operations, and the size, location and nature of the workplace.
- (b) The size of the committee shall be determined taking into account the factors listed above. Each Party shall appoint their representatives.
- (c) The joint Workplace Safety and Health Committee shall hold meetings at regular intervals for jointly considering, monitoring, inspecting,

investigating, and reviewing health and safety conditions and practices within the workplace. The duties of the Committee include, but may not be limited to:

- (i) the receipt, consideration and disposition of concerns and complaints respecting the safety and health of the workers;
- (ii) participation in the identification of risks to the safety and health of workers or other persons, arising out of or in connection with activities in the workplace;
- (iii) the development and promotion of measures to protect the safety, health and welfare of the persons in the workplace, and checking the effectiveness of such measures;
- (iv) cooperation with the occupational health service, if such a service has been established by the Employer;
- (v) cooperation with a safety and health officer who is exercising their duties under *The Workplace Safety and Health Act*;
- (vi) the development and promotion of programs for education and information concerning safety and health in the workplace;
- (vii) the maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the Committee; and
- (viii) such other duties as may be specified in *The Workplace Safety and Health Act* regulations.

3603 Workplace Safety and Health Committee

- (a) The Employer and the Union recognize the role of the local Workplace Safety and Health Committee in accordance with *The Workplace Safety and Health Act* of Manitoba and will comply with *The Workplace Safety and Health Act* of Manitoba.
- (b) Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members, and posted on appropriate bulletin boards.
- (c) Recommendations for corrective actions for unresolved issues shall be referred, in writing, to the Senior Administrative Officer as determined by the Employer (or designate) and a response shall be provided to the

Workplace Safety and Health Committee within a reasonable period of time.

ARTICLE 37: TECHNOLOGICAL CHANGE

3701 Technological change shall mean the introduction by an Employer into their work, undertaking or business of equipment or material of a different nature or kind than that previously used by the Employer in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

In the event of a technological change which will displace or adversely affect the classification of employees in the bargaining unit:

- (a) The Employer shall notify the Union at least one hundred and twenty (120) days before the introduction of any technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.
- (b) The negotiation of the effects of technological change will take place not later than ninety (90) days prior to the intended date of implementation.
- (c) If the Union and the Employer fail to agree upon measures to protect the employees from any adverse effects, the matter may be referred by either Party to arbitration as provided for under the terms of this Agreement.
- (d) *Applicable to Riverview Health Centre only*

An employee who has availed themselves of the Employer's retraining program shall receive their former salary on a red-circled basis for a maximum of fifty-two (52) pay periods or until the salary of the new classification reaches their former rate, whichever occurs first.

3702 Transfer Arrangements

An employee who is displaced from their job as a result of technological change shall be given an opportunity to fill any vacancy at the site of current employment for which the employee has the seniority and for which the employee has the qualifications and ability to perform. If there is no vacancy, within the site of current employment, the employee will be given the opportunity to fill a vacancy within the same Employer within a fifty (50) kilometre radius of the originating site for which the employee has the

qualifications and ability to perform. This shall not preclude the employee from requesting consideration for vacancies with the same Employer outside the fifty (50) kilometre radius. If there is no vacancy, the employee shall have the right to displace employees with less seniority in accordance with the provisions of Article 25.

3703 Training Benefits

Where new or greater skills are required than are already possessed by affected employees under the present methods of operations, such employees shall, at the expense of the Employer, be given a training period during which they may acquire the skills necessitated by the new method of operation. There shall be no reduction in wage or salary rates during the training period of any such employee.

ARTICLE 38: UNIFORMS AND PROTECTIVE CLOTHING

- 3801 (a) Where employees are not provided a uniform by the Employer, but are required to wear a uniform while on duty, the Employer shall provide such employee with a uniform allowance of ten cents (\$0.10) per hour for all hours worked.
- (b) When an employee is receiving the above allowance, the uniform must conform to the standards established by the Employer. The employee will be responsible for the purchasing, laundering and maintaining of said uniform.
- (c) When an employee is provided a uniform, the Employer may elect to launder, alter and/or maintain the uniform. Where the Employer does not elect to launder, alter and/or maintain the uniform, the employee will be responsible for the laundering, altering and maintenance of the uniform. If uniforms provided become damaged or are no longer presentable during the course of their duties, the Employer will replace said uniform piece. All such items remain the property of the Employer and must be accounted for upon request and returned on termination or transfer to a classification where they are no longer required, or the cost of same will be deducted from the employee's regular or final pay deposit.
- 3802 In accordance with *The Workplace Safety and Health Act*, the Employer agrees to make reasonable and proper provisions for the maintenance of a high standard of health and safety in the workplace and will provide safety and personal protective equipment where required.

- 3803 (a) In recognition of the fact that, as a direct result of performing their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation, following documentation of and receipt of the incident, conditional upon the Employer's procedures and policies having been followed. The validity of such compensation payment will be determined by the Employer.
- (b) Employees are responsible for any personal effects that are brought to their place of work and are not specifically required in the course of their employment and no claim for compensation will be considered for loss or theft of or damage to such personal effects.

3804 Where the Employer requires that CSA approved safety footwear be worn, the employee shall be provided with a safety footwear allowance to a maximum of one hundred thirty-five (\$135) dollars every twelve (12) months or two hundred seventy dollars (\$270) every twenty-four (24) months upon presentation of satisfactory proof of purchase and provided that the footwear purchased is appropriate for the risk associated with the workplace.

New employees will receive the allowance upon completion of their probationary period. An employee must wear safety footwear at all times while at work.

Notwithstanding the above, where the Employer provides a voucher to the employee to use towards the purchase of safety footwear, no safety footwear allowance shall be payable.

3805 Inclement Weather Gear

Applicable to St. Boniface Hospital and Victoria Hospital Only

In accordance with the St. Boniface Hospital Employer Policy Working in Extreme Weather Environments and the Victoria Hospital current practice, the Employer will provide employees with inclement weather gear. Individual inclement weather gear will be provided for each person.

Such inclement weather gear shall remain on site and be used only during work duties.

ARTICLE 39: OVERPAYMENTS

3901 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the

Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:

- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected employee and the Union as soon as practicable;
- (b) The proposed recovery is made in as fair and reasonable a manner as possible; and,
- (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and the employee.

In the event the employee retires from or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.

3902 The Employer shall notify the employee of an overpayment error by letter within ten (10) business days of discovery.

Where the value of overpayment is ten percent (10%) or less of the employee's normal biweekly gross earnings and is less than one hundred and fifty dollars (\$150.00), a detailed breakdown and a proposed recovery schedule will be included with the letter to the employee and a copy provided to the Union.

For payments that exceed ten percent (10%) of the employee's normal biweekly gross earnings and is more than one hundred and fifty dollars (\$150.00), a detailed breakdown of the error will be included with the letter and a meeting will be scheduled with the employee and the Union upon request to discuss a proposed recovery schedule as soon as practicable.

3903 "Under deduction" shall include, but is not limited to, any statutory deduction, or any other amount for which the employee has provided their consent to be deducted from their wages, that has not been deducted by the Employer as a result of a good faith error on the part of the Employer.

3904 (a) All under deductions are considered to be an accounts receivable and will be deducted from an employee's wages when discovered by the Employer.

- (b) The deduction will be made in a fair and reasonable manner after notification to the employee and taking into consideration the amount of the account receivable and the purpose of the amount under deducted. The proposed deduction is made over a period of time that is the same as the length of the under deduction.
- (c) Where an error has been made in good faith, the Employer shall be entitled to recover any under deduction made, for a period of time that does not extend further back than twelve (12) months from date of discovery.
- (d) Employee Benefit Forms / Under Deduction

An employee failing to submit their benefit and/or pension forms on a timely basis or to ensure appropriate notification prior to a return from leave of absence may result in an under deduction.

In order to initiate or maintain continuity of benefits and pension contributions, under deductions will be corrected as soon as possible with the Employer and the employee making their required contributions.

Failure to do so may negate the availability of these benefits to the employee or may result in the employee having to provide evidence of proof of insurability to the benefit provider.

ARTICLE 40: INDIGENOUS REPRESENTATIONAL WORKFORCE

- 4001 Health services across Manitoba are provided in facilities located on the original lands of First Nations and Inuit peoples, and on the homeland of the Métis Nation. Manitoba's health authorities respect that First Nations treaties were made on these territories, and we dedicate ourselves to collaborate in partnership with First Nations, Inuit, and Métis peoples in the spirit of reconciliation.
- 4002 The Union and the Employer agree with the goal of achieving a representative workforce for First Nations, Métis, and Inuit ("Indigenous") peoples who are significantly underrepresented in the health workforce. Additional actions are needed to promote and facilitate employment of Indigenous persons in health care occupations at all levels. The Parties shall work collaboratively to:
 - (a) Develop strategic initiatives and programs that:

- foster mutual respect, trust, equity, open communication, and understanding;
 - focus on recruiting, training, and career development of Indigenous staff;
 - identify workplace barriers that may be discouraging or preventing Indigenous staff from entering and remaining in the workforce;
 - foster reconciliation in race and cultural relations;
 - promote the elimination of anti-Indigenous racism in the healthcare system.
- (b) Promote and publicize initiatives undertaken to encourage, facilitate, and support the development of a representative workforce;
- (c) Implement educational opportunities for all employees to promote awareness of cultural diversity with an emphasis on Indigenous peoples. This will include enhanced orientation sessions for new employees to ensure a culturally safe environment. Anti-racism education will be offered.

4003 Truth and Reconciliation

The Parties agree to collaborate in finding constructive ways of implementing the Calls to Action outlined by the Truth and Reconciliation Commission of Canada, June 2015 that are relevant to health and healthcare, including improving cultural competencies, improving health outcomes, supporting culturally appropriate healthcare services, and increasing the number of Indigenous employees in the health care system.

ARTICLE 41: LEGAL LIABILITY AND INVESTIGATIVE PROCEEDINGS

- 4101 The Employer shall provide liability insurance coverage under the terms and conditions of the insurance provider.
- 4102 (a) **Upon the employee notifying the Employer of any charge of a criminal offense arising out of an employee's action(s) while carrying out employment duties, the Employer, the employee, and the Union (if requested by the employee) shall forthwith meet and appoint counsel that is mutually agreeable to both parties and subject to the following conditions:**
- (i) **The employee shall have the sole right to instruct legal counsel;**
 - (ii) **Reasonable legal fees and disbursements shall be reimbursed by the Employer upon receipt of legal**

documentation confirming that the employee was found not guilty (including if the charges are stayed or dropped) with respect to the criminal charge(s); and

- (iii) Should an employee, through legal counsel, appeal the Court's decision, reasonable legal fees and disbursements may be reimbursed by the Employer upon legal documentation advising that the appeal has been successful.**
- (b) Should the parties be unable to agree upon counsel that is satisfactory to both parties, then the employee may unilaterally appoint one (1) individual as legal counsel subject to the following conditions:**
 - (i) The legal counsel must be entitled to practice law in the Province of Manitoba and in good standing with the Law Society of Manitoba; and**
 - (ii) The legal counsel must be qualified and competent to practice law in the area of criminal defense.**

ARTICLE 42: LOSS OF TOOLS/EQUIPMENT

Applicable to Trades, Biomedical Engineering and Imaging Equipment Techs only

- 4201 The Employer agrees to supply employees with all necessary tools or equipment in order that employees can carry out their duties with the Employer and make replacements as necessary.
- 4202 Employees shall not use their own personal tools in the performance of their duties with the Employer.
- 4203 Employees who utilize hospital supplies, tools and equipment shall be expected to make every effort to maintain them in good working condition and to assure that they are reasonably secure from theft or loss. Should tools or equipment be stolen the employees will not be responsible for any associated costs.

ARTICLE 43: LONG SERVICE STEPS**4301 Fifteen (15) Year Long Service Step**

- (a) Effective April 1, 2024, an additional Fifteen (15) Year Long Service Step equivalent to two percent (2%) shall be added to the Salary Schedule before the Twenty (20) year step.**
- (b) Employees shall be eligible for the Fifteen (15) Year Long Service Step identified in the Salary Schedule upon completion of the following:**
 - (i) Fifteen (15) or more years of continuous service as defined in Article 706; and**
 - (ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.**

4302 Twenty (20) Year Long Service Step

- (a) Employees shall be eligible for a Twenty (20) Year Long Service Step equivalent to **two percent (2%) above the Fifteen (15) Year Long Service Step** identified in Schedule "A" upon completion of the following:**
 - (i) twenty (20) or more years of continuous service as defined in Article 706; and**
 - (ii) the employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.**

4303 Twenty-five (25) Year Long Service Step

- (a) Employees shall be eligible for a Twenty-five (25) year equivalent to three percent (3%) above the Twenty (20) Year Long Service Step identified in Schedule "A" upon completion of the following:**
 - (i) Twenty-five (25) or more years of continuous service as defined in Article 706; and**
 - (ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.**

4304 Employees who do not meet the above criteria on April 1, 2024, shall be eligible for the **applicable** Long Service Step on the employee’s anniversary date in which the employee meets **the eligibility criteria** outlined in the **appropriate Long Service Step** above.

ARTICLE 44: INCLEMENT WEATHER

4401 When an employee is unable to attend at work due to whiteout/blizzard conditions/**inclement weather**, the employee shall be able to utilize any banked **overtime, general holidays or vacation** time they have available to them.

ARTICLE 45: WAGE INCREASES

Prior to the General Wage Increases (GWI) being applied, a 1% Market Adjustment will be applied to all as of April 1, 2024, then;

A general wage increase of 11.25% broken down by year as follows:

- April 1, 2024 – 2.5%**
- April 1, 2025 – 2.75%**
- April 1, 2026 – 3.0%**
- April 1, 2027 – 3.0%**

Minimum Wage Gap Adjustment

70% of Employee Pool:

September 30, 2025	\$0.50 increase
September 30, 2026	\$0.50 increase
April 1, 2027	\$2.00 increase

Effective April 1, 2025 for multi-step salary scales, eliminate 1st Step

Wage Compression Adjustment:

Applies to Remaining 30% of Employee Pool:

September 30, 2025	\$0.45 increase
September 30, 2026	\$0.45 increase
April 1, 2027	\$1.75 increase

For those individuals who reside above the 53rd parallel, a five percent (5%) salary scale adjustment will be applied effective April 1, 2024.

LETTERS OF UNDERSTANDING RELATING TO ARTICLE 18: HOURS OF WORK**LETTER OF UNDERSTANDING #18A
Hours of Work and Shift Schedules****HEALTH SCIENCES CENTRE - CLINICAL TECHNOLOGY GROUP (Former OE987)****RE: NINE-HOUR SHIFT**

This is to certify that the Employer and the Union mutually agree to implement a nine (9) hour shift for the Biomedical Engineering Technologists, Senior Biomedical Engineering Technologists, Surgical Instrument Repair Technicians and Senior Surgical Instrument Repair Technicians.

1. The regular working hours shall be based on an average of thirty-eight point seven five (38.75) hours per week and the modified workday shall not exceed a shift of eight point six seven (8.67) hours in any one day.
2. For the purpose of calculating benefit entitlements such as General Holidays, vacation accumulation, income protection accumulation, pre-retirement leave, and compassionate leave, one (1) day shall be considered as seven point seven five (7.75) hours and one (1) week shall be considered as thirty-eight point seven five (38.75) hours.
3. Compensation of authorized overtime shall be paid at the rate provided in the Collective Agreement.
4. Premium rates will be paid in accordance with the Collective Agreement.
5. General Holidays for which premium rates apply will continue to be paid at premium rates for the actual hours worked on any holiday.
6. There shall be two (2) twenty (20) minute rest periods during each nine (9) hour shift.
7. Credits for time-off in lieu of General Holiday(s), vacations, income protection, compassionate leave, or pre-retirement leave worked in accordance with the provisions of Article 18, shall be reduced by the actual number of hours utilized.
8. Any changes to this LOU or the regular hours of work for the Clinical Technology Group is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.
9. All other provisions of the Collective Agreement not specified in this LOU shall apply to the specified classifications.

**LETTER OF UNDERSTANDING #18B
Hours of Work and Shift Schedules**

ACTIONMARGUERITE (SAINT-BONIFACE)

RE: 12-HOUR SHIFT FOR MAINTENANCE ENGINEERS

The Employer and the Union agree that implementation of a 12-hour shift schedule for Maintenance Engineers during the winter months is necessary to provide a safe environment for residents and staff. (Start and end dates may vary depending on weather.) The following is applicable to the 12-hour shifts:

1. A full-time employee will work one hundred fifty-six (156) hours per four-week schedule to be paid at straight time per actual hours worked.
2. General Holidays and vacation will be paid and accumulated as per Collective Agreement. For the purposes of one and one-half times ($1\frac{1}{2}x$) pay for worked General Holidays, one and one-half times ($1\frac{1}{2}x$) will be paid on the actual General Holiday (23:30 to 23:30).
3. Shift premiums will be paid as follows:
 - Evening differential between 15:30 and 23:30;
 - Night differential between 23:30 and 07:30.
4. Hours of work are:
 - Day shift 07:30 to 19:30;
 - Night shift 19:30 to 07:30.

Two (2) meal breaks (thirty (30) minutes) and two (2) rest periods (fifteen (15) minutes) must be taken on the premises.

5. Weekend premium to be paid from Friday 23:30 to Sunday 23:30.
6. Should the Employer be unable to grant time off prior to March 31st for employees banking overtime and General Holidays which occur between January 1st and March 31st, such employees shall be entitled to be paid out for such time or upon receipt of a written request, the Employer, at its sole discretion, will consider a carryover of the above time from one (1) year to the following year.

**LETTER OF UNDERSTANDING #18C
Hours of Work and Shift Schedules**

MISERICORDIA HEALTH CENTRE

RE: HOURS OF WORK - POWER ENGINEERS 2nd CLASS

This is to certify that the above Parties mutually agreed to a twelve (12) hour shift schedule for Power Engineers 2nd Class working rotating shifts. This Agreement shall form part of the Collective Agreement between the Parties.

The attached shift schedule rotates every twelve (12) weeks and may be amended by mutual agreement between the Employer and a majority of the affected Power Engineers 2nd Class working rotating shifts.

1. Hours of Work

(a) The regular working hours for Power Engineers 2nd Class working rotating shifts shall be twelve (12) hours in one (1) day or an average of eighty (80) hours per biweekly period, inclusive of meal breaks. The difference between eleven and one-quarter (11¼) hours per day and twelve (12) hours per day shall be paid to Power Engineers 2nd Class working rotating shifts at overtime rates of pay.

(b) The Maintenance Power Engineers 2nd Class will work a three (3) week cycle as follows:

(i)	First Week	Monday - Wednesday Thursday Friday	7½ hours/day 12 hours/day 7½ hours/day
(ii)	Second Week	Monday - Thursday Friday	7½ hours/day Day off
(iii)	Third Week	Monday - Wednesday Thursday Friday	7½ hours/day 12 hours/day 7½ hours/day

The above will apply except where the Maintenance Power Engineers 2nd Class is required to work as a Relief Power Engineer during periods of illness, vacations or for other periods of absences of the Power Engineers 2nd Class working rotating shifts, per the attached shift schedule.

(c) There shall be three (3) twenty (20) minute rest periods during each twelve (12) hour work period.

2. Overtime

- (a) Authorized overtime shall be paid at the rate provided for in the Collective Agreement.

3. General Holidays

- (a) General Holidays for which special rates apply will continue to be paid at these rates for actual hours worked on the day of the holiday. Hours worked immediately preceding or following the actual holiday will be paid at the regular rate of pay.
- (b) An employee who is eligible for pay for a General Holiday not worked will receive regular earnings for eight (8) hours.
- (c) Paid days off in lieu of the holiday will be based on an eight (8) hour day. Employees may take two (2) twelve (12) hour shifts off at regular pay in lieu of twenty-four (24) hours with pay which equals three (3) General Holidays.

4. Shift Premium

- (a) Shift premiums will be paid in accordance with Article 22.

5. Responsibility Pay

- (a) Responsibility pay will be paid to Power Engineers 2nd Class for all hours worked between 1600 - 0800 hours inclusive from Monday to Friday and for all hours worked on Saturdays, Sundays and General Holidays.

6. Income Protection

- (a) Income protection credits (sick leave) shall be reduced by the actual number of hours utilized.
- (b) Income protection credits will continue to be accumulated in accordance with Article 13.

7. Annual Vacation with Pay

- (a) Annual vacation time may be taken in twelve (12) hour days until vacation time allotted is utilized.

8. Miscellaneous

(a) All provisions of the current Collective Agreement not specified in this Agreement shall apply to the Power Engineers 2nd Class.

9. Any changes to this LOU or the regular hours of work is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.

POWER ENGINEERS - 12 HOUR SHIFT SCHEDULE MISERICORDIA HEALTH CENTRE																												
KEY	WEEK 1							WEEK 2							WEEK 3							WEEK 4						
	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
N	1	1	4	4	3	3	3	2	2	1	1	4	4	4	3	3	2	2	1	1	1	4	4	3	3	2	2	2
D	3	3	2		1	1	1	4	4	3	3	2	2	2	1	1	4		3	3	3	2	2	1		4	4	4
M	8	8	8	1 2	8	0	0	8	8	8	8	0	0	0	8	8	8	1 2	8	0	0	8	8	8	1 2	8	0	0
O	2 4	2 4	1 3	1 2 3	2 4	2 4	2 4	1 3	1 3	2 4	2 4	1 3	1 3	1 3	2 4	2 4	1 3	1 3 4	2 4	2 4	2 4	1 3	1 3	2 4	2 4	1 3	1 3	1 3
WEEK 5							WEEK 6							WEEK 7							WEEK 8							
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	
N	1	1	4	4	3	3	3	2	2	1	1	4	4	4	3	3	2	2	1	1	1	4	4	3	3	2	2	2
D	3	3	2	2	1	1	1	4	4	3		2	2	2	1	1	4		3	3	3	2	2	1	1	4	4	4
M	8	8	8	8	0	0	0	8	8	8	1 2	8	0	0	8	8	8	1 2	8	0	0	8	8	8	8	0	0	0
O	2 4	2 4	1 3	1 3	2 4	2 4	2 4	1 3	1 3	2 4	2 3 4	1 3	1 3	1 3	2 4	2 4	1 3	1 3 4	2 4	2 4	2 4	1 3	1 3	2 4	2 4	1 3	1 3	1 3
WEEK 9							WEEK 10							WEEK 11							WEEK 12							
M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	
N	1	1	4	4	3	3	3	2	2	1	1	4	4	4	3	3	2	2	1	1	1	4	4	3	3	2	2	2
D	3	3	2		1	1	1	4	4	3		2	2	2	1	1	4	4	3	3	3	2	2	1		4	4	4
M	8	8	8	1 2	8	0	0	8	8	8	1 2	8	0	0	8	8	8	8	0	0	0	8	8	8	1 2	8	0	0
O	2 4	2 4	1 3	1 2 3	2 4	2 4	2 4	1 3	1 3	2 4	2 3 4	1 3	1 3	1 3	2 4	2 4	1 3	1 3 4	2 4	2 4	2 4	1 3	1 3	2 4	2 4	1 3	1 3	1 3
Key: N = Nights D = Days M = Maintenance Engineers Hours O = Off																												

The shift schedule will rotate every 12 weeks.

Pay periods will include weeks 2-3, 4-5, 6-7 etc. or 1-2, 3-4, 5-6, etc.

Overtime rates are paid on hours over seventy-five (75) hours to eighty (80) hours per pay period for regular shifts worked or any extra shifts worked.

Responsibility pay is paid for all hours of a night shift and four (4) hours of every day shift from Monday to Friday and all hours of weekend or General Holiday shifts.

Pay for General Holidays worked = twelve (12) hours x (1.5 times the regular hourly rate) plus eight (8) hours at regular pay.

Pay for General Holidays off = eight (8) hours regular pay.

Eight (8) hours off in lieu of pay for a General Holiday may be taken.

The average yearly regular hours per Power Engineer working shifts = 2079 hours (3 years @ 2076 hours and 1 year @ 2088 hours).

The Maintenance Power Engineer works 120 hours/3 weeks = $52/3 \times 120$ hours = 2080 (2079.9) hours per year.

Every third weekend is three (3) days off.

LETTER OF UNDERSTANDING #18D
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

RE: 12-HOUR SHIFT AGREEMENT

1. Hours of Work

- (i) Regular hours of work for full-time employees shall be twenty (20) regular shifts of eleven (11) hours and thirty-seven (37) minutes (11.625 hours) duration in each three (3) consecutive biweekly periods.
- (ii) Overtime rates of pay shall be paid for time worked which exceeds an 11.625 hour shift or for time worked in excess of two hundred and thirty-two and one-half (232.5) hours in three (3) consecutive biweekly periods.
- (iii) Each shift shall be inclusive of three (3) fifteen (15) minute rest periods and exclusive of one (1) thirty-seven (37) minute meal period.
- (iv) It is understood that whenever 11.625 hours is mentioned, its equivalent eleven (11) hours and thirty-seven (37) minutes (11.37) may be used.

2. Vacation/General Holidays/Income Protection/Bereavement Leave

- (i) The number of duty days off that an employee receives under the twelve (12) hours shift schedule pattern are to correspond exactly in hours to the duty days off on a seven and three-quarter (7.75) hour shift pattern.
- (ii) An employee required to work on a General Holiday shall be paid for hours worked at the rate of one and one-half (1.5) times their basic rate of pay and, in addition, a full-time employee shall receive seven and three-quarter (7.75) hours off at their basic rate of pay, or may choose to be paid the seven and three-quarter (7.75) hours at their basic rate of pay. An employee may accumulate three (3) General Holidays for purpose of taking two (2) paid twelve (12) hour shifts off duty to be taken consecutively with scheduled days off or to complete a partial week of vacation.
- (iii) Income protection shall accrue in accordance with the terms of the Collective Agreement and will be utilized for periods of absence from scheduled duty due to accident or illness.
- (iv) Shift premium to be paid in accordance with the Collective Agreement. This allowance shall also be applicable to each hour worked after 1600

hours on a “modified” Day or Evening shift during which at least two (2) hours are worked between 1600 hours and the termination of the shift. For purposes of application of this provision, a “modified” Day shift shall mean one that commences at a different time than the majority of Day shifts worked by employees and a “modified” Evening shift shall mean one that commences at a different time than the majority of Evening shifts worked by employees. This provision shall be applicable from 1600 hours to the termination of the Day shift on a twelve (12) hour shift pattern.

- (v) Employees scheduled to be on call shall be paid in accordance with the Collective Agreement.
3. There must be mutual agreement between the Employer and the Union to continue with the twelve (12) hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement provision shall apply. Either Party may, therefore, terminate this Agreement by serving sixty (60) days’ written notice of termination upon the other.
 4. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

LETTER OF UNDERSTANDING #18E
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

RE: 12-HOUR SHIFT AGREEMENT - SWITCHBOARD/ADMITTING

The Employer and the Union mutually agree that the following conditions and understandings apply regarding the application of the eleven point zero eight (11.08) hour shift schedule pattern (hereinafter referred to as twelve (12) hour shift pattern).

1. Hours of Work

- (i) Regular hours of work for all full-time employees shall be three hundred and ten point two four (310.24) hours in each four (4) consecutive biweekly periods.
- (ii) Part-time employees working in a twelve (12) hour shift pattern may have shifts of seven point seven five (7.75) hours included in their shift pattern.
- (iii) Each twelve (12) hour day shift shall be inclusive of two (2) fifteen (15) minute rest periods and exclusive of one (1) thirty (30) minute meal period and one (1) twenty-five (25) minute meal period.
- (iv) Each twelve (12) hour night shift shall be inclusive of two (2) fifteen (15) minute rest periods and exclusive of one (1) fifty-five (55) minute meal period.

2. Overtime

Overtime rates will apply when:

- (i) an employee works beyond three hundred and ten point two four (310.24) hours in the four (4) consecutive biweekly periods;
- (ii) an employee works beyond eleven point zero eight (11.08) hours in a day;
- (iii) an employee, after commencing a seven point seven five (7.75) hour shift accepts an extension of this shift, shall receive overtime rates for those hours that exceed seven point seven five (7.75) hours.

3. Vacation

The paid time off that a staff member receives under the twelve (12) hour shift pattern is to correspond exactly in hours to the paid time off of a seven and three-quarters (7.75) hour shift pattern.

4. There must be mutual agreement between the Employer and the Union to continue with the twelve (12) hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement provision shall apply. Either Party may, therefore, terminate this Agreement by serving sixty (60) days' written notice of termination upon the other.
5. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

LETTER OF UNDERSTANDING #18F
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

RE: ROSAIRE HOUSE SCHEDULING

The Employer and the Union mutually agree that the following conditions and understandings apply regarding the scheduling of hours for Addiction Recovery Workers at Rosaire House:

1. Addiction Recovery Workers will work less than the prescribed two thousand and fifteen (2015) hours but will receive benefits and be recognized as a full-time employee. The twenty-three point two five (23.25) hours less than the two thousand and fifteen (2015) hours of a full-time position (as described in #2. of this document) will be waived.
2. The shift pattern will cover a four (4) week period of twenty (20) shifts (including the scheduling of one (1) General Holiday, which will be adjusted, without pay, three (3) times during an annual period in keeping with the established General Holidays and in accordance with #1. of this LOU).
3. During the four (4) week shift pattern, the following conditions will occur:
 - (a) During any one (1) pay period, one (1) full-time Addiction Recovery Worker will work a shift period of eleven (11) consecutive shifts and another will work a shift of nine (9) consecutive shifts. During the following pay period, the first Addiction Recovery Worker would work nine (9) consecutive shifts and the second eleven (11); the total number of shifts per month never to exceed twenty (20) without the overtime stipulations going into effect. (The other two (2) full-time positions would be according to contract).
 - (b) Both full-time and part-time Addiction Recovery Workers would work three (3) out of the four (4) weekends of the rotation with appropriate time off between shifts.
4. The exemption granted by the Human Rights Commission respecting the hiring of male and female employees at Rosaire House shall apply to the scheduling of staff at Rosaire House.
5. This Agreement shall terminate within sixty (60) days upon receipt of written notice from either Party to terminate this Agreement.

LETTER OF UNDERSTANDING #18G
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

RE: COMBINATION OF 12/8/6 HOUR SHIFT PATTERNS

The Employer and the Union mutually agree that the following conditions and understandings shall apply regarding the application of the combined eleven point six two five (11.625), seven point seven five (7.75) and five point seven five (5.75) hour shift schedule pattern, herein after referred to as the twelve (12), eight (8), and six (6) hour shift schedule pattern.

1. Hours of Work

- (i) Each shift of twelve (12) hours is to be inclusive of three (3) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt patient care. Each shift of twelve (12) hours shall be exclusive of one (1) meal period not exceeding thirty-seven (37) minutes in length.
- (ii) Each shift of eight (8) hours is to be inclusive of two (2) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt patient care. Each shift of eight (8) hours shall be exclusive of one (1) meal period not exceeding thirty (30) minutes in length.
- (iii) Each shift of six (6) hours is to be inclusive of one (1) fifteen-minute rest period. It is understood that this rest period is to be taken at the discretion of the employee and provided that such break will not unduly disrupt patient care. Each shift of six (6) hours shall be inclusive of one (1) meal period not exceeding thirty (30) minutes in length.

2. Overtime

Employees working this shift pattern have shifts of eleven point six two five (11.625), seven point seven five (7.75) and five point seven five (5.75) hours included in the shift pattern.

Overtime rates apply when:

- (i) an employee works beyond two hundred and thirty-two point five (232.5) hours in the six (6) week rotation;

- (ii) an employee works beyond eleven point six two five (11.625) hours in a day;
- (iii) an employee, after commencing a seven point seven five (7.75) or five point seven five (5.75) hour shift accepts an extension of this shift, shall receive overtime rates for those hours that exceed seven point seven five (7.75) hours.

3. Vacation/General Holidays/Income Protection/Bereavement Leave

- (i) The number of duty days off that an employee receives under this shift schedule pattern are to correspond exactly in hours to the duty days off on a seven point seven five (7.75) hour shift pattern.
- (ii) An employee required to work on a General Holiday shall be paid for hours worked at the rate of one and one-half (1.5) times their basic rate of pay and, in addition, a full-time employee shall receive seven point seven five (7.75) hours off at their basic rate of pay, or may choose to be paid the seven point seven five (7.75) hours at their basic rate of pay. An employee may accumulate three (3) General Holidays for the purposes of taking two (2) paid "12" hour shifts off duty to be taken consecutively with scheduled days off or to complete a partial week of vacation.
- (iii) Income protection shall accrue in accordance with the terms of the Collective Agreement and will be utilized for periods of absence from scheduled duty due to accident or illness.
- (iv) Shift premiums to be paid in accordance with the Collective Agreement.

This allowance shall also be applicable to each hour worked at one thousand and six hundred (1600) hours on a "modified" Day or Evening shift during which at least two (2) hours are worked between one thousand and six hundred (1600) hours and the termination of the shift.

For the purposes of application of this provision, a "modified" Day shift shall mean one that commences at a different time than the majority of Day shifts worked by employees and a "modified" Evening shift shall mean one that commences at a different time than the majority of Evening shifts worked by employees. This provision shall be applicable from one thousand and six hundred (1600) hours to the termination of the Day shift on a twelve (12) hour shift pattern.

- 4. There must be mutual agreement between the Employer and the Union to continue with the twelve (12) hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement

provision shall apply. Either Party may, therefore, terminate this Agreement by serving sixty (60) days' written notice of termination upon the other.

5. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

LETTER OF UNDERSTANDING #18H
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

RE: COMBINATION OF 12/8 HOUR SHIFT PATTERNS

The Employer and the Union mutually agree that the following conditions and understandings shall apply regarding the application of the combined eleven point six two five (11.625) and seven point seven five (7.75) hour shift schedule pattern, herein after referred to as the twelve (12) and eight (8) hour shift schedule pattern.

1. Hours of Work

- (i) Each shift of twelve (12) hours is to be inclusive of three (3) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt patient care. Each shift of twelve (12) hours shall be exclusive of one (1) meal period not exceeding thirty-seven (37) minutes in length.
- (ii) Each shift of eight (8) hours is to be inclusive of two (2) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt patient care. Each shift of eight (8) hours shall be exclusive of one (1) meal period not exceeding thirty (30) minutes in length.

2. Vacation/General Holidays/Income Protection/Bereavement Leave

- (i) The number of duty days off that an employee receives under this shift schedule pattern are to correspond exactly in hours to the duty days off on a seven point seven five (7.75) hour shift pattern.
- (ii) An employee required to work on a General Holiday shall be paid for hours worked at the rate of one and one-half (1.5) times their basic rate of pay and, in addition, a full-time employee shall receive seven point seven five (7.75) hours off at their basic rate of pay, or may choose to be paid the seven point seven five (7.75) hours at their basic rate of pay. An employee may accumulate three (3) General Holidays for the purposes of taking two (2) paid twelve (12) hour shifts off duty to be taken consecutively with scheduled days off or to complete a partial week of vacation.
- (iii) Income protection shall accrue in accordance with the terms of the Collective Agreement and will be utilized for periods of absence from scheduled duty due to accident or illness.

- (iv) Shift premium to be paid in accordance with the Collective Agreement.

This allowance shall also be applicable to each hour worked at one thousand and six hundred (1600) hours on a "modified" Day or Evening shift during which at least two (2) hours are worked between one thousand and six hundred (1600) hours and the termination of the shift.

For the purposes of application of this provision, a "modified" Day shift shall mean one that commences at a different time than the majority of Day shifts worked by employees and a "modified" Evening shift shall mean one that commences at a different time than the majority of Evening shifts worked by employees. This provision shall be applicable from one thousand and six hundred (1600) hours to the termination of the Day shift on a twelve (12) hour shift pattern.

3. Overtime

Employees working this shift pattern have shifts of eleven point six two five (11.625) and seven point seven five (7.75) hours included in the shift pattern.

Overtime rates apply when:

- (i) an employee works beyond two hundred and thirty-two point five (232.5) hours in the six (6) week rotation;
 - (ii) an employee works beyond eleven point six two five (11.625) hours in a day;
 - (iii) an employee, after commencing a seven point seven five (7.75) hour shift accepts an extension of this shift, shall receive overtime rates for those hours that exceed seven point seven five (7.75) hours.
4. There must be mutual agreement between the Employer and the Union to continue with the twelve (12) hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement provision shall apply. Either Party may, therefore, terminate this Agreement by serving sixty (60) days' written notice of termination upon the other.
5. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

**LETTER OF UNDERSTANDING #18I
Hours of Work and Shift Schedules**

HEALTH SCIENCES CENTRE SITE ONLY

RE: EIGHT (8) HOUR AND TWELVE (12) HOUR SHIFTS - SECURITY PATROL OFFICERS AND SUPERVISORS

The Parties agree to the administration of the eight (8) and twelve (12) hour shifts for the Security Patrol Officers and Supervisors as follows below.

1. Hours of Work

Full-time employees shall work eight (8) or twelve (12) hour shifts over a six (6) week shift pattern.

(a) Eight (8) Hour Shift

Regular hours of work shall not exceed eight (8) hours per day and forty (40) hours per week and shall consist of two (2) twenty (20) minute rest periods and one (1) thirty (30) minute meal period.

(b) Twelve (12) Hour Shift

Regular hours of work shall not exceed twelve (12) hours per day and two-hundred and forty (240) hours per six (6) week cycle. There shall be two (2) thirty (30) minute rest periods and one (1) thirty (30) minute meal period at the regular rate of pay per shift.

(i) The banked stat deficit created by the twelve (12) hour shift configuration shall be balanced at the end of the fiscal year. At the option of the Officer, the deficit shall be balanced by making a deduction from the Officer's accrued vacation entitlement and/or banked overtime.

2. Vacation/General Holidays/Income Protection/ Bereavement Leave

(a) The amount of paid vacation that an employee receives under the twelve (12) hour shift schedule pattern is to correspond exactly in hours to the paid vacation on a seven and three quarter (7.75) hour shift schedule pattern.

(b) An employee required to work on a General Holiday shall be paid for hours worked at the rate of one and one-half (1.5) times their basic rate of pay and, in addition, a full-time employee shall receive seven point seven five (7.75) hours off at their basic rate of pay, or may choose to be paid

the seven point seven five (7.75) hours at their basic rate of pay. An employee may accumulate three (3) General Holidays for the purposes of taking two (2) paid twelve (12) hour shifts off duty to be taken consecutively with scheduled days off or to complete a partial week of vacation.

- (c) Income protection shall accrue in accordance with the terms of the Collective Agreement.
- (d) Shift premiums to be paid in accordance with the Collective Agreement.

3. Overtime

Employees working this shift pattern have shifts of twelve (12) and eight (8) hours included in the rotation.

Overtime rates apply when:

- (a) an employee works beyond two hundred and forty (240) hours in the six (6) week rotation;
 - (b) an employee works beyond twelve (12) hours in a day;
 - (c) an employee, after commencing an eight (8) hour shift accepts an extension of this shift, shall receive overtime rates for those hours that exceed eight (8) hours.
4. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.
5. Any changes to this LOU or the regular hours of work is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.

**LETTER OF UNDERSTANDING #18J
Hours of Work and Shift Schedules**

ST. BONIFACE HOSPITAL

RE: HOURS OF WORK AND SHIFT PATTERNS - TRADES AND MAINTENANCE

Shift Engineers normal hours of work shall consist of fourteen (14) shifts of twelve (12) hour duration in each four (4) consecutive week scheduling period with a total of one hundred sixty-eight (168) hours per four (4) weeks.

Maintenance Engineers normal hours of work shall consist of either eight (8) or twelve (12) hour shifts per day and one hundred sixty (160) hours per four (4) weeks.

**LETTER OF UNDERSTANDING #18K
Hours of Work and Shift Schedules**

VICTORIA HOSPITAL

RE: HOURS OF WORK - TRADES/MAINTENANCE (WILLIAM "DALE" KNOTT)

This LOU applies only to William "Dale" Knott (hereby referred to as the Employee).

The Employee shall continue to work a compressed work schedule whereby the individual works nine (9) shifts in a biweekly pay period and has every second (2nd) Friday off.

The regular working hours for this Employee for 2,080 annual hours shall include shifts of eight-point nine (8.90) hours or eight-point eight-nine (8.89) hours in one (1) day not including the meal period but including rest periods.

Meal periods and rest periods for eight (8) hour shifts are as defined in Article 18.

LETTER OF UNDERSTANDING #18L
Hours of Work and Shift Schedules

CONCORDIA HOSPITAL

RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS

This is to certify that the Employer and the Union mutually agree to continue the twelve (12) hour shift for the Power Engineers who are on rotating shifts.

1. The regular working hours shall not exceed a shift of twelve (12) hours in any one (1) day.
2. The hours of work shall be based on an average of forty (40) hours per week as per shift schedule attached. The difference between thirty-seven and one-half (37½) and forty (40) hours per week shall be paid to the Power Engineers at overtime rates of pay.
3. There shall be three (3) twenty (20) minute rest periods during each twelve (12) hour period of work.
4. Compensation of authorized overtime shall be paid at the rate provided for in the Collective Agreement.
5. General Holidays for which special rates apply will continue to be paid at premium rates for the actual hours on any holiday.
6. Paid days off in lieu of a holiday will be based on an eight (8) hour day.
7. Shift premiums will be paid in accordance with Article 22.
8. Income protection credits (sick leave) will be reduced by the actual number of hours utilized.
9. Annual vacation may be taken in twelve (12) hour days until vacation time allotted is utilized (e.g. Four (4) weeks equals one hundred sixty (160) working hours off at regular rate of pay).
10. All other provisions of the current Collective Agreement not specified in this LOU shall apply to the Power Engineers.
11. Employees may take two (2) twelve hour shifts off in lieu of twenty-four (24) hours with pay which equals three (3) General Holidays.
12. Shift rotation patterns for employees covered by this LOU will be four (4) weeks.

13. Any changes to this LOU or the regular hours of work is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.

LETTER OF UNDERSTANDING #18M
Hours of Work and Shift Schedules

DEER LODGE CENTRE

RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS

The Employer and the Union do hereby agree that Power Engineers who regularly work rotating shifts shall adhere to the shift schedule attached (twelve (12) hour shifts) with the exception of Power Engineers working maintenance day shifts who may be required to provide relief coverage from time to time in the absence of the maintenance relief engineer.

The attached shift schedule rotates every five (5) weeks and may be amended by mutual agreement between the Employer and a majority of the "shift engineers" affected. There shall be three (3) twenty (20) minute rest periods during each twelve (12) hour period of work in addition to normal meal breaks.

1. Power Engineers who do not regularly work rotating shifts, shall normally work Monday to Friday, 7:30 a.m. - 4:00 p.m., with one-half (½) hour unpaid lunch break, and they may be required to be scheduled into the attached twelve (12) hour shift schedule for relief purposes. Where they are required to work hours as per the attached twelve (12) hour shift schedule, they shall receive a minimum of three (3) days' notice. If three (3) days' notice is not received, they shall be paid at applicable overtime rates for the first three (3) days they are in the changed shift, for all hours worked outside of their regular working hours. After three (3) days, they will be deemed as having fallen into the relieved shift schedule at regular rates.
2. In the event that the Engineer normally scheduled Monday to Friday, 7:30 a.m. - 4:00 p.m. is not available to provide relief coverage, the Power Engineers working scheduled maintenance day shifts may be required to provide the relief coverage from Sunday to Saturday in the week they are scheduled. They shall receive a minimum of three (3) days' notice of the change of the shift and all hours worked in excess of their normal scheduled maintenance hours as per the attached schedule shall be paid at applicable overtime rates. If three (3) days notice is not received, they shall be paid applicable overtime rates in accordance with Article 2002.
3. Power Engineers who are called upon to provide relief coverage in a week when they are not scheduled to work maintenance day shifts shall be paid in accordance with the normal hours of work and overtime provisions of the Collective Agreement.
4. Compensation for overtime shall be paid at the rates stipulated in the Collective Agreement.

5. Premium rates will be paid for all hours actually worked on a holiday that is included in Article 16 of the Collective Agreement.
6. Paid days off, in lieu of General Holidays will be based on an eight (8) hour day. Engineers will have the option of accumulating General Holidays and trading three (3) General Holidays for two (2) twelve (12) hour shifts off with pay.
7. Income protection credits (sick leave) shall be reduced by the actual number of hours utilized.
8. Employees who are required to work a shift on their regular day of rest shall be paid at overtime rates and guaranteed work for the full twelve (12) hour shift. Employees who are called in, shall be paid as per Article 2002 of the Collective Agreement, or shall be paid at overtime rates for all of the hours remaining in a shift, whichever is the greater amount.
9. Shift premiums will be paid in accordance with Article 22.
10. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.
11. Any changes to this LOU or the regular hours of work is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.

DEER LODGE CENTRE SHIFT SCHEDULE

SHIFT	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S								
NO. 1	D			N	N	N			D	D	D			N	N	N	N						M	M	M	M							D	D	D	
NO. 2		D	D	D			N	N	N	N						M	M	M	M							D	D	D	D			N	N	N		
NO. 3	N	N	N						M	M	M	M							D	D	D	D			N	N	N			D	D	D			N	
NO. 4					D	D	D	D			N	N	N			D	D	D			N	N	N	N						M	M	M	M			
NO. 5		M	M	M	M								D	D	D	D			N	N	N			D	D	D			N	N	N	N				
NO. 1	D			N	N				D	D				N	N	N			D	D				M	M	M	M			N	N			D	D	
NO. 2		D	D			N	N	N			D	D				M	M	M	M				N	N			D	D	D			N	N			
NO. 3	N			D	D				M	M	M	M				N	N			D	D	D			N	N			D	D			N	N		
NO. 4		N	N			D	D	D			N	N				D	D			N	N	N			D	D			M	M	M	M				
NO. 5		M	M	M	M				N	N				D	D	D			N	N				D	D			N	N	N			D	D		

Note: D Day Shift from 0700 hours to 1900 hours
 N Night Shift from 1900 hours to 0700 hours
 M Maintenance Shift from 0730 hours to 1600 hours

Regular working hours shall not exceed twelve (12) hours in one (1) day.

Regular working hours shall be an average of forty (40) hours per week.

For timekeeping purposes, regular hours of work shall be:

Days	0700 - 1900 hours
Nights	1900 - 0700 hours
Maintenance	0800 - 1630 hours

LETTER OF UNDERSTANDING #18N
Hours of Work and Shift Schedules

GRACE HOSPITAL

RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS

This is to certify that the Employer and the Union mutually agree to implement a twelve (12) hour shift for the Power Engineers who are on rotating shifts.

1. The regular working hours shall not exceed a shift of twelve (12) hours in any one (1) day.
2. The hours of work shall be based on an average of thirty-nine (39) hours per week as per shift schedule attached. The difference between thirty-seven and one-half (37½) and thirty-nine (39) hours per week shall be paid to the Power Engineers at overtime rates of pay. The swing engineer will work a seventy-five (75) hour biweekly period.
3. There shall be three (3) twenty (20) minute rest periods during each twelve (12) hour period of work.
4. Compensation of authorized overtime shall be paid at the rate provided for in the Collective Agreement.
5. Employees required to work on their regular day of rest shall be paid at overtime rates and guaranteed work for the full twelve (12) hour shift.
6. Special holidays for which special rates apply will continue to be paid at premium rates for the actual hours on any holiday.
7. Paid days off in lieu of a holiday will be based on a seven and one-half (7½) hour day.
8. Shift premiums will be paid in accordance with Article 22.
9. Income protection credits (sick leave) will be reduced by the actual number of hours utilized.
10. Annual vacation may be taken in twelve (12) hour days until vacation time allotted is utilized.
11. Employees may take two (2) twelve (12) hour shifts off in lieu of twenty-two point five (22.5) hours with pay which equals three (3) General Holidays.
12. Shift patterns for employees covered by this LOU will be four (4) weeks.

13. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.
14. Any changes to this LOU or the regular hours of work is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.

LETTER OF UNDERSTANDING #180
Hours of Work and Shift Schedules

SEVEN OAKS GENERAL HOSPITAL

RE: TWELVE (12) HOUR SHIFTS - POWER ENGINEERS

This is to certify that the Employer and the Union mutually agree to continue the twelve (12) hour shift for the Power Engineers who are on rotating shifts.

1. The regular working hours shall not exceed a shift of twelve (12) hours in any one (1) day.
2. The hours of work shall be based on an average of forty (40) hours per week. The difference between thirty-eight and three-quarters (38¾) and forty (40) hours per week shall be paid to the Power Engineers at overtime rates of pay.
3. There shall be three (3) twenty (20) minute rest periods during each twelve (12) hour period of work.
4. Compensation of authorized overtime shall be paid at the rate provided for in the Collective Agreement.
5. Employees required to work on their regular day of rest shall be paid at overtime rates and guaranteed work for the full twelve (12) hour shift.
6. Special holidays for which special rates apply will continue to be paid at premium rates for the actual hours on any holiday.
7. Paid days off in lieu of a holiday will be based on an eight (8) hour day.
8. Shift premiums will be paid in accordance with Article 22.
9. Income protection credits (sick leave) will be reduced by the actual number of hours utilized.
10. Annual vacation may be taken in twelve (12) hour days until vacation time allotted is utilized.
11. When a shift engineer is on the maintenance cycle (8 hours: 8:00 a.m. - 4:00 p.m. inclusive of meal periods) the engineer shall be paid at the applicable overtime rate for all hours worked outside of their regularly scheduled hours.
12. Shift rotation patterns for employees covered by this LOU will be five (5) weeks.

13. All other provisions of the current Collective Agreement not specified in this LOU shall apply to the Power Engineers.
14. Any changes to this LOU or the regular hours of work is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.

LETTER OF UNDERSTANDING #18P
Hours of Work and Shift Schedules

VICTORIA HOSPITAL

RE: HOURS OF WORK - SHIFT AND RELIEF ENGINEERS

This is to certify that the Employer and the Union mutually agree to continue the regular hours of work for Shift and Relief Engineers. It is understood that unless specified, all other provisions of the Collective Agreement are applicable. Any changes to this LOU or the regular hours of work is subject to the Employment Security Process under Article 25 unless mutually agreed otherwise by the Parties.

Shift Engineers Only

The regular working hours shall not exceed a shift of twelve (12) hours in any one (1) day, including the meal periods and rest periods.

- (a) The hours of work shall be on the basis of forty (40) hours per week averaged over a thirteen (13) week period. Normally, each employee will work three (3) consecutive days per week, followed by four (4) consecutive days off, after which he will then work for three (3) consecutive days, followed by three (3) consecutive days off.
- (b) If skill deficiencies are found as a result of an assessment process, the Manager of Physical Plant or designate will in consultation with the employee require the individual to occasionally rotate through the relief engineer position. Shift Engineers may request to rotate within the Relief Engineer position.

Relief Engineers Only

It is understood that the main function of the Relief Engineer is to provide coverage for unanticipated absences, relief and vacation relief. Other duties as assigned are secondary and assist the Employer in meeting the Relief Engineers EFT.

A tentative shift schedule will be posted as per Article 1901, however due to the nature of the relief position, the Employer retains the right to alter the Relief Engineers schedule with a minimum of twenty-four (24) hours' notice.

- (a) The normal hours of work for Relief Engineers may consist of either eight (8) hours or twelve (12) hours per day and one hundred sixty (160) hours per four (4) weeks.
- (b) There shall be a minimum of two (2) days of rest per week.

- (c) When a Relief Engineer moves into a Shift Engineer's rotation, overtime will be paid for hours in excess of forty-eight (48) hours per week, eighty-four (84) hours biweekly or one hundred sixty (160) hours in a four (4) week period.

Note: It is understood that where possible the Relief Engineers should not be required to work hours in excess of those currently worked by other shift engineers (i.e. three (3) pay periods of eighty-four (84) hours in a twelve (12) week rotation).

- (d) At no time shall a Relief Engineers be required to work more than four (4) twelve (12) hour consecutive shifts without three (3) days of rest following.
- (e) Overtime on days of rest shall be paid as per Article 20.

**LETTER OF UNDERSTANDING #18Q
Hours of Work and Shift Schedules**

**APPLICABLE TO MAINTENANCE AND TRADES EMPLOYEES AT
CONCORDIA HOSPITAL, MISERICORDIA HEALTH CENTRE,
SEVEN OAKS GENERAL HOSPITAL**

RE: HOURS OF WORK AND SCHEDULE

The Parties agree that this LOU will remain in effect until the process for the standardization of the annual hours of work is completed.

The regular hours of work for maintenance personnel shall be seven and one half (7½) in one (1) day and seventy-five (75) hours per biweekly period, exclusive of meal periods; a week shall be five (5) consecutive days, Monday to Friday.

The regular hours of work for engineers shall be eight (8) hours in one (1) day or eighty (80) hours per biweekly period, inclusive of meal periods. The difference between seventy-five (75) and eighty (80) hours per biweekly period shall be paid to the engineers at overtime rates, based on salaries as per Schedule "A".

**LETTER OF UNDERSTANDING #18R
Hours of Work and Shift Schedules**

RIVERVIEW HEALTH CENTRE

RE: COMMUNICATION CLERKS

The Parties agree that the following individuals shall continue to be “Green Circled” at their current step on scale within the Communication Clerk classification at Riverview Health Centre until the annual salary is higher than their current step or until they leave the position.

The incumbents are as follows:

- Wendy Yorke
- Jennifer-Ann Sierra

LETTER OF UNDERSTANDING #18S
Hours of Work and Shift Schedules

WINNIPEG REGIONAL HEALTH AUTHORITY

RE: LANGUAGE ACCESS INTERPRETERS

1. Hours of Work

Employees are not guaranteed any specific number of hours of work. The standard daily hours for interpreters range between zero (0) and seven and one-half (7½) hours per day.

- (a) An employee who works a minimum of four (4) consecutive hours for one (1) appointment will receive one (1) paid fifteen (15) minute rest period for each period so worked.
- (b) Minimum Shift Duration
 - (i) Face to Face Assignment - minimum shift is two (2) hours.
 - (ii) Conference Call Assignment - minimum shift is thirty (30) minutes, with fifteen (15) minute increments thereafter.
 - (iii) Stand-Alone Message Relay Assignment - minimum shift is fifteen (15) minutes, with fifteen (15) minute increments thereafter.
 - (iv) Video Conference Assignment - minimum shift is thirty (30) minutes.
- (c) Employees shall be paid regular wage for a minimum two (2) hours regardless of whether the assignment is ten (10) minutes or up to two (2) hours.
- (d) Where an employee works for five (5) or more consecutive hours an unpaid meal period of one-half (½) hour will be provided.
- (e) Cancelled assignments shall mean an assignment where an employee is unable to complete the assignment due to client circumstances beyond the control of the employee.
- (f) For scheduled shifts, interpreters shall be paid for minimum two (2) hours at regular hourly rates for cancellation notice of twenty-four (24) hours or less provided the employee has followed all Employer established procedural guidelines pertaining to the assignment.

- (g) Cancellation notice greater than twenty-four (24) hours, interpreters shall be entitled to report fifteen (15) minutes at regular hourly rate for administrative time for the assignment.
- (h) Interpreters who accept and complete ten (10) or more assignments in a seven (7) day consecutive period will receive thirty (30) minutes at regular rates to recognize required administrative duties.

2. Vacation

Employees shall receive vacation pay calculated at the rate of six percent (6%) of regular wages paid inclusive of callback hours paid at straight time rates in any given biweekly period.

3. Third Party Work

The Parties agree that Language Access Interpreters, as part of their Language Access work duties, may perform interpreter services for third party organizations (e.g. Manitoba Family Services & Consumer Affairs, Correctional Service of Canada, etc.).

**LETTER OF UNDERSTANDING #18T
Hours of Work and Shift Schedules**

**KLINIC COMMUNITY HEALTH
WOMEN'S HEALTH CLINIC**

RE: PAID MEAL PERIOD

The Parties agree that this LOU will remain in effect until the process for the standardization of the annual hours of work is completed.

The meal period for the employees at these sites (as per Schedule "B") shall be paid at the employee's regular rate of pay. Clinic Community Health and Women's Health Clinic have a one (1) hour meal period.

**LETTER OF UNDERSTANDING #18U
Hours of Work and Shift Schedules**

**POWER ENGINEERS AT CONCORDIA HOSPITAL,
MISERICORDIA HEALTH CENTRE, SEVEN OAKS GENERAL HOSPITAL**

RE: PAID MEAL PERIOD

The half ($\frac{1}{2}$) hour meal period for the Power Engineers at these sites (as per Schedule "B") shall be paid time, at the employee's regular rate of pay.

LETTER OF UNDERSTANDING #18V
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

RE: 9.69 ("10") HOUR SHIFT PATTERN

The Employer and the Union mutually agree that the following conditions and understandings shall apply regarding the application of the ten (10) hour shift pattern.

1. Hours of Work

- (i) Full-time hours of work shall provide twenty-four (24) shifts of 9.69 ("10") hours duration averaged over three (3) consecutive biweekly periods.
- (ii) Alternatively, there may be a combination of shifts of 9.69 ("10") hour duration and shifts of other lengths that equal seventy-seven point five (77.5) hours per biweekly period, averaged over the three (3) consecutive biweekly periods in the shift schedule.
- (iii) Overtime rates of pay shall be applicable for hours worked in excess of a shift, as defined herein, or for time worked in excess of the normal full-time hours in the rotation pattern in effect.
- (iv) Each shift of 9.69 ("10") hours is to be inclusive of two (2) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt patient care. Each shift of 9.69 ("10") hours shall be exclusive of one (1) meal period not exceeding twenty (20) minutes in length.

2. Vacation/General Holidays/Income Protection/Bereavement Leave

- (i) The amount of paid vacation that an employee receives under the 9.69 ("10") shift schedule shall correspond exactly in hours to be paid vacation on a seven point seven five (7.75) hour shift schedule.
- (ii) An employee required to work on a General Holiday shall be paid for hours worked at the rate of one and one-half (1.5) times their basic rate of pay and, in addition, a full-time employee shall receive seven point seven five (7.75) hours off at their basic rate of pay, or may choose to be paid the seven point seven five (7.75) hours at their basic rate of pay.
- (iii) Income protection shall accrue in accordance with the terms of the Collective Agreement and will be utilized for periods of absence from scheduled duty due to accident or illness.

- (iv) Shift premiums shall be paid in accordance with the Collective Agreement.
 - (v) Subject to the provisions of the Collective Agreement, bereavement leave shall be paid for all hours scheduled.
3. There must be mutual agreement between the Employer and the Union to continue with the ten ("10") hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement provision shall apply. Either Party may, therefore, terminate this Agreement by serving sixty (60) days' written notice of termination upon the other.
 4. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

LETTER OF UNDERSTANDING #18W
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

RE: LEAF RAPIDS - 12/8 HOUR SHIFT PATTERNS

The Employer and the Union mutually agree that the following conditions and understandings shall apply regarding the application of the combined eleven point six two five (11.625) and seven point seven five (7.75) hour shift schedule pattern, herein after referred to as the twelve (12) and eight (8) hour shift schedule pattern.

1. Hours of Work

- (i) The shift pattern period shall be eight (8) weeks in duration and consist of a combination of twelve (12) and eight (8) hour shifts. Full-time hours will be three hundred and ten (310) hours within the eight (8) week shift pattern.
- (ii) Each shift of twelve (12) hours is to be inclusive of two (2) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt patient care. Each shift of twelve (12) hours shall be exclusive of one (1) thirty (30) minute meal period and inclusive of one (1) thirty-seven (37) minute meal period. Meal periods are paid at regular rates of pay.
- (iii) Each shift of eight (8) hours is to be inclusive of two (2) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt patient care. Each shift of eight (8) hours shall be inclusive of one (1) meal period not exceeding thirty (30) minutes in length. The meal period is paid at the regular rate of pay.
- (iv) As employees are not able to leave the facility for meal periods, overtime payment is applicable as per the Collective Agreement.

2. Overtime provisions will apply as follows:

- (i) An employee works beyond three hundred and ten (310) hours in the eight (8) week shift pattern.
- (ii) An employee works beyond twelve (12) hours in a day.
- (iii) An employee after commencing an eight (8) hour shift accepts an extension of this shift, shall receive overtime rates for those hours that exceed eight (8) hours.

3. Vacation/General Holidays/Income Protection/Bereavement Leave
 - (i) The number of duty days off that an employee receives under this shift pattern are to correspond exactly in hours to the duty days off on an eight (8) hour shift pattern.
 - (ii) An employee required to work on a General Holiday shall be paid for hours worked at the rate outlined in Article 16 and, in addition a full-time employee shall receive eight (8) hours off at their basic rate of pay, or may choose to be paid the eight (8) hours at their basic rate of pay.
 - (iii) An employee may accumulate three (3) General Holidays for the purpose of taking two (2) paid twelve (12) hour shifts off duty.
 - (iv) Where required on General Holidays, the schedule will be adjusted in advance as per the Collective Agreement.
4. Shift premiums will be paid in accordance with Article 22.
5. There must be mutual agreement between the Employer and the Union to continue with the twelve (12)/eight (8) hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement provision shall apply. Either Party may, therefore, terminate this Agreement by serving sixty (60) days' written notice of termination upon the other.
6. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

LETTER OF UNDERSTANDING #18X
Hours of Work and Shift Schedules

NORTHERN REGIONAL HEALTH AUTHORITY

**RE: NRHA SECURITY SERVICES AND HOPE NORTH - TWELVE (12) HOUR
SHIFT PATTERN**

The Employer and the Union mutually agree that the following conditions and understandings shall apply regarding the application of the eleven point six-two-five (11.625) ("12") hour shift pattern.

1. Hours of Work

- (i) Annual hours of work shall be two thousand and fifteen (2015) hours annually.
- (ii) There shall be twenty (20) regular shifts of eleven (11) hours and thirty-seven (37) minutes (11.625 hours) duration in each three (3) consecutive biweekly periods.
- (iii) The time period on site will be twelve (12) hours and will be inclusive three (3) fifteen (15) minute rest periods. In addition, a thirty (30) minute meal period will be paid at the regular rate of pay without accruals in recognition that the meal period must take place on site.
- (iv) Overtime rates of pay shall be paid for time worked in excess of a twelve (12) hour shift or for hours worked in excess of two hundred and thirty-two point five (232.5) hours in three (3) consecutive biweekly periods.

2. Vacation / General Holidays / Income Protection / Bereavement Leave

- (i) With reference to the above benefits, the paid time off that an employee receives under the twelve (12) hour shift pattern is to correspond exactly in hours to the paid time off on a seven point seven five (7.75) hour shift pattern.
- (ii) An employee required to work on a paid general holiday shall be paid for hours worked in accordance with Article 16. A full-time employee shall receive seven point seven five (7.75) hour at their basic rate of pay.
- (iii) An employee may accumulate three (3) General Holidays for the purpose of taking two (2) paid twelve (12) hour shifts off duty at one time.

3. Shift premiums to be paid in accordance with Article 22.

4. There must be mutual agreement between the Employer and the Union to continue with the twelve (12) hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement provision shall apply. Either Party may, therefore, terminate this Agreement by serving sixty (60) days' written notice of termination upon the other.
5. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

**LETTER OF UNDERSTANDING #18Y
Hours of Work and Shift Schedules**

**NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPLICABLE AT FLIN FLON GENERAL HOSPITAL ONLY**

**RE: COMBINATION OF 12/8 HOUR SHIFT PATTERN - POWER ENGINEERS
(2080 ANNUAL HOURS)**

The Employer and the Union mutually agree that the following conditions and understandings shall apply regarding the application of the combined twelve (12) and eight (8) hour shift schedule pattern.

1. Hours of Work

- (a) The shift pattern period shall be eight (8) weeks in duration and consist of a combination of twelve (12) and eight (8) hour shifts. Full-time hours will be three hundred and twenty (320) hours within the eight (8) week shift pattern. The eight (8) week shift pattern shall include twenty-six (26) twelve (12) hour shifts and one (1) eight (8) hour shift.**
- (b) Each shift of twelve (12) hours is to be inclusive of three (3) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt operations. Each shift of twelve (12) hours shall be inclusive of one (1) thirty (30) minute meal period paid at the regular rate of pay in recognition that the meal period must be taken on site. To further clarify, each shift is paid twelve (12) hours.**
- (c) Each shift of eight (8) hours is to be inclusive of two (2) fifteen (15) minute rest periods. It is understood that these rest periods are to be taken at the discretion of the employee and provided that such breaks will not unduly disrupt operations. Each shift of eight (8) hours shall be inclusive of one (1) thirty (30) minute meal period paid at the regular rate of pay in recognition that the meal period must be taken on site. To further clarify, each shift is paid eight (8) hours.**

2. Overtime

Employees working this shift pattern have shifts of twelve (12) and eight (8) hours included in the shift pattern.

Overtime rates apply when:

- (a) An employee works beyond three hundred and twenty (320) hours in the eight (8) week shift pattern.**

- (b) An employee works beyond twelve (12) hours in a day.
- (c) An employee after commencing an eight (8) hour shift accepts an extension of this shift, shall receive overtime rates for those hours that exceed eight (8) hours.

3. Vacation/General Holidays/Income Protection/Bereavement Leave

- (a) The number of duty days off that an employee receives under this shift pattern are to correspond exactly in hours to the duty days off on an eight (8) hour shift pattern.
- (b) An employee required to work on a general holiday shall be paid for hours worked at the rate outlined in Article 1602. In addition, a full-time employee shall receive an additional eight (8) hours in lieu of the general holiday at the basic rate of pay, to be paid, scheduled or banked in accordance with Article 16.
- (c) An employee may utilize any accrued banked days in lieu of the general holiday to take a full twelve (12) hour shift off duty.
- (d) Where required on general holidays, the schedule will be adjusted in advance as per the Collective Agreement.

4. Shift premiums will be paid in accordance with the Collective Agreement.

5. There must be mutual agreement between the Employer and the Union to continue with the twelve (12)/eight (8) hour shift schedule pattern, otherwise the provision on Hours of Work or some other mutually agreeable variation of the Agreement provision shall apply. Either party may, therefore, terminate this Agreement by serving sixty (60) days' written notice of termination upon the other.

6. It is understood that unless specified, all other provisions of the Collective Agreement are applicable.

GENERAL LETTERS OF UNDERSTANDING

LETTER OF UNDERSTANDING #1

RE: IMPACT OF HOURS OF WORK REDUCTION ON PENSION PLAN

A Collective Agreement called for a reduction in the paid hours of work from November 15, 1996 to April 29, 1999;

The Parties hereby agree that no employee's pension benefit shall be negatively impacted as a result of these reduced hours of work.

The Parties further agree that every employee who receives a benefit at a time when their average earnings calculation includes part or all of the period of November 15, 1996 to April 29, 1999, shall have that benefit calculated by using notional earnings. Notional earnings are those earnings the employee would have received had there been no reduction in paid hours. Any additional costs for this adjustment shall be absorbed by the resources of the pension plans.

LETTER OF UNDERSTANDING #2

**RE: AMNESTY FROM PROVINCIAL WAGE/HOURS OF WORK REDUCTION
LEGISLATION**

During the term of the 2024 to 2028 Collective Agreement, the Employer will not exercise any right it may receive through legislation which enables the Employer to unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in Article 18 during the life of this Collective Agreement.

LETTER OF UNDERSTANDING #3**RE: REASONABLE ACCOMMODATION/RETURN TO WORK**

Reasonable Accommodation

The Parties recognize that *The Manitoba Human Rights Code* establishes a reasonable accommodation requirement to the point of undue hardship, in order to accommodate the special needs of any person or group where those needs are based on the protected characteristics as set out in *The Manitoba Human Rights Code*.

The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee. Reasonable accommodation is the shared responsibility of the employees, the Employer and the Union.

Where a need has been identified, the Parties will meet to investigate and identify the feasibility of accommodation that is substantial, meaningful and reasonable to the point of undue hardship.

Where necessary, relevant provisions of the Collective Agreement may, by mutual agreement between the Union and the Employer, be waived.

When an accommodation is being implemented, the Employer and the Union agree to provide an orientation to affected employees concerning the principles of reasonable accommodation and the nature of the accommodation being implemented.

In the event the accommodation results in the employee being moved to a higher classification position, their new salary shall be determined in accordance with Article 1404.

In the event the accommodation results in the employee being moved to a lower classified position, their new salary shall be determined in accordance with Article 1405.

Return to Work

The Employer, the Union and employee(s) share a mutual concern for facilitating the return to work of ill, injured or disabled employees. The Union shall be notified of any return-to-work initiatives with respect to any employee. The applicable Parties shall meet to ensure the employee is clear on all the details and provisions of the return to work and that the work designated is within their restrictions and limitations as documented by a qualified medical practitioner.

LETTER OF UNDERSTANDING #4**RE: REDEPLOYMENT PRINCIPLES**

1. PURPOSE:

- 1.01 The Parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The Parties agree to strive towards consistency and timeliness in implementing this LOU.
- 1.02 It is agreed by the Parties that this LOU shall work in concert with the provisions of the applicable Collective Agreements of the unions involved and shall be supplementary to same.
- 1.03 All terms and conditions of Collective Agreements and personnel policies and procedures of the receiving facility shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this LOU.
- 1.04 This LOU governs the movement of laid-off employees and/or the movement of positions between bargaining units of the above-mentioned unions and employers.
- 1.05 For the purposes of this LOU “receiving agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the “sending agreement(s)” shall mean the Collective Agreement applicable to the certified bargaining unit where the position/ employee originated.
- 1.06 All particulars of job opportunities at receiving facilities will be made available to the unions as they become known to the above-mentioned employers.
- 1.07 “Central Redeployment List” means a list of employees who have been laid-off from a participating employer. Those on this list may apply for and receive preferential consideration for new and vacant in-scope positions at another participating employer, as set out in 4.02 herein.

Manitoba Council of Health Care Unions (MCHCU) will be provided with a copy of the Central Redeployment List, with an updated list provided on a continuing basis.

- 1.08 “Provincial Health Care Labour Adjustment Committee” (hereinafter referred to as the “Committee”) refers to the committee established by an agreement commencing January 20, 1993 between The Government of

Canada, The Government of Manitoba, Manitoba Health Organizations Inc., and Manitoba Council of Health Care Unions.

2. SENIORITY:

- 2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.
- 2.02 Employees without a Collective Agreement shall not have seniority rights.
- 2.03 Transfer of Seniority - The affected employer(s) and affected union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

3. TRIAL PERIOD:

- 3.01 Employees who move to a new bargaining unit/employer may be required to serve a trial period in accordance with the Collective Agreement in the receiving facility. If unsuccessful in the trial period, the employee shall return to the Central Redeployment List and to the recall list of the sending employer.

4. NEW AND VACANT POSITIONS:

- 4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise mutually agreed between affected employers and affected bargaining units/unions.
- 4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Central Redeployment List.

If there are no applicants/no qualified applicants from the same region, the receiving facility shall provide preferential consideration to qualified applicants from other regions who are on the Central Redeployment List.

The following provisions shall apply in filling the vacancy:

- (a) employees on the Central Redeployment List shall be listed in order of seniority [as per "sending" Collective Agreement(s)];
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the

above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating employers (process to be established);

- (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;
- (d) in assessing an employee's history only formally documented material contained in the employee's personnel file will be considered;
- (e) receiving facilities job description applies vis-à-vis qualification requirements;
- (f) once an employee has been permanently redeployed and has completed the trial period with a receiving employer, he/she shall relinquish any recall rights to his/her former employer unless she/he is laid off from the receiving employer. Should an employee be laid off from the receiving employer, she/he will be placed back on the recall list with the sending employer for the balance of time she/he would have been on the recall list. She/he will also have recall rights in accordance with the Collective Agreement of the receiving employer and be placed back on the Central Redeployment List. For the purposes of the Central Redeployment List, an employee's seniority shall be the cumulative seniority from the original sending employer and the original receiving employer.

5. TRANSFER OF SERVICE/MERGER/AMALGAMATION:

- 5.01 In the event of a transfer(s) of service/merger/amalgamation, the affected employer(s) and unions shall meet to determine whether employees should have the opportunity to move with the service or department to the receiving facility, to the extent that such positions are available.

6. PORTABILITY OF BENEFITS:

The following benefits are portable:

- 6.01 Accumulated income protection benefits/sick leave credits.
- 6.02 Length of employment applicable to rate at which vacation is earned.
- 6.03 Length of employment applicable to pre-retirement leave.

Note: Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.

6.04 Length of employment for the purposes of qualifying to join benefit plans, e.g. two (2) year pension requirement.

6.05 Benefits: An incoming employee is subject to the terms and conditions of the receiving facilities benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.

6.06 Salary Treatments:

(a) If range is identical, then placed step-on-step;

(b) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's salary at the time of layoff.

Note: No red-circling provision except for Deer Lodge Centre employees who were guaranteed provisions as contained in the "Transfer Agreements" for the 1983 and 1987 transfer from federal to provincial jurisdiction and for whom the red-circling provisions were in place prior to the inception of this LOU.

6.07 Upon hire of an employee from the Central Redeployment List, the receiving employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending employer under this LOU.

7. OTHER CONDITIONS:

7.01 Hours of service since last increment is not portable for purposes of calculating next increment, if applicable.

7.02 Salary and vacation earned to date to be paid out by sending employer.

7.03 Banked time including overtime bank, stat bank, to be paid out by sending employer.

8. TRAINING:

8.01 The Parties agree that provisions for training will be dealt with by the Committee.

9. ADMISSION OF NEW MEMBERS:

9.01 The Parties hereby authorize the Committee to admit new signatories as participating employers or participating unions in such manner and upon

such terms as the Committee in its discretion deems appropriate without the necessary consultation or agreement with existing signatories. Upon admission to this agreement such new signatories will have the same rights and obligations as existing participating unions and participating employers, effective the date of such admission.

10. ACCEPTANCE OF LETTER OF UNDERSTANDING:

10.01 Signatories to this LOU agree to accept this letter without amendment. Any subsequent amendment to the LOU shall only be implemented if approved pursuant to Article 12.

11. DURATION:

11.01 This LOU shall be in full force and effect for an indefinite period commencing the date of signing. In the event that any one of the Parties signatory to this LOU wishes to terminate its participation in this LOU it shall give sixty (60) days written notice to the Committee and to the appropriate bargaining agent or employer in respect of its Collective Agreement. Such termination shall not invalidate this LOU as affects the other signatories except for the specific employer or bargaining agent that is party to the relevant and affected Collective Agreement.

12. AMENDMENTS:

12.01 Amendments to this Letter of Understanding shall be effective if passed by the Committee after consultation with the signatories to the LOU as outlined herein. All signatories shall receive a copy of the proposed amendment(s). Each signatory shall have thirty (30) calendar days during which to express its concerns (if any) about the proposed amendment(s). Any unresolved concerns must be reconciled by the respective employer/labour caucus prior to a Committee vote being conducted. If there are no concerns raised by signatories to the proposed amendments the Committee shall be empowered to implement the amendment(s).

13. APPEAL PANEL:

13.01 Should a dispute(s) arise between a participating union(s) and a participating employer(s) regarding the application, interpretation or alleged violation of this LOU, the Parties concerned shall meet and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved, any party to the dispute may refer the matter(s) to an Appeal Panel composed of:

- Two (2) persons from participating Employers who are not directly involved in the dispute;

- Two (2) persons from the participating Unions who are not directly involved in the dispute.

The Appeal Panel shall set its own procedures for hearing the dispute and may accept any evidence that it deems appropriate.

Only lay advocate(s) shall be utilized by each Party to the dispute in the presentation of its case.

The Appeal Panel shall make every effort to mediate the dispute to resolution.

Should efforts to mediate fail, the Appeal Panel shall submit its written recommendation(s) for settlement to the Parties concerned, within fourteen (14) calendar days.

Any dispute under the LOU shall not be resolved by grievance or arbitration pursuant to the Collective Agreement. The Appeal Panel is intended to be the only vehicle for resolution of such disputes.

This Letter of Agreement confirms that the above-named Parties have ratified the LOU on Redeployment Principles which is appended to and forms part of this Letter of Agreement.

LETTER OF UNDERSTANDING #5

**SHARED HEALTH
HEALTH SCIENCES CENTRE AND DIAGNOSTIC SERVICES ONLY**

RE: WEEKEND WORK

Part-time employees who, as a condition of employment accept positions designated as “weekend” work, shall waive the right to:

(a) have every third (3rd) weekend off;

OR

(b) have the regular time worked on weekends paid for at overtime rates as stipulated in the clause relating to weekends off.

All other provisions of the Collective Agreement shall apply to these employees.

LETTER OF UNDERSTANDING #6

RE: STAFF MOBILITY WITHIN CUPE

1. This LOU is attached to and forms part of the Collective Agreement between the Parties and replaces any other LOUs regarding mobility internal or external to this Collective Agreement.
2. The Parties agree to work towards a systemic labour adjustment plan utilizing a regional attrition model where reasonable, and utilizing any other programs as agreed to by the Parties.
3. In the event that this LOU conflicts with the terms of any existing Collective Agreement between the Parties, the terms of this LOU shall prevail over the terms of the Collective Agreement (unless otherwise specified).
4. (a) In the event of a transfer/closure/consolidation/merger of one or more of the sites, the Employer(s) will notify the Unions, where possible*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable Collective Agreement. The Employer(s) will determine the estimated number and types of positions available and update such data as the reconfiguration/implementation plans are defined.

*lesser notice may be given only in exceptional circumstances

- (b) The Employer(s) and Union(s) shall meet within thirty (30) days of notice provided for in 4 (a) to discuss issues arising out of the transfer of employees.
 - (c) The Employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the Union(s):
 - positions affected at the sending site;
 - number of vacancies and new positions created at the receiving site;
 - up-to-date seniority lists and number of affected employees;
 - pertinent classification information;
 - relevant time frames.
5. Staff Mobility
 - A. Transfers with Programs
 - (i) When programs are transferred, consolidated, or merged from one site to another, the Employer(s) will determine the number of staff required by classification.

Qualified employees within the transferring program will be given the opportunity to move with the program. Where excess numbers of staff wish to move, staff will be selected based on seniority. Where an insufficient number of staff by classification volunteer to move, the sending facility(s) shall fill the remaining positions in the program by utilizing the job posting/recall procedures in the applicable Collective Agreement(s).

If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer employees from the sending site to fill the vacancies commencing with the most junior qualified employee.

- (ii) Employees who are transferred in accordance with this LOU shall retain seniority as described in #6. below, service and other portable benefits as set out in the LOU on Redeployment Principles and will be treated in all respects as if they had always been employees of the receiving site.
- (iii) The receiving site will provide an orientation period to employees transferring to the new site. The orientation period shall be of sufficient duration to assist the employee in becoming acquainted with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.
- (iv) No new probationary/trial period will be served by transferring employees. Any transferring employee who had not yet completed their probationary period at the sending site will complete the balance of the period required at the receiving site.

B. Temporary Transfer of Employees

- (i) To facilitate temporary transfers to sites experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another site shall be offered the opportunity to work in the site(s) experiencing the need for additional employees.
- (ii) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement of the receiving site relating to the assigning of occasional additional shifts are fulfilled.
- (iii) The temporarily transferred employees will continue to be covered by the terms of the sending site's Collective Agreement.

(iv) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the site(s) reserve the right to transfer employees, commencing with the most junior qualified employee at the sending site.

(v) Orientation at the new site shall be provided.

6. Seniority

(a) Seniority lists will be maintained in accordance with the Collective Agreements for internal purposes at each site as per Schedule "B".

(b) Mobility seniority for the purposes of this LOU will be calculated as follows:

"Seniority shall be defined as the total accumulated regular paid hours calculated from the date the employee last entered the service of the Employer."

(c) Transferring employees will be treated in all respects as though they had always been employed at the receiving site.

(d) To ensure the accuracy of the calculation of the mobility seniority, the Employer(s) will provide sufficient information to verify an accurate calculation has been made.

7. This LOU does not extend to or apply to casual employees. Specifically, casual employees shall not have the right to apply for or be appointed to positions pursuant to any Mobility memo process.

The Mobility LOU provisions dealing with Program Transfers do not extend to or apply to term employees unless they hold a permanent position with the sending employer. The Mobility LOU provisions dealing with Temporary Transfers may apply to all term employees.

8. Vacation: Vacation earned at the sending site shall not be paid out upon transfer unless the employee requests to be paid out. If a person elects to have vacation transferred, it does not mean that the previously approved vacation dates will be honoured at the receiving site. Only the amount of time which has to be taken in accordance with the new site's Collective Agreement will be honoured and operational requirements will be taken into account.

9. Probationary and Trial Period: There will be no new trial period or probationary period for employees who are transferring with programs. As stated above, only employees who have not completed their probationary period with a sending site will be expected to complete it at the receiving site.

10. **Mobility to Term Positions:** Mobility applies for employment into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are ported at the time of employment. Should the employee not obtain a permanent position with the new Employer, all seniority and benefits shall terminate, unless the employee in turn obtains employment with another Employer where mobility or portability applies, and within the timelines specified.
11. An employee who occupies a casual position at a receiving site and a permanent or term position at a sending site, and who subsequently obtains a permanent or term position at a receiving site, will be allowed to transfer seniority and benefits accrued in the permanent or term position at the sending site, to the newly acquired permanent or term position in the receiving site.

Note: Current contract provisions re. placement on salary scale when employees resign a permanent or term position and remain on the casual roster continue to apply.
12. The Local President at a receiving site will be provided with written notification regarding each employee's mobility seniority at the time of their transfer. In that regard, the following specific data shall be provided:
 - Start date at sending site;
 - Seniority (hours);
 - Seniority date at sending site;
 - Termination date at sending site;
 - Start date at receiving site.
13. **Bridging Time for the Purposes of Mobility:** An employee who commences employment with the receiving site within six (6) weeks of termination of employment with the sending site will be entitled to mobility of seniority, service and benefits as above.

LETTER OF UNDERSTANDING #7**APPLICABLE TO NHREO, SHEO AND WCHREO ONLY****RE: RECRUITMENT, RETENTION AND EDUCATION FUND (RREF)**

The Parties agree that the employee portion of the Employment Insurance (EI) rebate will be directed to a provincial training and education fund. The training and education fund will be administered by the duly elected RREF Trustees. It will be the responsibility of the RREF Trustees to establish Terms of Reference for the administration of the training and education fund including guidelines for the allocation and distribution of the monetary resources. It is understood that the fundamental purpose of the training and education fund is to assist employees in upgrading their skills and education to further their careers in health care and to enhance the availability of qualified employees within the provincial health care sector.

LETTER OF UNDERSTANDING #8**SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION****RE: RECRUITMENT, RETENTION AND EDUCATION FUND (RREF)**

The Parties agree that the employee portion of the Employment Insurance (EI) rebate will be directed to a provincial training and education fund. The training and education fund will be administered by the duly elected Local 4270 RREF Trustees. It will be the responsibility of the Local 4270 RREF Trustees to establish Terms of Reference for the administration of the training and education fund including guidelines for the allocation and distribution of the monetary resources. It is understood that the fundamental purpose of the training and education fund is to assist employees in upgrading their skills and education to further their careers in health care and to enhance the availability of qualified employees within the provincial health care sector.

LETTER OF UNDERSTANDING #9

RE: HEB PENSION OR BENEFIT PLAN IMPROVEMENTS

During the term of the 2024 to 2028 Collective Agreement, should another health care union receive enhanced HEB pension or benefit plan improvements under the HEB plans, the CUPE support groups will also receive the same enhancements at the same time.

LETTER OF UNDERSTANDING #10**HEALTH SCIENCES CENTRE****RE: PREVENTATIVE MAINTENANCE COORDINATOR INCLUSION**

The Preventative Maintenance Coordinators at the Health Sciences Centre Site were formerly represented by the Manitoba Government and General Employees' Union (MGEU) Trades (former MLB Certificate No. 5897) and were subsequently incorporated into the Canadian Union of Public Employees, Local 204 through the process of bargaining unit restructuring, and;

The Parties have agreed that they would endeavour to limit the adverse effects of the bargaining unit restructuring process on the terms and conditions of employment specific to the Maintenance Supervisors.

It is therefore agreed that:

1. Terms and conditions of employment contained in the CUPE / Shared Health Employers Organization Collective Agreement will be in full force for the Preventative Maintenance Coordinator group as well as those provisions contained within a Memorandum of Agreement re. Preventative Maintenance Coordinators between the Parties dated May 23, 2006 (LOU #11).
2. In the event that any provision of the Memorandum of Agreement re. Preventative Maintenance Coordinators dated May 23, 2006 (LOU #11), conflicts with a provision contained within the CUPE / Shared Health Employers Organization Collective Agreement, the Memorandum of Agreement shall prevail.
3. Amendments to the Memorandum of Agreement re. Preventative Maintenance Coordinators dated May 23, 2006 (LOU #11), will be made at the same time, and in the same manner, as amendments to the Collective Agreement (as per Article 2). Only members listed in clause 2 of the Memorandum of Agreement shall be party to changes to the Memorandum of Agreement.

LETTER OF UNDERSTANDING #11**HEALTH SCIENCES CENTRE****RE: PREVENTATIVE MAINTENANCE COORDINATORS**

This Memorandum of Agreement is referred to in LOU #10 contained within the Collective Agreement entered into between CUPE and the Shared Health Employers Organization dated April 1, 2024, to March 31, 2028 and shall be read and interpreted in conjunction with that Collective Agreement. This Memorandum of Agreement shall remain in force and effect for the life of the Collective Agreement.

Clause 1 - Definitions

- 1.01 Probationary period - The period from the last date of employment to the completion of six (6) calendar months of employment will constitute an employee's probationary period. During such period, the employee shall not have recourse to the grievance procedure for reasons of termination of employment for unsuitability or unsatisfactory performance. This period may be extended if the Employer so requests and the Union agrees.
- 1.02 Trial period - All promotions and voluntary transfers are subject to a three (3) month trial period in the case of full-time appointment. This period may be extended if the Employer so requests and the Union agrees. An employee who is unsuccessful during this trial period shall be returned to their former position and salary level.

Clause 2 - Classifications

- 2.01 The classifications specified below shall be excluded from the application of Article 9: Changes in Classification of the CUPE Collective Agreement.

Preventative Maintenance Coordinator (A95)

- 2.02 If a new classification within the Preventative Maintenance Coordinator group is established, or if there is a material change in the job content of an existing classification during the term of this Memorandum of Agreement, the Employer will notify the Union as to the proposed new classification/material change in job content and the associated rate of pay. If the Union desires to enter into discussions concerning the associated rate of pay, it will so inform the Employer within seven (7) days of receipt of said notice and discussions will commence within fourteen (14) days thereafter. These time limits may be extended by mutual agreement between the Parties.
- 2.03 Failing agreement, the matter of rate of pay may be referred to Arbitration in accordance with Article 11.

- 2.04 Any dispute as to whether a new classification falls within the scope of the bargaining unit shall be referred to the Manitoba Labour Board for determination.
- 2.05 At any time after an employee has occupied a position for greater than three (3) months, they shall have the right to request a review of the classification they occupy if they can demonstrate that the duties and responsibilities of their position have substantially changed. Such request shall be submitted, in writing, to the Director of Maintenance Services.
- 2.06 The Employer will examine the duties and responsibilities assigned to the employee and provide a decision as to the validity of the request within twenty-one (21) working days from the date they received the request from the employee.
- 2.07 A revision to an existing job description to more accurately reflect the job content shall not constitute prima facie evidence of a substantial change to the duties and responsibilities of the position.
- 2.08 An employee who disputes a decision provided under clause 2.06 may file a grievance in accordance with Article 10.
- 2.09 If the salary range of a new or revised classification is adjusted by means of the application of this clause, the adjustment shall be retroactive to the date the new or revised classification came into effect.

Clause 3 - Annual Vacations

- 3.01 Where an employee qualifies for income protection involving hospitalization (in-patient admission or non-elective out-patient surgery) or qualifies for compassionate leave in accordance with Article 1713, there shall be no deductions from vacation credits for such absences. The period involving hospitalization and post hospitalization (if applicable) or compassionate leave will be reinstated to the employee's vacation accumulation and rescheduled upon provision of proof of hospitalization and post hospitalization (if applicable) or proper notice of death having occurred.

Clause 4 - Leave of Absence

- 4.01 Article 1711 of the Collective Agreement shall apply with the exception that four (4) days shall be five (5) days. It is understood that necessary travel time is included within the period of bereavement leave.

Clause 5 - Hours of Work

- 5.01 The regular working hours for employees will not exceed eight (8) hours per day or forty (40) hours per week (exclusive of meal periods). The regular work week

for employees is five (5) consecutive days, Monday to Friday, normally commencing at 0800 hours and concluding at 1630 hours or altered to commence no earlier than 0730 hours, as per changes in department operations. A change of start/end times as per the above does not constitute a change in shift or hours. The normal meal period shall be 1200 - 1230 hours.

- 5.02 Regular hours of work shall include a rest period of twenty (20) minutes during each continuous three (3) hour period of duty and shall exclude a meal period of at least thirty (30) minutes during each regular workday.
- 5.03 Except as expressly authorized by the Employer, employees are required to remain available for duty within the plant during the rest periods.
- 5.04 There will be no payment for occasional overtime periods or deductions for occasional tardiness of less than fifteen (15) minutes duration in a day.
- 5.05 Unless given seven (7) days prior notice, an employee whose shift is temporarily changed shall be paid at overtime rates for the first shift worked that varies from the posted schedule.
- 5.06 The Employer shall notify the Union in writing within ninety (90) days of any proposed permanent change in the working hours or shift of any Preventative Maintenance Coordinator. During the subsequent period, the Union may request joint discussions regarding the shift change. If after joint discussions a consensus on the change is not achieved, and the Employer still considers it necessary to make a permanent change in the shift or working hours of any Preventative Maintenance Coordinator, the change will occur as originally proposed.

Clause 6 - Overtime

- 6.01 Overtime shall be authorized time worked in excess of the regular daily or biweekly hours as specified in clause 5.01 above. Except in emergency situations, authorization must be obtained prior to the start of any overtime work. The Employer agrees that authorization in these emergency situations will not be unreasonably withheld and may require a written report substantiating the reason for the overtime worked.
- 6.02 An employee shall receive:
 - (a) two (2) times their basic rate of pay for all overtime worked;
 - (b) two and one-half (2½) times their basic rate of pay for all overtime worked on a general holiday.
- 6.03 Upon mutual agreement, an employee may be granted paid time off equivalent to and in lieu of the overtime payment to which they would otherwise be entitled.

- 6.04 An employee who works overtime contiguous to their regular shift for a period in excess of two (2) hours, or who works any other overtime for a period in excess of four (4) hours, shall be provided a meal allowance of ten dollars (\$10.00) and a further four dollars (\$4.00) for each subsequent four (4) hour overtime period.
- 6.05 "Standby" refers to any period of time during which an employee is required to be available in the event they are required to be contacted and are required to be available to return to work without undue delay.
- 6.06 Assignment of standby coverage shall be distributed as equitably as reasonably possible among those Maintenance Supervisors deemed qualified through mutual agreement of the Employer and the Union. At a minimum all Shop Supervisors shall be on the standby roster at all times. An employee requesting that their name be added or temporarily removed due to special circumstances from the standby roster shall submit such request, in writing, to the Employer. Such addition or temporary removal shall be by mutual agreement. Affected employees shall notify the Employer, at least five (5) calendar days in advance of any interchanges in standby coverage.
- 6.07 An employee required to be on standby shall be paid two (2) hours basic pay for each eight (8) hour or portion thereof period of standby coverage.

An employee required to be on standby on a General Holiday shall be paid three (3) hours basic pay for each eight (8) hour or portion thereof period of standby coverage.

- 6.08 When an employee is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the following shall apply:
- (a) The employee shall be paid at the applicable overtime rate for the total accumulated time spent on telephone consultation(s). If the total accumulated time spent on telephone consultation(s) is less than fifteen (15) minutes, the employee shall be compensated at the applicable overtime rate for a minimum of fifteen (15) minutes. Accumulated time spent on telephone consultations extending beyond fifteen (15) minutes shall be compensated at the next higher 15-minute interval.
 - (b) For purposes of calculation as per (a) and (b) above, accumulated time spent on telephone consultations shall be calculated from 0001 to 2400 hours daily.
 - (c) Employees consulted by telephone outside of their regular working hours shall document all calls received and shall submit a log of all such calls to their Supervisor for processing.

An employee who is called back to the workplace and works outside of their regular working hours, shall be paid for hours worked at overtime rates of pay with a minimum guarantee of three (3) hours pay at overtime rates. The minimum guarantee shall not apply when an employee is called back within two (2) hours of the commencement of their next shift. In such case, the employee will be paid at overtime rates from the time they started work to the beginning of their shift.

A callback shall be defined as any callback to work received by an employee during the period of time between the completion of their shift and the commencement of their next subsequent shift.

- 6.09 Except as provided, there shall be a minimum of eight (8) hours break between the conclusion of any overtime worked and the next regularly scheduled shift. However, if the Employer is unable to provide such eight (8) hour break, the Employer shall have the option of either deferring the actual starting time of the employee's next regularly scheduled shift, in effect reducing the hours of the next shift, in order to provide the eight (8) hour break, or overtime rates shall be paid to the affected employee for the next shift. In the event that the starting time of the employee's next shift is deferred, the employee shall receive pay for the entire scheduled shift at straight time rates.

Clause 7 - Stand-in Premium

- 7.01 In the event that the Employer assigns an employee to, in addition to their regular duties, relieve an absent Coordinator and to assume those duties for a minimum of two (2) hours, the employee shall receive an additional one dollar and seventy-five cents (\$1.75) for each hour of such assignment.
- 7.02 A single employee shall not be required to provide such relief for a period of time, which is greater than the maximum allowable vacation period, unless mutually agreed by the Employer and the Union.
- 7.03 If an employee agrees to provide relief coverage during a period of extended illness (beyond 4 weeks) or during a position vacancy period, and has assumed substantially all of the duties and responsibilities for the role they shall be paid the higher of:
- (a) an additional two dollars and forty cents (\$2.40) for all hours worked; or
 - (b) the minimum step for the higher classification.
- 7.04 If mutual agreement is not obtained, the relief requirement shall be rotated.

Clause 8 - Medicare Premiums

- 8.01 In the event the Government of Manitoba introduces Medicare premiums, the Employer agrees to meet with the Union in order to discuss an equitable sharing of the cost of such premiums.

Clause 9 – Seniority

- 9.01 Article 1202 will not apply and the following will but only for the positions covered by this MOA:

Seniority shall be considered as a factor in vacancy selection and if all other selection criteria are relatively equal it shall be considered as the governing factor.

LETTER OF UNDERSTANDING #12

ACTIONMARGUERITE (SAINT-BONIFACE)

RE: HOUSEKEEPING WEEKENDS

The following employee in the housekeeping department hired in that Department prior to January 1, 1979, shall get every weekend off:

- Sandra Bonneteau

Employees hired after January 1, 1979, shall be subject to working alternate weekends at the discretion of the Employer.

LETTER OF UNDERSTANDING #13

**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
CHURCHILL SITE ONLY**

RE: INCLEMENT WEATHER

The following are guidelines for addressing inclement weather conditions:

- (a) When the temperature reaches minus fifty-five (-55 °C) degrees Celsius or the wind chill is equivalent to minus fifty-five (-55 °C), or when the visibility is down to one-quarter (¼) mile or point four (0.4) kilometers, those employees already at the worksite shall remain until replacement staff has arrived and/or until transportation home can be arranged. Those employees scheduled to work but who have not arrived shall remain at their home and accessible until transportation to work can be arranged.
- (b) The local weather office will be the information source. The information will be available at the following times:
 - 7:35 a.m.;
 - 12:00 noon;
 - 3:00 p.m.
- (c) The Department Supervisor will verify weather conditions at these times, and, after consultation with the Executive Director or designate, will advise their employees should they not be required for work and/or transportation arrangements.
- (d) In the event that polar bears constitute an immediate danger to employees travelling to and from the site, the Employer shall ensure that employees are reimbursed for or provided with transportation.

LETTER OF UNDERSTANDING #14**KLINIC COMMUNITY HEALTH AND
EDEN MENTAL HEALTH CENTRE ONLY****RE: JOB SHARING**

Preamble

The philosophy of alternate work arrangements such as job sharing recognizes that employees have obligations and commitments outside the workplace. Job sharing provides employees with greater flexibility to balance the demands of their work and personal lives. Such arrangements are initiated by the employee and require mutual agreement between the Employer and the Union.

Definitions

A "Job Share" is an alternative work arrangement whereby the duties and responsibilities of a full-time position are shared between two employees with concurrence from both the Employer and the Union.

A "Job Share Employee" is one who is employed in a job share position.

Section 1 - General Terms and Conditions**1.01 Requests to Job Share**

Requests for job sharing will be employee initiated and will be made through the Employer. Permission to job share will be given at the discretion of the Program Director. The responsibility for finding a suitable job share partner rests with the employee. If an employee is unable to find a job share partner on their own, the position may be posted and filled in accordance with Article 14 of the Collective Agreement. The Employer cannot initiate such a posting without the agreement of the Union.

Positions filled by job sharing must lend themselves to this kind of staffing arrangement and create minimal disruption to the operation of the Employer. Positions which are job shared must be done so at no additional cost to the Employer.

1.02 Concurrence of the Union

Prior to any employees commencing a job share, concurrence from the Union shall be obtained. This shall occur at the level of the Labour/Management Committee.

- 1.03 Reconsideration of Employer Decision
In the event the Employer is unwilling to allow a job share arrangement, the initiating employee may request a meeting in order to make a further representation. The employee may request the presence of a Union Representative. The Employer will render a final decision within one (1) week of the meeting.
- 1.04 Mandatory Completing of Probation
Only employees who have completed their probationary period within their existing positions and who are qualified to carry out all the duties of the job-sharing position shall be considered for job sharing.
- 1.05 Only One Job Share at a Time
Employees may not hold more than one job share position at any one time.
- 1.06 Status of Applicants for Job Sharing
Applicants for job sharing must be of the same labour class. The job being shared must be held by one of the incumbents requesting the job share. Upon commencement of the job share the original employee will still own the position but not in such a way as it grants them any authority over the other job sharer. Upon conclusion of the job share each employee will revert to their former status.
- 1.07 Six (6) Month Review
Each job share will be reviewed by the employees and the Employer six (6) months after the job share begins. Employees who do not wish to continue the job share shall have the right to return to their original positions at a mutually agreed upon date and the job share agreement shall end.
- 1.08 Temporary Vacancy in a Job Share
If a job share employee takes an extended leave of absence (i.e. Maternity Leave) the remaining job share partner is offered the option of working full time. In the event that the partner declines the employee may elect to find another temporary job share partner or the position will be posted in accordance with Article 14 of the Collective Agreement.
- 1.09 Notice to Terminate a Job Share Agreement
A party to a job share agreement must give one (1) month written notice of their intention to terminate the agreement. This applies to both the employees and the Employer. The Employer shall not unreasonably discontinue a job share.
- 1.10 Elimination of Positions and Conclusions of Job Shares
Should the regular position of one of the job sharers be eliminated over the course of the job share, the employee shall be notified by the Employer and entitled to exercise their rights as though the employee had continued to remain in the job.

Upon the conclusion of job shares which have been renewed and continued for more than one (1) year, job sharers shall return to comparable positions at not less than the same wages. Should the original employee either resign their position or be promoted, the job share arrangement will be terminated.

1.11 When a Party to a Job Share Terminates their Involvement

An original employee whose job share partner terminates their involvement is responsible for finding a new partner should they still wish to continue job sharing. The employee shall also be responsible for filling that position on a full-time basis until a new job-sharing partner is found. The Employer reserves the right to decide whether or not to allow a position to continue as a job share if one (1) party discontinues their participation in it.

1.12 Full-Time Vacancies as a Result of Job-Sharing Agreements

In the event of a full-time position becoming vacant as a result of a job-sharing agreement, that position will be posted as a one (1) year term after which it may be posted and filled permanently.

1.13 Promotion and Lateral Transfer

A job-sharing employee will be eligible to apply for either promotion or lateral transfer. If the employee is successful, they will be required to terminate the job share arrangement and assume the duties of the new position on the date specified by the Program Director.

1.14 Multiple Job Share Requests

If there is more than one request to job share within a program and that program cannot reasonably accommodate more than one shared position, should a job share be approved, preference will be given to the employee with the most seniority.

Section 2 - Rates of Pay and Benefits

2.01 Overtime

Time worked beyond an employee's scheduled share of the position will be paid at overtime rates in accordance with Article 20. Additional time worked which is not related to the job shared position shall be paid at straight time rates unless the total hours are in excess of the daily or biweekly hours of work.

2.02 Minimum Hours Shared

The minimum number of hours to be filled by a job sharer shall be eight (8) hours per week.

2.03 Job Share Renewal

Each job-sharing arrangement must be renewed annually. Job sharers must provide at least one (1) month written notice of their intent to renew their job-sharing agreement. In no case will a job share arrangement exceed twelve (12) years.

LETTER OF UNDERSTANDING #15

APPLICABLE TO RIVERVIEW HEALTH CENTRE ONLY

RE: RIVERVIEW HEALTH CENTRE - ARTICLE 35 - LONG SERVICE PAY

It is agreed between the Parties that the applicability of the language in the former CUPE Riverview Health Centre Collective Agreement – Article 35 (embedded below) will apply only to full-time and part-time employees employed by the Employer effective September 23, 2022, and shall not be applied to employees who may transfer or be hired into the Employer after **September 23, 2022**.

Should any of the employees employed with Riverview as of September 23, 2022, transfer to another Employer, the entitlements under this provision going forward from the date of hire into the new Employer will cease.

It is understood that 'years of service' means continuous years of service.

Article 35 - Long Service Pay:

1. Subject to the terms in this LOU above, employees shall receive service pay for each month of actual employment as hereinafter provided:
 - \$7.50 per month after completion of 5 years service;
 - \$15.00 per month after completion of 10 years service;
 - \$22.50 per month after completion of 15 years service;
 - \$30.00 per month after completion of 20 years service;
 - \$37.50 per month after completion of 25 years service;
 - \$45.00 per month after completion of 30 years service.

The service pay shall be paid annually on or before pay period #26 in the current year.

For the purpose of this Article the following shall apply:

- (a) Employees leaving the service of the Centre for any reason on or before the 15th day of any month shall not be entitled to service pay for that month.
- (b) Employees commencing employment after the 15th day of any month shall not be entitled to service pay for that month.
- (c) In order to determine the length of service for term employees, twenty-one (21) days shall constitute one (1) month and two hundred and fifty-two (252) days shall constitute one year.

LETTER OF UNDERSTANDING #16**WRHA - COMMUNITY PROGRAMS (FORMER MGEU 220)****RE: FORMER CIVIL SERVICE EMPLOYEE BENEFITS PLANS**

Dental Plan

The Parties agree to the continuation of the Dental Services Plan with the following changes:

- (a) effective January 1, 2007, and limited to dental work performed on and after that date, the basis for payment for covered services shall be the 2007 Manitoba Dental Association (MDA) Fee Guide;
- (b) the 2008 and 2009 MDA Fee Guides will be implemented effective January 1st of each respective year;
- (c) dental coverage will continue for the first seventeen (17) weeks of Maternity Leave effective the first of the month following the date of signing and limited to Maternity Leaves commencing on and after that date;
- (d) The annual maximum per claimant is as follows:
 - (i) one thousand four hundred and seventy-five dollars (\$1,475.00).
- (e) The orthodontic lifetime maximum is as follows:
 - (i) one thousand six hundred and seventy-five dollars (\$1,675.00).
- (f) Part-time employees will be eligible for family coverage based on fifty percent (50%) of the coverage amounts applicable for full-time employees up to fifty percent (50%) of the maximum;
- (g) Prior to August 1, 2001, all part-time employees on staff as of the date of signing of this Agreement will be given the option to choose either:
 - (i) to maintain their single coverage under the dental plan; or
 - (ii) to elect family coverage on a pro-rated basis in accordance with section (f).
- (h) All employees hired after July 31, 2001, will be eligible for family coverage in accordance with section (f).

Vision Care Plan

The Parties agree to the continuation of the Vision Care Plan with the following changes:

- (a) effective January 1, 2007, and limited to vision care services performed on and after that date, the basis for payment for covered services shall be the 2007 Optometric or Ophthalmological Fee Guide;
- (b) the 2008 and 2009 Fee Guides will be implemented effective January 1st of each respective year;
- (c) changes to the Dental Plan respecting eligibility during Maternity Leave and prorated family year; coverage for part-time employees will also apply to the Vision Care Plan;
- (d) The maximum per claimant is two hundred and twenty-five dollars (\$225.00).

Civil Service Long Term Disability Income Plan (LTD Plan)

- (a) The Parties agree that the benefits plan shall provide an Employer paid Disability and Rehabilitation (D&R) Income Plan for eligible employees. The regulations governing this plan will be established pursuant to the Government Employees Master Agreement.
- (b) The elimination period for the LTD plan is one hundred and twenty (120) calendar days or the exhausting of the employee's income protection bank to a maximum of two-hundred and eight (208) working days.
- (c) The Parties agree to remove the cap on preinjury earnings applicable to claims filed on or after March 17, 2007.

Ambulance and Hospital Semi-Private Plan

The Parties agree that the benefits plan shall provide an employer paid Ambulance and Hospital Semi-Private Plan (A.H.S.P.) for eligible employees. The regulations governing this plan will be consistent with those established pursuant to the Government Employees Master Agreement.

Drug Plan

1. The Employer agrees to implement a Drug Care plan effective October 1, 2001, as follows:
 - (a) Eligibility requirements for employees and dependents will be the same as the Dental Services Plan.

- (b) Co-insurance be based on eighty percent (80%) reimbursement.
 - (c) The maximum payment per contract (family) is six hundred and fifty dollars (\$650.00) per year.
 - (d) Effective April 1, 2008, the maximum payment per contract (family) is seven hundred dollars (\$700.00) per year.
2. Other terms and conditions of the Drug Care Plan will be similar to those currently in effect for the Drug coverage provisions of the existing employee - paid Extended Health Benefit (EHB) plan.

Health Spending Account (HSA)

The Parties agree to the provision of a Health Spending Account (HSA) as follows:

- (a) Effective January 1, 2006, the HSA benefit amounts shall be two hundred dollars (\$200.00) for full-time staff and one hundred dollars (\$100.00) for part-time staff per calendar year.
- (b) Effective January 1, 2007, the HSA benefit shall be three hundred dollars (\$300.00) for full-time staff and one hundred and fifty dollars (\$150.00) for part-time staff per calendar year.
- (c) Effective January 1, 2008, the HSA benefit shall be three hundred and fifty dollars (\$350.00) for full-time staff and one hundred and seventy-five dollars (\$175.00) for part-time staff per calendar year.

General Principle

The Parties agree that WRHA employees legacied to the Civil Service Benefit plans are legacied only to the existing benefits specifically identified in Article 30 and this LOU, as well as any negotiated improvements to these specific benefits. Any future new benefits negotiated into the Civil Service Benefit plans will not be available.

LETTER OF UNDERSTANDING #17

APPLICABLE TO ALL FORMER CIVIL SERVICE EMPLOYEES

RE: CIVIL SERVICE PENSION PLAN VACATION CARRYOVER FOR CIVIL SERVICE SUPERANNUATION BOARD (CSSB) PENSION PLAN PURPOSES

As established under the Civil Service Superannuation Plan, former Civil Service employees may carry-over vacation credits to retirement in accordance with the following:

- (a) An employee must provide in writing their intended retirement date at the time the employee commences banking vacation credits for this purpose.
- (b) Commencing up to four (4) years prior to the employee's retirement date, an employee may bank up to fifty (50) days of vacation credits provided that up to a maximum of one year's vacation credits are carried forward from one vacation year to the next.
- (c) An employee may only bank a maximum of fifty (50) vacation days.

LETTER OF UNDERSTANDING #18

SOUTHERN HEALTH-SANTÉ SUD ONLY

RE: “50 KILOMETRE RADIUS” FOR THE PURPOSES OF THE COLLECTIVE AGREEMENT

The chart below defines the fifty (50) kilometre radius for purposes within the Collective Agreement

39	76	123	116	224	146	39	84	124	130	87	238	69	149	120	87	45	52	86	187	118	116	81	133	99	105	94	214	241	36	155	33	122	79	278	45	Arborea
6	112	79	135	185	134	63	106	88	158	110	195	75	106	77	108	72	8	42	144	142	137	97	152	121	127	117	171	254	79	91	69	78	35	235	Boundary Trails	
241	324	143	293	355	133	272	278	165	273	239	177	276	127	162	233	276	223	188	93	263	266	225	302	278	248	291	113	369	320	169	281	155	198	Brandon		
41	140	75	134	219	68	72	101	42	124	90	162	69	70	45	104	62	43	73	109	114	117	63	147	116	99	112	136	220	107	56	100	107	Carman			
95	190	38	217	263	152	209	184	95	233	188	244	235	135	99	185	139	70	36	110	223	216	169	227	199	208	195	128	329	197	158	147	Crystal City				
66	44	144	100	118	168	22	48	145	97	81	278	62	184	142	71	38	77	111	208	91	85	79	94	63	79	59	235	200	19	146	Dominion City					
97	168	127	112	230	44	118	110	63	105	71	131	108	40	91	95	110	99	125	78	88	98	57	133	106	78	123	106	201	154	Erie						
73	81	151	115	134	158	36	67	152	115	88	237	64	195	148	86	44	84	118	231	110	104	85	114	83	98	74	258	220	Erveston							
262	174	293	122	229	242	211	152	234	107	156	332	194	238	262	163	191	261	296	276	119	128	159	104	137	148	147	304	Faxon Lake								
177	272	102	225	334	70	209	214	95	209	175	70	212	63	109	230	212	179	142	43	198	202	161	238	215	184	227	Gladstone									
115	52	176	28	107	163	64	13	155	44	55	253	48	160	154	36	50	126	154	198	45	34	71	40	12	44	Gruntha										
125	89	161	43	150	121	75	31	112	34	35	210	58	117	141	17	60	135	169	155	12	15	38	56	32	Ile Des Chenes											
119	64	161	17	119	151	69	18	143	34	42	241	55	147	161	24	54	130	165	186	33	22	56	31	Kleefeld												
150	70	195	14	97	180	100	47	171	21	70	239	83	176	189	48	82	160	194	214	46	40	84	La Broquiere													
94	117	137	66	175	100	31	55	90	63	19	189	33	96	118	33	41	104	134	134	45	42	La Salle														
135	79	187	26	133	139	86	45	130	15	53	228	68	135	159	27	70	145	179	173	11	Landmark															
134	98	189	38	154	128	88	51	119	29	42	217	70	124	148	29	72	147	181	162	Lorelle																
150	245	84	199	308	43	182	187	68	182	148	100	186	36	71	166	185	152	105	MacGregor																	
45	154	37	177	250	111	105	145	63	200	152	168	111	104	34	151	104	34	Manitou																		
14	119	71	146	255	111	70	113	88	166	118	205	82	113	69	116	75	Morden																			
66	78	107	72	158	150	11	39	107	85	43	200	21	146	104	41	Morris																				
137	81	148	35	144	126	57	24	128	35	15	226	39	132	145	Niverville																					
83	182	37	172	293	77	117	143	30	167	132	134	114	71	Notre Dame																						
111	206	110	160	269	7	145	148	45	144	109	93	148	Portage																							
68	93	113	57	155	150	32	34	69	82	41	234	Roseport																								
201	298	170	251	359	95	234	240	121	235	201	Sandy Bay																									
109	99	150	50	155	111	59	29	103	51	St. Adolphe																										
150	71	197	18	127	145	100	46	137	St. Anne																											
87	185	66	155	264	35	119	143	St. Claude																												
104	58	143	33	121	150	54	St. Pierre Jolys																													
57	65	117	84	172	140	St. Jean																														
109	208	113	164	273	Southport																															
182	74	286	102	Sprague																																
133	55	178	Steinbach																																	
86	184	Swan Lake																																		
103	Vernon																																			

50 KMS

**Kilometres One Way
All mileage based on MapQuest**

Winkler

LETTER OF UNDERSTANDING #19

NORTHERN REGIONAL HEALTH AUTHORITY

RE: SWITCHBOARD/ADMITTING RESPONSIBILITY PAY

The Employer and the Union mutually agree that within the Admitting/Switchboard departments of Flin Flon General Hospital and The Pas Health Complex that employees shall receive responsibility pay based upon the following parameters:

1. Responsibility pay at the rate set out in Article 2304 shall be paid for weekend shifts, General Holiday shifts and when the manager(s) of the aforementioned departments is/are absent due to vacation or illness.
2. The most senior employee on shift will be assigned responsibility duties for the entire shift.

This LOU will cease to exist as of March 31, 2028 if the additional duties and responsibilities that attracted the responsibility pay have been removed.

LETTER OF UNDERSTANDING #20

**SHARED HEALTH
HEALTH SCIENCES CENTRE SITE ONLY**

RE: MONITOR ROOM OPERATORS - POSITION DISCONTINUATION

The Parties have agreed that they would endeavor to provide a variety of work tasks to increase opportunity for learning and departmental accommodations;

It is therefore agreed that, effective August 1, 2021, the following shall apply to the existing Monitor Room Operator positions at Health Sciences Centre (HSC):

1. The Monitor Room Operator (civilian) position shall be discontinued through attrition;
2. The job duties and responsibilities of the Monitor Room Operator will be performed by the Patrol Officer position (uniformed); and
3. The following employees currently occupying Monitor Room Operator positions shall be legaced in their existing Monitor Room Operator position. Their position title, job duties and responsibilities will not be impacted by this change. A Monitor Room Operator may work shifts as a Patrol Officer if they meet the qualifications of the position, when operationally required. Monitor Room Operator shifts hours have changed to align with the Patrol Officer positions.

Bilyk, Douglas
L'Abbee, Sheldon
Maw, Jason
Romaniuk, Roman Terry
Russnak, Brenda
Walker, Anton

At such time as any of these positions become vacant for any reason, the vacancy shall be replaced by a Patrol Officer and will be subject to the posting and seniority provisions of the Collective Agreement.

LETTER OF UNDERSTANDING #21

**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
CONCORDIA HOSPITAL, DEER LODGE CENTRE, GRACE HOSPITAL,
MISERICORDIA HEALTH CENTRE AND
SEVEN OAKS GENERAL HOSPITAL ONLY**

**SHARED HEALTH EMPLOYERS ORGANIZATION
HEALTH SCIENCES CENTRE ONLY**

RE: HORSEPOWER RATING

In the event that the horsepower rating of the plant, as defined in *The Power Engineers Act* of Manitoba, is lowered, the incumbent Engineers will be legacied in their existing classification. Position descriptions for these incumbent engineers will be updated as part of this process in accordance with Article 9 of the Collective Agreement and will include relevant duties which shall be enabled by the lowered rating of the plant.

LETTER OF UNDERSTANDING #22**APPLICABLE TO TRADES AND MAINTENANCE AT
CONCORDIA HOSPITAL, DEER LODGE CENTRE, GRACE HOSPITAL,
HEALTH SCIENCES CENTRE, SEVEN OAKS GENERAL HOSPITAL,
VICTORIA HOSPITAL****RE: TRADES AND MAINTENANCE**

Except as provided, there shall be a minimum of eight (8) hours rest period between the conclusion of any overtime worked and the next regularly scheduled shift. However, if the Employer is unable to provide such eight (8) hour rest period the Employer shall have the option of either deferring the actual starting time of the employee's next regularly scheduled shift, in effect reducing the hours of the next shift, in order to provide the eight (8) hour rest period, or overtime rates shall be paid to the affected employee for the next shift. In the event that the starting time of the employee's next shift is deferred the employee shall receive pay for the entire scheduled shift at straight time rates. Where the completion of the eight (8) hour rest period would leave two (2) hours or less remaining of the ensuing regular scheduled shift, the employee will not be required to return for that entire shift but will be paid for the full shift.

This LOU will cease to exist **as of March 31, 2028**.

LETTER OF UNDERSTANDING #23

**NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATIONS**

RE: HOME CARE DIRECT SERVICE STAFF - CELLULAR PHONES

Fifty cents (\$0.50) per call shall apply, based on the following:

Where an employee is required to call in **regarding workplace issues**, the employee will follow the Employer defined protocol for communicating such to the Employer. Where the only option for the employee to do so is to make a pay phone call or cell phone call to the Employer the employee will be reimbursed fifty cents (\$0.50) per telephone call.

The process for claiming the phone call reimbursement will be as set out in each individual Employer policy for expense claims, etc.

LETTER OF UNDERSTANDING #24

HEALTH SCIENCES CENTRE ONLY

RE: ARTICLE 3601 - LABOUR/MANAGEMENT COMMITTEE

Notwithstanding Article 3601, the Parties agree that the Labour/Management Committee applicable to the Maintenance Group at HSC will continue to operate separately from any other Labour/Management Committee established at the Health Sciences Centre for the duration of the Collective Agreement unless otherwise mutually agreed between the Employer and the Union.

LETTER OF UNDERSTANDING #25

APPLICABLE TO WCHREO; SHEO; SHREO; AND NHREO

NOT APPLICABLE TO DSS AND MHP

RE: COMPENSATION FOR TEMPORARY TRANSFER OF EMPLOYEES

Should employees be required to travel to different physical locations in the course of their duties within or between the Employers Organizations the Employer shall endeavor to have parking in close proximity to the receiving facility available where possible. Where this is not possible, or where payment for parking is required, employees shall be reimbursed their parking in accordance with the terms of the collective agreement.

The employee shall be eligible for transportation reimbursement as per Article 26. Where required, per diem shall be paid in accordance with the Employer's policy.

Where overnight travel requires employees to have accommodations provided, employees will not be required to share hotel rooms.

LETTER OF UNDERSTANDING #26**APPLICABLE TO CANCERCARE MANITOBA - MEDICAL PHYSICS ONLY****RE: TRAVEL OUTSIDE OF THE EMPLOYEE'S WORKDAY**

Travel necessitated by work is considered as work time and compensable at the appropriate regular or overtime rate of pay.

When that travel includes air travel outside of the workday the following principals apply:

1. The time necessary to travel to the airport and the time spent at the airport in advance of the flight necessary to comply with Transport Canada's recommended arrival guidelines, shall be considered as work time. Mileage and parking, or cab fare, related to travel to the airport is a claimable expense.
2. Time involved in flight including time spent waiting for connecting flights shall be considered as work time.
3. Upon arrival at the destination airport, time spent at the airport, collecting luggage, arranging for ground transportation and the time necessary to travel to the destination hotel, or place of accommodation, shall be considered as work time.
4. All other time at the destination location, where the employee is not engaged in work related duties, will not be considered as work time and no compensation shall be paid, unless that down time is within the employee's normal workday.
5. Return travel home will be guided by the same principals as #1., #2. and #3. above in reverse sequence.
6. In situations where there are unforeseen delays in travel, that are not the fault of the employee, such as missed connections, cancelled connecting flights, weather delays, etc., the employee shall be given the opportunity to have hotel accommodation and if such is made, the principals contained in #3. and #4. shall apply.
7. Where departure travel is scheduled to commence within the employee's normal workday, the Employer may, subject to a minimum of seven (7) days' notice, and its operational requirements, change the start time for that workday of the employee to better align with the travel requirements.
8. If the Employer choses to extend the employee's travel status to take advantage of fare discounts, i.e. staying over a Saturday, the employee shall be entitled to a day's pay, at regular rates for each day extended, plus related expenses and accommodation costs. Where the employee seeks to extend their travel status

and the Employer so authorizes, no compensation, accommodation or travel expenses shall be paid for those additional days and any costs related to that extended time shall be at the employee's expense.

LETTER OF UNDERSTANDING #27**APPLICABLE TO NRHA ONLY (CUPE LOCAL 8600)****RE: CHRISTMAS/NEW YEARS PREFERENCE**

The purpose of this LOU is to ensure as much as reasonably possible, that employees who specify their preference have the opportunity to either receive time off or work during Christmas or New Years. In that regard, the following process will be followed:

- (a) On October 1st of each year, the Employer will post:
 - (i) a form that allows employees to identify if they would like time off during Christmas or New Years. As much as reasonably possible, Christmas Eve and Boxing Day will be assigned to Christmas Day; and New Year's Eve will be assigned with New Year's Day unless otherwise mutually agreed;
 - (ii) a form that allows employees to identify the days that they would like to work during Christmas or New Years.
- (b) Employees will have until October 15th to identify preferences.
- (c) The Employer will review preferences and approve requests based on available resources, operational requirements, and the previous year's Christmas/ New Year's schedule.
- (d) In order to grant time off, the Employer will facilitate shift interchanges where necessary in accordance with Article 19.
 - (i) For this LOU only, shift interchanges are not required to be of equal length.
 - (ii) This may result in the employee's EFT not being met during this period.
- (e) Should an interchange not be possible, the Employer will discuss further options that may be available to the employee (i.e. unpaid leave of absence).
- (f) If the Employer is unable to grant the request, the employee will be expected to work their posted schedule hours.

LETTER OF UNDERSTANDING #28**APPLICABLE TO SHARED HEALTH EMPLOYERS ORGANIZATION
HEALTH SCIENCES CENTRE SITE ONLY****RE: STANDARD ISSUE UNIFORM PARTS**

The Parties agree to the following with respect to the standard uniform and equipment issue, consistent with Security Services departmental dress code.

1. A Full-time/Part-time Officer shall be provided with, at no cost to the employee, the standard uniform issue as follows:
 - Pants - two (2)
 - Shirts - four (4)
 - Three-Season Jacket - one (1)
 - Outer Protective Vest Shell - two (2)
 - Notebook - one (1)
 - Toque - one (1)
 - Boots - one (1) pair

2. A Casual Officer shall be provided with, at no cost to the employee, the standard uniform issue as follows:
 - Pants - two (2)
 - Shirts - three (3)
 - Three-Season Jacket - one (1)
 - Outer Protective Vest Shell - two (2)
 - Notebook - one (1)
 - Toque - one (1)
 - Boots - one (1) pair

3. A designated Monitor Room Operator shall be provided with, at no cost to the employee, the standard uniform issue as follows:
 - Pants - two (2)
 - Shirts - four (4)
 - Boots - one pair (1)
 - Fleece Jacket - one (1)

4. A Full-time/Part-time/Casual Officer shall be provided with, at no cost to the employee, the standard equipment issue as follows:
 - One (1) set Kevlar soft body armor
 - One (1) set of handcuffs
 - One (1) handcuff key

- One (1) handcuff case
 - One (1) nylon web belt
 - One (1) inner belt
 - One (1) pouch for surgical gloves
 - One (1) radio belt clip
 - One (1) flashlight with case
 - One (1) locker padlock and key
 - One (1) key holder/clip
 - One (1) pair of cut resistant search gloves **to be replaced as necessary due to wear and tear**
5. The equipment issue shall be the responsibility of the Officer. The equipment issued shall remain the property of the Employer and must be accounted for upon request. The equipment issued shall be returned to the Employer upon termination or transfer outside of Security Services.
 6. Upon termination or transfer out of Security Services, an officer shall return all standard uniform and all issued equipment items as identified in the LOU.
 7. The cost of standard equipment issued items not returned by an employee may be deducted by the Employer from an employee's final pay.

LETTER OF UNDERSTANDING #29**KLINIC COMMUNITY HEALTH
MOUNT CARMEL CLINIC
NINE CIRCLES COMMUNITY HEALTH CENTRE
NOR'WEST CO-OP COMMUNITY HEALTH
SEXUALITY EDUCATION RESOURCE CENTRE MANITOBA
WOMEN'S HEALTH CLINIC****RE: FLEX TIME**

All time worked which is not authorized by the Employer beyond the normal work day or biweekly period (as specified in Article 18: Hours of Work), but where in the employee's judgement the work is essential to the operation of the facility, shall be considered as flex time.

The need for and use of flex time will be at the discretion of the Employer and must be approved prior to the employee working beyond the normal daily or weekly hours will be reviewed with the employee on a regular basis. The parameters for flex time shall be as follows:

1. Flex time will be maintained in a flex-time bank with a written record.
2. Flex time will be compensated by granting equivalent time off at the regular rate of pay.
3. Employees are encouraged to take flex time back in the same pay period in which it is accumulated.
4. Employees will be allowed to bank hours to a maximum of three (3) days (as specified in Article 18: Hours of Work) after which no further flex time will be allowed to accumulate until the bank has been reduced.
5. Flex-time banks must be taken as time off by March 31st of each fiscal year. Accumulated flex time not taken as time off by this date shall be paid to the employee at the regular rate of pay in the last pay period of the fiscal year.
6. Flex-time hours must be recovered during times where relief is not required.

LETTER OF UNDERSTANDING #30**RE: INCREASE IN EFT**

Notwithstanding Article 14: Vacancies, Promotions and Transfers, the Parties agree that it may be of mutual benefit to the employees and the Employer to allow part-time employees, who request to do so, to increase their EFT.

The EFT of a part-time employee may be increased on a permanent or temporary basis in accordance with the following process:

- (a) The Employer shall determine the total EFT that can be allocated within the unit/department/base location and provide this information to the Union.
- (b) The Employer shall communicate to all part-time employees on the unit/department/base location the EFT and shift pattern(s) available for the increase in EFT process.
- (c) Requests to increase EFTs shall be made in writing by part-time employees and will indicate the maximum EFT to which they wish to increase.
- (d) An employee may increase their EFT up to a 1.0 EFT.
- (e) In considering requests, the Employer shall consider such factors as current EFTs, concurrent positions, shift assignments, shift schedules, the unit/department/base location needs and the requirements of Article 19: Shift Schedules.
- (f) A part-time employee who is unable to demonstrate regular attendance in their current position(s) may not be eligible to increase their EFT unless mutually agreed to between the Union and the Employer.
- (g) If the requests by employees within a unit/department/base location exceed the availability within that unit/base location as determined by the Employer, the Employer shall offer in order of seniority.
- (h) Where an increase in EFT has been approved, the Employer shall issue a letter to the employee confirming the employee's new EFT and effective date as soon as reasonably practicable.
- (i) Copies of all requests and responses to requests to adjust EFT shall be provided to the Union.
- (j) Any changes to the shift pattern as a result of the increase in EFT shall be done in accordance with Article 19: Shift Schedules and any pre-approved vacation will be honored unless mutually agreed between the Employer and the employee.

- (k) The Employer is not prevented from exercising any of its normal management rights as a result of this article including, without limitation to post vacant positions.
- (l) Applicable to home care attendants and home support workers: It is acknowledged that qualifications may include gender, transportation and training requirements which will be taken into consideration in addition to those listed in (e) above.

LETTER OF UNDERSTANDING #31

RE: FRENCH LANGUAGE

The Employers within the Employers Organizations (Employers) and the Canadian Union of Public Employees (CUPE) acknowledge Francophone Manitobans have a right to access health services delivered in French through the active offer of services as prescribed by legislation;

The Employers and CUPE further acknowledge that the determination of the requirement for bilingualism (French and English) is a recognized management right and may be included as a bona-fide qualification for designated bilingual positions within a site/program to ensure compliance with the statutory authorities, and in particular with the Active Offer principle in *The Francophone Community Enhancement and Support Act* C.C.S.M. c. F157;

The Employers and CUPE recognize that the rights of all employees must be respected under the Collective Agreement, and that the Employer can, as an exercise of its management rights, include the qualification of bilingualism (ability to understand, speak, read and/or write proficiently in both French and English) as a job qualification for designated employee positions.

For operational purposes, at the discretion of an Employer, bilingual positions as designated by the Employer may be awarded to a unilingual candidate subject to the requirement to attain linguistic competency in either French or English within a reasonable time period. In the event that there is no qualified bilingual applicant for the designated bilingual position, the Employer may fill positions as necessary to meet patient care needs.

The following LOUs particular to the French language in the Collective Agreements in force and effect when *The Health Sector Bargaining Unit Review Act* was proclaimed, remain in force and effect for the duration of the Collective Agreement.

In the event of a conflict between this LOU and an existing LOU, the existing LOU shall govern.

Employer	Employer Organization	Number
St. Boniface Hospital	Winnipeg-Churchill Health Region Employers Organization	LOU #32
Actionmarguerite	Winnipeg-Churchill Health Region Employers Organization	LOU #33
Southern Health-Santé Sud	Southern Health Region Employers Organization	LOU #34

LETTER OF UNDERSTANDING #32**ST. BONIFACE HOSPITAL****RE: FRENCH LANGUAGE**

The St. Boniface Hospital has been designated a facility which provides French Language Services, and therefore, the St. Boniface Hospital has an obligation to provide services in both official languages, the St. Boniface Hospital may designate positions in patient care and/or public contact areas as requiring linguistic ability in both official languages as required to fulfill its mandate. The Union accepts the St. Boniface Hospital's mandate and further recognizes this linguistic ability as a bona fide occupational qualification as it relates to Article 1202 of this Agreement.

1. The St. Boniface Hospital agrees no employee will be removed from their position as a result of a position being designated bilingual. The implementation of French Language Services will be achieved through the posting of vacant and/or new positions.
2. The St. Boniface Hospital shall inform the Union in writing of: (a) the areas requiring bilingual services, (b) classifications, (c) the number of employees and (d) the shifts, required to provide the bilingual services.
3. If the Union has a disagreement with item 2., it shall discuss it with the Manager of Employee Relations. If no mutually acceptable solutions are found, the matter may be referred to arbitration by either Party.
4. The Union acknowledges that from time to time there may be changes in the requirement of bilingual staffing. The Union shall be notified in writing and such change shall be subject to items 1., 2., and 3. above.
5. The St. Boniface Hospital agrees that members employed at the St. Boniface Hospital as of April 1, 2008, and continuously employed thereafter, will be exempt from the application of a bilingual qualification in selection processes under Article 14 and in matters of deletion, layoff, bumping, and recall under Article 14. This exemption will not apply to Communications Clerk positions or Patient Registration positions. However, in Patient Registration, this exemption will apply to current employees as of the date of signing. Further, if a current employee in Patient Registration takes a permanent position outside the department, they will be deemed qualified in the event they are awarded a position in Patient Registration within one (1) year of leaving the department.
6. The St. Boniface Hospital will test members who claim to be bilingual. Those with A-level language proficiency or higher will be considered to meet the qualification.

7. Any employee, who at a later date self identifies as bilingual and meets the A-level language proficiency, will count as part of the bilingual quota for the area. Employees will be encouraged by both the Union and St. Boniface Hospital to declare their bilingual abilities.

LETTER OF UNDERSTANDING #33**ACTIONMARGUERITE (SAINT-BONIFACE)****RE: FRENCH LANGUAGE SERVICES QUALIFICATIONS FOR EMPLOYEES
HIRED PRIOR TO JANUARY 1, 1998**

The Parties recognize the importance of clarifying the outstanding issues related to movement and vacant positions associated with employees who were hired prior to January 1, 1998, and Actionmarguerite Saint-Boniface's French language mandate.

The provincial French language mandate for Actionmarguerite Saint-Boniface remains in place and this deems all positions in the facility to be bilingual. The ability to speak French remains a bona fide qualification for all employees. Employees hired prior to January 1, 1998, were not hired with a French language condition of employment and are considered to be legacied.

The Parties agree to the following:

1. Legacied employees shall have the ability to exercise their seniority rights on the units located at 185 Despains Street - ABC tower. This would include the three regional units, 2ABC, 4ABC and 5ABC, and also 3ABC which is currently a PCH unit. Though qualifications include the ability to communicate in both official languages Actionmarguerite will extend the legacied provisions for the legacied employees, without precedent and without prejudice, to enable them to exercise their seniority rights and carry their legacied rights to any vacant position of the same classification on the ABC units.
2. Legacied employees will only be considered for vacant positions on the DE units (2, 3 and 4) if there are no qualified bilingual internal and/or external applicants and only if they are willing and agree to take French language training as a condition of employment.
3. If a legacied employee applies for a vacant position within a different classification legacied rights will follow and numbers 1 and 2 above will apply.
4. Legacied employees who are currently assigned to the DE units will retain their legacied rights on their assigned DE unit, current permanent positions, shift type and FTE as of November 22, 2016.

Special Circumstances

5. Where vacant positions are posted for the DE tower, legacied employees may apply and exercise their seniority rights to obtain a different permanent FTE and/or shift type within their classification. This could occur in two different ways:

6. As a first option, the Employer will review the internal applicants for a posted position on the DE side to determine if awarding can occur within the context of Article 8:02 below and those having expressed interest in the position. If possible, the Employer will award a fully qualified candidate from the ABC side the posted position on the DE side. The legacied employee would then be awarded the position vacated on the ABC side.

Article 8:02

"In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, possess a satisfactory employment record and meet the physical requirements of the position in question. Where more than one (1) employee possesses the above selection criteria, the vacancy selection shall be based upon seniority."

7. As a second option, reassigning a fully qualified employee, holding the same shift type and same FTE as the posted position, from the ABC side to the DE side. The least senior person meeting the criteria would be considered for the reassignment. The legacied employee would then be awarded the vacant position of the same shift type and FTE on the ABC side. A minimum four (4) week notice period would apply for rotation changes.
8. We commit to preparing a letter for each legacied employee copied to their personnel file that clearly identifies their legacied status.

In conjunction with Actionmarguerite Saint-Boniface's language mandate, the Recruitment and Staffing Policy defines the required levels of French by position category. These levels will be used to determine if an employee meets the French linguistic qualification. In order to determine their level, an independent language proficiency test is conducted.

LETTER OF UNDERSTANDING #34**RE: THE APPLICATION OF THE LINGUISTIC POLICY AT:**

- **Centre de santé Notre-Dame Health Centre and Foyer Notre-Dame**
- **Centre de santé St. Claude Health Centre**
- **Centre médico-social De Salaberry District Health Centre and Repos Jolys**
- **Hôpital Ste-Anne Hospital**

The Parties recognize that as long as the French language criteria remains a bona-fide qualification for positions in the above-noted sites, positions will be posted with that requirement and filled by qualified applicants in accordance with the following:

- Permanent employees and term (see 1408) employees from the site where the vacancy occurs;
- Permanent employees and term (see 1408) employees from other sites within the Employer;
- Casual employees from the site where the vacancy occurs;
- Casual employees from other sites within the Employer.

The Parties further agree that if no applicants meet the French language criteria, the qualification will be deleted and the Employer will then award the position, in accordance with the Collective Agreement.

For the purposes of this Agreement, all permanent employees who work at this site will be deemed to meet the French language criteria.

Existing Employees who apply to transfer to a different classification after the date of signing will be required to meet the French language criteria unless otherwise mutually agreed. An existing employee, who does not pass the French Language Assessment, and awarded the new classification, must demonstrate progressive French language competency within one (1) year.

New Employees hired after the date of signing will be required to meet the French language criteria. New employees who may be hired after the date of signing who do not pass the Active Offer Assessment, must demonstrate progression towards the required French language competency each year.

LETTER OF UNDERSTANDING #35

**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPLICABLE AT NINE CIRCLES COMMUNITY HEALTH CENTRE**

RE: VACATION ACCRUAL PER CUPE ARTICLE 1503

It is agreed between the Parties that the applicability of the language in the former CUPE Nine Circles Collective Agreement – Article 26.02 (embedded below) will apply only to the list of employees included in this LOU and shall not be applied to employees who may transfer or be hired into the Employer after **September 23, 2022**.

Should any of the employees listed below transfer to another Employer, the entitlements under this provision going forward from the date of hire into the new Employer will cease. Vacation entitlement rates with the former Employer will be maintained and if able, transferred to the new Employer, provided they are party to the “mobility/portability” provisions. The employee will maintain current entitlement rate however will be subject to the accrual rate at the receiving Employer.

26.02 Employees shall earn vacation on the following basis:

- *First and second years of employment - three (3) weeks per year;*
- *Third, fourth, fifth and sixth years of employment - four (4) weeks per year;*
- *Seventh to twenty years of employment - five (5) weeks per year;*
- *Twenty and subsequent years of employment - six (6) weeks per year.*

This LOU is applicable to the following employees that were employed on September 23, 2022:

Name	Bargaining Unit
Adam Groves	FS
Angele N. Jensen	FS
Chance D. Dupuis	FS
Cynthia Seida	FS
Ella L. Rockar	FS
Jessica A Tait	FS
Karen E. Dowd	FS
Kelly L. Crossley	FS
Suneet Utal	FS
Tina Sorensen	FS

Name	Bargaining Unit
Chris G. Podesta	CS
Destiny Michell	CS
Shannon Boyle	CS
Sharon Costello	CS
Yves Ndimurukundo	CS

*FS = Facility Support

*CS = Community Support

LETTER OF UNDERSTANDING #36

**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPLICABLE AT KLINIC COMMUNITY HEALTH**

RE: VACATION ACCRUAL PER CUPE ARTICLE 1503

It is agreed between the Parties that the applicability of the language in the former CUPE Clinic Community Health Collective Agreement – Article 25.02 (embedded below) will apply only to the list of employees included in this LOU and shall not be applied to employees who may transfer or be hired into the Employer after **September 23, 2022**.

Should any of the employees listed below transfer to another Employer, the entitlements under this provision going forward from the date of hire into the new Employer will cease. Vacation entitlement rates with the former Employer will be maintained and if able, transferred to the new Employer, provided they are party to the “mobility/portability” provisions. The employee will maintain current entitlement rate however will be subject to the accrual rate at the receiving Employer.

25.02 Employees shall earn vacation on the following basis:

- *First year of employment - three (3) weeks per year;*
- *Second, third, fourth and fifth years of employment - four (4) weeks per year;*
- *Sixth and seventh years of employment - five (5) weeks per year;*
- *Eighth and subsequent years of employment - six (6) weeks per year.*

This LOU is applicable to the following employees that were employed on September 23, 2022:

Name	Bargaining Unit
Angie Herrera Hildebrand	FS
Azka Ahmed	FS
Courtenay L.A. Vincent	FS
Daphne G. Clemmons	FS
Jaime G. Mateush	FS
Jasbir K. Kainth	FS
Kristy M. Sytkowski	FS
Leanne P. Dacey	FS
Maureen L. Andreychuk	FS
Razel R. Velicaria	FS
Salisha Ramdeen	FS

Name	Bargaining Unit
Mitchell Ashley Gawne	CS

*FS = Facility Support

*CS = Community Support

LETTER OF UNDERSTANDING #37

**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPLICABLE AT SEXUALITY EDUCATION RESOURCE CENTRE MANITOBA**

RE: VACATION ACCRUAL PER CUPE ARTICLE 1503

It is agreed between the Parties that the applicability of the language in the CUPE SERC Collective Agreement – Article 21.01 (embedded below) will apply only to the list of employees included in this LOU and shall not be applied to employees who may transfer or be hired into the Employer after **September 23, 2022**.

Should any of the employees listed below transfer to another Employer, the entitlements under this provision going forward from the date of hire into the new Employer will cease. Vacation entitlement rates with the former Employer will be maintained and if able, transferred to the new Employer, provided they are party to the “mobility/portability” provisions. The employee will maintain current entitlement rate however will be subject to the accrual rate at the receiving Employer.

21.01 *Employees shall earn vacation on the following basis:*

- First (1st) and second (2nd) years of employment - one and one-fourth (1¼) days per month (three [3] weeks per year).
- Years three (3) through five (5) of employment - one and two-thirds (1²/₃) days per month (four [4] weeks per year).
- In the sixth (6th) year of employment - one and two-thirds (1²/₃) days per month plus one (1) day per year (twenty-one [21] days per year).
- In the seventh (7th) year of employment - one and two-thirds (1²/₃) days per month plus two (2) days per year (twenty-two [22] days per year).
- In the eighth (8th) year of employment - one and two-thirds (1²/₃) days per month plus three (3) days per year (twenty-three [23] days per year).
- In the ninth (9th) year of employment - one and two-thirds (1²/₃) days per month plus four (4) days per year (twenty-four [24] days per year).
- In the tenth (10th) through nineteenth (19th) years of employment - two and one-twelfth (2¹/₁₂) days per month (five [5] weeks per year).
- In the twentieth (20th) and subsequent years of employment - two and one-half (2½) days per month (six [6] weeks per year).

This LOU is applicable to the following employees that were employed on September 23, 2022:

Name	Bargaining Unit
Friday Olowookere	Facility Support
Gloria Koop	Facility Support
Tanya Smith	Facility Support
Wendy Emerson	Facility Support

LETTER OF UNDERSTANDING #38**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPLICABLE AT CHURCHILL HEALTH CENTRE****RE: VACATION ACCRUAL PER CUPE ARTICLE 1503**

It is agreed between the Parties that the applicability of the language in the former MGEU Churchill Collective Agreement - Article 34:02 (embedded below) in relation to the rate of annual vacation earned will apply to employees employed at the Churchill site.

Should any employee transfer to another site or another Employer, the entitlements under this provision going forward from the date of transfer to the new site or date of hire into the new Employer will cease. Vacation entitlement rates with the former Employer will be maintained and if able, transferred to the new Employer, provided they are party to the "mobility/portability" provisions. The employee will maintain current entitlement rate however will be subject to the accrual rate at the receiving Employer.

34:02 *Annual vacation shall be earned at the rate of:*

- *Twenty (20) working days per year for the first four (4) years of employment;*
- *Twenty-five (25) working days per year commencing at the fifth (5th) year of employment;*
- *Thirty (30) working days per year commencing at the tenth (10th) year of employment.*

LETTER OF UNDERSTANDING #39

**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPLICABLE AT WRHA COMMUNITY FORMER MGEU 220
COLLECTIVE AGREEMENT ONLY**

RE: ARTICLE 20 - SEVERANCE PAY

It is agreed between the Parties that the applicability of the language in the former MGEU 220 Winnipeg Regional Health Authority Community Collective Agreement Article 20 - Severance Pay (embedded below) will apply only to the list of employees included in this LOU provided they remain in a classification as noted in the Classification Listing in the LOU in the WRHA Community Program covered under the former MGEU 220 Agreement.

Should any of the employees listed below transfer to a position with the Winnipeg Regional Health Authority external to the WRHA Community Program or to another Employer, the entitlements under this provision from the date of transfer or hire into the new Employer will cease. The employee will be entitled to pre-retirement leave based on the provisions of the applicable relevant Collective Agreement provided they are party to the "mobility/portability" provisions.

This Article is applicable to persons employed by the WRHA and occupying a position covered by the former MGEU 220 Collective Agreement with a hire date on or before June 6, 2001, effective the **September 23, 2022**:

- 20:01** *Employees with nine (9) or more years of continuous service who retire shall be paid severance pay in the amount of one (1) week's pay for each complete year of accumulated service or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay. Example: ten (10) years, eight (8) complete months of continuous service equals ten and eight-twelfths (10 ⁸/₁₂) weeks of severance pay.*
- 20:02** *Where an employee in the employee's ninth (9th) year of continuous service fails to complete nine (9) years' service as a result of retirement the employee shall be paid severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in the employee's ninth (9th) year divided by twelve (12) months.*
- 20:03** *In addition to the severance pay set out in Section 20:01, employees who retire will also be eligible for the following severance pay:*
- (a) For employees with twenty (20) or more years of accumulated service, an additional two (2) weeks' pay;*
 - (b) For employees with twenty-five (25) or more years of accumulated service, two (2) weeks' pay in addition to the amount in Subsection (a);*

- (c) *For employees with thirty (30) or more years of accumulated service, two (2) weeks' pay in addition to the amount in Subsections (a) and (b);*
- (d) *For employees with thirty-five (35) or more years of accumulated service, two (2) weeks' pay in addition to the amounts in Subsections (a), (b) and (c).*

- 20:04 *In the case of employees with nine (9) or more years of continuous service whose services are terminated as a result of death, the employee's estate shall be paid severance pay in the amount of one (1) week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay.*
- 20:05 *Where an employee in the employee's ninth (9th) year of continuous service fails to complete nine (9) years' service as a result of death, the employee's estate shall be paid severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in the employee's ninth (9th) year divided by twelve (12) months.*
- 20:06 *Employees with one (1) or more years of continuous service whose services are terminated as a result of permanent layoff, shall be paid severance pay in the amount of one (1) week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed twenty-six (26) weeks' pay.*
- 20:07 *Where an employee in the employee's first (1st) year of accumulated service fails to complete one (1) year's accumulated service as a result of permanent layoff, the employee shall be paid severance pay on the basis of one (1) week's pay multiplied by the factor of the number of complete months service completed in the employee's first (1st) year divided by twelve (12) months.*
- 20:08 *An employee who is eligible to receive severance pay in accordance with this Article may elect to receive the severance pay in two (2) equal payments provided both payments occur within the same fiscal year as the effective date of the retirement or permanent layoff. In the case of severance payable on permanent layoff upon receiving notice of layoff and waives the right to be recalled.*
- 20:09 *The rate of pay referred to in this Article shall be determined on the basis of the last regular biweekly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent layoff, or death.*
- 20:10 *In the case of employees eligible for severance pay who are on standby or temporary layoff at the time of retirement, permanent layoff or death, the weekly hours shall be, the normal weekly hours of work in effect for the*

classification of the employees at the time of the retirement, permanent layoff or death.

- 20:11 *Severance pay may be utilized to directly fund buy back of pension service in accordance with Canada Revenue Agency (CRA) limits and restrictions. Contributions for this purpose must also conform to the terms and conditions of the Civil Service Superannuation Plan.*
- 20:12 *An employee that terminates employment at any time due to permanent disability shall be granted severance pay payable in lump sum in accordance with the calculation methods prescribed in this Article.*

Names of full-time and part-time employees employed by the WRHA and covered under the former MGEU 220 Collective Agreement effective September 23, 2022.

Employee Full Name	EFT	Job Code
Abad, Maria	FT	30000189
Abdul Basir, Qais	FT	30000189
Abegunde, Olulade	FT	30000207
Abrillo, Maryruth	FT	30000209
Adhikari, Ashika	FT	30002450
Advent, Laura	FT	30000190
Ahmo, Martha	FT	30000209
Allan, Nancy	FT	30000189
Ammeter, Mary - Anne	PT	30000209
Anderson, Carol	FT	30000187
Anderson, Deborah	FT	30000182
Andreas, Melissa	FT	30001979
Andreychuk, Sheri	FT	30000180
Anthony, Bridget	PT	30000209
Arandia, Maria Regine	FT	30000180
Arcibal, Ofelia	FT	30000180
Asham, Cara	FT	30000189
Astrope, Hannah	FT	30000189
Averion, Jocelyn	FT	30000182
Babynchuk, Teresa	FT	30000180
Baccaert, Nicole	FT	30000189
Bacon, Brent	FT	30000189
Bakos, Sherry	PT	30002221
Balala, Marvelyn	PT	30000180
Banmann, Sarah	FT	30000209
Baptista, Modelyn	FT	30000182
Barbon, Maria	FT	30000182

Employee Full Name	EFT	Job Code
Bartolome, George	FT	30000189
Batchelor, Lisa	FT	30000179
Baudet, Alizee	PT	30000181
Bell, Johanna	FT	30000189
Bembenek, Rhiannon	FT	30000189
Beredo, Joan	FT	30000182
Bernier, Stacey	FT	30000209
Berthelette, Hailey	FT	30000189
Bilto, Mazen	FT	30000189
Boca, Carmen	FT	30000182
Bole, Ravinder	FT	30000189
Bozzelli, Daniela	FT	30000182
Brar, Jeenu	FT	30000189
Breti, Lisa	FT	30000189
Brinton, Amy	FT	30000182
Brisebois, Alyssa	FT	30000189
Broad, Sarah	FT	30002327
Brown, Allison	FT	30000189
Brown, Deanne	FT	30000182
Bubb, Theresa	FT	30000207
Buenafe, Roanne	FT	30000181
Cabaltera-Funk, Eunice	PT	30000189
Calo, Janice	FT	30000180
Cao, Cindy	FT	30000182
Castro, Katherine	FT	30000181
Cazzorla, Paul	FT	30000208
Chernick, Kristen	PT	30000212
Chief, Tami	FT	30000180
Christianson, Jessie	PT	30000180
Clark, Jessica	PT	30000182
Clarke, Kelly	FT	30000181
Cornejo, Christine	FT	30000189
Cotterell, Julia	FT	30000180
Crait, Andrea	PT	30000180
Croatto, Vanessa	FT	30000185
Crump, Stedroy	FT	30000182
Cunanan, Samantha	FT	30000180
Currie, Kristina	FT	30001979
Dagg, Esther	FT	30000181
D'Andreamatteo, Juliana	FT	30000182
Dann, Carrie	PT	30000181

Employee Full Name	EFT	Job Code
David, Martha	FT	30000209
Davy, Angela	PT	30000189
Davy, Ivy	FT	30000182
De Leon, Maria Theresa	FT	30000189
De Ocampo, Maricar	FT	30000209
De Ocampo, Mona	FT	30000209
Dela Cruz, Carrie-Lynn	FT	30000180
Delaine, Danielle	FT	30000189
Dembele, Drissa	FT	30001876
Desorcy, Rheanne	FT	30000180
Desrosiers, Emilie	FT	30000189
Dhaliwal, Ritu	FT	30000189
Diato, Celeste Ann	FT	30000182
Diawara Eps Ndiaye, Maimouna	FT	30000209
Didora, Nora-Lynn	FT	30000189
Dizon, Imelda	FT	30001979
Dolores, Sheena	PT	30002450
Dubois, Chantelle	FT	30000180
Dumontet-Lazar, Carol	FT	30000208
Epp, Pamela	FT	30000181
Escoto, Estrella	FT	30000189
Esmundo, Lorraine	FT	30000182
Espiritu, Ernelyn Joy	FT	30000189
Evidente, Louise	FT	30000188
Ewharekuko, Melissa	FT	30000182
Federau, Ruth	FT	30001979
Feniuk, Shelly	FT	30000185
Fernandes, Pamela	FT	30001979
Ferraro, Miranda	FT	30000182
Ferreira Dos Santos Silva, Paulina Maria	FT	30000209
Ferrer, Felicidad	PT	30000209
Flamand, Melissa	FT	30000182
Foy, Nicole	FT	30000189
Francisco, Rosalia	FT	30000180
Furtado, Barbara	FT	30000182
Futros, Brenda	FT	30000180
Gacilan, Maria	FT	30000182
Galay, Jillian	FT	30000182
Garon, Rhia	FT	30000189
Garrett, Carlene	FT	30000209
Gatdula, Marittes	FT	30000208

Employee Full Name	EFT	Job Code
Gatehouse, Ashley	FT	30000207
Gibson, Talia	FT	30000180
Gill, Gurneet Kaur	PT	30002450
Ginter, Amanda	PT	30001979
Glesby, Patti	PT	30000181
Gliddon, Shannon	FT	30000180
Gonzales, Anna May	FT	30000209
Grossman, Jeanne	FT	30000189
Grove, Alyssa	FT	30000189
Guenette, Nicole	FT	30002221
Guevarra, Bernadette	FT	30000189
Guinto, Ladylyn	FT	30000180
Guzman-Tayag, Elaine	FT	30000180
Habon, Melinda	FT	30000209
Halford, Hailey	FT	30000180
Hall, Colin	FT	30000182
Hampson, Tracie	PT	30001979
Hapin, Anna	FT	30000204
Harder, Rachel	FT	30000180
Harp, Jennifer	FT	30002327
Harris, Dina	FT	30000180
Harron, Sheryl	FT	30000180
Haywood, Tanya	FT	30000189
Hebert, Chanel	FT	30000189
Hebert, Gabrielle	FT	30000189
Herbachuk, Peggy	FT	30000181
Hernandez, Athena	FT	30000189
Hernandez, Charmaine	FT	30000180
Hill, Jane	FT	30000182
Holzberger, Tricia	FT	30000182
Horzempa, Jennifer	FT	30000189
Houde, Michelle	FT	30000180
Hryndzio, Teresa	FT	30000181
Hudson, Roxanne	FT	30000209
Hyman-Brown, Charmaine	FT	30000181
Imbrogno, Elisabetta	FT	30000180
Inkster, Wayne	FT	30001876
Iradukunda, Stella	FT	30002450
Irvine, Loretta	FT	30000182
Jagdeo, Lara	FT	30000182
Jamil, Sana	FT	30001864

Employee Full Name	EFT	Job Code
Jensen, Jackie	PT	30000208
Johal, Ravneet	FT	30000182
Johnson, Pamela	FT	30000181
Johnston, Madison	FT	30000189
Jolly, Arya	FT	30000207
Jones, Jacey	FT	30001979
Jorek, Angella	FT	30005701
Jorgenson, Deborah	PT	30000209
Joseph, Marisa	FT	30000180
Josue, Maria Fatima	PT	30000182
Jowett, Ashley	FT	30000180
Juarizo, Karen	FT	30000189
Kappy, Erica	FT	30000182
Karlenzig, Pauline	FT	30000181
Kaur, Amritpal	FT	30000209
Kaur, Chamanpreet	FT	30000189
Kaur, Jaspreet	FT	30001864
Kaur, Lovedeep	FT	30000180
Kaur, Rajwinder	FT	30000182
Kaur, Ramandeep	FT	30000189
Keith, Meghan	FT	30000182
Keller, Donna	FT	30002475
Kelly, Jaimie	FT	30000189
Klainchar, Darlene	PT	30000209
Klohn, Kimberly	FT	30000180
Komljenovic, Nada	FT	30000189
Komyshyn, Brad	FT	30000189
Koss, Charlene	FT	30000180
Krajewski, Joanna	FT	30000189
Lacara, Lilibeth	FT	30000210
Lafond, Michelle	FT	30000189
Lambert, Genevieve	FT	30000181
Laminger, Karen	FT	30000190
Lavallee, Sandra	FT	30000180
Lawson, Brittani	FT	30001979
Ledda, Russia	FT	30000189
Lemky, Jesse-Allan	FT	30005331
Lesage, Mona	FT	30000190
Lievana-MacTavish, Amanda	FT	30001876
Lilako, Christopher	FT	30000207
Lopez, Jhobel	FT	30000180

Employee Full Name	EFT	Job Code
Loudon, Christy	FT	30000207
Macharia, Valerie	FT	30000182
Mackenzie-Kleber, Aislinn	FT	30000182
Madec, Kim	FT	30000180
Magpayo, Jana	FT	30000209
Malabanan, Micah	FT	30000189
Malicdem, Claryce	FT	30000189
Maliwanag, Charisse	FT	30000182
Manansala, Cristopher	FT	30000182
Maneclang, Rachel	FT	30000209
Manriquez, Geraldine	FT	30000180
Maranan, Minerva	FT	30000180
Maric, Sasha	FT	30000182
Marion, Josee	FT	30000212
Martinez, Christine	FT	30000180
Matias-Ong, Judy Fay	FT	30000181
Matikka, Felicia	FT	30000180
Matischuk, Christina	FT	30000180
McBurney, Amalia	FT	30000182
McDonald, Gwen	FT	30000208
McDonald, Lisa	FT	30000181
McGuire, Sean	FT	30000189
McKay, Krista	FT	30000182
McKubok, Nicole	FT	30000209
McLean, Roberta	FT	30000182
McLeod, Carie	FT	30000182
Medeiros, Shayla	PT	30000189
Meilleur, Taylor	FT	30000180
Merner, Deborah	FT	30000182
Mesiha, Nermine	FT	30000180
Metselaar, Michelle	FT	30000209
Milette, Mia	FT	30000180
Miller, Kristine	FT	30000209
Miller, Tanis	FT	30000185
Mitchell, Rochelle	FT	30000182
Mkanda, Mabuchi	FT	30000189
Moiny, Melissa-Joy	FT	30000189
Molina-Herrera, Julio	PT	30002450
Mondares, Laya Cristina	FT	30000182
Morton, Colleen	FT	30000182
Murdy, Jayne	FT	30000209

Employee Full Name	EFT	Job Code
Myers, Jennifer	FT	30000189
Nario, Mildred	FT	30000180
Natividad, Aileen	FT	30000189
Neufeld, Jennifer	FT	30000209
Nobiss, Bobbie-Jean	FT	30000189
Obidimma, Kennedy	FT	30000189
Okolie, Adebola	PT	30000189
Oliver-Bingham, Paige	FT	30000209
Oluyemi, Erin	PT	30001876
O'Meara-Desautels, Kathleen	FT	30001876
Omotoso, Olajumoke	FT	30000207
O'Shea, Denise	FT	30000181
Oughton, Angelea	FT	30002327
Overby, Rachel	FT	30000189
Owen, Caitlin	FT	30000189
Paguio, Maria Theresa	FT	30000209
Palmer, Natalee	PT	30000209
Panchuk, Laura	FT	30000189
Pangilinan, Christine	FT	30000180
Pankraz, Katharina	FT	30000180
Panyasith, Southsada Susy	FT	30000182
Parks, Cindy	FT	30002221
Pasagui, Camille	PT	30000189
Pascual, Arnelie Ann	FT	30000189
Payette, Krista	PT	30000180
Paz, Gemma	FT	30001979
Penner, Stephanie	FT	30000181
Perera, Una	FT	30000209
Perron, Nicole	FT	30000179
Picard, Nicole	FT	30000182
Pingul, Kheyciemer	FT	30002450
Pizarro, Merijun	FT	30000189
Precilla, Roselle	PT	30002221
Prikhodko, Sabina	FT	30000179
Proulx, Dawna	FT	30000189
Quinn, Jennifer	FT	30000180
Raghoo, Babita	FT	30000181
Rai, Prema	FT	30000181
Rakar, Bryan	FT	30000207
Ramirez, Michelle	FT	30000189
Ramnarine, Jessica	FT	30000180

Employee Full Name	EFT	Job Code
Raquin, Rose	FT	30000209
Reimer, Kristen	FT	30000209
Rempel, Lorinda	FT	30000182
Revereza, Cherry Lynn	PT	30000181
Richard, Maureen	FT	30000180
Richards, Alanna	FT	30000180
Rindahl, Christopher	FT	30000180
Rivers, Angela	FT	30000180
Rosche, Tracy	FT	30000204
Rost, Suntka	FT	30001416
Rowinski, Paula	FT	30000209
Ruddock, Kelly	FT	30000182
Russell, Heather	FT	30000182
Saballa, Jhoann	PT	30002450
Sacco, Susanna	FT	30000182
Salazar, Ryan	FT	30000189
Samakese, Ray	FT	30001416
Samaniego, Jennifer	FT	30000180
Samorodny-Johnson, Nicole	FT	30000182
Samson, Michelle	FT	30000182
Sandmoen, Dale	FT	30000182
Santiago, Charmagne	FT	30000189
Saunders, Jennifer	FT	30000182
Savage, Lori	FT	30000181
Savoie, Sherri	FT	30000181
Schambach, Kelli	PT	30000189
Scott, Kimberly	FT	30000182
Seidel, Kimberlee	FT	30000181
Senecal, Jaclyn	FT	30000209
Settee, Michelle	FT	30000180
Shah, Rakhi	PT	30000189
Sharma, Aman	FT	30000189
Sharma, Shashi	FT	30000180
Short, Shay	FT	30000209
Simard, Danae	FT	30000189
Singh, Amanpreet	FT	30000182
Singh, Jasmin	FT	30000180
Sistona, Virginia	FT	30000180
Skarzynski, Stephanie	PT	30000181
Skorulski, Stasia	FT	30000189
Sobkowich, Skylar-Dawn	FT	30000181

Employee Full Name	EFT	Job Code
Sohal, Amninder	FT	30000180
Soloniuk, Deanna	FT	30001979
Soriano, Glenda	FT	30000180
Stambrook, Andrew	FT	30000182
Stark, Jordan	FT	30000181
Stasiuk, Haley	FT	30000180
Steinke, Samantha	FT	30001876
Stevenson, Marie	PT	30002221
Stewart, Cheryl	FT	30000182
Stewner, Whitney	PT	30002221
Sumner, Donna	FT	30000204
Sutherland, Sara	FT	30000208
Taylor, Atarah	FT	30002221
Taylor, Janna	FT	30000189
Teitsma, Hendrika	PT	30000180
Tenbruggencate, Meredith	FT	30000182
Tessier, Natalie	FT	30000189
Thompson, Nadia	FT	30000189
Thomson, Andrea	FT	30000209
Tittlemier, Deanna	FT	30000185
Toews, Abigail	FT	30000182
Tolea, Christina	FT	30005877
Tomas, Flordeluna	FT	30000180
Tourond, Madison	FT	30000189
Tsegai, Betial	FT	30000189
Tsegai, Eyovell	FT	30000189
Tulner, Carol	PT	30002221
Turcotte, Beatrice	FT	30000211
Twoheart, Linzy	FT	30000180
Vandall, Debbie	FT	30000209
Vazquez, Hershey	FT	30000180
Vincent, Andrea	FT	30001864
Walji, Aliya	PT	30000209
Warren, Julie	FT	30000182
Wattier, Lisa	FT	30000189
Weldetensaie, Searet	FT	30000209
Wentoniw, Chastity	PT	30002450
Wesenberg, Laura	PT	30000181
West, Hailey	PT	30000189
Williams, Kishana	FT	30000189
Wishlow, Leslie	FT	30000182

Employee Full Name	EFT	Job Code
Woodside, Steven	FT	30000182
Woyke, Doris	FT	30000180
Yumang, Cindy	FT	30000180
Zaid, Itaf	FT	30002450
Zhao, Shuang	FT	30000182

Classification Listing

The following reflects the current list of classifications that exist under the former MGEU 220 Collective Agreement and the job titles that fall within the classification titles.

This list is subject to change and is for information purposes to assist with determining the applicability of this LOU.

Facility Support

Admin Officer 1 (1885 hours) - 30000179
Admin Secretary (1950 hours) - 30000203
Admin Secretary 2 (1885 hours) - 30000180
Admin Secretary 2 (1950 hours) - 30000204
Admin Secretary 3 (1885 hours) - 30000181
Attendant - Crisis Services (2080 hours) - 30001690
Clerk 1 (1885 hours) - 30000187
Clerk 2 (1885 hours) - 30000188
Clerk 4 (1885 hours) - 30000190
Housing Support Worker - 30002327
Primary Care Assistant (1885) - 30001979
Primary Care Assistant (2015 hours) - 30000209
Public Health Clerk - 30002221
Resource Coordinator (1885 hours) - 30000182
Resource Coordinator Specialist (1885 hours) - 30000185
Scheduling Clerk (1885 hours) - 30000189
Senior Primary Care Assistant (1885 hours) - 30002475
Senior Primary Care Assistant (2015 hours) - 30000208
Unit Assistant (2015 hours) - 30000210

Community Support

Community Health Worker (2015 hours) - 30000207
Crisis Worker (2080 hours) - 30001740
Forensic Support Worker - 30002272
Mental Health Support Worker (2080 hours) - 30001864
Occupational Therapy Assistant (2015 hours) - 30000211
Outreach Worker (1885 hours) - 30001876
PACT Support Worker - 30000197

LETTER OF UNDERSTANDING #40

**WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
SHARED HEALTH EMPLOYERS ORGANIZATION
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION**

RE: NORTHERN TRAVEL BENEFIT

The Employer is aware of the Northern Residents Deductions: Travel in Designated Areas allowance provided by Revenue Canada and agrees to the following:

1. All Parties acknowledge the Northern Residents Deductions: Travel in Designated Areas Allowance is administered by the CRA and is subject to any changes implemented by the CRA or any ruling which the CRA may imply in respect to the benefits eligible.
2. Should the CRA reduce the Northern Residents Deductions: Travel in Designated Areas Allowance or eliminate the Northern Residents Deductions: Travel in Designated Areas Allowance, the Employer shall not be responsible for any costs to make up for the lost benefits.
3. The Employer will not incur any additional costs in implementing the Northern Residents Deductions: Travel in the Designated Areas Allowance.

LETTER OF UNDERSTANDING #41**NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION****RE: UNCERTIFIED HEALTH CARE AIDE EXTENDED ORIENTATION**

The Employer and the Union mutually agree that the following conditions and understandings apply regarding the establishment of an Uncertified Health Care Aide Extended Orientation Pilot Project.

A Health Care Aide (uncertified) shall progress to the Health Care Aide (certified) classification at the same increment level upon successful completion of an approved Health Care Aide training program, or upon successful completion of the NHREO Uncertified Health Care Aide Extended Orientation in addition to the completion of one (1) year of service as a Health Care Aide (uncertified). For this purpose, one (1) year of service shall mean the equivalent yearly hours of a full-time employee.

A newly hired Health Care Aide who holds a valid certificate from a recognized Manitoba Community College will commence employment at the Health Care Aide (certified) rate of pay.

It is understood that the NHREO pilot project for the Uncertified Health Care Aide Extended Orientation will not constitute an approved course for the purpose of wage rate or qualification as a Certified Health Care Aide.

LETTER OF UNDERSTANDING #42**NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION****RE: ONE-TO-ONE ATTENDANT**

Whereas the need arises from time to time for the Northern Health Region Employers Organization to provide a One-to-One Attendant for clients/patients/residents:

1. One-to-One Attendant duty shall be considered work of the Bargaining Unit. In emergency situations, the Employer can utilize an outside source provided that the appropriate dues are remitted to the Local Union.
2. The Employer and the Union agree to allow twelve (12) hour shifts when required. The Parties also agree to waive overtime rates of pay for these hours worked, except as set out below:
 - (a) Where full-time employees are utilized; or
 - (b) In accordance with the Twelve (12) Hour LOU.
3. It is further agreed that the rate of pay applicable for One-to-One Attendant duty will be that of the Uncertified Health Care Aide.
4. An employee who receives less than twenty-four (24) hours' notice of cancellation for a shift, shall receive three (3) hours of pay at their basic rate of pay.

LETTER OF UNDERSTANDING #43

**APPLICABLE TO
 NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
 SHARED HEALTH EMPLOYERS ORGANIZATION
 SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
 WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
 FACILITY AND COMMUNITY SUPPORT COLLECTIVE AGREEMENTS**

RE: APPLICATION OF SENIORITY - VACANCY SELECTION - ARTICLE 1202

Article 1202 of the CUPE Collective Agreement shall not apply to classifications previously covered by one of the following Collective Agreements:

- CancerCare Manitoba - MAHCP - Prof/Tech
- Deer Lodge Centre - MAHCP - Prof/Tech
- Misericordia Health Centre - MAHCP - Prof/Tech
- Riverview Health Centre - WAPSO - Prof/Tech
- Southern Health-Santé Sud (Direct Operations) - MGEU Prof/Tech
- St. Boniface Hospital - MAHCP - Prof/Tech
- WRHA - MAHCP - Prof/Tech
- WRHA Corporate and Community - MGEU 220 (Resource Coordinators and Resource Coordinator Specialists)

For classifications previously covered by one of the above-noted Collective Agreements, Article 1202 of the CUPE Collective Agreement shall be amended as follows:

- 1202 (a) Seniority shall be considered as a factor in vacancy selection (including promotion and transfer) and if all other selection criteria are relatively equal, it shall be considered as the governing factor. Selection criteria shall be available to applicants on request.
- (b) In a selection process where there are external applicants and the selection criteria are relatively equal amongst applicants, preference shall be given to employees presently in the employ of the Employer who have submitted a written application for the vacant, term or new position.

Former Collective Agreements	Classifications
CancerCare Manitoba MAHCP - Prof/Tech	<ul style="list-style-type: none"> • Electronic Tech Senior (FS) • Electronic Technologist/Computer Engineer Tech (FS) • Design Technologist (FS) • Senior Design Technologist (FS)
Deer Lodge Centre Site MAHCP - Prof/Tech	<ul style="list-style-type: none"> • Recreation Worker (CS)

Former Collective Agreements	Classifications
Misericordia Health Centre MAHCP - Prof/Tech	<ul style="list-style-type: none"> • Supervisor, Intake & After Hours Program (FS)
Riverview Health Centre WAPSO - Prof/Tech	<ul style="list-style-type: none"> • Accountant (FS) • Coordinator, Communication Services / Project Management (FS) • Coordinator, Health Information Department (FS) • Safety Coordinator (FS) • Volunteer Coordinator (FS)
Southern Health-Santé Sud (Direct Operations) MGEU - Prof/Tech	<ul style="list-style-type: none"> • Community Health Worker (CS) • Home Care Resource Supervisor (FS) • Mental Health Resource Coordinator (FS) • Resource Coordinator - Home Care (FS)
St. Boniface Hospital MAHCP - Prof/Tech	<ul style="list-style-type: none"> • Supervisor, Dietary Office (FS) • Supervisor, Food Services (FS)
WRHA MAHCP - Prof/Tech	<ul style="list-style-type: none"> • Regional Clinical Engineer (Masters) (FS) • Imaging Equipment Technologist (FS) • Senior Imaging Equipment Service Technologist (FS)
WRHA Corporate and Community MGEU 220	<p>The following classification list includes but may not be limited to:</p> <ul style="list-style-type: none"> • Resource Coordinator - Home Care (FS) • Resource Coordinator Specialist (FS)

LETTER OF UNDERSTANDING #44

**NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
SHARED HEALTH EMPLOYERS ORGANIZATION
SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION**

RE: ARTICLE 102 (a) - WORK OF THE BARGAINING UNIT

102 Work of the Bargaining Unit

- (a) Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit, except where it has been mutually agreed upon by both Parties or in the case of training or emergency.

The Parties agree that past practice, effective September 23, 2022, shall be deemed to have received mutual agreement.

LETTER OF UNDERSTANDING #45

**APPLICABLE TO HSC SITE ONLY
IN THE SHEO FACILITY SUPPORT COLLECTIVE AGREEMENT**

RE: CLASSIFICATION OF LEAD HAND

The Parties agree that the following terms and conditions shall apply to the Health Sciences Centre's (HSC) decision to establish the classification of Lead Hand for areas in Maintenance and Trades. All provisions of the Collective Agreement which would normally apply, shall apply unless otherwise provided for in this LOU.

1. HSC established position(s) of Lead Hand based upon the job description initially dated June 9, 1994*, last updated May 12, 2009* or as otherwise amended.

* Without prejudice or precedent, the Parties agree specifically that the provision in the job description "not including the application of corrective discipline" shall not be changed without mutual agreement.

2. For the classification of Lead Hand only, Article 1202 shall be amended as follows:

"Seniority shall be considered as a factor in vacancy selection (including promotion and transfer) and if all other selection criteria are relatively equal, it shall be considered as the governing factor."

The seniority point value available to be assessed in favor of the most senior applicant shall be ten percent (10%). All remaining applicants shall be assessed a seniority point value which is prorated in relation to the most senior applicant.

3. For the classification of Lead Hand only, Article 102 (a) shall be amended as follows:

102 Work of the Bargaining Unit

"(a) Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit, except where it has been mutually agreed upon by both Parties or in the case of training or emergency, except as provided for in the job description of the Lead Hand dated June 9, 1994 or as otherwise amended."

4. (a) HSC agrees to award these positions to members in the classification employed by Shared Health and located at the Health Sciences Centre site. This commitment shall apply to the initial awarding upon creation only and a one (1) time refilling of the position if required by the application of Article 1403 as below. At the point in time at which these positions may

again become available to be filled, the awarding of the vacancy shall be based upon all applications received including those from individuals who are not members of the bargaining unit employed by Shared Health and located at the Health Sciences Centre site.

- (b) In order to commit to awarding these positions to members of the bargaining unit as described clause 4. (a), it may be necessary for HSC to set aside to varying degrees some aspects of position requirements. Such action shall be performed on a without prejudice or precedent basis.
 - (c) HSC also agrees that in the event that the classification of Lead Hand is expanded in excess of the existing positions addressed by this LOU, the awarding of these additional positions shall also be subject to the provisions of this LOU.
5. The HSC agrees that the vacant positions of members of the bargaining unit, including Helper or Labourer positions, that will be created as a result of the awarding of the Lead Hand positions in accordance with the provisions of Clauses 4. (a), 4. (b) will be posted and awarded in accordance with the terms of the current Collective Agreement.
 6. In consideration of the fact that the classification of Lead Hand requires the completion of a course in supervision or management as recognized by HSC; and, in recognition of the possibility that current members of the bargaining unit may not have undertaken to complete such a course, HSC agrees to the following accommodation with regard to Article 2504 ("displacement"):

"If the layoff is expected to or actually does exceed eight (8) weeks' duration, an employee shall be entitled to exercise their employer seniority to displace an employee in any classification within the bargaining unit at the site, regardless of EFT, with the same or lower salary range, provided the employee possesses the qualifications and ability sufficient to perform the required work, or accept layoff.

Where due to seniority level this is not possible, an employee shall then be entitled to exercise their employer seniority to displace an employee in any classification within the other support bargaining unit at the site, regardless of EFT, with the same or lower salary range, provided the employee possesses the qualifications and ability sufficient to perform the required work, or accept layoff."
 7. In the event of a majority of the employees within a classification having a Lead Hand position have a concern with regard to the role being filled by the occupant of the Lead Hand in their classification, the group of employees may bring their concerns to the attention of their immediate Manager or designate. In the event the concern remains unresolved, **the grievance procedure will apply.**
 8. HSC will not incur any costs related to a member's attainment of a recognized course in supervision or management.

LETTER OF UNDERSTANDING #46**APPLICABLE TO THE ST. BONIFACE HOSPITAL SITE ONLY
IN THE WCHREO FACILITY SUPPORT COLLECTIVE AGREEMENT****RE: SHOP HEAD COMPETITION(S)**

The Parties agree and acknowledge for the purpose of Shop Head Competitions, qualified internal and/or external candidates will be subject to an interview, in which the candidate will be assessed against a benchmark.

In acknowledgement of this condition, the Parties agree without prejudice or precedence to the following terms & conditions.

1. In accordance with Article 1401, Shop Head Positions will be posted for a period of seven (7) calendar days, through Success Factors.
2. Postings will be posted to internal and external applicants upon the first posting.
3. Upon the closure of a posting, internal candidates who meet posted qualifications will be interviewed first, above qualified external applicants. External applicants will be interviewed, only after all qualified internal applicants have been interviewed.
4. Interviews will be assessed on a benchmark scoring of 60%, regardless of internal or external applicant status. Should candidates not satisfy the benchmark they are disqualified from further consideration within the competition.
5. Where qualifications and scoring are deemed to be relatively equal and scoring is within 10% of the benchmark, seniority shall be the determining factor.

LETTER OF UNDERSTANDING #47

RE: **PROVINCIAL MULTI-UNION SUPPORT SECTOR MOBILITY**

The Parties have been engaged in collective bargaining for the Facility Support and Community Support sectors Collective Agreements subsequent to the enactment of *The Health Sector Bargaining Unit Review Act (HSBURA)*.

The Parties recognize the importance of the retention of qualified employees working within the provincial health care system and the ability to retain accrued benefits across the system provincially.

The Parties agree the following will apply:

1. Unless specified otherwise within the provisions of the receiving Collective Agreement, where an employee is the successful applicant to a support sector position with an Employer in another Employer Organization represented by another Union, the employee will be entitled to the mobility of their accrued benefits as follows:

Mobility of Benefits

Employees shall be entitled to mobilize the following benefits:

- (a) Accumulated income protection benefits/sick leave credits.
- (b) Continuous service applicable to the rate at which vacation is earned.
- (c) Continuous service applicable to pre-retirement leave.
- (d) Continuous service for the purpose of qualifying to join benefit plans, e.g. two (2) year pension requirement.
- (e) Benefits: An incoming employee is subject to the terms and conditions of the receiving agreement's benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
- (f) Hourly Rate of Pay:
 - (i) If range is identical, then placed step-on-step.
 - (ii) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's hourly rate of pay.

The above (i) and (ii) are subject to the provisions of the long service step.

(g) Hours worked for the purpose of calculating the next increment.

(h) Any vacation hours earned.

2. Employees shall not be entitled to mobilize the following:

(a) Seniority hours; or

(b) Banked overtime or General Holidays, these are to be paid out by sending Employer.

LETTER OF UNDERSTANDING #48

RE: EXPANSION OF INCOME PROTECTION BENEFITS FOR FULL-TIME AND PART-TIME HOME CARE DIRECT SERVICE STAFF

Will be in effect until such time as the employees have been transitioned to HEB Manitoba.

The Parties have agreed to expand Income Protection benefits to apply to all employees within the former Community Support bargaining unit and will endeavour to do so no later than April 1, 2023, subject to the outcome of the Home Care Benefit Trust Plan review.

Former Community Support employees within the Home Care Service are entitled to sick credits under the former MGEU Community Support Collective Agreement.

Former Community Support employees within the Home Care Service are entitled to payment of a weekly sick indemnity under the Home Care Benefit Trust.

The Parties have agreed to advance discussions regarding the Home Care Benefit Trust, including the entitlement of the weekly sick indemnity, to the multi-union table.

The Parties agree the following will apply:

1. Discussions regarding the expansion and implementation of Income Protection benefits to full-time and part-time direct service staff within the Home Care Service will be forwarded to the multi-union table. The multi-union table will meet within ninety (90) days post ratification.
2. Until such time a resolution is achieved at the multi-union table, full-time and part-time direct service staff within the Home Care Service, the provisions for sick credit language shall continue to apply as follows:

Sick Credits

- 2:01 All staff will accrue one eight (8) hour sick credit for every five hundred twenty (520) regular hours worked.
- 2:02 Employees will be allowed to carry over any unused sick credit hours from year to year.
- 2:03 The sick credit bank may not exceed thirty-two (32) hours at any point of time.
- 2:04 Sick credits may be requested to offset lost wages on the first and/or second day of illness subject to the following conditions:

- (a) Only a full day of sick credits can be utilized. A full day is based on the employee's "Normal Daily Scheduled Hours". The "Normal Daily Scheduled Hours" are defined as the daily hours within the Available Work Period associated with the biweekly EFT.
- (b) Sick credits cannot be utilized for any partial day absences.
- (c) Sick credits will only be paid at sixty-six point six seven percent (66.67%) of the regular hourly rate.
- (d) A doctor's note may be required to validate the employee's illness, at the Employer's discretion, and will not be required without valid reason.
- (e) Sick credits cannot be requested unless there are sufficient banked sick credits available to cover the full "Normal Daily Scheduled Hours" as defined in (a) above.

LETTER OF UNDERSTANDING #49**RE: STATEMENT OF INTENT - CASUAL SERVICE GRIEVANCES**

1. The Parties agree to recognize previous casual service from April 1, 2012, for the purposes of vacancy selection, vacation accrual rate and pre-retirement leave only, for existing part-time and full-time individuals employed with the following Employers as of September 22, 2022:
 - Actionmarguerite - Saint-Boniface and Saint-Vital
 - Eden Mental Health Centre
 - Fred Douglas Lodge Society Inc.
 - Holy Family Home
 - Southeast Personal Care Home
 - The Saul and Claribel Simkin Centre Personal Care Home
 - Victoria Hospital
2. The Parties agree to recognize previous casual service from April 1, 2012, for existing full-time and part-time individuals employed within the Northern Health Region Employers Organization and who were previously represented under the CUPE Northern Regional Health Authority 2012-2017 Collective Agreement as of September 22, 2022. This recognition of casual service shall be for the purposes of determining the individual's vacation accrual rate only.
3. In the event that there was a break in service, the employees who are actively employed with one of the Employers above shall not be entitled to the recognition listed in #1. or #2. above.
4. The Employers will undertake a reconciliation of the existing full-time and part-time employee's employment records and shall credit the employee's existing banks due to casual service starting from April 1, 2012 to September 22, 2022.
5. Any vacation that was earned for previous accruals shall be paid out in a reasonable time frame after the reconciliation process has been completed and shall be subject to all statutory deductions. Changes to the vacation accrual rate shall not apply for long service recognition.
6. Any changes to employment status after September 22, 2022, shall be subject to Article 14 and all other terms and conditions of the Collective Agreement.
7. The Parties recognize that due to the complexities of configuration, the post-ratification implementation of the new Collective Agreements shall take precedence over the reconciliation process for the casual service hours. The Employer shall endeavour to have the casual service reconciliation process undertaken immediately after the implementation of the new Collective Agreement language and sooner if reasonably possible. The PHLRS on behalf of

the Employers will continue to provide CUPE with updates on the progress of the reconciliation and any further communication regarding the reconciliation process and outcome that is provided.

8. The Parties agree that this LOU represents a resolution in full to the following grievances:

List of grievances:

Employer	Grievance #
Actionmarguerite (Saint-Boniface and Saint-Vital)	#520-085-2015 (Angela Gerbrant)
	#454-099-2015 (Nicole Gariepy)
	#455-099-2015 (Carol Beaudoin)
Eden Mental Health Centre	#663-084-2019 (Policy)
Fred Douglas Lodge Society Inc.	#32-086-2016 (Bhartiben Desai)
	#33-086-2016 (Alona Castro)
	#34-086-2016 (Soledad Ortiz)
	#35-086-2016 (Lise Osazuwa)
	#40-086-2016 (Mark Cuesta)
	#41-086-2016 (Zofia Ochrymowicz)
	#42-086-2016 (Solita Kennedy)
	#43-086-2016 (Georgina Walker)
	#44-086-2016 (Rizalina Cacayuran)
	#45-086-2016 (Steven Micomedes)
	#65-086-2016 (Carlos Atienza)
	#66-086-2016 (Kim Barlett)
	#67-086-2016 (Tammy Varkerti)
	#68-086-2016 (Jessielyn Palo)
	#69-086-2016 (Genara Alejandro)
	#79-086-2016 (Joyce Lyn Jobli)
	#80-086-2016 (Rosegene Cunanan)
	#81-086-2016 (Bernardo Pangan)
	#82-086-2016 (Mary-Ann Erhart)
	#83-086-2016 (Paterno Geronimo)
	#84-086-2016 (Jessica Bergen)
	#85-086-2016 (Tamara Kost)
	#86-086-2016 (Wilson Morte)
	#87-086-2016 (Amparo Lagus)
	#98-086-2016 (Linda Shijie He)
	#189-086-2016 (Karamjit Thind)
#191-086-2016 (Gaudelia Santos)	
#192-086-2016 (Lannie Lopez)	
#193-086-2016 (Rita Gandhi)	
#217-086-2016 (Gemma Duque)	
#223-086-2016 (Jerome Gumemo)	
#226-086-2016 (Amanda Contois)	
#228-086-2016 (Manjit Kaur)	
#265-086-2016 (Elrey Laneza)	

Holy Family Home	#674-089-2019 (Annamarie Bonneteau)
	#666-089-2019 (Policy)
The Saul and Claribel Simkin Centre PCH	#669-096-2019
Southeast Personal Care Home	#670-386-2019
Victoria Hospital	#399-100-2017 (Kendra Blue)
	#650-100-2019 (Lynn Ritchot)
	#653-100-2019 (Policy)

LETTER OF UNDERSTANDING #50

**APPLICABLE TO ALL FORMER OEM TRADES EMPLOYEES AT
CONCORDIA HOSPITAL, DEER LODGE CENTRE, GRACE HOSPITAL,
HEALTH SCIENCES CENTRE, MISERICORDIA HEALTH CENTRE,
REHABILITATION CENTRE FOR CHILDREN,
SEVEN OAKS GENERAL HOSPITAL, AND
FORMER MGEU TRADES EMPLOYEES AT ST. BONIFACE HOSPITAL ONLY**

RE: COURSE ATTENDANCE LOU

Course Attendance

- (a) Where the Employer requires an employee to attend educational conferences, workshops, or courses (within their city/town or within an eighty (80) km radius) during their regular hours of work:
- the registration, tuition fees, and related expenses relating to attending the program (cab or mileage and parking, and lunch if not provided), shall be paid by the Employer;
 - the employee shall be paid their regular pay (at straight time rates).
- (b) Where the Employer requires an employee to attend educational conferences, workshops, or courses (within their city/town or within an eighty (80) km radius) outside of their regular hours of work:
- the registration fee, tuition fees, related expenses relating to attending the program (cab or mileage and parking, and lunch if not provided), shall be paid by the Employer;
 - the employee shall either be paid overtime rates of pay in accordance with applicable overtime provisions of the Collective Agreement; or the employee's hours of work (schedule) shall be changed in accordance with provisions of the Collective Agreement to accommodate the schedule of the program attended, in which case the employee shall be paid their regular pay (at straight time rates).
- (c) Where the Employer requires an employee to attend educational conferences, workshops, or courses (outside of their city/town or the eighty (80) km radius and requires an overnight stay of one night or more), and which includes time outside their regular hours of work:
- the registration fee, tuition fees, related expenses relating to attending the program (accommodation, ground & air transportation, and per diem including incidentals) shall be paid by the Employer;
 - in the case where the employee leaves for the program to be attended during their regular workday, they shall be paid their regular pay for that day;

- commencing on the following day or commencing on a non-regular workday - for each twenty-four (24) hour period the employee is away, including travel and program time, the employee shall be paid their regular days' salary (normal hours at straight time) - pro-rated for less than twenty-four (24) hour periods.
- (d) All travel arrangements must be approved by the Employer in advance.
- (e) Travel time to or from an educational conference, workshop, or course outside of regular working hours, where an employee has also worked a full shift on that same day, shall be paid at overtime rates.
- (f) Employees are entitled to cash advances for anticipated expenses related to an out-of-town trip.
- (g) "Travel Time" shall be defined as commencing two (2) hours prior to the scheduled departure time of the flight and ending two (2) hours after the flight has arrived at the final location and shall include all time in between.

LETTER OF UNDERSTANDING #51

Applicable to the SHEO and the WCHREO Facility Support Collective Agreements:

FOR SHEO APPLICABLE TO HSC ONLY

**FOR WCHREO APPLICABLE TO CONCORDIA HOSPITAL,
DEER LODGE CENTRE, GRACE HOSPITAL, MISERICORDIA HEALTH CENTRE
AND SEVEN OAKS GENERAL HOSPITAL ONLY**

APPLICABLE TO FORMER OE TRADES AND MAINTENANCE GROUP ONLY

RE: UNIFORMS AND PROTECTIVE CLOTHING

- (a) Subject to Article 3801 (c), the number of uniforms provided will be eight (8) complete sets (8 pants and 8 shirts initially) and two additional sets January 7th of each year.
- (b) The Employer shall provide inclement weather gear such as parkas, rubber boots and gloves. Individual inclement weather gear will be provided for each person working outside or in low temperature areas. Such inclement weather gear shall be used only during work duties.

LETTER OF UNDERSTANDING #52

**APPLICABLE TO THE SHEO FACILITY SUPPORT BARGAINING UNIT SHARED
HEALTH DIRECT OPERATIONS (CLINICAL ENGINEERING)
AND CANCERCARE MANITOBA ONLY**

**APPLICABLE TO FORMER MAHCP EMPLOYEES
EMPLOYED AS OF SEPTEMBER 23, 2022 ONLY**

RE: ACADEMIC ALLOWANCE

The Employer agrees to maintain the existing allowances being paid to employees previously covered by the MAHCP CCMB and the MAHCP WRHA Imaging Technologist Collective Agreements as of September 23, 2022 for the list of employees provided below subject to the following conditions:

- (a) the academic attainment referenced continues to be relevant to the position held, is from an accredited institution and is not a qualification for the position; and
- (b) the employee remains an employee of their existing Employer in their existing classification; and
- (c) the allowance amount referenced is a monthly amount prorated on an hourly basis.

Nuclear Electronics Staff:

Ken Allen - Senior Technologist

Anthony (Tony) Jensen - Electronics Technologist 3

Joseph Konopski (Western Manitoba Cancer Centre) - Electronics Technologist 3

Brian Myslicki - Electronics Technologist 3

Christopher Stewart - Senior Technologist

LETTER OF UNDERSTANDING #53

**APPLICABLE TO HSC, GRACE HOSPITAL AND DIAGNOSTIC SERVICES -
SHARED HEALTH (Former CUPE DSM Labs)**

**RE: PART-TIME EMPLOYEES - ACCESS TO INCOME PROTECTION AND/OR
BEREAVEMENT LEAVE ON ADDITIONAL AVAILABLE SHIFTS/HOURS**

Notwithstanding Article 3107, the Parties agree that part-time employees may continue to access accrued income protection credits and/or bereavement leave on days where they had previously been assigned to work additional available shifts/hours above their regularly scheduled EFT.

This LOU will cease to exist **as of March 31, 2028**.

LETTER OF UNDERSTANDING #54

APPLICABLE TO WRHA REGIONAL DISTRIBUTION FACILITY (RDF)

RE: COOK'S CLASSIFICATION

The Parties agree that, through a planned staffing transition, the Cook's Classification at the RDF will be discontinued and replaced with the classification of Inventory Control Clerk (at the negotiated salary scale).

As at the date of signing, all staff in a Cook's Classification, or holding valid cook's papers will be grandfathered into a position in the Cook's Classification (if it is their desire) for the length of their employment at the RDF.

As at the date of signing, job posting that had previously been posted as a Cook's Classification, will be posted as Inventory Control Clerk. All grandfathered staff (list below) if applying for an Inventory Control Clerk will be paid at the Cook's wage and will be granted the position based on seniority amongst any other applicants with grandfathered cook's status. Any other applicants (i.e., without cook's papers) would be awarded the position based on seniority/work performance after any grandfathered applicants.

The Cook's Classification and salary scale will remain in effect at the RDF, and will receive any negotiated increases, until such a time that there are no Inventory Control Clerk employees that have been grandfathered in. That is until the grandfathered list (below) has been exhausted.

Relief replacement will be done within the grandfathered names by seniority and equitably shared before replacement from outside this list.

**Evelyn Chomik – Inventory Controller
Ziaul Chowdhury – Inventory Controller
Franco Costa – Inventory Controller
Richard (Neil) Line – Inventory Controller
Anielyn Roque – Inventory Controller**

LETTER OF UNDERSTANDING #55

RE: MULTI-UNION SUPPORT SECTOR JOINT MARKET ADJUSTMENT AND WAGE STANDARDIZATION COMMITTEE

The Parties agree to maintain the Multi-Union Support Sector Joint Market Adjustment and Wage Standardization Committee, the purpose of which shall be to determine what if any classifications warrant a market adjustment based on demonstrable recruitment, retention patterns or wage differentials. Market Adjustments are to apply to “designated” classifications only (not all Classifications).

As such, the Parties agree the joint committee consisting of equal representation from the Employer and the Unions not to exceed twelve (12) [four from each group] committee members in total. The Multi-Union Support Sector Joint Market Adjustment and Wage Standardization Committee will commence meeting within ninety (90) days of all Unions’ ratification of the 2024-2028 negotiated agreement. Additional representatives may be invited to attend as determined by the committee to provide necessary information.

For the purposes of attempting to conclude collective bargaining with CUPE, PHLRS is prepared to confirm the funding of ten point six-eight-seven five million dollars (\$10,687,500).

The Employer to increase the agreed to Multi-Union Support Sector Joint Market Adjustment and Wage Standardization Committee Fund by ten million dollars (\$10,000,000) in total funding over the life of the Collective Agreement. This sum is to be allocated as two million five hundred thousand dollars (\$2,500,000) to MGEU and seven million five hundred thousand dollars (\$7,500,000) to CUPE. The yearly distribution of the fund shall be determined by the parties with the understanding that the total financial impact over the life of the Collective Agreement shall not exceed ten million dollars (\$10,000,000).

Criteria: Any adjustment(s) shall be based on demonstrable “recruitment/retention” criteria, i.e.: adjustment(s) applicable to only those Classifications for which it has been demonstrated that there have been “recruitment/retention” challenges; or wage discrepancy and any Market Adjustment and Wage Standardization adjustments will be effective at mutually agreeable date(s) as decided by the joint committee, but no sooner than April 1, 2024.

Any Market Adjustment and Wage Standardization adjustments will be effective at mutually agreeable date(s) as decided by the joint committee, but no sooner than April 1, 2024.

It is recognized and agreed by the parties that:

- (i) Where the parties are unable to agree upon allocation of any part of the Fund, the parties will appoint an adjudicator to determine the issue. If the parties are unable to agree upon an adjudicator, the parties may submit a request to the Manitoba Labour Board. The adjudicator's ruling shall not exceed the financial capability of the Fund. The ruling of the adjudicator shall be final and binding on all parties. Expenses and fees of the adjudicator shall be cost shared between the parties. These costs will not be charged against the Fund.**
- (ii) Should the market adjustment rate be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.**

In order to address identified inequities, a "Market Adjustment Fund" will be provided as outlined above in and allocated as follows:

Costs associated with this Multi-Union Support Sector Joint Market Adjustment and Wage Standardization Committee will be borne as follows:

- (a) Employees will not suffer a loss of pay or benefits as a result of Joint committee participation (at the expense of the Employer).**
- (b) Each party shall be responsible for its own incurred expenses.**

Matters contained in this LOU shall not be subject to the grievance and arbitration procedure.

The parties agree that the amount allocated for wage standardization and market adjustments is intended to be all inclusive of all wage standardization and market adjustment issues between the parties including, but not limited to, inequities not addressed from previous wage standardization and the maintaining of wage standardization.

LETTER OF UNDERSTANDING #56

APPLICABLE TO NRHEO, SHEO, SHREO AND WCHREO

Re: PROVINCIAL TRAVEL HEALTH CARE AIDE TEAM - "PTHT"

WHEREAS there is a need to meet health care service delivery requirements throughout the Province of Manitoba;

AND WHEREAS the parties recognize the need for a stable, reliable and skilled workforce to effectively address the ongoing demands of various patient/resident/client care needs, with less reliance upon external contracted resources;

AND WHEREAS retention, recruitment and training of employees is a priority for the Manitoba government, health system Employers, and the Canadian Union of Public Employees (CUPE);

AND WHEREAS the parties recognize there are significant retention and recruitment challenges, and the parties agree that ongoing, focused effort on retaining and attracting employees to the provincial health system is required;

AND WHEREAS the Provincial Travel HCA Team is intended to make significant improvements in staffing levels, significantly decrease the Employers' reliance on agency usage, reassignment or temporary transfer of employees due to staffing shortages and mandatory overtime usage by the Employers Organizations;

AND WHEREAS this Letter of Understanding is intended to provide for the establishment of a Provincial Travel HCA Team that allows PTHT members to provide service across the Employers Organizations;

NOW THEREFORE the parties agree as follows:

- 1. The parties agree to establish a joint committee, made up of four (4) CUPE and four (4) Employer representatives, subject matter experts may be brought in to assist where required.**
- 2. First meeting shall commence within ninety (90) days of ratification;**

Within six (6) months, the committee shall have completed a Letter of Agreement detailing the terms and conditions for payments, transportation and expenses.

LETTER OF UNDERSTANDING #57

**APPLICABLE TO SHARED HEALTH EMPLOYERS ORGANIZATION AND
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATIONS
DESIGNATED EMPLOYERS ONLY**

**RE: SECURITY - INSTITUTIONAL SAFETY OFFICER AND QUALIFIED PERSON
SECURITY GUARD CLASSIFICATION**

WHEREAS it is the desire of all parties to have a safe and healthy workplace for employees and a safe and healthy care environment for patients and visitors.

AND WHEREAS a provincial security enhancement project was undertaken by Employer Organizations and recommendations were received and accepted for implementation.

AND WHEREAS the parties have agreed to as follows:

New Classifications:

- 1. Institutional Safety Officer (ISO) classification will be introduced in the following sites: Brandon Regional Health Centre, Health Sciences Centre, St. Boniface Hospital, Selkirk Mental Health Centre, and Victoria General Hospital. It is understood that additional sites may be included at a future date as determined by the Employer.**

- 2. Qualified Person Security Guard (QP) will be introduced in the following sites: Bethesda Regional Health Centre, Boundary Trails Health Centre, Dauphin Regional Health Centre, Eden Mental Health Centre, Grace Hospital, Health Sciences Centre, Pine Falls Health Complex, St. Boniface Hospital, Selkirk Regional Health Centre, Swan River Health Centre, St. Anthony's General Hospital (The Pas), Thompson General Hospital. It is understood that additional sites may be included at a future date as determined by the Employer.**

Salary Scales – New Classifications

Institutional Safety Officer (ISO)

Ann Hrs.	0	1	2	3	4	5	20
2015	33,267	34,265	35,293	36,352	37,443	38,565	39,337
	67,033.005	69,043.975	71,115.395	73,249.280	75,447.645	77,708.475	79,264.055
2080	33,267	34,265	35,293	36,352	37,443	38,565	39,337
	69,195.36	71,271.20	73,409.44	75,612.16	77,881.44	80,215.20	81,820.96

Qualified Person (QP)

Ann Hrs.	0	1	2	3	4	5	6	20
2015	21,111	21,811	22,556	23,320	24,116	24,934	25,434	25,680
	42,538.665	43,949.165	45,450.34	46,989.80	48,593.74	50,242.01	51,249.51	51,745.20
2080	21,111	21,811	22,556	23,320	24,116	24,934	25,434	25,680
	43,910.88	45,366.88	46,916.48	48,505.60	50,161.28	51,862.72	52,902.72	53,414.40

With the introduction of the ISO designation that will be required for the Supervisor and Lead Hand classifications, the salary scale will be adjusted.

Security Supervisor - ISO Personnel

Ann Hrs.	0	1	2	3	4	5	20
2080	38.444	39.596	40.784	42.008	43.269	44.566	45.458
	79,963.520	82,359.680	84,830.720	87,376.640	89,999.520	92,697.280	94,552.640

Lead Hand - ISO Personnel

Ann Hrs.	0	1	2	3	4	5	20
2015	35.762	36.834	37.939	39.078	40.251	41.457	42.287
	72,060.430	74,220.510	76,447.085	78,742.170	81,105.765	83,535.855	85,208.305

Security Supervisor - QP/Security Personnel (Current Scale) HR

Ann Hrs.	0	1	2	3	4	5	6	20
	25.497	26.313	27.152	28.020	28.922	29.845	30.800	31.415
	53,033.76	54,731.040	56,476.160	58,281.600	60,157.760	62,077.600	64,064.00	65,343.200

Lead Hand - QP/Security Personnel (Current Scale)

Ann Hrs.	0	1	2	3	4	5	20
	23.909	24.383	24.858	25.330	25.804	26.276	26.803
	48,176.635	49,131.745	50,088.870	51,039.950	51,995.060	52,946.140	54,008.045

Implementation Plan ISO (Existing Security Employees)

- ISO positions will be posted as per the Collective Agreement.**
- Employees will submit proof of physical, eye and psychological fitness prior to the Employer sending them to training. The Employer will cover said costs subject to the employee providing the receipt(s). If employee is deemed unsuccessful or unfit by the Employer, the employee will not be approved for training. The parties will meet to discuss options available.**
- Employees will sign a Return of Service Agreement (ROSA) prior to them attending training.**
- ISO training will be provided to successful applicants and costs covered by the Employer with a corresponding ROSA. Costs will include registration, books and their current rate of pay as per the collective agreement.**
- The ISO rate of pay will take effect the date that the Employer receives a copy of the Employee's training record verifying that they have passed the ISO training program and are eligible to be designated by the Employer as an ISO.**
- If an existing employee is unable to complete or pass the required ISO training, the parties will meet to discuss options available to the employee.**

Implementation Plan QP

1. Existing employees holding a security position that will be transitioning to a QP will be provided with training and costs covered by the Employer with a corresponding Two (2) Year ROSA. Costs will include registration, books and their current rate of pay as per the collective agreement.
2. If an existing employee has previously obtained QP certification, the QP salary scale will be effective date of signing of this agreement.
3. New QP positions will be posted as per the Collective Agreement.
4. The QP rate of pay will take effect the date that the Employer receives a copy of the Employee's training record verifying that they have passed the QP training program and are eligible to be designated by the Employer as a QP.
5. If an existing employee is unable to complete or pass the required QP training, they will where possible remain in their current security role at their current rate of pay.

Indigenous Representational Workforce

As agreed to by the Employer and Union and as contained within the Collective Agreement, the parties agree with the goal of achieving a representative workforce. The parties will provide preference to qualified applicants with Indigenous ancestry.

Physical and Psychological Assessment Requirements

The parties recognize that in the interest of safety and wellbeing of the employees, patients and visitors there are physical and psychological assessments required to determine suitability of the employee and the role. It is agreed that further discussions will occur to determine the criteria that will be established.

- Physical Assessment – New Physical Fitness Standards (Winnipeg Police Services)
- Psychological Assessment – Assessment with designated mental health professional reflecting requirements of the position. Assessment and providers to be determined.

Standard Uniform

The Parties agree to the following with respect to the standard uniform and equipment issued:

1. **A Full-time/Part-time Officer shall be provided with, at no cost to the employee, the standard uniform issue as follows:**
 - **Pants – two (2)**
 - **Shirts – four (4)**
 - **Three-Season Jacket – one (1)**
 - **Outer Protective Vest Shell – two (2)**
 - **Notebook – one (1)**
 - **Toque – one (1)**
 - **Boots – one pair (1)**

2. **A Casual Officer shall be provided with, at no cost to the employee, the standard uniform issue as follows:**
 - **Pants – two (2)**
 - **Shirts – three (3)**
 - **Three-Season Jacket – one (1)**
 - **Outer Protective Vest Shell – one (1)**
 - **Notebook – one (1)**
 - **Toque – one (1)**
 - **Boots – one pair (1)**

3. **A Full-time/Part-time/Casual Officer shall be provided with, at no cost to the employee, the standard equipment issue as follows:**
 - **One (1) set Kevlar soft body armor**
 - **One (1) set of handcuffs**
 - **One (1) handcuff key**
 - **One (1) handcuff case**
 - **One (1) nylon web belt**
 - **One (1) inner belt**
 - **One (1) pouch for surgical gloves**
 - **One (1) radio belt clip**
 - **One (1) flashlight with case**
 - **One (1) locker padlock and key**
 - **One (1) key holder/clip**
 - **Cut resistant search gloves to be replaced as necessary due to wear and tear**

4. **The equipment issued shall be the responsibility of the Officer and must be accounted for upon request.**

5. **Upon termination or transfer out of Security Services, the Officer shall return all standard equipment and uniform issued items as identified in the LOU.**

6. **The cost of standard equipment and uniform issued items not returned by an employee may be deducted by the Employer from an employee's final pay.**

Legal Liability

Legal Liability as per Article 41 of the Collective Agreement.

LETTER OF UNDERSTANDING #58**RE: CONTRACTING OUT OF TRADES WORK**

Further to Article 302, the Employer recognizes that work of the bargaining unit is to provide maintenance services to the Employer buildings, grounds and equipment as well as providing services for renovations or projects, the Employer and the Union agree as follows:

- (a) Work of the bargaining unit shall not be contracted out unless it has been first offered to employees within the bargaining unit and in the following circumstances:**
 - (i) To resolve an emergency; or**
 - (ii) To perform activities not normally undertaken as maintenance work.**
 - (iii) Where the employee(s) are unwilling to perform the activities required.**
- (b) Work that is contracted out will not result in loss of job or layoff of any employee.**
- (c) The Employer and Union will endeavour to establish and maintain open dialogue in regard to maintenance service contracts.**

LETTER OF UNDERSTANDING #59**NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
SHARED HEALTH EMPLOYERS ORGANIZATION
SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATIONS****RE: GROUP SELF-SCHEDULING**

Not Applicable to Home Care Direct Service Staff or Mental Health Proctors

- A. The following conditions and understandings apply to Group Self-Scheduling:**
- 1. The procedure to be followed for Group Self-Scheduling shall be as follows:**
 - (a) A meeting of all employees on the unit/department who wish to participate in Group Self-Scheduling and the Employer (as designated) will be held to discuss tentative unit/department specific Group Self-Scheduling guidelines, the Shift Pattern, the Group Self Schedule and proposed date of commencement of the initial test period. A letter will be forwarded to the local Union representative to inform them of the proposed changes.**
 - (b) The length of the initial trial period for Group Self-Scheduling shall be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.**
 - (c) Six (6) weeks prior to the completion of the initial trial period, a meeting of all participating employees on the unit/department and the Employer will be held to evaluate Group Self-Scheduling.**
 - 2. Upon mutual agreement between the Employer and the Union the Group Self Schedule shall continue for a minimum duration of an additional six months. The Employer shall not unreasonably withhold its agreement. In the event the parties are not able to agree the Collective Agreement provision on Hours of Work, Article 18 shall apply.**

The Group Self-Schedule may be cancelled at the end of any six (6) month period by either the Employer or the Union by giving written notice of at least six (6) weeks to the other party of its desire to terminate the agreement. The notice shall coincide with the effective date of the implementation of the existing/new Shift Pattern for the

unit/department. This date must commence with the beginning of a new pay period.

- 3. Group Self-Scheduling shall not result in any additional costs to the Employer.**
- 4. All full-time and part-time employees on a unit/department may participate in Group Self- Scheduling.**
- 5. Terms and conditions of the Collective Agreement, Appendices and Supplementary Memorandums of Understanding shall remain in full force and effect.**
- 6. Unit/department specific guidelines for Group Self-Scheduling shall be established/revised for each unit/department in consultation with the Union. All self-scheduling groups shall follow the attached general guidelines and are subject to approval by the Employer. The provisions of the Collective Agreement including hours of work, shift schedules and overtime shall be adhered to.**
- 7. The Shift Pattern must be in place for each unit/department in accordance with the provisions of Article 19 of the CUPE Collective Agreement. It is understood that any employee(s) who requests to be scheduled in accordance with their line on the Shift Pattern shall be permitted to do so. All employees hired into a position(s) on the unit/department shall be provided with the option of following the Shift Pattern or Group Self-Schedule, however, the employee(s) shall complete the Group Self-Schedule for the remainder of the posted shift schedule.**
- 8. An employee who is participating in Group Self-Scheduling has the option of reverting to being assigned their shift schedule in accordance with their line on the Shift Pattern and an employee who has a Shift Pattern has the option of participating in a self-scheduling group. The employee must advise their manager/designate in writing of this request two (2) weeks prior to the next round of shift selection. This scheduling preference, Shift Pattern or Group Self-Scheduling must be worked for a minimum of six (6) months before making another change.**
- 9. It is understood that this Article shall apply to any employee or group of employees whether or not they have a Shift Pattern.**

B. GROUP SELF-SCHEDULING GUIDELINES

The Key to success is co-operation. We must also remember to be fair, responsible and keep an open mind. The Group Self-Scheduling process will benefit each one of us by allowing more freedom of choice. At the same time we must keep in mind that first and foremost the unit/department must be staffed properly.

General Information

- 1. The unit/department specific Group Self-Scheduling guidelines must follow the provisions of the Collective Agreement.**
- 2. Group Self-Scheduling is a process whereby a group of two (2) or more employees on the same unit/department agree to work together and take responsibility for coordinating and selecting their scheduled shifts within the combined Shift Pattern schedules of the group over the scheduling period. Each employee must meet their current EFT requirement, and the additional requirements contained herein.**
- 3. The Manager/designate has the responsibility of overseeing the process and has final authority in resolving issues. However, such authority is to be exercised reasonably and in accordance with the principles described herein.**
- 4. To form a self-scheduling group, employees must be in the same classification, meet the physical requirements of the position and qualified to perform the duties and responsibilities prescribed by the Employer.**
- 5. Group Self-Scheduling meetings shall be held at least once a year so that there is a forum for all participating employees to voice concerns or make suggestions for change. Attendance is voluntary and all employees on the unit/department shall be invited.**
- 6. The guidelines below are generic and may be used on all units/departments that practice Group Self-Scheduling.**

C. GUIDELINES

- 1. The Employer established Shift Pattern will be used as the basis for each employee within the Group Self-Scheduling unit/department.**
- 2. Employees within the self-scheduling group are not allowed to schedule themselves in a way that would incur any overtime costs.**

3. **Each employee must work a minimum of one (1) shift within each pay period.**
4. **Shifts can be interchanged once selections are completed, however all employees may be recommended to work a minimum of four (4) week day shifts in a six (6) week period in order to maintain adequate experience and for evaluation purposes.**
5. **The self-scheduling group must comply with the provisions of the Collective Agreement and meet the deadlines of these guidelines and the current posting practices.**
6. **EFT requirements will be averaged over the six (6), three (3) or two (2) consecutive bi-weekly periods in the shift schedule as applicable, or where it exists.**
7. **The Manager/designate will receive the proposed schedule of the self-scheduling group no later than two (2) weeks prior to the required posting date for the schedule period. The Manager/designate must approve the proposed schedule prior to it being posted as part of the unit/department posted schedule. Such approval is not to be unreasonably denied. If approval is denied, the Employer will notify the Union in writing as soon as practicable, such notification to include the reasons for denial.**
8. **Vacation scheduling will be done in accordance with Article 15.**
9. **All changes to the self-scheduling group schedule must be confirmed with the Manager/designate in accordance with Article 19.**
10. **Once the new schedule has been approved by the manager the shifts shall be “owned” by the new employee. Therefore, any income protection, bereavement leave or any paid leave will qualify.**

LETTER OF UNDERSTANDING #60

Applicable to NHREO, SHREO and WCHREO

RE: APPLICABILITY OF AVAILABLE WORK PERIOD LANGUAGE FOR HOME CARE DIRECT SERVICE STAFF

In conjunction with the elimination of the Available Work Period, the parties agree that the following language shall continue to apply to Home Care Direct Service Staff until the implementation and elimination of the Available Work Period has been completed.

719 (a) “Anticipated Daily Hours of Work” means the number of hours that the Employer has committed to scheduling the employee on a particular day as part of the EFT position that the employee was awarded in their letter of offer.

719 (b) The “Available Work Period” means a regular reoccurring period of availability in which work is scheduled, defined daily as the “Normal Daily Hours of Work”.

719 (e) “Normal Daily Hours of Work” means the daily hours within the Available Work Period associated with the biweekly EFT.

3401 Application of the Available Work Period

Availability for the Available Work Period as defined in Article 719 (b) shall be:

- **an extra thirty (30) minutes of availability beyond the unpaid meal break for those paid eight (8) hours;**
- **an extra forty-five (45) minutes of availability beyond the unpaid meal break for those paid 5.0 to 7.5 hours;**
- **an extra sixty (60) minutes of availability for those paid 3.0 to 4.5 hours.**

3405 Where an unscheduled period is scheduled as referenced in 3404 above, the unscheduled period will be unpaid. and will be considered part of the “Available Work Period” for that day.

3408 The Employer has the right to assign work within the available work period of an employee in order to maintain their respective EFT. The available work period on any given day will be available for the scheduling of work.

3410 Shift Schedules and Operation

Shift schedules, including the available work period within which work will be scheduled, will be established for each employee, and maintained. Each employee's work schedule (i.e. client assignment) will be provided to them in writing on a biweekly basis. When changes to the assignments are made these shall be communicated verbally by the Resource Coordinator or designate with as much notice as possible.

- (a) The Employer will contact employees who have indicated they are available for additional shifts/hours on their days of rest.**
- (b) The Employer may contact all employees on their days of rest only in those instances where the matter is urgent or it pertains to information which must be conveyed prior to the start of the next shift.**
- (c) If the Employer reschedules/adds an assignment to an employee's shift which alters their start time, the employee shall be notified of their updated start time prior to the close of their previous shift, subject to (b) above.**

3412 (b) "Rescheduled Assignments" occur when it becomes known that the client will not be available for an assignment on another calendar day:

- (i) alternate work will be provided within the available work period on the days remaining within the current pay period;**
- (ii) the assignment will be as close to the employee's existing work schedule, as client/operational requirements permit;**
- (iii) if no alternate work is available within the remainder of the pay period, the employee will be topped up for the pay period for the missed assignment.**

3413 Downtime

- (a) Downtime shall be paid at straight time rates in order to achieve a Home Care Attendant's guaranteed EFT and shall be considered time worked for the purpose of qualifying an employee for overtime.**
- (b) Hours actually worked in a day shall not be recorded for accounting purposes in another day in order to avoid overtime.**

- (c) If a Home Care Attendant is given an administrative task which is not part of their regular assignment and performs that task during downtime, the time taken to perform that task shall be considered as time worked.**

LETTER OF UNDERSTANDING #61

Applicable to NRHEO, SHEO, SHREO and WCHREO

RE: CLASSIFICATION REVIEW

Within sixty (60) days of ratification, a committee, comprised of equal representation between the Employer and the Union, of no more than four (4) representatives each, will be created to meet to review and discuss the Uncertified Health Care Aides. Discussion points may include but are not limited to:

- **How many UHCA are there currently**
- **How many hours they have worked**
- **How many have been certified**
- **Where are the UHCA on the wage scales (UHCA vs HCA)**
- **UHCA job descriptions**
- **Renaming the classifications to remove the Uncertified/Certified and replace with Health Care Aide 1 and 2**

LETTER OF UNDERSTANDING #62

Applicable to SHREO and WCHREO Only

RE: REVIEW FOR FEASIBILITY OF MENTAL HEALTH PROCTOR AND TB PROGRAM TO TRANSITION TO EFTS

WHEREAS the parties agree that a consistent, qualified, and available workforce is essential to the delivery of quality Health Care Services;

AND WHEREAS the parties agree that consideration of transitioning Mental Health Proctors and individuals in the TB Program to an EFT workforce should be discussed;

AND WHEREAS the parties also recognize the Employer's fiscal and operational responsibilities may impact the outcome of the discussions;

THEREFORE the parties agree:

- (a) Within sixty (60) days of ratification, the Employer and Union will meet to review and discuss the current Mental Health Proctor/TB Program workforce.**
- (b) A committee, comprised of equal representation between the Employer and the Union, of no more than three (3) representatives each, will be created to discuss the feasibility of transitioning these employees to an EFT workforce.**

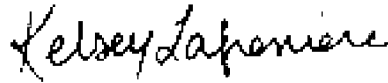
SIGNATURE PAGE

This Agreement signed this _____ day of _____, 2025.

FOR THE PROVINCIAL HEALTH LABOUR RELATIONS SERVICES ON BEHALF OF THE EMPLOYERS ORGANIZATIONS:



**KERRY LEGAL
DIRECTOR, PHLRS**

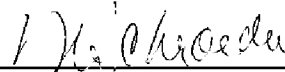


**KELSEY LAFRENIERE
LABOUR RELATIONS CONSULTANT,
PHLRS**

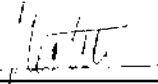
FOR THE CANADIAN UNION OF PUBLIC EMPLOYEES:



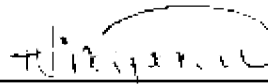
**ALEX MCCLURG
NATIONAL REPRESENTATIVE**



**MARGARET SCHROEDER
PRESIDENT, CUPE 204**



**LIMSON MESTITO
PRESIDENT, CUPE 500**



**HOLLY CHAPERON
PRESIDENT, CUPE 4270**



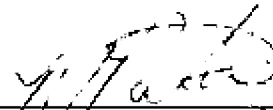
**CHRISTINE GULLIFORD
PRESIDENT, CUPE 8600**

Signed on behalf of CUPE 204 President

BELINDA WONG, CUPE 204

Signed on behalf of CUPE 204 President

KAREN BROWN, CUPE 204



MARLO PETERS, CUPE 204

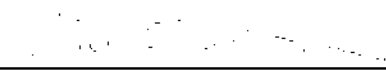
Signed on behalf of CUPE 204 President

ANNE RARAMA, CUPE 204

JEFFERSON DE VILLA, CUPE 204



TONY CIANFLONE, CUPE 204



CINDY TERWIN, CUPE 4270



KARLY DENEKA, CUPE 4270



MARIE NIXON, CUPE 8600

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment, 5% Northern Wage Scale Adjustment, and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1		Activity Worker/Recreation Facilitator - Certified	2015	Hourly	21.838	22.495	23.169	23.862	24.580	25.318			25.824	26.340	27.130		
				Monthly	3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314			4,336.280	4,422.925	4,555.579		
				Annual	44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770			52,035.360	53,075.100	54,666.950		
2		Activity Worker/Recreation Facilitator - Non Certified	2015	Hourly	19.271	19.849	20.445	21.058	21.689	22.339			22.786	23.242	23.939		
				Monthly	3,235.922	3,332.978	3,433.056	3,535.989	3,641.945	3,751.090			3,826.149	3,902.719	4,019.757		
				Annual	38,831.065	39,995.735	41,196.675	42,431.870	43,703.335	45,013.085			45,913.790	46,832.630	48,237.085		
3		Audiology Assistant	1885	Hourly	25.406	26.092	26.810	27.525	28.276	29.062			29.643	30.236	31.143		
				Monthly	3,990.859	4,098.618	4,211.404	4,323.719	4,441.688	4,565.156			4,656.421	4,749.572	4,892.046		
				Annual	47,890.310	49,183.420	50,536.850	51,884.625	53,300.260	54,781.870			55,877.055	56,994.860	58,704.555		
4	23-DUAL	Clinical Care Assistant	2015	Hourly	22.931	23.620	24.327	25.056	25.809	26.584	27.382			27.930	28.489	29.344	
				Monthly	3,850.497	3,966.192	4,084.909	4,207.320	4,333.761	4,463.897	4,597.894			4,689.913	4,783.778	4,927.347	
				Annual	46,205.965	47,594.300	49,018.905	50,487.840	52,005.135	53,566.760	55,174.730			56,278.950	57,405.335	59,128.160	
5		Community Engagement Liaison	1885	Hourly	27.560	28.407	29.373	30.342	31.316	32.279			32.925	33.584	34.592		
				Monthly	4,329.217	4,462.266	4,614.009	4,766.223	4,919.222	5,070.493			5,171.969	5,275.487	5,433.827		
				Annual	51,950.600	53,547.195	55,368.105	57,194.670	59,030.660	60,845.915			62,063.625	63,305.840	65,205.920		
6		Community Health Worker	1885	Hourly	26.424	27.263	28.205	29.219	30.179	31.279	32.363	33.553		34.224	34.908	35.955	
				Monthly	4,150.770	4,282.563	4,430.535	4,589.818	4,740.618	4,913.410	5,083.688	5,270.617	5,376.020	5,483.465	5,647.931		
				Annual	49,809.240	51,390.755	53,166.425	55,077.815	56,887.415	58,960.915	61,004.255	63,247.405	64,512.240	65,801.580	67,775.175		
7	23-63CW	Crisis Worker	2015	Hourly	23.557	24.289	25.122	25.985	26.861	27.722			28.276	28.842	29.707		
				Monthly	3,955.613	4,078.528	4,218.403	4,363.315	4,510.410	4,654.986			4,748.012	4,843.053	4,988.300		
				Annual	47,467.355	48,942.335	50,620.830	52,359.775	54,124.915	55,859.830			56,976.140	58,116.630	59,859.605		
8	23-DUAL	Dialysis Unit Assistant/Obstetrics Unit Assistant	2015	Hourly	22.931	23.620	24.327	25.056	25.809	26.584	27.382			27.930	28.489	29.344	
				Monthly	3,850.497	3,966.192	4,084.909	4,207.320	4,333.761	4,463.897	4,597.894			4,689.913	4,783.778	4,927.347	
				Annual	46,205.965	47,594.300	49,018.905	50,487.840	52,005.135	53,566.760	55,174.730			56,278.950	57,405.335	59,128.160	
9		Direct Observed Therapy (DOT) Worker	1885	Hourly	26.424	27.263	28.205	29.219	30.179	31.279	32.363	33.553		34.224	34.908	35.955	
				Monthly	4,150.770	4,282.563	4,430.535	4,589.818	4,740.618	4,913.410	5,083.688	5,270.617	5,376.020	5,483.465	5,647.931		
				Annual	49,809.240	51,390.755	53,166.425	55,077.815	56,887.415	58,960.915	61,004.255	63,247.405	64,512.240	65,801.580	67,775.175		
10	23-50	Families First Home Visitor 1	1885	Hourly	22.820	23.339	23.859	24.336	24.826	25.323			25.829	26.346	27.136		
				Monthly	3,584.642	3,666.168	3,747.851	3,822.780	3,899.751	3,977.821			4,057.305	4,138.518	4,262.613		
				Annual	43,015.700	43,994.015	44,974.215	45,873.360	46,797.010	47,733.855			48,687.665	49,662.210	51,151.360		
11	23-50	Families First Home Visitor 2	1885	Hourly	22.820	23.339	23.859	24.336	24.826	25.323			25.829	26.346	27.136		
				Monthly	3,584.642	3,666.168	3,747.851	3,822.780	3,899.751	3,977.821			4,057.305	4,138.518	4,262.613		
				Annual	43,015.700	43,994.015	44,974.215	45,873.360	46,797.010	47,733.855			48,687.665	49,662.210	51,151.360		
12		Health Care Aide (Certified)	2015	Hourly	21.838	22.495	23.169	23.862	24.580	25.318	26.077			26.599	27.131	27.945	
				Monthly	3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314	4,378.763			4,466.415	4,555.747	4,692.431	
				Annual	44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770	52,545.155			53,596.985	54,668.965	56,309.175	
13		Health Care Aide (Non Certified)	2015	Hourly	21.202									21.626	22.059	22.721	
				Monthly	3,560.169										3,631.366	3,704.074	3,815.235
				Annual	42,722.030										43,576.390	44,448.885	45,782.815
14		Healthy Baby Facilitator	1885	Hourly	28.920	29.960	30.962	32.085	33.193	34.409			35.097	35.799	36.873		
				Monthly	4,542.850	4,706.217	4,863.614	5,040.019	5,214.067	5,405.080			5,513.154	5,623.426	5,792.134		
				Annual	54,514.200	56,474.600	58,363.370	60,480.225	62,568.805	64,860.965			66,157.845	67,481.115	69,505.605		
15	23-13UNCERT	Home Care Attendant 1	2080	Hourly	21.202									21.626	22.059	22.721	
				Monthly	3,675.013										3,748.507	3,823.560	3,938.307
				Annual	44,100.160										44,982.080	45,882.720	47,259.680
16	23-13CERT	Home Care Attendant 2	2080	Hourly	21.838	22.495	23.169	23.862	24.580	25.318	26.077			26.599	27.131	27.945	
				Monthly	3,785.253	3,899.133	4,015.960	4,136.080	4,260.533	4,388.453	4,520.013			4,610.493	4,702.707	4,843.800	
				Annual	45,423.040	46,789.600	48,191.520	49,632.960	51,126.400	52,661.440	54,240.160			55,325.920	56,432.480	58,125.600	
17		Indigenous Culture Facilitator	2015	Hourly	19.271	19.849	20.445	21.058	21.689	22.339			22.786	23.242	23.939		
				Monthly	3,235.922	3,332.978	3,433.056	3,535.989	3,641.945	3,751.090			3,826.149	3,902.719	4,019.757		
				Annual	38,831.065	39,995.735	41,196.675	42,431.870	43,703.335	45,013.085			45,913.790	46,832.630	48,237.085		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment, 5% Northern Wage Scale Adjustment, and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
18		Insight Mentor	1885	Hourly 24.423	25.222	26.021	26.819					27.355	27.902	28.739
				Monthly 3,836.446	3,961.956	4,087.465	4,212.818					4,297.015	4,382.939	4,514.418
				Annual 46,037.355	47,543.470	49,049.585	50,553.815					51,564.175	52,595.270	54,173.015
19	23-51A	Mental Health - Proctor 2	2080	Hourly 20.129	20.720	21.299	21.901	22.495	23.098			23.560	24.031	24.752
				Monthly 3,489.027	3,591.467	3,691.827	3,796.173	3,899.133	4,003.653			4,083.733	4,165.373	4,290.347
				Annual 41,868.320	43,097.600	44,301.920	45,554.080	46,789.600	48,043.840			49,004.800	49,984.480	51,484.160
20	23-51B	Mental Health - Proctor 3	2080	Hourly 22.820	23.339	23.859	24.336	24.826	25.323			25.829	26.346	27.136
				Monthly 3,955.467	4,045.427	4,135.560	4,218.240	4,303.173	4,389.320			4,477.027	4,566.640	4,703.573
				Annual 47,465.600	48,545.120	49,626.720	50,618.880	51,638.080	52,671.840			53,724.320	54,799.680	56,442.880
21		Newborn Audiology Screener	2015	Hourly 21.838	22.495	23.169	23.862	24.580	25.318			25.824	26.340	27.130
				Monthly 3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314			4,336.280	4,422.925	4,555.579
				Annual 44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770			52,035.360	53,075.100	54,666.950
22		One to One Attendant (Non Certified)	2015	Hourly 21.202								21.626	22.059	22.721
				Monthly 3,560.169								3,631.366	3,704.074	3,815.235
				Annual 42,722.030								43,576.390	44,448.885	45,782.815
23		Psychiatric Nursing Assistant (Thompson)	2015	Hourly 21.838	22.495	23.169	23.862	24.580	25.318			25.824	26.340	27.130
				Monthly 3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314			4,336.280	4,422.925	4,555.579
				Annual 44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770			52,035.360	53,075.100	54,666.950
24		Psychiatric Nursing Assistant (The Pas)	2015	Hourly 24.341	25.198	26.037	26.571					27.102	27.644	28.473
				Monthly 4,087.260	4,231.164	4,372.046	4,461.714					4,550.878	4,641.888	4,781.091
				Annual 49,047.115	50,773.970	52,464.555	53,540.565					54,610.530	55,702.660	57,373.095
25		Recovery Support Worker (Hope North) - Uncertified	2015	Hourly 21.202								21.626	22.059	22.721
				Monthly 3,560.169								3,631.366	3,704.074	3,815.235
				Annual 42,722.030								43,576.390	44,448.885	45,782.815
26		Recovery Support Worker (Hope North) - Certified	2015	Hourly 21.838	22.495	23.169	23.862	24.580	25.318			25.824	26.340	27.130
				Monthly 3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314			4,336.280	4,422.925	4,555.579
				Annual 44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770			52,035.360	53,075.100	54,666.950
27	23-47CERT	Rehabilitation Aide (Certified)	2015	Hourly 22.931	23.620	24.327	25.056	25.809	26.584	27.382		27.930	28.489	29.344
				Monthly 3,850.497	3,966.192	4,084.909	4,207.320	4,333.761	4,463.897	4,597.894		4,689.913	4,783.778	4,927.347
				Annual 46,205.965	47,594.300	49,018.905	50,487.840	52,005.135	53,566.760	55,174.730		56,278.950	57,405.335	59,128.160
28		Resident Care Worker 1 (LTC)	2015	Hourly 21.202								21.626	22.059	22.721
				Monthly 3,560.169								3,631.366	3,704.074	3,815.235
				Annual 42,722.030								43,576.390	44,448.885	45,782.815
29		Resident Care Worker 2 (LTC)	2015	Hourly 21.838	22.495	23.169	23.862	24.580	25.318			25.824	26.340	27.130
				Monthly 3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314			4,336.280	4,422.925	4,555.579
				Annual 44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770			52,035.360	53,075.100	54,666.950
30		Support Services Aide - Snow Lake/Hope North	2015	Hourly 21.838	22.495	23.169	23.862	24.580	25.318	26.077		26.599	27.131	27.945
				Monthly 3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314	4,378.763		4,466.415	4,555.747	4,692.431
				Annual 44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770	52,545.155		53,596.985	54,668.965	56,309.175
31		Teen Health Facilitator	1885	Hourly 23.413	24.181	24.946	25.717					26.231	26.756	27.559
				Monthly 3,677.792	3,798.432	3,918.601	4,039.712					4,120.453	4,202.922	4,329.060
				Annual 44,133.505	45,581.185	47,023.210	48,476.545					49,445.435	50,435.060	51,948.715
32		Transitional Support Worker (Certified) PIO	2015	Hourly 21.838	22.495	23.169	23.862	24.580	25.318			25.824	26.340	27.130
				Monthly 3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314			4,336.280	4,422.925	4,555.579
				Annual 44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770			52,035.360	53,075.100	54,666.950
33	23-DUAL	Ward Clerk/Unit Clerk	2015	Hourly 22.931	23.620	24.327	25.056	25.809	26.584	27.382		27.930	28.489	29.344
				Monthly 3,850.497	3,966.192	4,084.909	4,207.320	4,333.761	4,463.897	4,597.894		4,689.913	4,783.778	4,927.347
				Annual 46,205.965	47,594.300	49,018.905	50,487.840	52,005.135	53,566.760	55,174.730		56,278.950	57,405.335	59,128.160

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1	1		Activity Worker/Recreation Facilitator - Certified	2015	Hourly	23.114	23.806	24.518	25.256	26.014				26.534	27.065	27.877		
					Monthly	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184				4,455.501	4,544.665	4,681.013		
					Annual	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210				53,466.010	54,535.975	56,172.155		
2	1		Activity Worker/Recreation Facilitator - Non Certified	2015	Hourly	20.395	21.007	21.637	22.285	22.953				23.412	23.880	24.596		
					Monthly	3,424.660	3,527.425	3,633.213	3,742.023	3,854.191				3,931.265	4,009.850	4,130.078		
					Annual	41,095.925	42,329.105	43,598.555	44,904.275	46,250.295				47,175.180	48,118.200	49,560.940		
3			Audiology Assistant	1885	Hourly	26.105	26.810	27.547	28.282	29.054	29.861			30.458	31.067	31.999		
					Monthly	4,100.660	4,211.404	4,327.175	4,442.631	4,563.899	4,690.665			4,784.444	4,880.108	5,026.510		
					Annual	49,207.925	50,536.850	51,926.095	53,311.570	54,766.790	56,287.985			57,413.330	58,561.295	60,318.115		
4	23-DUAL		Clinical Care Assistant	2015	Hourly	23.562	24.270	24.996	25.745	26.519	27.315	28.135		28.698	29.272	30.151		
					Monthly	3,956.453	4,075.338	4,197.245	4,323.015	4,452.982	4,586.644	4,724.335		4,818.873	4,915.257	5,062.855		
					Annual	47,477.430	48,904.050	50,366.940	51,876.175	53,435.785	55,039.725	56,692.025		57,826.470	58,983.080	60,754.265		
5			Community Engagement Liaison	1885	Hourly	28.318	29.188	30.181	31.176	32.177	33.167			33.830	34.508	35.543		
					Monthly	4,448.286	4,584.948	4,740.932	4,897.230	5,054.470	5,209.983			5,314.129	5,420.632	5,583.213		
					Annual	53,379.430	55,019.380	56,891.185	58,766.760	60,653.645	62,519.795			63,769.550	65,047.580	66,998.555		
6			Community Health Worker	1885	Hourly	27.151	28.013	28.981	30.023	31.009	32.139	33.253	34.476	35.165	35.868	36.944		
					Monthly	4,264.970	4,400.375	4,552.432	4,716.113	4,870.997	5,048.501	5,223.492	5,415.605	5,523.835	5,634.265	5,803.287		
					Annual	51,179.635	52,804.505	54,629.185	56,593.355	58,451.965	60,582.015	62,681.905	64,987.260	66,286.025	67,611.180	69,639.440		
7	23-63CW		Crisis Worker	2015	Hourly	24.205	24.957	25.813	26.700	27.600	28.484			29.054	29.635	30.524		
					Monthly	4,064.423	4,190.696	4,334.433	4,483.375	4,634.500	4,782.938			4,878.651	4,976.210	5,125.488		
					Annual	48,773.075	50,288.355	52,013.195	53,800.500	55,614.000	57,395.260			58,543.810	59,714.525	61,505.860		
8	23-DUAL		Dialysis Unit Assistant/Obstetrics Unit Assistant	2015	Hourly	23.562	24.270	24.996	25.745	26.519	27.315	28.135		28.698	29.272	30.151		
					Monthly	3,956.453	4,075.338	4,197.245	4,323.015	4,452.982	4,586.644	4,724.335		4,818.873	4,915.257	5,062.855		
					Annual	47,477.430	48,904.050	50,366.940	51,876.175	53,435.785	55,039.725	56,692.025		57,826.470	58,983.080	60,754.265		
9			Direct Observed Therapy (DOT) Worker	1885	Hourly	27.151	28.013	28.981	30.023	31.009	32.139	33.253	34.476	35.165	35.868	36.944		
					Monthly	4,264.970	4,400.375	4,552.432	4,716.113	4,870.997	5,048.501	5,223.492	5,415.605	5,523.835	5,634.265	5,803.287		
					Annual	51,179.635	52,804.505	54,629.185	56,593.355	58,451.965	60,582.015	62,681.905	64,987.260	66,286.025	67,611.180	69,639.440		
10	23-50	1	Families First Home Visitor 1	1885	Hourly	23.981	24.515	25.005	25.509	26.019			26.539	27.070	27.882			
					Monthly	3,767.015	3,850.898	3,927.869	4,007.039	4,087.151			4,168.835	4,252.246	4,379.798			
					Annual	45,204.185	46,210.775	47,134.425	48,084.465	49,045.815			50,026.015	51,026.950	52,557.570			
11	23-50	1	Families First Home Visitor 2	1885	Hourly	23.981	24.515	25.005	25.509	26.019			26.539	27.070	27.882			
					Monthly	3,767.015	3,850.898	3,927.869	4,007.039	4,087.151			4,168.835	4,252.246	4,379.798			
					Annual	45,204.185	46,210.775	47,134.425	48,084.465	49,045.815			50,026.015	51,026.950	52,557.570			
12	1		Health Care Aide (Certified)	2015	Hourly	23.114	23.806	24.518	25.256	26.014	26.794			27.330	27.877	28.713		
					Monthly	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184	4,499.159			4,589.163	4,681.013	4,821.391		
					Annual	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210	53,989.910			55,069.950	56,172.155	57,856.695		
13	1		Health Care Aide (Non Certified)	2015	Hourly	21.785								22.221	22.666	23.346		
					Monthly	3,658.065										3,731.276	3,805.999	3,920.183
					Annual	43,896.775										44,775.315	45,671.990	47,042.190
14			Healthy Baby Facilitator	1885	Hourly	29.715	30.784	31.813	32.967	34.106	35.355			36.062	36.783	37.887		
					Monthly	4,667.731	4,835.653	4,997.292	5,178.566	5,357.484	5,553.681			5,664.739	5,777.996	5,951.416		
					Annual	56,012.775	58,027.840	59,967.505	62,142.795	64,289.810	66,644.175			67,976.870	69,335.955	71,416.995		
15	23-13UNCERT	1	Home Care Attendant 1	2080	Hourly	21.785								22.221	22.666	23.346		
					Monthly	3,776.067										3,851.640	3,928.773	4,046.640
					Annual	45,312.800										46,219.680	47,145.280	48,559.680
16	23-13CERT	1	Home Care Attendant 2	2080	Hourly	23.114	23.806	24.518	25.256	26.014	26.794			27.330	27.877	28.713		
					Monthly	4,006.427	4,126.373	4,249.787	4,377.707	4,509.093	4,644.293			4,737.200	4,832.013	4,976.920		
					Annual	48,077.120	49,516.480	50,997.440	52,532.480	54,109.120	55,731.520			56,846.400	57,984.160	59,723.040		
17			Indigenous Culture Facilitator	2015	Hourly	19.801	20.395	21.007	21.637	22.285	22.953			23.413	23.881	24.597		
					Monthly	3,324.918	3,424.660	3,527.425	3,633.213	3,742.023	3,854.191			3,931.433	4,010.018	4,130.246		
					Annual	39,899.015	41,095.925	42,329.105	43,598.555	44,904.275	46,250.295			47,177.195	48,120.215	49,562.955		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary + 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
18			Insight Mentor	1885	Hourly 25.095	25.916	26.737	27.557					28.107	28.669	29.529
					Monthly 3,942.006	4,070.972	4,199.937	4,328.745					4,415.141	4,503.422	4,638.514
					Annual 47,304.075	48,851.660	50,399.245	51,944.945					52,981.695	54,041.065	55,662.165
19	23-51A	1	Mental Health - Proctor 2	2080	Hourly 21.290	21.885	22.503	23.114	23.733				24.208	24.692	25.433
					Monthly 3,690.267	3,793.400	3,900.520	4,006.427	4,113.720				4,196.053	4,279.947	4,408.387
					Annual 44,283.200	45,520.800	46,806.240	48,077.120	49,364.640				50,352.640	51,359.360	52,900.640
20	23-51B	1	Mental Health - Proctor 3	2080	Hourly 23.981	24.515	25.005	25.509	26.019				26.539	27.070	27.882
					Monthly 4,156.707	4,249.267	4,334.200	4,421.560	4,509.960				4,600.093	4,692.133	4,832.880
					Annual 49,880.480	50,991.200	52,010.400	53,058.720	54,119.520				55,201.120	56,305.600	57,994.560
21			Newborn Audiology Screener	2015	Hourly 22.439	23.114	23.806	24.518	25.256	26.014			26.534	27.064	27.876
					Monthly 3,767.882	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.497	4,680.845
					Annual 45,214.585	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,533.960	56,170.140
22		1	One to One Attendant (Non Certified)	2015	Hourly 21.785								22.221	22.666	23.346
					Monthly 3,658.065								3,731.276	3,805.999	3,920.183
					Annual 43,896.775								44,775.315	45,671.990	47,042.190
23		1	Psychiatric Nursing Assistant (Thompson)	2015	Hourly 23.114	23.806	24.518	25.256	26.014				26.534	27.065	27.877
					Monthly 3,881.226	3,997.424	4,116.981	4,240.903	4,368.184				4,455.501	4,544.665	4,681.013
					Annual 46,574.710	47,969.090	49,403.770	50,890.840	52,418.210				53,466.010	54,535.975	56,172.155
24			Psychiatric Nursing Assistant (The Pas)	2015	Hourly 25.010	25.891	26.753	27.302					27.847	28.404	29.256
					Monthly 4,199.596	4,347.530	4,492.275	4,584.461					4,675.975	4,769.505	4,912.570
					Annual 50,395.150	52,170.365	53,907.295	55,013.530					56,111.705	57,234.060	58,950.840
25			Recovery Support Worker (Hope North) - Uncertified	2015	Hourly 21.785								22.221	22.666	23.346
					Monthly 3,658.065								3,731.276	3,805.999	3,920.183
					Annual 43,896.775								44,775.315	45,671.990	47,042.190
26			Recovery Support Worker (Hope North) - Certified	2015	Hourly 22.439	23.114	23.806	24.518	25.256	26.014			26.534	27.064	27.876
					Monthly 3,767.882	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.497	4,680.845
					Annual 45,214.585	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,533.960	56,170.140
27	23-47CERT	1	Rehabilitation Aide (Certified)	2015	Hourly 24.270	24.996	25.745	26.519	27.315	28.135			28.698	29.272	30.150
					Monthly 4,075.338	4,197.245	4,323.015	4,452.982	4,586.644	4,724.335			4,818.873	4,915.257	5,062.688
					Annual 48,904.050	50,366.940	51,876.175	53,435.785	55,039.725	56,692.025			57,826.470	58,983.080	60,752.250
28		1	Resident Care Worker 1 (LTC)	2015	Hourly 21.785								22.221	22.666	23.346
					Monthly 3,658.065								3,731.276	3,805.999	3,920.183
					Annual 43,896.775								44,775.315	45,671.990	47,042.190
29		1	Resident Care Worker 2 (LTC)	2015	Hourly 23.114	23.806	24.518	25.256	26.014				26.534	27.065	27.877
					Monthly 3,881.226	3,997.424	4,116.981	4,240.903	4,368.184				4,455.501	4,544.665	4,681.013
					Annual 46,574.710	47,969.090	49,403.770	50,890.840	52,418.210				53,466.010	54,535.975	56,172.155
30		1	Support Services Aide - Snow Lake/Hope North	2015	Hourly 23.114	23.806	24.518	25.256	26.014	26.794			27.330	27.877	28.713
					Monthly 3,881.226	3,997.424	4,116.981	4,240.903	4,368.184	4,499.159			4,589.163	4,681.013	4,821.391
					Annual 46,574.710	47,969.090	49,403.770	50,890.840	52,418.210	53,989.910			55,069.950	56,172.155	57,856.695
31			Teen Health Facilitator	1885	Hourly 24.057	24.846	25.632	26.424					26.952	27.492	28.317
					Monthly 3,778.954	3,902.893	4,026.360	4,150.770					4,233.710	4,318.535	4,448.129
					Annual 45,347.445	46,834.710	48,316.320	49,809.240					50,804.520	51,822.420	53,377.545
32			Transitional Support Worker (Certified) PIO	2015	Hourly 22.439	23.114	23.806	24.518	25.256	26.014			26.534	27.064	27.876
					Monthly 3,767.882	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.497	4,680.845
					Annual 45,214.585	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,533.960	56,170.140
33	23-DUAL		Ward Clerk/Unit Clerk	2015	Hourly 23.562	24.270	24.996	25.745	26.519	27.315	28.135		28.698	29.272	30.151
					Monthly 3,956.453	4,075.338	4,197.245	4,323.015	4,452.982	4,586.644	4,724.335		4,818.873	4,915.257	5,062.855
					Annual 47,477.430	48,904.050	50,366.940	51,876.175	53,435.785	55,039.725	56,692.025		57,826.470	58,983.080	60,754.265

¹ Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025, 1st Step eliminated for multi-step salary scales

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1	1		Activity Worker/Recreation Facilitator - Certified	2015	Hourly	23.614	24.306	25.018	25.756	26.514				27.044	27.585	28.413			
					Monthly	3,965.184	4,081.383	4,200.939	4,324.862	4,452.143				4,541.138	4,631.981	4,771.016			
					Annual	47,582.210	48,976.590	50,411.270	51,898.340	53,425.710				54,493.660	55,583.775	57,252.195			
2	1		Activity Worker/Recreation Facilitator - Non Certified	2015	Hourly	20.895	21.507	22.137	22.785	23.453				23.922	24.400	25.132			
					Monthly	3,508.619	3,611.384	3,717.171	3,825.981	3,938.150				4,016.903	4,097.167	4,220.082			
					Annual	42,103.425	43,336.605	44,606.055	45,911.775	47,257.795				48,202.830	49,166.000	50,640.980			
3	2		Audiology Assistant	1885	Hourly	26.555	27.260	27.997	28.732	29.504	30.311			30.917	31.535	32.481			
					Monthly	4,171.348	4,282.092	4,397.862	4,513.318	4,634.587	4,761.353				4,856.545	4,953.623	5,102.224		
					Annual	50,056.175	51,385.100	52,774.345	54,159.820	55,615.040	57,136.235				58,278.545	59,443.475	61,226.685		
4	23-DUAL	2	Clinical Care Assistant	2015	Hourly	24.012	24.720	25.446	26.195	26.969	27.765	28.585		29.157	29.740	30.632			
					Monthly	4,032.015	4,150.900	4,272.808	4,398.577	4,528.545	4,662.206	4,799.898				4,895.946	4,993.842	5,143.623	
					Annual	48,384.180	49,810.800	51,273.690	52,782.925	54,342.535	55,946.475	57,598.775				58,751.355	59,926.100	61,723.480	
5	2		Community Engagement Liaison	1885	Hourly	28.768	29.638	30.631	31.626	32.627	33.617			34.289	34.975	36.024			
					Monthly	4,518.973	4,655.636	4,811.620	4,967.918	5,125.158	5,280.670						5,386.230	5,493.990	5,658.770
					Annual	54,227.680	55,867.630	57,739.435	59,615.010	61,501.895	63,368.045						64,634.765	65,927.875	67,905.240
6	2		Community Health Worker	1885	Hourly	27.601	28.463	29.431	30.473	31.459	32.589	33.703	34.926		35.625	36.338	37.428		
					Monthly	4,335.657	4,471.063	4,623.120	4,786.800	4,941.685	5,119.189	5,294.180	5,486.293	5,596.094	5,708.094	5,879.315			
					Annual	52,027.885	53,652.755	55,477.435	57,441.605	59,300.215	61,430.265	63,530.155	65,835.510	67,153.125	68,497.130	70,551.780			
7	23-63CW	2	Crisis Worker	2015	Hourly	24.655	25.407	26.263	27.150	28.050	28.934			29.513	30.103	31.006			
					Monthly	4,139.985	4,266.259	4,409.995	4,558.938	4,710.063	4,858.501						4,955.725	5,054.795	5,206.424
					Annual	49,679.825	51,195.105	52,919.945	54,707.250	56,520.750	58,302.010						59,468.695	60,657.545	62,477.090
8	23-DUAL	2	Dialysis Unit Assistant/Obstetrics Unit Assistant	2015	Hourly	24.012	24.720	25.446	26.195	26.969	27.765	28.585		29.157	29.740	30.632			
					Monthly	4,032.015	4,150.900	4,272.808	4,398.577	4,528.545	4,662.206	4,799.898					4,895.946	4,993.842	5,143.623
					Annual	48,384.180	49,810.800	51,273.690	52,782.925	54,342.535	55,946.475	57,598.775					58,751.355	59,926.100	61,723.480
9	2		Direct Observed Therapy (DOT) Worker	1885	Hourly	27.601	28.463	29.431	30.473	31.459	32.589	33.703	34.926		35.625	36.338	37.428		
					Monthly	4,335.657	4,471.063	4,623.120	4,786.800	4,941.685	5,119.189	5,294.180	5,486.293	5,596.094	5,708.094	5,879.315			
					Annual	52,027.885	53,652.755	55,477.435	57,441.605	59,300.215	61,430.265	63,530.155	65,835.510	67,153.125	68,497.130	70,551.780			
10	23-50	1	Families First Home Visitor 1	1885	Hourly	24.481	25.015	25.505	26.009	26.519				27.049	27.590	28.418			
					Monthly	3,845.557	3,929.440	4,006.410	4,085.580	4,165.693							4,248.947	4,333.929	4,463.994
					Annual	46,146.685	47,153.275	48,076.925	49,026.965	49,988.315							50,987.365	52,007.150	53,567.930
11	23-50	1	Families First Home Visitor 2	1885	Hourly	24.481	25.015	25.505	26.009	26.519				27.049	27.590	28.418			
					Monthly	3,845.557	3,929.440	4,006.410	4,085.580	4,165.693							4,248.947	4,333.929	4,463.994
					Annual	46,146.685	47,153.275	48,076.925	49,026.965	49,988.315							50,987.365	52,007.150	53,567.930
12	1		Health Care Aide (Certified)	2015	Hourly	23.614	24.306	25.018	25.756	26.514	27.294				27.840	28.397	29.249		
					Monthly	3,965.184	4,081.383	4,200.939	4,324.862	4,452.143	4,583.118						4,674.800	4,768.330	4,911.395
					Annual	47,582.210	48,976.590	50,411.270	51,898.340	53,425.710	54,997.410						56,097.600	57,219.955	58,936.735
13	1		Health Care Aide (Non Certified)	2015	Hourly	22.285								22.731	23.186	23.882			
					Monthly	3,742.023											3,816.914	3,893.316	4,010.186
					Annual	44,904.275											45,802.965	46,719.790	48,122.230
14	2		Healthy Baby Facilitator	1885	Hourly	30.165	31.234	32.263	33.417	34.556	35.805			36.521	37.251	38.369			
					Monthly	4,738.419	4,906.341	5,067.980	5,249.254	5,428.172	5,624.369						5,736.840	5,851.511	6,027.130
					Annual	56,861.025	58,876.090	60,815.755	62,991.045	65,138.060	67,492.425						68,842.085	70,218.135	72,325.565
15	23-13UNCERT	1	Home Care Attendant 1	2080	Hourly	22.285								22.731	23.186	23.882			
					Monthly	3,862.733											3,940.040	4,018.907	4,139.547
					Annual	46,352.800											47,280.480	48,226.880	49,674.560
16	23-13CERT	1	Home Care Attendant 2	2080	Hourly	23.614	24.306	25.018	25.756	26.514	27.294			27.840	28.397	29.249			
					Monthly	4,093.093	4,213.040	4,336.453	4,464.373	4,595.760	4,730.960						4,825.600	4,922.147	5,069.827
					Annual	49,117.120	50,556.480	52,037.440	53,572.480	55,149.120	56,771.520						57,907.200	59,065.760	60,837.920
17	2		Indigenous Culture Facilitator	2015	Hourly	20.251	20.845	21.457	22.087	22.735	23.403			23.871	24.348	25.078			
					Monthly	3,400.480	3,500.223	3,602.988	3,708.775	3,817.585	3,929.754						4,008.339	4,088.435	4,211.014
					Annual	40,805.765	42,002.675	43,235.855	44,505.305	45,811.025	47,157.045						48,100.065	49,061.220	50,532.170

**CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
18		2	Insight Mentor	1885	Hourly	25.545	26.366	27.187	28.007				28.567	29.138	30.012	
					Monthly	4,012.694	4,141.659	4,270.625	4,399.433			4,487.400	4,577.094	4,714.385		
					Annual	48,152.325	49,699.910	51,247.495	52,793.195			53,848.795	54,925.130	56,572.620		
19	23-51A	1	Mental Health - Proctor 2	2080	Hourly	21.790	22.385	23.003	23.614	24.233			24.718	25.212	25.968	
					Monthly	3,776.933	3,880.067	3,987.187	4,093.093	4,200.387		4,284.453	4,370.080	4,501.120		
					Annual	45,323.200	46,560.800	47,846.240	49,117.120	50,404.640		51,413.440	52,440.960	54,013.440		
20	23-51B	1	Mental Health - Proctor 3	2080	Hourly	24.481	25.015	25.505	26.009	26.519			27.049	27.590	28.418	
					Monthly	4,243.373	4,335.933	4,420.867	4,508.227	4,596.627		4,688.493	4,782.267	4,925.787		
					Annual	50,920.480	52,031.200	53,050.400	54,098.720	55,159.520		56,261.920	57,387.200	59,109.440		
21		2	Newborn Audiology Screener	2015	Hourly	22.889	23.564	24.256	24.968	25.706	26.464		26.993	27.533	28.359	
					Monthly	3,843.445	3,956.788	4,072.987	4,192.543	4,316.466	4,443.747		4,532.575	4,623.250	4,761.949	
					Annual	46,121.335	47,481.460	48,875.840	50,310.520	51,797.590	53,324.960		54,390.895	55,478.995	57,143.385	
22		1	One to One Attendant (Non Certified)	2015	Hourly	22.285							22.731	23.186	23.882	
					Monthly	3,742.023						3,816.914	3,893.316	4,010.186		
					Annual	44,904.275						45,802.965	46,719.790	48,122.230		
23		1	Psychiatric Nursing Assistant (Thompson)	2015	Hourly	23.614	24.306	25.018	25.756	26.514			27.044	27.585	28.413	
					Monthly	3,965.184	4,081.383	4,200.939	4,324.862	4,452.143		4,541.138	4,631.981	4,771.016		
					Annual	47,582.210	48,976.590	50,411.270	51,898.340	53,425.710		54,493.660	55,583.775	57,252.195		
24		2	Psychiatric Nursing Assistant (The Pas)	2015	Hourly	25.460	26.341	27.203	27.752				28.307	28.873	29.739	
					Monthly	4,275.158	4,423.093	4,567.837	4,660.023			4,753.217	4,848.258	4,993.674		
					Annual	51,301.900	53,077.115	54,814.045	55,920.280			57,038.605	58,179.095	59,924.085		
25		2	Recovery Support Worker (Hope North) - Uncertified	2015	Hourly	22.235							22.680	23.134	23.828	
					Monthly	3,733.627						3,808.350	3,884.584	4,001.118		
					Annual	44,803.525						45,700.200	46,615.010	48,013.420		
26		2	Recovery Support Worker (Hope North) - Certified	2015	Hourly	22.889	23.564	24.256	24.968	25.706	26.464		26.993	27.533	28.359	
					Monthly	3,843.445	3,956.788	4,072.987	4,192.543	4,316.466	4,443.747		4,532.575	4,623.250	4,761.949	
					Annual	46,121.335	47,481.460	48,875.840	50,310.520	51,797.590	53,324.960		54,390.895	55,478.995	57,143.385	
27	23-47CERT	1	Rehabilitation Aide (Certified)	2015	Hourly	24.770	25.496	26.245	27.019	27.815	28.635		29.208	29.792	30.686	
					Monthly	4,159.296	4,281.203	4,406.973	4,536.940	4,670.602	4,808.294		4,904.510	5,002.573	5,152.691	
					Annual	49,911.550	51,374.440	52,883.675	54,443.285	56,047.225	57,699.525		58,854.120	60,030.880	61,832.290	
28		1	Resident Care Worker 1 (LTC)	2015	Hourly	22.285							22.731	23.186	23.882	
					Monthly	3,742.023						3,816.914	3,893.316	4,010.186		
					Annual	44,904.275						45,802.965	46,719.790	48,122.230		
29		1	Resident Care Worker 2 (LTC)	2015	Hourly	23.614	24.306	25.018	25.756	26.514			27.044	27.585	28.413	
					Monthly	3,965.184	4,081.383	4,200.939	4,324.862	4,452.143		4,541.138	4,631.981	4,771.016		
					Annual	47,582.210	48,976.590	50,411.270	51,898.340	53,425.710		54,493.660	55,583.775	57,252.195		
30		1	Support Services Aide - Snow Lake/Hope North	2015	Hourly	23.614	24.306	25.018	25.756	26.514	27.294		27.840	28.397	29.249	
					Monthly	3,965.184	4,081.383	4,200.939	4,324.862	4,452.143	4,583.118		4,674.800	4,768.330	4,911.395	
					Annual	47,582.210	48,976.590	50,411.270	51,898.340	53,425.710	54,997.410		56,097.600	57,219.955	58,936.735	
31		2	Teen Health Facilitator	1885	Hourly	24.507	25.296	26.082	26.874				27.411	27.959	28.798	
					Monthly	3,849.641	3,973.580	4,097.048	4,221.458			4,305.811	4,391.893	4,523.686		
					Annual	46,195.695	47,682.960	49,164.570	50,657.490			51,669.735	52,702.715	54,284.230		
32		2	Transitional Support Worker (Certified) PIO	2015	Hourly	22.889	23.564	24.256	24.968	25.706	26.464		26.993	27.533	28.359	
					Monthly	3,843.445	3,956.788	4,072.987	4,192.543	4,316.466	4,443.747		4,532.575	4,623.250	4,761.949	
					Annual	46,121.335	47,481.460	48,875.840	50,310.520	51,797.590	53,324.960		54,390.895	55,478.995	57,143.385	
33	23-DUAL	2	Ward Clerk/Unit Clerk	2015	Hourly	24.012	24.720	25.446	26.195	26.969	27.765	28.585		29.157	29.740	30.632
					Monthly	4,032.015	4,150.900	4,272.808	4,398.577	4,528.545	4,662.206	4,799.898		4,895.946	4,993.842	5,143.623
					Annual	48,384.180	49,810.800	51,273.690	52,782.925	54,342.535	55,946.475	57,598.775		58,751.355	59,926.100	61,723.480

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1		Activity Worker/Recreation Facilitator - Certified	2015	Hourly	24.322	25.035	25.769	26.529	27.309			27.855	28.413	29.265			
				Monthly	4,084.069	4,203.794	4,327.045	4,454.661	4,585.636			4,677.319	4,771.016	4,914.081			
				Annual	49,008.830	50,445.525	51,924.535	53,455.935	55,027.635			56,127.825	57,252.195	58,968.975			
2		Activity Worker/Recreation Facilitator - Non Certified	2015	Hourly	21.522	22.152	22.801	23.469	24.157			24.640	25.132	25.886			
				Monthly	3,613.903	3,719.690	3,828.668	3,940.836	4,056.363			4,137.467	4,220.082	4,346.691			
				Annual	43,366.830	44,636.280	45,944.015	47,290.035	48,676.355			49,649.600	50,640.980	52,160.290			
3		Audiology Assistant	1885	Hourly	27.352	28.078	28.837	29.594	30.389	31.220			31.845	32.481	33.455		
				Monthly	4,296.543	4,410.586	4,529.812	4,648.724	4,773.605	4,904.142			5,002.319	5,102.224	5,255.223		
				Annual	51,558.520	52,927.030	54,357.745	55,784.690	57,283.265	58,849.700			60,027.825	61,226.685	63,062.675		
4	23-DUAL	Clinical Care Assistant	2015	Hourly	24.732	25.462	26.209	26.981	27.778	28.598	29.443		30.032	30.632	31.551		
				Monthly	4,152.915	4,275.494	4,400.928	4,530.560	4,664.389	4,802.081	4,943.970			5,042.873	5,143.623	5,297.939	
				Annual	49,834.980	51,305.930	52,811.135	54,366.715	55,972.670	57,624.970	59,327.645			60,514.480	61,723.480	63,575.265	
5		Community Engagement Liaison	1885	Hourly	29.631	30.527	31.550	32.575	33.606	34.626			35.318	36.024	37.105		
				Monthly	4,654.536	4,795.283	4,955.979	5,116.990	5,278.943	5,439.168			5,547.869	5,658.770	5,828.577		
				Annual	55,854.435	57,543.395	59,471.750	61,403.875	63,347.310	65,270.010			66,574.430	67,905.240	69,942.925		
6		Community Health Worker	1885	Hourly	28.429	29.317	30.314	31.387	32.403	33.567	34.714	35.974		36.694	37.428	38.551	
				Monthly	4,465.722	4,605.212	4,761.824	4,930.375	5,089.971	5,272.816	5,452.991	5,650.916			5,764.016	5,879.315	6,055.720
				Annual	53,588.665	55,262.545	57,141.890	59,164.495	61,079.655	63,273.795	65,435.890	67,810.990			69,168.190	70,551.780	72,668.635
7	23-63CW	Crisis Worker	2015	Hourly	25.395	26.169	27.051	27.965	28.892	29.802			30.398	31.006	31.936		
				Monthly	4,264.244	4,394.211	4,542.314	4,695.790	4,851.448	5,004.253			5,104.331	5,206.424	5,362.587		
				Annual	51,170.925	52,730.535	54,507.765	56,349.475	58,217.380	60,051.030			61,251.970	62,477.090	64,351.040		
8	23-DUAL	Dialysis Unit Assistant/Obstetrics Unit Assistant	2015	Hourly	24.732	25.462	26.209	26.981	27.778	28.598	29.443		30.032	30.632	31.551		
				Monthly	4,152.915	4,275.494	4,400.928	4,530.560	4,664.389	4,802.081	4,943.970			5,042.873	5,143.623	5,297.939	
				Annual	49,834.980	51,305.930	52,811.135	54,366.715	55,972.670	57,624.970	59,327.645			60,514.480	61,723.480	63,575.265	
9		Direct Observed Therapy (DOT) Worker	1885	Hourly	28.429	29.317	30.314	31.387	32.403	33.567	34.714	35.974		36.694	37.428	38.551	
				Monthly	4,465.722	4,605.212	4,761.824	4,930.375	5,089.971	5,272.816	5,452.991	5,650.916			5,764.016	5,879.315	6,055.720
				Annual	53,588.665	55,262.545	57,141.890	59,164.495	61,079.655	63,273.795	65,435.890	67,810.990			69,168.190	70,551.780	72,668.635
10	23-50	Families First Home Visitor 1	1885	Hourly	25.215	25.765	26.270	26.789	27.315			27.860	28.418	29.271			
				Monthly	3,960.856	4,047.252	4,126.579	4,208.105	4,290.731			4,376.342	4,463.994	4,597.986			
				Annual	47,530.275	48,567.025	49,518.950	50,497.265	51,488.775			52,516.100	53,567.930	55,175.835			
11	23-50	Families First Home Visitor 2	1885	Hourly	25.215	25.765	26.270	26.789	27.315			27.860	28.418	29.271			
				Monthly	3,960.856	4,047.252	4,126.579	4,208.105	4,290.731			4,376.342	4,463.994	4,597.986			
				Annual	47,530.275	48,567.025	49,518.950	50,497.265	51,488.775			52,516.100	53,567.930	55,175.835			
12		Health Care Aide (Certified)	2015	Hourly	24.322	25.035	25.769	26.529	27.309	28.113			28.675	29.249	30.126		
				Monthly	4,084.069	4,203.794	4,327.045	4,454.661	4,585.636	4,720.641			4,815.010	4,911.395	5,058.658		
				Annual	49,008.830	50,445.525	51,924.535	53,455.935	55,027.635	56,647.695			57,780.125	58,936.735	60,703.890		
13		Health Care Aide (Non Certified)	2015	Hourly	22.954								23.413	23.882	24.598		
				Monthly	3,854.359									3,931.433	4,010.186	4,130.414	
				Annual	46,252.310									47,177.195	48,122.230	49,564.970	
14		Healthy Baby Facilitator	1885	Hourly	31.070	32.171	33.231	34.420	35.593	36.879			37.617	38.369	39.520		
				Monthly	4,880.579	5,053.528	5,220.036	5,406.808	5,591.067	5,793.076			5,909.004	6,027.130	6,207.933		
				Annual	58,566.950	60,642.335	62,640.435	64,881.700	67,092.805	69,516.915			70,908.045	72,325.565	74,495.200		
15	23-13UNCERT	Home Care Attendant 1	2080	Hourly	22.954								23.413	23.882	24.598		
				Monthly	3,978.693									4,058.253	4,139.547	4,263.653	
				Annual	47,744.320									48,699.040	49,674.560	51,163.840	
16	23-13CERT	Home Care Attendant 2	2080	Hourly	24.322	25.035	25.769	26.529	27.309	28.113			28.675	29.249	30.126		
				Monthly	4,215.813	4,339.400	4,466.627	4,598.360	4,733.560	4,872.920			4,970.333	5,069.827	5,221.840		
				Annual	50,589.760	52,072.800	53,599.520	55,180.320	56,802.720	58,475.040			59,644.000	60,837.920	62,662.080		
17		Indigenous Culture Facilitator	2015	Hourly	20.859	21.470	22.101	22.750	23.417	24.105			24.587	25.028	25.830		
				Monthly	3,502.574	3,605.171	3,711.126	3,820.104	3,932.105	4,047.631			4,128.567	4,211.014	4,337.288		
				Annual	42,030.885	43,262.050	44,533.515	45,841.250	47,185.255	48,571.575			49,542.805	50,532.170	52,047.450		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
18		Insight Mentor	1885	Hourly	26.311	27.157	28.003	28.847					29.424	30.012	30.912			
				Monthly	4,133.020	4,265.912	4,398.805	4,531.383							4,622.020	4,714.385	4,855.760	
				Annual	49,596.235	51,190.945	52,785.655	54,376.595								55,464.240	56,572.620	58,269.120
19	23-51A	Mental Health - Proctor 2	2080	Hourly	22.444	23.057	23.693	24.322	24.960				25.460	25.968	26.747			
				Monthly	3,890.293	3,996.547	4,106.787	4,215.813	4,326.400							4,413.067	4,501.120	4,636.147
				Annual	46,683.520	47,958.560	49,281.440	50,589.760	51,916.800							52,956.800	54,013.440	55,633.760
20	23-51B	Mental Health - Proctor 3	2080	Hourly	25.215	25.765	26.270	26.789	27.315				27.860	28.418	29.271			
				Monthly	4,370.600	4,465.933	4,553.467	4,643.427	4,734.600							4,829.067	4,925.787	5,073.640
				Annual	52,447.200	53,591.200	54,641.600	55,721.120	56,815.200							57,948.800	59,109.440	60,883.680
21		Newborn Audiology Screener	2015	Hourly	23.576	24.271	24.984	25.717	26.477	27.258			27.803	28.359	29.210			
				Monthly	3,958.803	4,075.505	4,195.230	4,318.313	4,445.930	4,577.073						4,668.587	4,761.949	4,904.846
				Annual	47,505.640	48,906.065	50,342.760	51,819.755	53,351.155	54,924.870						56,023.045	57,143.385	58,858.150
22		One to One Attendant (Non Certified)	2015	Hourly	22.954								23.413	23.882	24.598			
				Monthly	3,854.359											3,931.433	4,010.186	4,130.414
				Annual	46,252.310											47,177.195	48,122.230	49,564.970
23		Psychiatric Nursing Assistant (Thompson)	2015	Hourly	24.322	25.035	25.769	26.529	27.309				27.855	28.413	29.265			
				Monthly	4,084.069	4,203.794	4,327.045	4,454.661	4,585.636							4,677.319	4,771.016	4,914.081
				Annual	49,008.830	50,445.525	51,924.535	53,455.935	55,027.635							56,127.825	57,252.195	58,968.975
24		Psychiatric Nursing Assistant (The Pas)	2015	Hourly	26.224	27.131	28.019	28.585					29.156	29.739	30.631			
				Monthly	4,403.447	4,555.747	4,704.857	4,799.898								4,895.778	4,993.674	5,143.455
				Annual	52,841.360	54,668.965	56,458.285	57,598.775								58,749.340	59,924.085	61,721.465
25		Recovery Support Worker (Hope North) - Uncertified	2015	Hourly	22.902								23.360	23.828	24.543			
				Monthly	3,845.628											3,922.533	4,001.118	4,121.179
				Annual	46,147.530											47,070.400	48,013.420	49,454.145
26		Recovery Support Worker (Hope North) - Certified	2015	Hourly	23.576	24.271	24.984	25.717	26.477	27.258			27.803	28.359	29.210			
				Monthly	3,958.803	4,075.505	4,195.230	4,318.313	4,445.930	4,577.073						4,668.587	4,761.949	4,904.846
				Annual	47,505.640	48,906.065	50,342.760	51,819.755	53,351.155	54,924.870						56,023.045	57,143.385	58,858.150
27	23-47CERT	Rehabilitation Aide (Certified)	2015	Hourly	25.513	26.261	27.032	27.830	28.649	29.494				30.084	30.686	31.607		
				Monthly	4,284.058	4,409.660	4,539.123	4,673.121	4,810.645	4,952.534						5,051.605	5,152.691	5,307.342
				Annual	51,408.695	52,915.915	54,469.480	56,077.450	57,727.735	59,430.410						60,619.260	61,832.290	63,688.105
28		Resident Care Worker 1 (LTC)	2015	Hourly	22.954								23.413	23.882	24.598			
				Monthly	3,854.359											3,931.433	4,010.186	4,130.414
				Annual	46,252.310											47,177.195	48,122.230	49,564.970
29		Resident Care Worker 2 (LTC)	2015	Hourly	24.322	25.035	25.769	26.529	27.309				27.855	28.413	29.265			
				Monthly	4,084.069	4,203.794	4,327.045	4,454.661	4,585.636							4,677.319	4,771.016	4,914.081
				Annual	49,008.830	50,445.525	51,924.535	53,455.935	55,027.635							56,127.825	57,252.195	58,968.975
30		Support Services Aide - Snow Lake/Hope North	2015	Hourly	24.322	25.035	25.769	26.529	27.309	28.113			28.675	29.249	30.126			
				Monthly	4,084.069	4,203.794	4,327.045	4,454.661	4,585.636	4,720.641						4,815.010	4,911.395	5,058.658
				Annual	49,008.830	50,445.525	51,924.535	53,455.935	55,027.635	56,647.695						57,780.125	58,936.735	60,703.890
31		Teen Health Facilitator	1885	Hourly	25.242	26.055	26.864	27.680					28.233	28.798	29.662			
				Monthly	3,965.098	4,092.806	4,219.887	4,348.067								4,434.934	4,523.686	4,659.406
				Annual	47,581.170	49,113.675	50,638.640	52,176.800								53,219.205	54,284.230	55,912.870
32		Transitional Support Worker (Certified) PIO	2015	Hourly	23.576	24.271	24.984	25.717	26.477	27.258			27.803	28.359	29.210			
				Monthly	3,958.803	4,075.505	4,195.230	4,318.313	4,445.930	4,577.073						4,668.587	4,761.949	4,904.846
				Annual	47,505.640	48,906.065	50,342.760	51,819.755	53,351.155	54,924.870						56,023.045	57,143.385	58,858.150
33	23-DUAL	Ward Clerk/Unit Clerk	2015	Hourly	24.732	25.462	26.209	26.981	27.778	28.598	29.443		30.032	30.632	31.551			
				Monthly	4,152.915	4,275.494	4,400.928	4,530.560	4,664.389	4,802.081	4,943.970					5,042.873	5,143.623	5,297.939
				Annual	49,834.980	51,305.930	52,811.135	54,366.715	55,972.670	57,624.970	59,327.645					60,514.480	61,723.480	63,575.265

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	1	1	Activity Worker/Recreation Facilitator - Certified	2015	Hourly	24.822	25.535	26.269	27.029	27.809				28.365	28.932	29.800
					Monthly	4,168.028	4,287.752	4,411.003	4,538.620	4,669.595				4,762.956	4,858.165	5,003.917
					Annual	50,016.330	51,453.025	52,932.035	54,463.435	56,035.135				57,155.475	58,297.980	60,047.000
2	1	1	Activity Worker/Recreation Facilitator - Non Certified	2015	Hourly	22.022	22.652	23.301	23.969	24.657				25.150	25.653	26.423
					Monthly	3,697.861	3,803.648	3,912.626	4,024.795	4,140.321				4,223.104	4,307.566	4,436.862
					Annual	44,374.330	45,643.780	46,951.515	48,297.535	49,683.855				50,677.250	51,690.795	53,242.345
3	2	2	Audiology Assistant	1885	Hourly	27.802	28.528	29.287	30.044	30.839	31.670			32.303	32.949	33.937
					Monthly	4,367.231	4,481.273	4,600.500	4,719.412	4,844.293	4,974.829			5,074.263	5,175.739	5,330.937
					Annual	52,406.770	53,775.280	55,205.995	56,632.940	58,131.515	59,697.950			60,891.155	62,108.865	63,971.245
4	23-DUAL	2	Clinical Care Assistant	2015	Hourly	25.182	25.912	26.659	27.431	28.228	29.048	29.893		30.491	31.101	32.034
					Monthly	4,228.478	4,351.057	4,476.490	4,606.122	4,739.952	4,877.643	5,019.533		5,119.947	5,222.376	5,379.043
					Annual	50,741.730	52,212.680	53,717.885	55,273.465	56,879.420	58,531.720	60,234.395		61,439.365	62,668.515	64,548.510
5	2	2	Community Engagement Liaison	1885	Hourly	30.081	30.977	32.000	33.025	34.056	35.076			35.778	36.494	37.589
					Monthly	4,725.224	4,865.970	5,026.667	5,187.677	5,349.630	5,509.855			5,620.128	5,732.599	5,904.605
					Annual	56,702.685	58,391.645	60,320.000	62,252.125	64,195.560	66,118.260			67,441.530	68,791.190	70,855.265
6	2	2	Community Health Worker	1885	Hourly	28.879	29.767	30.764	31.837	32.853	34.017	35.164	36.424	37.152	37.895	39.032
					Monthly	4,536.410	4,675.900	4,832.512	5,001.062	5,160.659	5,343.504	5,523.678	5,721.603	5,835.960	5,952.673	6,131.277
					Annual	54,436.915	56,110.795	57,990.140	60,012.745	61,927.905	64,122.045	66,284.140	68,659.240	70,031.520	71,432.075	73,575.320
7	23-63CW	2	Crisis Worker	2015	Hourly	25.845	26.619	27.501	28.415	29.342	30.252			30.857	31.474	32.418
					Monthly	4,339.806	4,469.774	4,617.876	4,771.352	4,927.011	5,079.815			5,181.405	5,285.009	5,443.523
					Annual	52,077.675	53,637.285	55,414.515	57,256.225	59,124.130	60,957.780			62,176.855	63,420.110	65,322.270
8	23-DUAL	2	Dialysis Unit Assistant/Obstetrics Unit Assistant	2015	Hourly	25.182	25.912	26.659	27.431	28.228	29.048	29.893		30.491	31.101	32.034
					Monthly	4,228.478	4,351.057	4,476.490	4,606.122	4,739.952	4,877.643	5,019.533		5,119.947	5,222.376	5,379.043
					Annual	50,741.730	52,212.680	53,717.885	55,273.465	56,879.420	58,531.720	60,234.395		61,439.365	62,668.515	64,548.510
9	2	2	Direct Observed Therapy (DOT) Worker	1885	Hourly	28.879	29.767	30.764	31.837	32.853	34.017	35.164	36.424	37.152	37.895	39.032
					Monthly	4,536.410	4,675.900	4,832.512	5,001.062	5,160.659	5,343.504	5,523.678	5,721.603	5,835.960	5,952.673	6,131.277
					Annual	54,436.915	56,110.795	57,990.140	60,012.745	61,927.905	64,122.045	66,284.140	68,659.240	70,031.520	71,432.075	73,575.320
10	23-50	1	Families First Home Visitor 1	1885	Hourly	25.715	26.265	26.770	27.289	27.815			28.371	28.938	29.806	
					Monthly	4,039.398	4,125.794	4,205.121	4,286.647	4,369.273			4,456.611	4,545.678	4,682.026	
					Annual	48,472.775	49,509.525	50,461.450	51,439.765	52,431.275			53,479.335	54,548.130	56,184.310	
11	23-50	1	Families First Home Visitor 2	1885	Hourly	25.715	26.265	26.770	27.289	27.815			28.371	28.938	29.806	
					Monthly	4,039.398	4,125.794	4,205.121	4,286.647	4,369.273			4,456.611	4,545.678	4,682.026	
					Annual	48,472.775	49,509.525	50,461.450	51,439.765	52,431.275			53,479.335	54,548.130	56,184.310	
12	1	1	Health Care Aide (Certified)	2015	Hourly	24.822	25.535	26.269	27.029	27.809	28.613			29.185	29.769	30.662
					Monthly	4,168.028	4,287.752	4,411.003	4,538.620	4,669.595	4,804.600			4,900.648	4,998.711	5,148.661
					Annual	50,016.330	51,453.025	52,932.035	54,463.435	56,035.135	57,655.195			58,807.775	59,984.535	61,783.930
13	1	1	Health Care Aide (Non Certified)	2015	Hourly	23.454							23.923	24.401	25.133	
					Monthly	3,938.318							4,017.070	4,097.335	4,220.250	
					Annual	47,259.810							48,204.845	49,168.015	50,642.995	
14	2	2	Healthy Baby Facilitator	1885	Hourly	31.520	32.621	33.681	34.870	36.043	37.329			38.076	38.838	40.003
					Monthly	4,951.267	5,124.215	5,290.724	5,477.496	5,661.755	5,863.764			5,981.105	6,100.803	6,283.805
					Annual	59,415.200	61,490.585	63,488.685	65,729.950	67,941.055	70,365.165			71,773.260	73,209.630	75,405.655
15	23-13UNCERT	1	Home Care Attendant 1	2080	Hourly	23.454							23.923	24.401	25.133	
					Monthly	4,065.360							4,146.653	4,229.507	4,356.387	
					Annual	48,784.320							49,759.840	50,754.080	52,276.640	
16	23-13CERT	1	Home Care Attendant 2	2080	Hourly	24.822	25.535	26.269	27.029	27.809	28.613			29.185	29.769	30.662
					Monthly	4,302.480	4,426.067	4,553.293	4,685.027	4,820.227	4,959.587			5,058.733	5,159.960	5,314.747
					Annual	51,629.760	53,112.800	54,639.520	56,220.320	57,842.720	59,515.040			60,704.800	61,919.520	63,776.960
17	2	2	Indigenous Culture Facilitator	2015	Hourly	21.309	21.920	22.551	23.200	23.867	24.555			25.046	25.547	26.313
					Monthly	3,578.136	3,680.733	3,786.689	3,895.667	4,007.667	4,123.194			4,205.641	4,289.767	4,418.391
					Annual	42,937.635	44,168.800	45,440.265	46,748.000	48,092.005	49,478.325			50,467.690	51,477.205	53,020.695

**CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
18		2	Insight Mentor	1885	Hourly	26.761	27.607	28.453	29.297					29.883	30.481	31.395
					Monthly	4,203.707	4,336.600	4,469.492	4,602.070				4,694.121	4,788.057	4,931.631	
					Annual	50,444.485	52,039.195	53,633.905	55,224.845				56,329.455	57,456.685	59,179.575	
19	23-51A	1	Mental Health - Proctor 2	2080	Hourly	22.944	23.557	24.193	24.822	25.460				25.969	26.488	27.283
					Monthly	3,976.960	4,083.213	4,193.453	4,302.480	4,413.067			4,501.293	4,591.253	4,729.053	
					Annual	47,723.520	48,998.560	50,321.440	51,629.760	52,956.800			54,015.520	55,095.040	56,748.640	
20	23-51B	1	Mental Health - Proctor 3	2080	Hourly	25.715	26.265	26.770	27.289	27.815				28.371	28.938	29.806
					Monthly	4,457.267	4,552.600	4,640.133	4,730.093	4,821.267			4,917.640	5,015.920	5,166.373	
					Annual	53,487.200	54,631.200	55,681.600	56,761.120	57,855.200			59,011.680	60,191.400	61,996.480	
21		2	Newborn Audiology Screener	2015	Hourly	24.026	24.721	25.434	26.167	26.927	27.708			28.262	28.827	29.692
					Monthly	4,034.366	4,151.068	4,270.793	4,393.875	4,521.492	4,652.635		4,745.661	4,840.534	4,985.782	
					Annual	48,412.390	49,812.815	51,249.510	52,726.505	54,257.905	55,831.620		56,947.930	58,086.405	59,829.380	
22		1	One to One Attendant (Non Certified)	2015	Hourly	23.454							23.923	24.401	25.133	
					Monthly	3,938.318						4,017.070	4,097.335	4,220.250		
					Annual	47,259.810						48,204.845	49,168.015	50,642.995		
23		1	Psychiatric Nursing Assistant (Thompson)	2015	Hourly	24.822	25.535	26.269	27.029	27.809				28.365	28.932	29.800
					Monthly	4,168.028	4,287.752	4,411.003	4,538.620	4,669.595			4,762.956	4,858.165	5,003.917	
					Annual	50,016.330	51,453.025	52,932.035	54,463.435	56,035.135			57,155.475	58,297.980	60,047.000	
24		2	Psychiatric Nursing Assistant (The Pas)	2015	Hourly	26.674	27.581	28.469	29.035					29.616	30.208	31.114
					Monthly	4,479.009	4,631.310	4,780.420	4,875.460				4,973.020	5,072.427	5,224.559	
					Annual	53,748.110	55,575.715	57,365.035	58,505.525				59,676.240	60,869.120	62,694.710	
25		2	Recovery Support Worker (Hope North) - Uncertified	2015	Hourly	23.352							23.819	24.295	25.024	
					Monthly	3,921.190						3,999.607	4,079.535	4,201.947		
					Annual	47,054.280						47,995.285	48,954.425	50,423.360		
26		2	Recovery Support Worker (Hope North) - Certified	2015	Hourly	24.026	24.721	25.434	26.167	26.927	27.708			28.262	28.827	29.692
					Monthly	4,034.366	4,151.068	4,270.793	4,393.875	4,521.492	4,652.635		4,745.661	4,840.534	4,985.782	
					Annual	48,412.390	49,812.815	51,249.510	52,726.505	54,257.905	55,831.620		56,947.930	58,086.405	59,829.380	
27	23-47CERT	1	Rehabilitation Aide (Certified)	2015	Hourly	26.013	26.761	27.532	28.330	29.149	29.994			30.594	31.206	32.142
					Monthly	4,368.016	4,493.618	4,623.082	4,757.079	4,894.603	5,036.493		5,137.243	5,240.008	5,397.178	
					Annual	52,416.195	53,923.415	55,476.980	57,084.950	58,735.235	60,437.910		61,646.910	62,880.090	64,766.130	
28		1	Resident Care Worker 1 (LTC)	2015	Hourly	23.454							23.923	24.401	25.133	
					Monthly	3,938.318						4,017.070	4,097.335	4,220.250		
					Annual	47,259.810						48,204.845	49,168.015	50,642.995		
29		1	Resident Care Worker 2 (LTC)	2015	Hourly	24.822	25.535	26.269	27.029	27.809				28.365	28.932	29.800
					Monthly	4,168.028	4,287.752	4,411.003	4,538.620	4,669.595			4,762.956	4,858.165	5,003.917	
					Annual	50,016.330	51,453.025	52,932.035	54,463.435	56,035.135			57,155.475	58,297.980	60,047.000	
30		1	Support Services Aide -Snow Lake/Hope North	2015	Hourly	24.822	25.535	26.269	27.029	27.809	28.613			29.185	29.769	30.662
					Monthly	4,168.028	4,287.752	4,411.003	4,538.620	4,669.595	4,804.600		4,900.648	4,998.711	5,148.661	
					Annual	50,016.330	51,453.025	52,932.035	54,463.435	56,035.135	57,655.195		58,807.775	59,984.535	61,783.930	
31		2	Teen Health Facilitator	1885	Hourly	25.692	26.505	27.314	28.130					28.693	29.267	30.145
					Monthly	4,035.785	4,163.494	4,290.574	4,418.754				4,507.192	4,597.358	4,735.277	
					Annual	48,429.420	49,961.925	51,486.890	53,025.050				54,086.305	55,168.295	56,823.325	
32		2	Transitional Support Worker (Certified) PIO	2015	Hourly	24.026	24.721	25.434	26.167	26.927	27.708			28.262	28.827	29.692
					Monthly	4,034.366	4,151.068	4,270.793	4,393.875	4,521.492	4,652.635		4,745.661	4,840.534	4,985.782	
					Annual	48,412.390	49,812.815	51,249.510	52,726.505	54,257.905	55,831.620		56,947.930	58,086.405	59,829.380	
33	23-DUAL	2	Ward Clerk/Unit Clerk	2015	Hourly	25.182	25.912	26.659	27.431	28.228	29.048	29.893		30.491	31.101	32.034
					Monthly	4,228.478	4,351.057	4,476.490	4,606.122	4,739.952	4,877.643	5,019.533		5,119.947	5,222.376	5,379.043
					Annual	50,741.730	52,212.680	53,717.885	55,273.465	56,879.420	58,531.720	60,234.395		61,439.365	62,668.515	64,548.510

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase and a further Minimum Wage Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1	1	Activity Worker/Recreation Facilitator - Certified	2015	Hourly	27.567	28.301	29.057	29.840	30.643					31.256	31.881	32.837			
				Monthly	4,628.959	4,752.210	4,879.155	5,010.633	5,145.470							5,248.403	5,353.351	5,513.880	
				Annual	55,547.505	57,026.515	58,549.855	60,127.600	61,745.645							62,980.840	64,240.215	66,166.555	
2	1	Activity Worker/Recreation Facilitator - Non Certified	2015	Hourly	24.683	25.332	26.000	26.688	27.397					27.945	28.504	29.359			
				Monthly	4,144.687	4,253.665	4,365.833	4,481.360	4,600.413							4,692.431	4,786.297	4,929.865	
				Annual	49,736.245	51,043.980	52,390.000	53,776.320	55,204.955							56,309.175	57,435.560	59,158.385	
3	2	Audiology Assistant	1885	Hourly	30.386	31.134	31.916	32.695	33.514	34.370				35.057	35.758	36.831			
				Monthly	4,773.134	4,890.633	5,013.472	5,135.840	5,264.491	5,398.954						5,506.870	5,616.986	5,785.536	
				Annual	57,277.610	58,687.590	60,161.660	61,630.075	63,173.890	64,787.450						66,082.445	67,403.830	69,426.435	
4	23-DUAL	2	Clinical Care Assistant	2015	Hourly	27.687	28.439	29.209	30.004	30.825	31.669	32.540		33.191	33.855	34.871			
					Monthly	4,649.109	4,775.382	4,904.678	5,038.172	5,176.031	5,317.753	5,464.008					5,573.322	5,684.819	5,855.422
					Annual	55,789.305	57,304.585	58,856.135	60,458.060	62,112.375	63,813.035	65,568.100					66,879.865	68,217.825	70,265.065
5	2	Community Engagement Liaison	1885	Hourly	32.733	33.656	34.710	35.766	36.828	37.878				38.636	39.409	40.591			
				Monthly	5,141.809	5,286.797	5,452.363	5,618.243	5,785.065	5,950.003						6,069.072	6,190.497	6,376.170	
				Annual	61,701.705	63,441.560	65,428.350	67,418.910	69,420.780	71,400.030						72,828.860	74,285.965	76,514.035	
6	2	Community Health Worker	1885	Hourly	31.495	32.410	33.437	34.542	35.589	36.788	37.969	39.267	40.052	40.853	42.079				
				Monthly	4,947.340	5,091.071	5,252.395	5,425.973	5,590.439	5,778.782	5,964.297	6,168.191	6,291.502	6,417.325	6,609.910				
				Annual	59,368.075	61,092.850	63,028.745	65,111.670	67,085.265	69,345.380	71,571.565	74,018.295	75,498.020	77,007.905	79,318.915				
7	23-63CW	2	Crisis Worker	2015	Hourly	28.370	29.168	30.076	31.017	31.972	32.910		33.568	34.239	35.266				
					Monthly	4,763.796	4,897.793	5,050.262	5,208.271	5,368.632	5,526.138					5,636.627	5,749.299	5,921.749	
					Annual	57,165.550	58,773.520	60,603.140	62,499.255	64,423.580	66,313.650					67,639.520	68,991.585	71,060.990	
8	23-DUAL	2	Dialysis Unit Assistant/Obstetrics Unit Assistant	2015	Hourly	27.687	28.439	29.209	30.004	30.825	31.669	32.540		33.191	33.855	34.871			
					Monthly	4,649.109	4,775.382	4,904.678	5,038.172	5,176.031	5,317.753	5,464.008					5,573.322	5,684.819	5,855.422
					Annual	55,789.305	57,304.585	58,856.135	60,458.060	62,112.375	63,813.035	65,568.100					66,879.865	68,217.825	70,265.065
9	2	Direct Observed Therapy (DOT) Worker	1885	Hourly	31.495	32.410	33.437	34.542	35.589	36.788	37.969	39.267	40.052	40.853	42.079				
				Monthly	4,947.340	5,091.071	5,252.395	5,425.973	5,590.439	5,778.782	5,964.297	6,168.191	6,291.502	6,417.325	6,609.910				
				Annual	59,368.075	61,092.850	63,028.745	65,111.670	67,085.265	69,345.380	71,571.565	74,018.295	75,498.020	77,007.905	79,318.915				
10	23-50	1	Families First Home Visitor 1	1885	Hourly	28.486	29.053	29.573	30.108	30.649			31.262	31.887	32.844				
					Monthly	4,474.676	4,563.742	4,645.425	4,729.465	4,814.447							4,910.739	5,008.916	5,159.245
					Annual	53,696.110	54,764.905	55,745.105	56,753.580	57,773.365							58,928.870	60,106.995	61,910.940
11	23-50	1	Families First Home Visitor 2	1885	Hourly	28.486	29.053	29.573	30.108	30.649			31.262	31.887	32.844				
					Monthly	4,474.676	4,563.742	4,645.425	4,729.465	4,814.447							4,910.739	5,008.916	5,159.245
					Annual	53,696.110	54,764.905	55,745.105	56,753.580	57,773.365							58,928.870	60,106.995	61,910.940
12	1	Health Care Aide (Certified)	2015	Hourly	27.567	28.301	29.057	29.840	30.643	31.471				32.100	32.742	33.724			
				Monthly	4,628.959	4,752.210	4,879.155	5,010.633	5,145.470	5,284.505						5,390.125	5,497.928	5,662.822	
				Annual	55,547.505	57,026.515	58,549.855	60,127.600	61,745.645	63,414.065						64,681.500	65,975.130	67,953.860	
13	1	Health Care Aide (Non Certified)	2015	Hourly	26.158									26.681	27.215	28.031			
				Monthly	4,392.364											4,480.185	4,569.852	4,706.872	
				Annual	52,708.370											53,762.215	54,838.225	56,482.465	
14	2	Healthy Baby Facilitator	1885	Hourly	34.216	35.350	36.441	37.666	38.874	40.199		41.003	41.823	43.078					
				Monthly	5,374.763	5,552.896	5,724.274	5,916.701	6,106.458	6,314.593						6,440.888	6,569.696	6,766.836	
				Annual	64,497.160	66,634.750	68,691.285	71,000.410	73,277.490	75,775.115						77,290.655	78,836.355	81,202.030	
15	23-13UNCERT	1	Home Care Attendant 1	2080	Hourly	26.158								26.681	27.215	28.031			
					Monthly	4,534.053											4,624.707	4,717.267	4,858.707
					Annual	54,408.640											55,496.480	56,607.200	58,304.480
16	23-13CERT	1	Home Care Attendant 2	2080	Hourly	27.567	28.301	29.057	29.840	30.643	31.471			32.100	32.742	33.724			
					Monthly	4,778.280	4,905.507	5,036.547	5,172.267	5,311.453	5,454.973						5,564.000	5,675.280	5,845.493
					Annual	57,339.360	58,866.080	60,438.560	62,067.200	63,737.440	65,459.680						66,768.000	68,103.360	70,145.920
17	2	Indigenous Culture Facilitator	2015	Hourly	23.698	24.328	24.978	25.646	26.333	27.042				27.583	28.135	28.979			
				Monthly	3,979.289	4,085.077	4,194.223	4,306.391	4,421.750	4,540.803						4,631.645	4,724.335	4,866.057	
				Annual	47,751.470	49,020.920	50,330.670	51,676.690	53,060.995	54,489.630						55,579.745	56,692.025	58,392.685	

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase and a further Minimum Wage Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
18		2	Insight Mentor	1885	Hourly 29.314	30.185	31.057	31.926					32.565	33.216	34.212
					Monthly 4,604.741	4,741.560	4,878.537	5,015.043					5,115.419	5,217.680	5,374.135
					Annual 55,256.890	56,898.725	58,542.445	60,180.510					61,385.025	62,612.160	64,489.620
19	23-51A	1	Mental Health - Proctor 2	2080	Hourly 25.632	26.264	26.919	27.567	28.224				28.788	29.364	30.245
					Monthly 4,442.880	4,552.427	4,665.960	4,778.280	4,892.160				4,989.920	5,089.760	5,242.467
					Annual 53,314.560	54,629.120	55,991.520	57,339.360	58,705.920				59,879.040	61,077.120	62,909.600
20	23-51B	1	Mental Health - Proctor 3	2080	Hourly 28.486	29.053	29.573	30.108	30.649				31.262	31.887	32.844
					Monthly 4,937.573	5,035.853	5,125.987	5,218.720	5,312.493				5,418.747	5,527.080	5,692.960
					Annual 59,250.880	60,430.240	61,511.840	62,624.640	63,749.920				65,024.960	66,324.960	68,315.520
21		2	Newborn Audiology Screener	2015	Hourly 26.497	27.213	27.947	28.702	29.485	30.289			30.895	31.513	32.458
					Monthly 4,449.288	4,569.516	4,692.767	4,819.544	4,951.023	5,086.028			5,187.785	5,291.558	5,450.239
					Annual 53,391.455	54,834.195	56,313.205	57,834.530	59,412.275	61,032.335			62,253.425	63,498.695	65,402.870
22		1	One to One Attendant (Non Certified)	2015	Hourly 26.158								26.681	27.215	28.031
					Monthly 4,392.364								4,480.185	4,569.852	4,706.872
					Annual 52,708.370								53,762.215	54,838.225	56,482.465
23		1	Psychiatric Nursing Assistant (Thompson)	2015	Hourly 27.567	28.301	29.057	29.840	30.643				31.256	31.881	32.837
					Monthly 4,628.959	4,752.210	4,879.155	5,010.633	5,145.470				5,248.403	5,353.351	5,513.880
					Annual 55,547.505	57,026.515	58,549.855	60,127.600	61,745.645				62,980.840	64,240.215	66,166.555
24		2	Psychiatric Nursing Assistant (The Pas)	2015	Hourly 29.224	30.158	31.073	31.656					32.289	32.935	33.923
					Monthly 4,907.197	5,064.031	5,217.675	5,315.570					5,421.861	5,530.335	5,696.237
					Annual 58,886.360	60,768.370	62,612.095	63,786.840					65,062.335	66,364.025	68,354.845
25		2	Recovery Support Worker (Hope North) - Uncertified	2015	Hourly 25.803								26.319	26.845	27.650
					Monthly 4,332.754								4,419.399	4,507.723	4,642.896
					Annual 51,993.045								53,032.785	54,092.675	55,714.750
26		2	Recovery Support Worker (Hope North) - Certified	2015	Hourly 26.497	27.213	27.947	28.702	29.485	30.289			30.895	31.513	32.458
					Monthly 4,449.288	4,569.516	4,692.767	4,819.544	4,951.023	5,086.028			5,187.785	5,291.558	5,450.239
					Annual 53,391.455	54,834.195	56,313.205	57,834.530	59,412.275	61,032.335			62,253.425	63,498.695	65,402.870
27	23-47CERT	1	Rehabilitation Aide (Certified)	2015	Hourly 28.793	29.564	30.358	31.180	32.023	32.894			33.552	34.223	35.250
					Monthly 4,834.825	4,964.288	5,097.614	5,235.642	5,377.195	5,523.451			5,633.940	5,746.612	5,919.063
					Annual 58,017.895	59,571.460	61,171.370	62,827.700	64,526.345	66,281.410			67,607.280	68,959.345	71,028.750
28		1	Resident Care Worker 1 (LTC)	2015	Hourly 26.158								26.681	27.215	28.031
					Monthly 4,392.364								4,480.185	4,569.852	4,706.872
					Annual 52,708.370								53,762.215	54,838.225	56,482.465
29		1	Resident Care Worker 2 (LTC)	2015	Hourly 27.567	28.301	29.057	29.840	30.643				31.256	31.881	32.837
					Monthly 4,628.959	4,752.210	4,879.155	5,010.633	5,145.470				5,248.403	5,353.351	5,513.880
					Annual 55,547.505	57,026.515	58,549.855	60,127.600	61,745.645				62,980.840	64,240.215	66,166.555
30		1	Support Services Aide -Snow Lake/Hope North	2015	Hourly 27.567	28.301	29.057	29.840	30.643	31.471			32.100	32.742	33.724
					Monthly 4,628.959	4,752.210	4,879.155	5,010.633	5,145.470	5,284.505			5,390.125	5,497.928	5,662.822
					Annual 55,547.505	57,026.515	58,549.855	60,127.600	61,745.645	63,414.065			64,681.500	65,975.130	67,953.860
31		2	Teen Health Facilitator	1885	Hourly 28.213	29.050	29.883	30.724					31.338	31.965	32.924
					Monthly 4,431.792	4,563.271	4,694.121	4,826.228					4,922.678	5,021.169	5,171.812
					Annual 53,181.505	54,759.250	56,329.455	57,914.740					59,072.130	60,254.025	62,061.740
32		2	Transitional Support Worker (Certified) PIO	2015	Hourly 26.497	27.213	27.947	28.702	29.485	30.289			30.895	31.513	32.458
					Monthly 4,449.288	4,569.516	4,692.767	4,819.544	4,951.023	5,086.028			5,187.785	5,291.558	5,450.239
					Annual 53,391.455	54,834.195	56,313.205	57,834.530	59,412.275	61,032.335			62,253.425	63,498.695	65,402.870
33	23-DUAL	2	Ward Clerk/Unit Clerk	2015	Hourly 27.687	28.439	29.209	30.004	30.825	31.669	32.540		33.191	33.855	34.871
					Monthly 4,649.109	4,775.382	4,904.678	5,038.172	5,176.031	5,317.753	5,464.008		5,573.322	5,684.819	5,855.422
					Annual 55,789.305	57,304.585	58,856.135	60,458.060	62,112.375	63,813.035	65,568.100		66,879.865	68,217.825	70,265.065

¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment, 5% Northern Wage Scale Adjustment, and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1	23-93C	3rd Class Power Engineer	2015	Hourly	41.396	43.574						44.445	45.334	46.694			
				Monthly	6,951.078	7,316.801									7,463.056	7,612.334	7,840.701
				Annual	83,412.940	87,801.610									89,556.675	91,348.010	94,088.410
2	23-93D	4th Class Power Engineer	2015	Hourly	38.403	40.426						41.235	42.060	43.322			
				Monthly	6,448.504	6,788.199									6,924.044	7,062.575	7,274.486
				Annual	77,382.045	81,458.390									83,088.525	84,750.900	87,293.830
3	23-93E	5th Class Power Engineer	2015	Hourly	30.783	31.402						32.030	32.671	33.651			
				Monthly	5,168.979	5,272.919									5,378.371	5,486.005	5,650.564
				Annual	62,027.745	63,275.030									64,540.450	65,832.065	67,806.765
4	23-93E	5th Class Power Engineer - PIO	2015	Hourly	30.783	31.402						32.030	32.671	33.651			
				Monthly	5,168.979	5,272.919									5,378.371	5,486.005	5,650.564
				Annual	62,027.745	63,275.030									64,540.450	65,832.065	67,806.765
5		Accts Payable Clerk Thompson - PIO	2015	Hourly	27.625	28.453	29.306	30.187	31.092	32.024			32.664	33.317	34.317		
				Monthly	4,638.698	4,777.733	4,920.966	5,068.900	5,220.865	5,377.363					5,484.830	5,594.480	5,762.396
				Annual	55,664.375	57,332.795	59,051.590	60,826.805	62,650.380	64,528.360					65,817.960	67,133.755	69,148.755
6		Accts Receivable Clerk Thompson - PIO	2015	Hourly	27.625	28.453	29.306	30.187	31.092	32.024			32.664	33.317	34.317		
				Monthly	4,638.698	4,777.733	4,920.966	5,068.900	5,220.865	5,377.363					5,484.830	5,594.480	5,762.396
				Annual	55,664.375	57,332.795	59,051.590	60,826.805	62,650.380	64,528.360					65,817.960	67,133.755	69,148.755
7		Addiction Recovery Worker	2015	Hourly	21.504	21.829	22.176	22.510					22.960	23.419	24.122		
				Monthly	3,610.880	3,665.453	3,723.720	3,779.804							3,855.367	3,932.440	4,050.486
				Annual	43,330.560	43,985.435	44,684.640	45,357.650							46,264.400	47,189.285	48,605.830
8		Admin. Secretary 2	1885	Hourly	22.247	22.753	23.329	23.922	24.606	25.233			25.738	26.253	27.041		
				Monthly	3,494.633	3,574.117	3,664.597	3,757.748	3,865.193	3,963.684					4,043.011	4,123.909	4,247.690
				Annual	41,935.595	42,889.405	43,975.165	45,092.970	46,382.310	47,564.205					48,516.130	49,486.905	50,972.285
9		Administration Clerk (Booking Clerk) - Operating Room, Northern Spirit Northern Consultation Centre, Thompson Clinic, Rehabilitation (OT/PT)	2015	Hourly	23.266	23.966	24.684	25.427	26.188	26.975			27.515	28.065	28.907		
				Monthly	3,906.749	4,024.291	4,144.855	4,269.617	4,397.402	4,529.552					4,620.227	4,712.581	4,853.967
				Annual	46,880.990	48,291.490	49,738.260	51,235.405	52,768.820	54,354.625					55,442.725	56,550.975	58,247.605
10		Administrative Clerk	2015	Hourly	27.956	28.784	29.611	30.439	31.335	32.311			32.957	33.616	34.624		
				Monthly	4,694.278	4,833.313	4,972.180	5,111.215	5,261.669	5,425.555					5,534.030	5,644.687	5,813.947
				Annual	56,331.340	57,999.760	59,666.165	61,334.585	63,140.025	65,106.665					66,408.355	67,736.240	69,767.360
11		Admitting / Switchboard Clerk	2015	Hourly	22.298	22.967	23.656	24.366	25.097	25.849			26.366	26.893	27.700		
				Monthly	3,744.206	3,856.542	3,972.237	4,091.458	4,214.205	4,340.478					4,427.291	4,515.783	4,651.292
				Annual	44,930.470	46,278.505	47,666.840	49,097.490	50,570.455	52,085.735					53,127.490	54,189.395	55,815.500
12	23-55ANESAIDE	Anaesthetics Assistant	2015	Hourly	25.115	25.867	26.642	27.442	28.265	29.114			29.696	30.290	31.199		
				Monthly	4,217.227	4,343.500	4,473.636	4,607.969	4,746.165	4,888.726					4,986.453	5,086.196	5,238.832
				Annual	50,606.725	52,122.005	53,683.630	55,295.630	56,953.975	58,664.710					59,837.440	61,034.350	62,865.985
13		Apprentice Electrician	2015	Hourly	37.560								38.311	39.077	40.249		
				Monthly	6,306.950										6,433.055	6,561.680	6,758.478
				Annual	75,683.400										77,196.665	78,740.155	81,101.735
14	23-52UC	Baker/Cook (Uncertified)	2015	Hourly	20.522	21.139	21.772	22.423	23.096	23.788			24.264	24.749	25.491		
				Monthly	3,445.986	3,549.590	3,655.882	3,765.195	3,878.203	3,994.402					4,074.330	4,155.770	4,280.364
				Annual	41,351.830	42,595.085	43,870.580	45,182.345	46,538.440	47,932.820					48,891.960	49,869.235	51,364.365
15	23-52C	Baker/Cook 2 - Certified	2015	Hourly	23.515	24.220	24.947	25.696	26.468	27.261			27.806	28.362	29.213		
				Monthly	3,948.560	4,066.942	4,189.017	4,314.787	4,444.418	4,577.576					4,669.091	4,762.453	4,905.350
				Annual	47,382.725	48,803.300	50,268.205	51,777.440	53,333.020	54,930.915					56,029.090	57,149.430	58,864.195
16		Billing Clerk	2015	Hourly	21.483	22.126	22.790	23.473	24.180	24.903			25.401	25.909	26.686		
				Monthly	3,607.354	3,715.324	3,826.821	3,941.508	4,060.225	4,181.629					4,265.251	4,350.553	4,481.024
				Annual	43,288.245	44,583.890	45,921.850	47,298.095	48,722.700	50,179.545					51,183.015	52,206.635	53,772.290
17	23-12H	Carpenter	2015	Hourly	39.337	40.517							41.327	42.154	43.419		
				Monthly	6,605.338	6,803.480									6,939.492	7,078.359	7,290.774
				Annual	79,264.055	81,641.755									83,273.905	84,940.310	87,489.285
18	23-93C	Chief Engineer (3rd Class)	2015	Hourly	41.396	43.574						44.445	45.334	46.694			
				Monthly	6,951.078	7,316.801									7,463.056	7,612.334	7,840.701
				Annual	83,412.940	87,801.610									89,556.675	91,348.010	94,088.410

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment, 5% Northern Wage Scale Adjustment, and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary + 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19		Clerk II (Receptionist) - Thompson Clinic, Leaf Rapids, Northern Consultation Clinic, Gilliam, Rehabilitation	2015	Hourly	20.695	21.318	21.955	22.613	23.294	23.993		24.473	24.962	25.711	
				Monthly	3,475.035	3,579.648	3,686.610	3,797.100	3,911.451	4,028.825	4,109.425	4,191.536	4,317.305		
				Annual	41,700.425	42,955.770	44,239.325	45,565.195	46,937.410	48,345.895	49,313.095	50,298.430	51,807.665		
20		Clerk III - Health Records Clerk, Billing Clerk	2015	Hourly	21.483	22.126	22.790	23.473	24.180	24.903		25.401	25.909	26.686	
				Monthly	3,607.354	3,715.324	3,826.821	3,941.508	4,060.225	4,181.629	4,265.251	4,350.553	4,481.024		
				Annual	43,288.245	44,583.890	45,921.850	47,298.095	48,722.700	50,179.545	51,183.015	52,206.635	53,772.290		
21		Community Disease Technician	2015	Hourly	27.719	28.682	29.692	30.682	31.833	32.909	34.087	35.150	35.853	36.570	37.667
				Monthly	4,654.482	4,816.186	4,985.782	5,152.019	5,345.291	5,525.970	5,723.775	5,902.271	6,020.316	6,140.713	6,324.917
				Annual	55,853.785	57,794.230	59,829.380	61,824.230	64,143.495	66,311.635	68,685.305	70,827.250	72,243.795	73,688.550	75,899.005
22	23-52C	Cook	2015	Hourly	23.515	24.220	24.947	25.696	26.468	27.261		27.806	28.362	29.213	
				Monthly	3,948.560	4,066.942	4,189.017	4,314.787	4,444.418	4,577.576	4,669.091	4,762.453	4,905.350		
				Annual	47,382.725	48,803.300	50,268.205	51,777.440	53,333.020	54,930.915	56,029.090	57,149.430	58,864.195		
23	23-52UC	Cook - AFM	2080	Hourly	20.522	21.139	21.772	22.423	23.096	23.788		24.264	24.749	25.491	
				Monthly	3,557.147	3,664.093	3,773.813	3,886.653	4,003.307	4,123.253	4,205.760	4,289.827	4,418.440		
				Annual	42,685.760	43,969.120	45,285.760	46,639.840	48,039.680	49,479.040	50,469.120	51,477.920	53,021.280		
24	23-52UC	Cook / Housekeeping / Laundry-Lynn Lake/Gilliam	2015	Hourly	20.522	21.139	21.772	22.423	23.096	23.788		24.264	24.749	25.491	
				Monthly	3,445.986	3,549.590	3,655.882	3,765.195	3,878.203	3,994.402	4,074.330	4,155.770	4,280.364		
				Annual	41,351.830	42,595.085	43,870.580	45,182.345	46,538.440	47,932.820	48,891.960	49,869.235	51,364.365		
25	23-52C	Cook 2 - AFM	2080	Hourly	23.515	24.220	24.947	25.696	26.468	27.261		27.806	28.362	29.213	
				Monthly	4,075.933	4,198.133	4,324.147	4,453.973	4,587.787	4,725.240	4,819.707	4,916.080	5,063.587		
				Annual	48,911.200	50,377.600	51,889.760	53,447.680	55,053.440	56,702.880	57,836.480	58,992.960	60,763.040		
26		Corporate Travel Clerk	2015	Hourly	24.509	25.245	26.004	26.783	27.586	28.416		28.984	29.564	30.451	
				Monthly	4,115.470	4,239.056	4,366.505	4,497.312	4,632.149	4,771.520	4,866.897	4,964.288	5,113.230		
				Annual	49,385.635	50,868.675	52,398.060	53,967.745	55,585.790	57,258.240	58,402.760	59,571.460	61,358.765		
27	23-52DALH	Dietary - Lead Hand (TGH/Nrth Spirit Manor) PIO	2015	Hourly	21.838	22.495	23.169	23.862	24.580	25.318		25.824	26.340	27.130	
				Monthly	3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314	4,336.280	4,422.925	4,555.579		
				Annual	44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770	52,035.360	53,075.100	54,666.950		
28	23-52DA	Dietary Aide	2015	Hourly	19.109	19.681	20.274	20.882	21.508	22.152		22.595	23.047	23.738	
				Monthly	3,208.720	3,304.768	3,404.343	3,506.436	3,611.552	3,719.690	3,794.077	3,869.975	3,986.006		
				Annual	38,504.635	39,657.215	40,852.110	42,077.230	43,338.620	44,636.280	45,528.925	46,439.705	47,832.070		
29		Dietary Clerk	2015	Hourly	20.695	21.318	21.955	22.613	23.294	23.993		24.473	24.962	25.711	
				Monthly	3,475.035	3,579.648	3,686.610	3,797.100	3,911.451	4,028.825	4,109.425	4,191.536	4,317.305		
				Annual	41,700.425	42,955.770	44,239.325	45,565.195	46,937.410	48,345.895	49,313.095	50,298.430	51,807.665		
30	23-52DS	Dietary Supervisor - Lynn Lake	2015	Hourly	24.033	24.757	25.498	26.262	27.050	27.861		28.418	28.986	29.856	
				Monthly	4,035.541	4,157.113	4,281.539	4,409.828	4,542.146	4,678.326	4,771.856	4,867.233	5,013.320		
				Annual	48,426.495	49,885.355	51,378.470	52,917.930	54,505.750	56,139.915	57,262.270	58,406.790	60,159.840		
31		Dietary Utility Person	2015	Hourly	20.791	21.059	21.443	21.751				22.186	22.630	23.309	
				Monthly	3,491.155	3,536.157	3,600.637	3,652.355				3,725.399	3,799.954	3,913.970	
				Annual	41,893.865	42,433.885	43,207.645	43,828.265				44,704.790	45,599.450	46,967.635	
32	23-12E	Electrician - The Pas / Flin Flon	2015	Hourly	44.238	45.565						46.476	47.406	48.828	
				Monthly	7,428.298	7,651.123						7,804.095	7,960.258	8,199.035	
				Annual	89,139.570	91,813.475						93,649.140	95,523.090	98,388.420	
33	23-12E	Electrician - Thompson	2015	Hourly	44.238	45.565						46.476	47.406	48.828	
				Monthly	7,428.298	7,651.123						7,804.095	7,960.258	8,199.035	
				Annual	89,139.570	91,813.475						93,649.140	95,523.090	98,388.420	
34		Equipment Coordinator	1885	Hourly	19.781	20.395	20.990	21.651	22.300	22.998		23.458	23.927	24.645	
				Monthly	3,107.265	3,203.715	3,297.179	3,401.011	3,502.958	3,612.603	3,684.861	3,758.533	3,871.319		
				Annual	37,287.185	38,444.575	39,566.150	40,812.135	42,035.500	43,351.230	44,218.330	45,102.335	46,455.825		
35	23-12EL	Facility & Electrical Lead - Thompson	2015	Hourly	47.436	48.859						49.836	50.833	52.358	
				Monthly	7,965.295	8,204.240						8,368.295	8,535.708	8,791.781	
				Annual	95,583.540	98,450.885						100,419.540	102,428.495	105,501.370	
36		Facility Clerk-Lynn Lake/Gilliam	2015	Hourly	21.838	22.495	23.169	23.862	24.580	25.318		25.824	26.340	27.130	
				Monthly	3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314	4,336.280	4,422.925	4,555.579		
				Annual	44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770	52,035.360	53,075.100	54,666.950		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

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Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
37	23-12EL	Facility Lead-Electrician	2015	Hourly	47.436	48.859						49.836	50.833	52.358			
				Monthly	7,965.295	8,204.240									8,368.295	8,535.708	8,791.781
				Annual	95,583.540	98,450.885									100,419.540	102,428.495	105,501.370
38		Facility Technician - Snow Lake	2015	Hourly	30.205							30.809	31.425	32.368			
				Monthly	5,071.923										5,173.345	5,276.781	5,435.127
				Annual	60,863.075										62,080.135	63,321.375	65,221.520
39		Finance Accounting Assistant	2015	Hourly	23.631	24.338	25.068	25.821	26.596	27.392			27.940	28.499	29.354		
				Monthly	3,968.039	4,086.756	4,209.335	4,335.776	4,465.912	4,599.573					4,691.592	4,785.457	4,929.026
				Annual	47,616.465	49,041.070	50,512.020	52,029.315	53,590.940	55,194.880					56,299.100	57,425.485	59,148.310
40		Groundskeeper	2015	Hourly	20.124	20.728	21.350	21.992	22.650	23.331			23.798	24.274	25.002		
				Monthly	3,379.155	3,480.577	3,585.021	3,692.823	3,803.313	3,917.664					3,996.081	4,076.009	4,198.253
				Annual	40,549.860	41,766.920	43,020.250	44,313.880	45,639.750	47,011.965					47,952.970	48,912.110	50,379.030
41	I	Health Information Management Professional	2015	Hourly	35.193	36.252	37.339	38.457	39.613	40.803			41.619	42.451	43.725		
				Monthly	5,909.491	6,087.315	6,269.840	6,457.571	6,651.683	6,851.504					6,988.524	7,128.230	7,342.156
				Annual	70,913.895	73,047.780	75,238.085	77,490.855	79,820.195	82,218.045					83,862.285	85,538.765	88,105.875
42		Health Records Transcriptionist	2015	Hourly	22.219	22.884	23.569	24.278	25.006	25.756			26.271	26.796	27.600		
				Monthly	3,730.940	3,842.605	3,957.628	4,076.681	4,198.924	4,324.862					4,411.339	4,499.495	4,634.500
				Annual	44,771.285	46,111.260	47,491.535	48,920.170	50,387.090	51,898.340					52,936.065	53,993.940	55,614.000
43	23-13UNCERT	Home Support Worker	2080	Hourly	18.553	19.109	19.681	20.274	20.882	21.508			21.938	22.377	23.048		
				Monthly	3,215.853	3,312.227	3,411.373	3,514.160	3,619.547	3,728.053					3,802.587	3,878.680	3,994.987
				Annual	38,590.240	39,746.720	40,936.480	42,169.920	43,434.560	44,736.640					45,631.040	46,544.160	47,939.840
44	23-53HA2	Housekeeping Aide - The Pas / Flin Flon	2015	Hourly	20.522	21.139	21.772	22.423	23.096	23.788			24.264	24.749	25.491		
				Monthly	3,445.986	3,549.590	3,655.882	3,765.195	3,878.203	3,994.402					4,074.330	4,155.770	4,280.364
				Annual	41,351.830	42,595.085	43,870.580	45,182.345	46,538.440	47,932.820					48,891.960	49,869.235	51,364.365
45	23-53HA	Housekeeping Aide - Thompson	2015	Hourly	19.109	19.681	20.274	20.882	21.508	22.152			22.595	23.047	23.738		
				Monthly	3,208.720	3,304.768	3,404.343	3,506.436	3,611.552	3,719.690					3,794.077	3,869.975	3,986.006
				Annual	38,504.635	39,657.215	40,852.110	42,077.230	43,338.620	44,636.280					45,528.925	46,439.705	47,832.070
46		Housing Resource Advocate	1885	Hourly	23.999	24.787	25.571	26.357				26.884	27.422	28.245			
				Monthly	3,769.843	3,893.625	4,016.778	4,140.245							4,223.028	4,307.539	4,436.819
				Annual	45,238.115	46,723.495	48,201.335	49,682.945							50,676.340	51,690.470	53,241.825
47		Indigenous Liaison (The Pas / Flin Flon)	2015	Hourly	25.832	26.641	27.450	28.261				28.826	29.403	30.285			
				Monthly	4,337.623	4,473.468	4,609.313	4,745.493							4,840.366	4,937.254	5,085.356
				Annual	52,051.480	53,681.615	55,311.750	56,945.915							58,084.390	59,247.045	61,024.275
48		Indigenous Liason Worker (Thompson)	2015	Hourly	22.574	22.821	23.219	23.521				23.991	24.471	25.205			
				Monthly	3,790.551	3,832.026	3,898.857	3,949.568							4,028.489	4,109.089	4,232.340
				Annual	45,486.610	45,984.315	46,786.285	47,394.815							48,341.865	49,309.065	50,788.075
49	23-54LA2	Laundry Aide - The Pas / Flin Flon	2015	Hourly	20.522	21.139	21.772	22.423	23.096	23.788			24.264	24.749	25.491		
				Monthly	3,445.986	3,549.590	3,655.882	3,765.195	3,878.203	3,994.402					4,074.330	4,155.770	4,280.364
				Annual	41,351.830	42,595.085	43,870.580	45,182.345	46,538.440	47,932.820					48,891.960	49,869.235	51,364.365
50	23-54LA	Laundry Aide - Thompson	2015	Hourly	19.109	19.681	20.274	20.882	21.508	22.152			22.595	23.047	23.738		
				Monthly	3,208.720	3,304.768	3,404.343	3,506.436	3,611.552	3,719.690					3,794.077	3,869.975	3,986.006
				Annual	38,504.635	39,657.215	40,852.110	42,077.230	43,338.620	44,636.280					45,528.925	46,439.705	47,832.070
51		Locksmith Level I & II	2015	Hourly	22.146	22.809	23.496	24.199	24.926	25.673			26.186	26.710	27.511		
				Monthly	3,718.683	3,830.011	3,945.370	4,063.415	4,185.491	4,310.925					4,397.066	4,485.054	4,619.555
				Annual	44,624.190	45,960.135	47,344.440	48,760.985	50,225.890	51,731.095					52,764.790	53,820.650	55,434.665
52		Maintenance Tradesperson	2080	Hourly	27.371	28.278	29.578	30.324				30.930	31.549	32.495			
				Monthly	4,744.307	4,901.520	5,126.853	5,256.160							5,361.200	5,468.493	5,632.467
				Annual	56,931.680	58,818.240	61,522.240	63,073.920							64,334.400	65,621.920	67,589.600
53		Maintenance Worker - PIO (Lynn Lake)	2015	Hourly	28.141	28.675	29.155	29.866				30.463	31.072	32.004			
				Monthly	4,725.343	4,815.010	4,895.610	5,014.999							5,115.245	5,217.507	5,374.005
				Annual	56,704.115	57,780.125	58,747.325	60,179.990							61,382.945	62,610.080	64,488.060
54		Maintenance Worker 1	2015	Hourly	20.124	20.728	21.350	21.992	22.650	23.331			23.798	24.274	25.002		
				Monthly	3,379.155	3,480.577	3,585.021	3,692.823	3,803.313	3,917.664					3,996.081	4,076.009	4,198.253
				Annual	40,549.860	41,766.920	43,020.250	44,313.880	45,639.750	47,011.965					47,952.970	48,912.110	50,379.030

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment, 5% Northern Wage Scale Adjustment, and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary + 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
55		Maintenance Worker 2	2015	Hourly	22.146	22.809	23.496	24.199	24.926	25.673		26.186	26.710	27.511
				Monthly	3,718.683	3,830.011	3,945.370	4,063.415	4,185.491	4,310.925	4,397.066	4,485.054	4,619.555	
				Annual	44,624.190	45,960.135	47,344.440	48,760.985	50,225.890	51,731.095	52,764.790	53,820.650	55,434.665	
56		Material Management / Logistic Services Charge	2015	Hourly	22.932	23.620	24.327	25.057	25.809	26.584		27.116	27.658	28.488
				Monthly	3,850.665	3,966.192	4,084.909	4,207.488	4,333.761	4,463.897	4,553.228	4,644.239	4,783.610	
				Annual	46,207.980	47,594.300	49,018.905	50,489.855	52,005.135	53,566.760	54,638.740	55,730.870	57,403.320	
57		Material Management Clerk	2015	Hourly	21.838	22.495	23.169	23.862	24.580	25.318		25.824	26.340	27.130
				Monthly	3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314	4,336.280	4,422.925	4,555.579	
				Annual	44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770	52,035.360	53,075.100	54,666.950	
58	23-55UMDR	Medical Device Reprocessing Aide (Non Certified)	2015	Hourly	19.924	20.521	21.139	21.772	22.425	23.096		23.558	24.029	24.750
				Monthly	3,345.572	3,445.818	3,549.590	3,655.882	3,765.531	3,878.203	3,955.781	4,034.870	4,155.938	
				Annual	40,146.860	41,349.815	42,595.085	43,870.580	45,186.375	46,538.440	47,469.370	48,418.435	49,871.250	
59	23-55MDR2	Medical Device Reprocessing Technician (Certified)	2015	Hourly	25.115	25.867	26.642	27.442	28.265	29.114		29.696	30.290	31.199
				Monthly	4,217.227	4,343.500	4,473.636	4,607.969	4,746.165	4,888.726	4,986.453	5,086.196	5,238.832	
				Annual	50,606.725	52,122.005	53,683.630	55,295.630	56,953.975	58,664.710	59,837.440	61,034.350	62,865.985	
60	23-55MDRS	Medical Device Reprocessing Charge	2015	Hourly	30.578	31.493	32.441	33.415	34.415	35.448		36.157	36.880	37.986
				Monthly	5,134.556	5,288.200	5,447.217	5,610.935	5,778.852	5,952.310	6,071.363	6,192.767	6,378.483	
				Annual	61,614.670	63,458.395	65,366.600	67,331.225	69,346.225	71,427.720	72,856.355	74,313.200	76,541.790	
61	23-52UC	Non-Certified Cook/Assistant Cook	2015	Hourly	20.522	21.139	21.772	22.423	23.096	23.788		24.264	24.749	25.491
				Monthly	3,445.986	3,549.590	3,655.882	3,765.195	3,878.203	3,994.402	4,074.330	4,155.770	4,280.364	
				Annual	41,351.830	42,595.085	43,870.580	45,182.345	46,538.440	47,932.820	48,891.960	49,869.235	51,364.365	
62		NPTP Clerk	2015	Hourly	21.483	22.126	22.790	23.473	24.180	24.903		25.401	25.909	26.686
				Monthly	3,607.354	3,715.324	3,826.821	3,941.508	4,060.225	4,181.629	4,265.251	4,350.553	4,481.024	
				Annual	43,288.245	44,583.890	45,921.850	47,298.095	48,722.700	50,179.545	51,183.015	52,206.635	53,772.290	
63		NPTP Clerk - PIO	2015	Hourly	25.113	25.865	26.644	27.441	28.266	29.112		29.694	30.288	31.197
				Monthly	4,216.891	4,343.165	4,473.972	4,607.801	4,746.333	4,888.390	4,986.118	5,086.860	5,238.496	
				Annual	50,602.695	52,117.975	53,687.660	55,293.615	56,955.990	58,660.680	59,833.410	61,030.320	62,861.955	
64		NPTP Officer - PIO	2015	Hourly	27.625	28.453	29.306	30.187	31.092	32.024		32.664	33.317	34.317
				Monthly	4,638.698	4,777.733	4,920.966	5,068.900	5,220.865	5,377.363	5,484.830	5,594.480	5,762.396	
				Annual	55,664.375	57,332.795	59,051.590	60,826.805	62,650.380	64,528.360	65,817.960	67,133.755	69,148.755	
65		Office Assistant	2015	Hourly	22.707	23.270	23.821	24.418	25.072	25.692		26.206	26.730	27.532
				Monthly	3,812.884	3,907.421	3,999.943	4,100.189	4,210.007	4,314.115	4,400.424	4,488.413	4,623.082	
				Annual	45,754.605	46,889.050	47,999.315	49,202.270	50,520.080	51,769.380	52,805.090	53,860.950	55,476.980	
66		Office Assistant 2	1885	Hourly	24.349	24.970	25.681	26.348	27.106	27.956		28.515	29.085	29.958
				Monthly	3,824.822	3,922.371	4,034.057	4,138.832	4,257.901	4,391.422	4,479.231	4,568.769	4,705.903	
				Annual	45,897.865	47,068.450	48,408.685	49,665.980	51,094.810	52,697.060	53,750.775	54,825.225	56,470.830	
67		Orthopedic Attendant	2015	Hourly	21.838	22.495	23.169	23.862	24.580	25.318		25.824	26.340	27.130
				Monthly	3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314	4,336.280	4,422.925	4,555.579	
				Annual	44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.770	52,035.360	53,075.100	54,666.950	
68		Pharmacy Aide	2015	Hourly	18.553	19.108	19.681	20.274	20.880	21.505		21.935	22.374	23.045
				Monthly	3,115.358	3,208.552	3,304.768	3,404.343	3,506.100	3,611.048	3,683.252	3,756.968	3,869.640	
				Annual	37,384.295	38,502.620	39,657.215	40,852.110	42,073.200	43,332.575	44,199.025	45,083.610	46,435.675	
69		Pharmacy Clerk	2015	Hourly	18.776	19.339	19.920	20.515	21.134	21.766		22.201	22.645	23.324
				Monthly	3,152.803	3,247.340	3,344.900	3,444.810	3,548.751	3,654.874	3,727.918	3,802.473	3,916.488	
				Annual	37,833.640	38,968.085	40,138.800	41,337.725	42,585.010	43,858.490	44,735.015	45,629.675	46,997.860	
70	23-12F	Plumber-Pipe Fitter	2015	Hourly	44.238	45.565						46.476	47.406	48.828
				Monthly	7,428.298	7,651.123					7,804.095	7,960.258	8,199.035	
				Annual	89,139.570	91,813.475					93,649.140	95,523.090	98,388.420	
71		Porter/Watchperson - Leaf Rapids	2015	Hourly	20.695	21.318	21.955	22.613	23.294	23.993		24.473	24.962	25.711
				Monthly	3,475.035	3,579.648	3,686.610	3,797.100	3,911.451	4,028.825	4,109.425	4,191.536	4,317.305	
				Annual	41,700.425	42,955.770	44,239.325	45,565.195	46,937.410	48,345.895	49,313.095	50,298.430	51,807.665	
72		Purchaser	2015	Hourly	24.509	25.245	26.004	26.783	27.586	28.416		28.984	29.564	30.451
				Monthly	4,115.470	4,239.056	4,366.505	4,497.312	4,632.149	4,771.520	4,866.897	4,964.288	5,113.230	
				Annual	49,385.635	50,868.675	52,398.060	53,967.745	55,585.790	57,258.240	58,402.760	59,571.460	61,358.765	

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment, 5% Northern Wage Scale Adjustment, and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73		Purchasing Clerk	2015	Hourly	22.832	23.515	24.220	24.947	25.696	26.468					
				Monthly	3,833.873	3,948.560	4,066.942	4,189.017	4,314.787	4,444.418					
				Annual	46,006.480	47,382.725	48,803.300	50,268.205	51,777.440	53,333.020	26.997	27.537	28.363		
74		Receptionist	2015	Hourly	20.695	21.318	21.955	22.613	23.294	23.993					
				Monthly	3,475.035	3,579.648	3,686.610	3,797.100	3,911.451	4,028.825					
				Annual	41,700.425	42,955.770	44,239.325	45,565.195	46,937.410	48,345.895	24.473	24.962	25.711		
75		Refrigeration Mechanic	2015	Hourly	47.098										
				Monthly	7,908.539										
				Annual	94,902.470										
76		Residential Care Worker	2015	Hourly	19.787	20.430	21.097	21.764	22.475	23.235	23.994	24.763	25.258	25.763	26.536
				Monthly	3,322.567	3,430.538	3,542.538	3,654.538	3,773.927	3,901.544	4,028.993	4,158.120	4,241.239	4,326.037	4,455.837
				Annual	39,870.805	41,166.450	42,510.455	43,854.460	45,287.125	46,818.525	48,347.910	49,897.445	50,894.870	51,912.445	53,470.040
77		Resource Coordinator	1885	Hourly	29.046	30.053	31.120	32.159	33.348	34.491	35.726	36.839	37.576	38.328	39.478
				Monthly	4,562.643	4,720.825	4,888.433	5,051.643	5,238.415	5,417.961	5,611.959	5,786.793	5,902.563	6,020.690	6,201.336
				Annual	54,751.710	56,649.905	58,661.200	60,619.715	62,860.980	65,015.535	67,343.510	69,441.515	70,830.760	72,248.280	74,416.030
78		Security Officer	2015	Hourly	20.455	21.068	21.699	22.350	23.059	23.712					
				Monthly	3,434.735	3,537.668	3,643.624	3,752.938	3,871.990	3,981.640					
				Annual	41,216.825	42,452.020	43,723.485	45,035.250	46,463.885	47,779.680	24.186	24.670	25.410		
79	23-93C	Shift Engineer (3rd Class)	2015	Hourly	41.396	43.574									
				Monthly	6,951.078	7,316.801									
				Annual	83,412.940	87,801.610									
80	23-93D	Shift Engineer (4th Class)	2015	Hourly	38.403	40.426									
				Monthly	6,448.504	6,788.199									
				Annual	77,382.045	81,458.390									
81		Student	2015	Hourly	18.159										
				Monthly	3,049.199										
				Annual	36,590.385										
82		Support Services Clerk	2015	Hourly	21.838	22.495	23.169	23.862	24.580	25.318					
				Monthly	3,666.964	3,777.285	3,890.461	4,006.828	4,127.392	4,251.314					
				Annual	44,003.570	45,327.425	46,685.535	48,081.930	49,528.700	51,015.720	25.824	26.340	27.130		
83		Switchboard Operator 2	1885	Hourly	20.990	21.492	22.037	22.665	23.244	23.922					
				Monthly	3,297.179	3,376.035	3,461.645	3,560.294	3,651.245	3,757.748					
				Annual	39,566.150	40,512.420	41,539.745	42,723.525	43,814.940	45,092.970	24.400	24.888	25.635		
84		Trades Lead	2015	Hourly	42.037										
				Monthly	7,058.713										
				Annual	84,704.555										
85		Trades Lead (Journeyman)	2015	Hourly	43.844										
				Monthly	7,362.138										
				Annual	88,345.660										
86		Transcriptionist	2015	Hourly	22.219	22.884	23.569	24.278	25.006	25.756					
				Monthly	3,730.940	3,842.605	3,957.628	4,076.681	4,198.924	4,324.862					
				Annual	44,771.285	46,111.260	47,491.535	48,920.170	50,387.090	51,898.340	26.271	26.796	27.600		
87		Indigenous Peer Support Worker	2015	Hourly	19.787	20.430	21.097	21.764	22.475	23.235	23.994	24.763	25.258	25.763	26.536
				Monthly	3,322.567	3,430.538	3,542.538	3,654.538	3,773.927	3,901.544	4,028.993	4,158.120	4,241.239	4,326.037	4,455.837
				Annual	39,870.805	41,166.450	42,510.455	43,854.460	45,287.125	46,818.525	48,347.910	49,897.445	50,894.870	51,912.445	53,470.040

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1	23-93C		3rd Class Power Engineer	2015	Hourly	42,534	44,772							45,667	46,581	47,978			
					Monthly	7,142.168	7,517.965										7,668.250	7,821.726	8,056.306
					Annual	85,706.010	90,215.580										92,019.005	93,860.715	96,675.670
2	23-93D		4th Class Power Engineer	2015	Hourly	39,459	41,538							42,369	43,217	44,513			
					Monthly	6,625.824	6,974.923										7,114.461	7,256.855	7,474.475
					Annual	79,509.885	83,699.070										85,373.535	87,082.255	89,693.695
3	23-93E		5th Class Power Engineer	2015	Hourly	31,630	32,266							32,911	33,569	34,576			
					Monthly	5,311.204	5,417.999										5,526.305	5,636.795	5,805.887
					Annual	63,734.450	65,015.990										66,315.665	67,641.535	69,670.640
4	23-93E		5th Class Power Engineer - PIO	2015	Hourly	31,630	32,266							32,911	33,569	34,576			
					Monthly	5,311.204	5,417.999										5,526.305	5,636.795	5,805.887
					Annual	63,734.450	65,015.990										66,315.665	67,641.535	69,670.640
5			Accts Payable Clerk Thompson - PIO	2015	Hourly	28,385	29,235	30,112	31,017	31,947	32,905			33,562	34,233	35,261			
					Monthly	4,766.315	4,909.044	5,056.307	5,208.271	5,364.434	5,525.298						5,635.619	5,748.291	5,920.910
					Annual	57,195.775	58,908.525	60,675.680	62,499.255	64,373.205	66,303.575						67,627.430	68,979.495	71,050.915
6			Accts Receivable Clerk Thompson - PIO	2015	Hourly	28,385	29,235	30,112	31,017	31,947	32,905			33,562	34,233	35,261			
					Monthly	4,766.315	4,909.044	5,056.307	5,208.271	5,364.434	5,525.298						5,635.619	5,748.291	5,920.910
					Annual	57,195.775	58,908.525	60,675.680	62,499.255	64,373.205	66,303.575						67,627.430	68,979.495	71,050.915
7			Addiction Recovery Worker	2015	Hourly	22,095	22,429	22,786	23,129					23,591	24,063	24,785			
					Monthly	3,710.119	3,766.203	3,826.149	3,883.745								3,961.322	4,040.579	4,161.815
					Annual	44,521.425	45,194.435	45,913.790	46,604.935								47,535.865	48,486.945	49,941.775
8	1		Admin. Secretary 2	1885	Hourly	23,379	23,971	24,580	25,283	25,927				26,446	26,975	27,784			
					Monthly	3,672.451	3,765.445	3,861.108	3,971.538	4,072.700							4,154.226	4,237.323	4,364.403
					Annual	44,069.415	45,185.335	46,333.300	47,658.455	48,872.395							49,850.710	50,847.875	52,372.840
9			Administration Clerk (Booking Clerk) - Operating Room, Northern Spirit Northern Consultation Centre, Thompson Clinic, Rehabilitation (OT/PT)	2015	Hourly	23,906	24,625	25,363	26,126	26,908	27,717			28,272	28,837	29,702			
					Monthly	4,014.216	4,134.948	4,258.870	4,386.991	4,518.302	4,654.146						4,747.340	4,842.213	4,987.461
					Annual	48,170.590	49,619.375	51,106.445	52,643.890	54,219.620	55,849.755						56,968.080	58,106.555	59,849.530
10			Administrative Clerk	2015	Hourly	28,275	29,576	30,425	31,276	32,197	33,200			33,863	34,540	35,576			
					Monthly	4,823.406	4,966.303	5,108.865	5,251.762	5,406.413	5,574.833						5,686.162	5,799.842	5,973.803
					Annual	57,880.875	59,595.640	61,306.375	63,021.140	64,876.955	66,898.000						68,233.945	69,598.100	71,685.640
11	1		Admitting / Switchboard Clerk	2015	Hourly	23,599	24,307	25,036	25,787	26,560				27,091	27,633	28,462			
					Monthly	3,962.665	4,081.550	4,203.962	4,330.067	4,459.867							4,549.030	4,640.041	4,779.244
					Annual	47,551.985	48,978.605	50,447.540	51,960.805	53,518.400							54,588.365	55,680.495	57,350.930
12	23-55ANESAIDE		Anaesthetics Assistant	2015	Hourly	25,806	26,578	27,375	28,197	29,042	29,915			30,513	31,123	32,057			
					Monthly	4,333.258	4,462.889	4,596.719	4,734.746	4,876.636	5,023.227						5,123.641	5,226.070	5,382.905
					Annual	51,999.090	53,554.670	55,160.625	56,816.955	58,519.630	60,278.725						61,483.695	62,712.845	64,594.855
13			Apprentice Electrician	2015	Hourly	38,593								39,365	40,152	41,356			
					Monthly	6,480.408											6,610.040	6,742.190	6,944.362
					Annual	77,764.895											79,320.475	80,906.280	83,332.340
14	23-52UC		Baker/Cook (Uncertified)	2015	Hourly	21,086	21,720	22,371	23,040	23,731	24,442			24,931	25,430	26,192			
					Monthly	3,540.691	3,647.150	3,756.464	3,868.800	3,984.830	4,104.219						4,186.330	4,270.121	4,398.073
					Annual	42,488.290	43,765.800	45,077.565	46,425.600	47,817.965	49,250.630						50,235.965	51,241.450	52,776.880
15	23-52C		Baker/Cook 2 - Certified	2015	Hourly	24,162	24,886	25,633	26,403	27,196	28,011			28,571	29,142	30,016			
					Monthly	4,057.203	4,178.774	4,304.208	4,433.504	4,566.662	4,703.514						4,797.547	4,893.428	5,040.187
					Annual	48,686.430	50,145.290	51,650.495	53,202.045	54,799.940	56,442.165						57,570.565	58,721.130	60,482.240
16	1		Billing Clerk	2015	Hourly	22,734	23,417	24,119	24,845	25,588				26,100	26,622	27,421			
					Monthly	3,817.418	3,932.105	4,049.982	4,171.890	4,296.652							4,382.625	4,470.278	4,604.443
					Annual	45,809.010	47,185.255	48,599.785	50,062.675	51,569.820							52,591.500	53,643.330	55,253.315
17	23-12H		Carpenter	2015	Hourly	40,419	41,631							42,463	43,313	44,613			
					Monthly	6,787.024	6,990.539										7,130.245	7,272.975	7,491.266
					Annual	81,444.285	83,886.465										85,562.945	87,275.695	89,895.195
18	23-93C		Chief Engineer (3rd Class)	2015	Hourly	42,534	44,772							45,667	46,581	47,978			
					Monthly	7,142.168	7,517.965										7,668.250	7,821.726	8,056.306
					Annual	85,706.010	90,215.580										92,019.005	93,860.715	96,675.670

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19	1		Clerk II (Receptionist) - Thompson Clinic, Leaf Rapids, Northern Consultation Clinic, Gilliam, Rehabilitation	2015	Hourly	21.904	22.559	23.235	23.935	24.653				25.146	25.649	26.418
					Monthly	3,678.047	3,788.032	3,901.544	4,019.085	4,139.650				4,222.433	4,306.895	4,436.023
					Annual	44,136.560	45,456.385	46,818.525	48,229.025	49,675.795				50,669.190	51,682.735	53,232.270
20	1		Clerk III - Health Records Clerk, Billing Clerk	2015	Hourly	22.734	23.417	24.119	24.845	25.588				26.100	26.622	27.421
					Monthly	3,817.418	3,932.105	4,049.982	4,171.890	4,296.652				4,382.625	4,470.278	4,604.443
					Annual	45,809.010	47,185.255	48,599.785	50,062.675	51,559.820				52,591.500	53,643.330	55,253.315
21			Community Disease Technician	2015	Hourly	28.481	29.471	30.509	31.526	32.708	33.814	35.024	36.117	36.839	37.576	38.703
					Monthly	4,782.435	4,948.672	5,122.970	5,293.741	5,492.218	5,677.934	5,881.113	6,064.646	6,185.882	6,309.637	6,498.879
					Annual	57,389.215	59,384.065	61,475.635	63,524.890	65,906.620	68,135.210	70,573.360	72,775.755	74,230.585	75,715.640	77,986.545
22	23-52C		Cook	2015	Hourly	24.162	24.886	25.633	26.403	27.196	28.011			28.571	29.142	30.016
					Monthly	4,057.203	4,178.774	4,304.208	4,433.504	4,566.662	4,703.514			4,797.547	4,893.428	5,040.187
					Annual	48,686.430	50,145.290	51,650.495	53,202.045	54,799.940	56,442.165			57,570.565	58,721.130	60,482.240
23	23-52UC		Cook - AFM	2080	Hourly	21.086	21.720	22.371	23.040	23.731	24.442			24.931	25.430	26.192
					Monthly	3,654.907	3,764.800	3,877.640	3,993.600	4,113.373	4,236.613			4,321.373	4,407.867	4,539.947
					Annual	43,858.880	45,177.600	46,531.680	47,923.200	49,360.480	50,839.360			51,856.480	52,894.400	54,479.360
24	23-52UC		Cook / Housekeeping / Laundry-Lynn Lake/Gilliam	2015	Hourly	21.086	21.720	22.371	23.040	23.731	24.442			24.931	25.430	26.192
					Monthly	3,540.691	3,647.150	3,756.464	3,868.800	3,984.830	4,104.219			4,186.330	4,270.121	4,398.073
					Annual	42,488.290	43,765.800	45,077.565	46,425.600	47,817.965	49,250.630			50,235.965	51,241.450	52,776.880
25	23-52C		Cook 2 - AFM	2080	Hourly	24.162	24.886	25.633	26.403	27.196	28.011			28.571	29.142	30.016
					Monthly	4,188.080	4,313.573	4,443.053	4,576.520	4,713.973	4,855.240			4,952.307	5,051.280	5,202.773
					Annual	50,256.960	51,762.880	53,316.640	54,918.240	56,567.680	58,262.880			59,427.680	60,615.360	62,433.280
26			Corporate Travel Clerk	2015	Hourly	25.183	25.939	26.719	27.520	28.345	29.197			29.781	30.377	31.288
					Monthly	4,228.645	4,355.590	4,486.565	4,621.067	4,759.598	4,902.663			5,000.726	5,100.805	5,253.777
					Annual	50,743.745	52,267.085	53,838.785	55,452.800	57,115.175	58,831.955			60,008.715	61,209.655	63,045.320
27	23-52DALH	1	Dietary - Lead Hand (TGH/Nrth Spirit Manor) PIO	2015	Hourly	23.114	23.806	24.518	25.256	26.014			26.534	27.065	27.877	
					Monthly	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.665	4,681.013	
					Annual	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,535.975	56,172.155	
28	23-52DA	1	Dietary Aide	2015	Hourly	20.222	20.832	21.456	22.099	22.761			23.216	23.680	24.390	
					Monthly	3,395.611	3,498.040	3,602.820	3,710.790	3,821.951			3,898.353	3,976.267	4,095.488	
					Annual	40,747.330	41,976.480	43,233.840	44,529.485	45,863.415			46,780.240	47,715.200	49,145.850	
29	1		Dietary Clerk	2015	Hourly	21.904	22.559	23.235	23.935	24.653			25.146	25.649	26.418	
					Monthly	3,678.047	3,788.032	3,901.544	4,019.085	4,139.650			4,222.433	4,306.895	4,436.023	
					Annual	44,136.560	45,456.385	46,818.525	48,229.025	49,675.795			50,669.190	51,682.735	53,232.270	
30	23-52DS		Dietary Supervisor - Lynn Lake	2015	Hourly	24.694	25.438	26.199	26.984	27.794	28.627			29.199	29.783	30.677
					Monthly	4,146.534	4,271.464	4,399.249	4,531.063	4,667.076	4,806.950			4,902.999	5,001.062	5,151.180
					Annual	49,758.410	51,257.570	52,790.985	54,372.760	56,004.910	57,683.405			58,835.985	60,012.745	61,814.155
31	1		Dietary Utility Person	2015	Hourly	21.638	22.033	22.349					22.796	23.252	23.950	
					Monthly	3,633.381	3,699.708	3,752.770					3,827.828	3,904.398	4,021.604	
					Annual	43,600.570	44,396.495	45,033.235					45,933.940	46,852.780	48,259.250	
32	23-12E		Electrician - The Pas / Flin Flon	2015	Hourly	45.455	46.818						47.754	48.710	50.171	
					Monthly	7,632.652	7,861.523						8,018.693	8,179.221	8,424.547	
					Annual	91,591.825	94,338.270						96,224.310	98,150.650	101,094.565	
33	23-12E		Electrician - Thompson	2015	Hourly	45.455	46.818						47.754	48.710	50.171	
					Monthly	7,632.652	7,861.523						8,018.693	8,179.221	8,424.547	
					Annual	91,591.825	94,338.270						96,224.310	98,150.650	101,094.565	
34			Equipment Coordinator	1885	Hourly	20.325	20.956	21.567	22.246	22.913	23.630			24.103	24.585	25.323
					Monthly	3,192.719	3,291.838	3,387.816	3,494.476	3,599.250	3,711.879			3,786.180	3,861.894	3,977.821
					Annual	38,312.625	39,502.060	40,653.795	41,933.710	43,191.005	44,542.550			45,434.155	46,342.725	47,733.855
35	23-12EL		Facility & Electrical Lead - Thompson	2015	Hourly	48.740	50.203						51.206	52.231	53.798	
					Monthly	8,184.258	8,429.920						8,598.341	8,770.455	9,033.581	
					Annual	98,211.100	101,159.045						103,180.090	105,245.465	108,402.970	
36	1		Facility Clerk-Lynn Lake/Gilliam	2015	Hourly	23.114	23.806	24.518	25.256	26.014			26.534	27.065	27.877	
					Monthly	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.665	4,681.013	
					Annual	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,535.975	56,172.155	

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2025

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Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
37	23-12EL		Facility Lead-Electrician	2015	Hourly	48,740	50,203						51,206	52,231	53,798	
					Monthly	8,184.258	8,429.920					8,598.341	8,770.455	9,033.581		
					Annual	98,211.100	101,159.045					103,180.090	105,245.465	108,402.970		
38			Facility Technician - Snow Lake	2015	Hourly	31,036							31,656	32,289	33,258	
					Monthly	5,211.462						5,315.570	5,421.861	5,584.573		
					Annual	62,537.540						63,786.840	65,062.335	67,014.870		
39			Finance Accounting Assistant	2015	Hourly	24,281	25,007	25,757	26,531	27,327	28,145			28,708	29,283	30,161
					Monthly	4,077.185	4,199.092	4,325.030	4,454.997	4,588.659	4,726.015			4,820.552	4,917.104	5,064.535
					Annual	48,926.215	50,389.105	51,900.355	53,459.965	55,063.905	56,712.175			57,846.620	59,005.245	60,774.415
40	1		Groundskeeper	2015	Hourly	21,298	21,937	22,597	23,273	23,973			24,452	24,941	25,689	
					Monthly	3,576.289	3,683.588	3,794.413	3,907.925	4,025.466			4,105.898	4,188.010	4,313.611	
					Annual	42,915.470	44,203.055	45,532.955	46,895.095	48,305.595			49,270.780	50,256.115	51,763.335	
41	1		Health Information Management Professional	2015	Hourly	36,161	37,249	38,366	39,515	40,702	41,925			42,764	43,618	44,927
					Monthly	6,072.035	6,254.728	6,442.291	6,635.227	6,834.544	7,039.906			7,180.788	7,324.189	7,543.992
					Annual	72,864.415	75,056.735	77,307.490	79,622.725	82,014.530	84,478.875			86,169.460	87,890.270	90,527.905
42	1		Health Records Transcriptionist	2015	Hourly	23,513	24,217	24,946	25,694	26,464			26,993	27,533	28,359	
					Monthly	3,948.225	4,066.438	4,188.849	4,314.451	4,443.747			4,532.575	4,623.250	4,761.949	
					Annual	47,378.695	48,797.255	50,266.190	51,773.410	53,324.960			54,390.895	55,478.995	57,143.385	
43	23-13UNCERT	1	Home Support Worker	2080	Hourly	19,634	20,222	20,832	21,456	22,099			22,541	22,992	23,682	
					Monthly	3,403.227	3,505.147	3,610.880	3,719.040	3,830.493			3,907.107	3,985.280	4,104.880	
					Annual	40,838.720	42,061.760	43,330.560	44,628.480	45,965.920			46,885.280	47,823.360	49,258.560	
44	23-53HA2	1	Housekeeping Aide - The Pas / Flin Flon	2015	Hourly	21,720	22,371	23,040	23,731	24,442			24,931	25,430	26,193	
					Monthly	3,647.150	3,756.464	3,868.800	3,984.830	4,104.219			4,186.330	4,270.121	4,398.241	
					Annual	43,765.800	45,077.565	46,425.600	47,817.965	49,250.630			50,235.965	51,241.450	52,778.895	
45	23-53HA	1	Housekeeping Aide - Thompson	2015	Hourly	20,222	20,832	21,456	22,099	22,761			23,216	23,680	24,390	
					Monthly	3,395.611	3,498.040	3,602.820	3,710.790	3,821.951			3,898.353	3,976.267	4,095.488	
					Annual	40,747.330	41,976.480	43,233.840	44,529.485	45,863.415			46,780.240	47,715.200	49,145.850	
46			Housing Resource Advocate	1885	Hourly	24,659	25,469	26,274	27,082			27,623	28,176	29,022		
					Monthly	3,873.518	4,000.755	4,127.208	4,254.131			4,339.113	4,425.980	4,558.873		
					Annual	46,482.215	48,009.065	49,526.490	51,049.570			52,069.355	53,111.760	54,706.470		
47			Indigenous Liaison (The Pas / Flin Flon)	2015	Hourly	26,542	27,374	28,205	29,038			29,619	30,212	31,118		
					Monthly	4,456.844	4,596.551	4,736.090	4,875.964			4,973.524	5,073.098	5,225.231		
					Annual	53,482.130	55,158.610	56,833.075	58,511.570			59,682.285	60,877.180	62,702.770		
48			Indigenous Liason Worker (Thompson)	2015	Hourly	23,195	23,449	23,858	24,168			24,651	25,144	25,898		
					Monthly	3,894.827	3,937.478	4,006.156	4,058.210			4,139.314	4,222.097	4,348.706		
					Annual	46,737.925	47,249.735	48,073.870	48,698.520			49,671.765	50,665.160	52,184.470		
49	23-54LA2	1	Laundry Aide - The Pas / Flin Flon	2015	Hourly	21,720	22,371	23,040	23,731	24,442			24,931	25,430	26,193	
					Monthly	3,647.150	3,756.464	3,868.800	3,984.830	4,104.219			4,186.330	4,270.121	4,398.241	
					Annual	43,765.800	45,077.565	46,425.600	47,817.965	49,250.630			50,235.965	51,241.450	52,778.895	
50	23-54LA	1	Laundry Aide - Thompson	2015	Hourly	20,222	20,832	21,456	22,099	22,761			23,216	23,680	24,390	
					Monthly	3,395.611	3,498.040	3,602.820	3,710.790	3,821.951			3,898.353	3,976.267	4,095.488	
					Annual	40,747.330	41,976.480	43,233.840	44,529.485	45,863.415			46,780.240	47,715.200	49,145.850	
51			Locksmith Level I & II	2015	Hourly	22,755	23,436	24,142	24,864	25,611	26,379			26,906	27,445	28,268
					Monthly	3,820.944	3,935.295	4,053.844	4,175.080	4,300.514	4,429.474			4,517.966	4,608.473	4,746.668
					Annual	45,851.325	47,223.540	48,646.130	50,100.960	51,606.165	53,153.685			54,215.590	55,301.675	56,960.020
52			Maintenance Tradesperson	2080	Hourly	28,124	29,056	30,391	31,158			31,781	32,417	33,389		
					Monthly	4,874.827	5,036.373	5,267.773	5,400.720			5,508.707	5,618.947	5,787.427		
					Annual	58,497.920	60,436.480	63,213.280	64,808.640			66,104.480	67,427.360	69,449.120		
53			Maintenance Worker - PIO (Lynn Lake)	2015	Hourly	28,915	29,464	29,957	30,687			31,301	31,926	32,684		
					Monthly	4,855.310	4,947.497	5,030.280	5,152.859			5,255.960	5,360.908	5,521.772		
					Annual	58,263.725	59,369.960	60,363.355	61,834.305			63,071.515	64,330.890	66,261.260		
54	1		Maintenance Worker 1	2015	Hourly	21,298	21,937	22,597	23,273	23,973			24,452	24,941	25,689	
					Monthly	3,576.289	3,683.588	3,794.413	3,907.925	4,025.466			4,105.898	4,188.010	4,313.611	
					Annual	42,915.470	44,203.055	45,532.955	46,895.095	48,305.595			49,270.780	50,256.115	51,763.335	

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

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55	1		Maintenance Worker 2	2015	Hourly	23.436	24.142	24.864	25.611	26.379			26.907	27.445	28.268	
					Monthly	3,935.295	4,053.844	4,175.080	4,300.514	4,429.474			4,518.134	4,608.473	4,746.668	
					Annual	47,223.540	48,646.130	50,100.960	51,606.165	53,153.685			54,217.605	55,301.675	56,960.020	
56			Material Management / Logistic Services Charge	2015	Hourly	23.563	24.270	24.996	25.746	26.519	27.315			27.862	28.419	29.271
					Monthly	3,956.620	4,075.338	4,197.245	4,323.183	4,452.982	4,586.644			4,678.494	4,772.024	4,915.089
					Annual	47,479.445	48,904.050	50,366.940	51,878.190	53,435.785	55,039.725			56,141.930	57,264.285	58,981.065
57			Material Management Clerk	2015	Hourly	22.439	23.114	23.806	24.518	25.256	26.014			26.534	27.064	27.876
					Monthly	3,767.882	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.497	4,680.845
					Annual	45,214.585	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,533.960	56,170.140
58	23-55UMDR		Medical Device Reprocessing Aide (Non Certified)	2015	Hourly	20.472	21.085	21.720	22.371	23.042	23.731			24.206	24.690	25.431
					Monthly	3,437.590	3,540.523	3,647.150	3,756.464	3,869.136	3,984.830			4,064.591	4,145.863	4,270.289
					Annual	41,251.080	42,486.275	43,765.800	45,077.565	46,429.630	47,817.965			48,775.090	49,750.350	51,243.465
59	23-55MDR2		Medical Device Reprocessing Technician (Certified)	2015	Hourly	25.806	26.578	27.375	28.197	29.042	29.915			30.513	31.123	32.057
					Monthly	4,333.258	4,462.889	4,596.719	4,734.746	4,876.636	5,023.227			5,123.641	5,226.070	5,382.905
					Annual	51,999.090	53,554.670	55,160.625	56,816.955	58,519.630	60,278.725			61,483.695	62,712.845	64,594.855
60	23-55MDRS		Medical Device Reprocessing Charge	2015	Hourly	31.419	32.359	33.332	34.334	35.361	36.423			37.151	37.894	39.031
					Monthly	5,275.774	5,433.615	5,596.998	5,765.251	5,937.701	6,116.029			6,238.272	6,363.034	6,553.955
					Annual	63,309.285	65,203.385	67,163.980	69,183.010	71,252.415	73,392.345			74,859.265	76,356.410	78,647.465
61	23-52UC		Non-Certified Cook/Assistant Cook	2015	Hourly	21.086	21.720	22.371	23.040	23.731	24.442			24.931	25.430	26.192
					Monthly	3,540.691	3,647.150	3,756.464	3,868.800	3,984.830	4,104.219			4,186.330	4,270.121	4,398.073
					Annual	42,488.290	43,765.800	45,077.565	46,425.600	47,817.965	49,250.630			50,235.965	51,241.450	52,776.880
62	1		NPTP Clerk	2015	Hourly	22.734	23.417	24.119	24.845	25.588			26.100	26.622	27.421	
					Monthly	3,817.418	3,932.105	4,049.982	4,171.890	4,296.652			4,382.625	4,470.278	4,604.443	
					Annual	45,809.010	47,185.255	48,599.785	50,062.675	51,569.820			52,591.500	53,643.330	55,253.315	
63			NPTP Clerk - PIO	2015	Hourly	25.804	26.576	27.377	28.196	29.043	29.913			30.511	31.121	32.055
					Monthly	4,332.922	4,462.553	4,597.055	4,734.578	4,876.804	5,022.891			5,123.305	5,225.735	5,382.569
					Annual	51,995.060	53,550.640	55,164.655	56,814.940	58,521.645	60,274.695			61,479.665	62,708.815	64,590.825
64			NPTP Officer - PIO	2015	Hourly	28.385	29.235	30.112	31.017	31.947	32.905			33.562	34.233	35.261
					Monthly	4,766.315	4,909.044	5,056.307	5,208.271	5,364.434	5,525.298			5,635.619	5,748.291	5,920.910
					Annual	57,195.775	58,908.525	60,675.680	62,499.255	64,373.205	66,303.575			67,627.430	68,979.495	71,050.915
65	1		Office Assistant	2015	Hourly	23.910	24.476	25.089	25.761	26.399			26.927	27.466	28.290	
					Monthly	4,014.888	4,109.928	4,212.861	4,325.701	4,432.832			4,521.492	4,611.999	4,750.363	
					Annual	48,178.650	49,319.140	50,554.335	51,908.415	53,193.985			54,257.905	55,343.390	57,004.350	
66			Office Assistant 2	1885	Hourly	25.019	25.657	26.387	27.073	27.851	28.725			29.299	29.885	30.782
					Monthly	3,930.068	4,030.287	4,144.958	4,252.717	4,374.928	4,512.219			4,602.385	4,694.435	4,835.339
					Annual	47,160.815	48,363.445	49,739.495	51,032.605	52,499.135	54,146.625			55,228.615	56,333.225	58,024.070
67			Orthopedic Attendant	2015	Hourly	22.439	23.114	23.806	24.518	25.256	26.014			26.534	27.064	27.876
					Monthly	3,767.882	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.497	4,680.845
					Annual	45,214.585	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,533.960	56,170.140
68			Pharmacy Aide	2015	Hourly	19.063	19.633	20.222	20.832	21.454	22.096			22.538	22.989	23.679
					Monthly	3,200.995	3,296.708	3,395.611	3,498.040	3,602.484	3,710.287			3,784.506	3,860.236	3,976.099
					Annual	38,411.945	39,560.495	40,747.330	41,976.480	43,229.810	44,523.440			45,414.070	46,322.835	47,713.185
69	1		Pharmacy Clerk	2015	Hourly	19.871	20.468	21.079	21.715	22.365			22.812	23.268	23.966	
					Monthly	3,336.672	3,436.918	3,539.515	3,646.310	3,755.456			3,830.515	3,907.085	4,024.291	
					Annual	40,040.065	41,243.020	42,474.185	43,755.725	45,065.475			45,966.180	46,885.020	48,291.490	
70	23-12F		Plumber-Pipe Fitter	2015	Hourly	45.455	46.818						47.754	48.710	50.171	
					Monthly	7,632.652	7,861.523						8,018.693	8,179.221	8,424.547	
					Annual	91,591.825	94,338.270						96,224.310	98,150.650	101,094.565	
71			Porter/Watchperson - Leaf Rapids	2015	Hourly	21.264	21.904	22.559	23.235	23.935	24.653			25.146	25.648	26.418
					Monthly	3,570.580	3,678.047	3,788.032	3,901.544	4,019.085	4,139.650			4,222.433	4,306.727	4,436.023
					Annual	42,846.960	44,136.560	45,456.385	46,818.525	48,229.025	49,675.795			50,669.190	51,680.720	53,232.270
72			Purchaser	2015	Hourly	25.183	25.939	26.719	27.520	28.345	29.197			29.781	30.377	31.288
					Monthly	4,228.645	4,355.590	4,486.565	4,621.067	4,759.598	4,902.663			5,000.726	5,100.805	5,253.777
					Annual	50,743.745	52,267.085	53,838.785	55,452.800	57,115.175	58,831.955			60,008.715	61,209.655	63,045.320

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73			Purchasing Clerk	2015	Hourly	23.460	24.162	24.886	25.633	26.403	27.196			27.739	28.294	29.143
					Monthly	3,939.325	4,057.203	4,178.774	4,304.208	4,433.504	4,566.662			4,657.840	4,751.034	4,893.595
					Annual	47,271.900	48,686.430	50,145.290	51,650.495	53,202.045	54,799.940			55,894.085	57,012.410	58,723.145
74	1		Receptionist	2015	Hourly	21.904	22.559	23.235	23.935	24.653			25.146	25.649	26.418	
					Monthly	3,678.047	3,788.032	3,901.544	4,019.085	4,139.650			4,222.433	4,306.895	4,436.023	
					Annual	44,136.560	45,456.385	46,818.525	48,229.025	49,675.795			50,669.190	51,682.735	53,232.270	
75			Refrigeration Mechanic	2015	Hourly	48.393							49.361	50.349	51.859	
					Monthly	8,125.991							8,288.535	8,454.436	8,707.990	
					Annual	97,511.895							99,462.415	101,453.235	104,495.885	
76	1		Residential Care Worker	2015	Hourly	20.992	21.677	22.363	23.093	23.874	24.654	25.444	25.953	26.472	27.266	
					Monthly	3,524.907	3,639.930	3,755.120	3,877.700	4,008.843	4,139.818	4,272.472	4,357.941	4,445.090	4,578.416	
					Annual	42,298.880	43,679.155	45,061.445	46,532.395	48,106.110	49,677.810	51,269.660	52,295.295	53,341.080	54,940.990	
77			Resource Coordinator	1885	Hourly	29.845	30.879	31.976	33.043	34.265	35.440	36.708	37.852	38.609	39.382	40.564
					Monthly	4,688.152	4,850.576	5,022.897	5,190.505	5,382.460	5,567.033	5,766.215	5,945.918	6,064.830	6,186.256	6,371.928
					Annual	56,257.825	58,206.915	60,274.760	62,286.055	64,589.525	66,804.400	69,194.580	71,351.020	72,777.965	74,235.070	76,463.140
78			Security Officer	2015	Hourly	21.018	21.647	22.296	22.965	23.693	24.364			24.851	25.348	26.109
					Monthly	3,529.273	3,634.892	3,743.870	3,856.206	3,978.450	4,091.122			4,172.897	4,256.352	4,384.136
					Annual	42,351.270	43,618.705	44,926.440	46,274.475	47,741.395	49,093.460			50,074.765	51,076.220	52,609.635
79	23-93C		Shift Engineer (3rd Class)	2015	Hourly	42.534	44.772						45.667	46.581	47.978	
					Monthly	7,142.168	7,517.965						7,668.250	7,821.726	8,056.306	
					Annual	85,706.010	90,215.580						92,019.005	93,860.715	96,675.670	
80	23-93D		Shift Engineer (4th Class)	2015	Hourly	39.459	41.538						42.369	43.217	44.513	
					Monthly	6,625.824	6,974.923						7,114.461	7,256.855	7,474.475	
					Annual	79,509.885	83,699.070						85,373.535	87,082.255	89,693.695	
81			Student	2015	Hourly	18.658							19.031	19.412	19.994	
					Monthly	3,132.989							3,195.622	3,259.598	3,357.326	
					Annual	37,595.870							38,347.465	39,115.180	40,287.910	
82			Support Services Clerk	2015	Hourly	22.439	23.114	23.806	24.518	25.256	26.014			26.534	27.064	27.876
					Monthly	3,767.882	3,881.226	3,997.424	4,116.981	4,240.903	4,368.184			4,455.501	4,544.497	4,680.845
					Annual	45,214.585	46,574.710	47,969.090	49,403.770	50,890.840	52,418.210			53,466.010	54,533.960	56,170.140
83			Switchboard Operator 2	1885	Hourly	21.567	22.083	22.643	23.288	23.883	24.580			25.071	25.572	26.340
					Monthly	3,387.816	3,468.871	3,556.838	3,658.157	3,751.621	3,861.108			3,938.236	4,016.935	4,137.575
					Annual	40,653.795	41,626.455	42,682.055	43,897.880	45,019.455	46,333.300			47,258.835	48,203.220	49,650.900
84			Trades Lead	2015	Hourly	43.193							44.057	44.939	46.287	
					Monthly	7,252.825							7,397.905	7,546.007	7,772.359	
					Annual	87,033.895							88,774.855	90,552.085	93,268.305	
85			Trades Lead (Journeyman)	2015	Hourly	45.050							45.951	46.869	48.275	
					Monthly	7,564.646							7,715.939	7,870.086	8,106.177	
					Annual	90,775.750							92,591.265	94,441.035	97,274.125	
86	1		Transcriptionist	2015	Hourly	23.513	24.217	24.946	25.694	26.464			26.993	27.533	28.359	
					Monthly	3,948.225	4,066.438	4,188.849	4,314.451	4,443.747			4,532.575	4,623.250	4,761.949	
					Annual	47,378.695	48,797.255	50,266.190	51,773.410	53,324.960			54,390.895	55,478.995	57,143.385	
87			Indigenous Peer Support Worker	2015	Hourly	20.331	20.992	21.677	22.363	23.093	23.874	24.654	25.444	25.953	26.471	27.266
					Monthly	3,413.914	3,524.907	3,639.930	3,755.120	3,877.700	4,008.843	4,139.818	4,272.472	4,357.941	4,444.922	4,578.416
					Annual	40,966.965	42,298.880	43,679.155	45,061.445	46,532.395	48,106.110	49,677.810	51,269.660	52,295.295	53,339.065	54,940.990

¹ Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025, 1st Step eliminated for multi-step salary scales

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1	23-93C	2	3rd Class Power Engineer	2015	Hourly	42.984	45.222							46.126	47.049	48.460			
					Monthly	7,217.730	7,593.528										7,745.324	7,900.311	8,137.242
					Annual	86,612.760	91,122.330										92,943.890	94,803.735	97,646.900
2	23-93D	2	4th Class Power Engineer	2015	Hourly	39.909	41.988							42.828	43.685	44.996			
					Monthly	6,701.386	7,050.485										7,191.535	7,335.440	7,555.578
					Annual	80,416.635	84,605.820										86,298.420	88,025.275	90,666.940
3	23-93E	2	5th Class Power Engineer	2015	Hourly	32.080	32.716							33.370	34.037	35.058			
					Monthly	5,386.767	5,493.562										5,603.379	5,715.380	5,886.823
					Annual	64,641.200	65,922.740										67,240.550	68,584.555	70,641.870
4	23-93E	2	5th Class Power Engineer - PIO	2015	Hourly	32.080	32.716							33.370	34.037	35.058			
					Monthly	5,386.767	5,493.562										5,603.379	5,715.380	5,886.823
					Annual	64,641.200	65,922.740										67,240.550	68,584.555	70,641.870
5		2	Accts Payable Clerk Thompson - PIO	2015	Hourly	28.835	29.685	30.562	31.467	32.397	33.355			34.022	34.702	35.743			
					Monthly	4,841.877	4,984.606	5,131.869	5,283.834	5,439.996	5,600.860						5,712.861	5,827.044	6,001.845
					Annual	58,102.525	59,815.275	61,582.430	63,406.005	65,279.955	67,210.325						68,554.330	69,924.530	72,022.145
6		2	Accts Receivable Clerk Thompson - PIO	2015	Hourly	28.835	29.685	30.562	31.467	32.397	33.355			34.022	34.702	35.743			
					Monthly	4,841.877	4,984.606	5,131.869	5,283.834	5,439.996	5,600.860						5,712.861	5,827.044	6,001.845
					Annual	58,102.525	59,815.275	61,582.430	63,406.005	65,279.955	67,210.325						68,554.330	69,924.530	72,022.145
7		2	Addiction Recovery Worker	2015	Hourly	22.545	22.879	23.236	23.579					24.051	24.532	25.268			
					Monthly	3,785.681	3,841.765	3,901.712	3,959.307								4,038.564	4,119.332	4,242.918
					Annual	45,428.175	46,101.185	46,820.540	47,511.685								48,462.765	49,431.980	50,915.020
8	1		Admin. Secretary 2	1885	Hourly	23.879	24.471	25.080	25.783	26.427				26.956	27.495	28.320			
					Monthly	3,750.993	3,843.986	3,939.650	4,050.080	4,151.241							4,234.338	4,319.006	4,448.600
					Annual	45,011.915	46,127.835	47,275.800	48,600.955	49,814.895							50,812.060	51,828.075	53,383.200
9		2	Administration Clerk (Booking Clerk) - Operating Room, Northern Spirit Northern Consultation Centre, Thompson Clinic, Rehabilitation (OT/PT)	2015	Hourly	24.356	25.075	25.813	26.576	27.358	28.167			28.730	29.305	30.184			
					Monthly	4,089.778	4,210.510	4,334.433	4,462.553	4,593.864	4,729.709						4,824.246	4,920.798	5,068.397
					Annual	49,077.340	50,526.125	52,013.195	53,550.640	55,126.370	56,756.505						57,890.950	59,049.575	60,820.760
10		2	Administrative Clerk	2015	Hourly	29.175	30.026	30.875	31.726	32.647	33.650			34.323	35.009	36.059			
					Monthly	4,898.969	5,041.866	5,184.427	5,327.324	5,481.975	5,650.396						5,763.404	5,878.595	6,054.907
					Annual	58,787.625	60,502.390	62,213.125	63,927.890	65,783.705	67,804.750						69,160.845	70,543.135	72,658.885
11	1		Admitting / Switchboard Clerk	2015	Hourly	24.099	24.807	25.536	26.287	27.060				27.601	28.153	28.998			
					Monthly	4,046.624	4,165.509	4,287.920	4,414.025	4,543.825							4,634.668	4,727.358	4,869.248
					Annual	48,559.485	49,986.105	51,455.040	52,968.305	54,525.900							55,616.015	56,728.295	58,430.970
12	23-55ANESAIDE	2	Anaesthetics Assistant	2015	Hourly	26.256	27.028	27.825	28.647	29.492	30.365			30.972	31.591	32.539			
					Monthly	4,408.820	4,538.452	4,672.281	4,810.309	4,952.198	5,098.790						5,200.715	5,304.655	5,463.840
					Annual	52,905.840	54,461.420	56,067.375	57,723.705	59,426.380	61,185.475						62,408.580	63,655.865	65,566.085
13		2	Apprentice Electrician	2015	Hourly	39.043								39.824	40.620	41.839			
					Monthly	6,555.970											6,687.113	6,820.775	7,025.465
					Annual	78,671.645											80,245.360	81,849.300	84,305.585
14	23-52UC	2	Baker/Cook (Uncertified)	2015	Hourly	21.536	22.170	22.821	23.490	24.181	24.892			25.398	25.898	26.675			
					Monthly	3,616.253	3,722.713	3,832.026	3,944.363	4,060.393	4,179.782						4,263.404	4,348.706	4,479.177
					Annual	43,395.040	44,672.550	45,984.315	47,332.350	48,724.715	50,157.380						51,160.850	52,184.470	53,750.125
15	23-52C	2	Baker/Cook 2 - Certified	2015	Hourly	24.612	25.336	26.083	26.853	27.646	28.461			29.030	29.611	30.499			
					Monthly	4,132.765	4,254.337	4,379.770	4,509.066	4,642.224	4,779.076						4,874.621	4,972.180	5,121.290
					Annual	49,593.180	51,052.040	52,557.245	54,108.795	55,706.690	57,348.915						58,495.450	59,666.165	61,455.485
16	1		Billing Clerk	2015	Hourly	23.234	23.917	24.619	25.345	26.088				26.610	27.142	27.956			
					Monthly	3,901.376	4,016.063	4,133.940	4,255.848	4,380.610							4,468.263	4,557.594	4,694.278
					Annual	46,816.510	48,192.755	49,607.285	51,070.175	52,567.320							53,619.150	54,691.130	56,331.340
17	23-12H	2	Carpenter	2015	Hourly	40.869	42.081							42.923	43.781	45.094			
					Monthly	6,862.586	7,066.101										7,207.487	7,351.560	7,572.034
					Annual	82,351.035	84,793.215										86,489.845	88,218.715	90,864.410
18	23-93C	2	Chief Engineer (3rd Class)	2015	Hourly	42.984	45.222							46.126	47.049	48.460			
					Monthly	7,217.730	7,593.528										7,745.324	7,900.311	8,137.242
					Annual	86,612.760	91,122.330										92,943.890	94,803.735	97,646.900

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19		1	Clerk II (Receptionist) - Thompson Clinic, Leaf Rapids, Northern Consultation Clinic, Gilliam, Rehabilitation	2015	Hourly	22.404	23.059	23.735	24.435	25.153			25.656	26.169	26.954	
				Monthly	3,762.005	3,871.990	3,985.502	4,103.044	4,223.608			4,308.070	4,394.211	4,526.026		
				Annual	45,144.060	46,463.885	47,826.025	49,236.525	50,683.295			51,696.840	52,730.535	54,312.310		
20		1	Clerk III - Health Records Clerk, Billing Clerk	2015	Hourly	23.234	23.917	24.619	25.345	26.088			26.610	27.142	27.956	
				Monthly	3,901.376	4,016.063	4,133.940	4,255.848	4,380.610			4,468.263	4,557.594	4,694.278		
				Annual	46,816.510	48,192.755	49,607.285	51,070.175	52,567.320			53,619.150	54,691.130	56,331.340		
21		2	Community Disease Technician	2015	Hourly	28.931	29.921	30.959	31.976	33.158	34.264	35.474	36.567	37.298	38.044	39.185
				Monthly	4,857.997	5,024.235	5,198.532	5,369.303	5,567.781	5,753.497	5,956.676	6,140.209	6,262.956	6,388.222	6,579.815	
				Annual	58,295.965	60,290.815	62,382.385	64,431.640	66,813.370	69,041.960	71,480.110	73,682.505	75,155.470	76,658.660	78,957.775	
22	23-52C	2	Cook	2015	Hourly	24.612	25.336	26.083	26.853	27.646	28.461			29.030	29.611	30.499
				Monthly	4,132.765	4,254.337	4,379.770	4,509.066	4,642.224	4,779.076			4,874.621	4,972.180	5,121.290	
				Annual	49,593.180	51,052.040	52,557.245	54,108.795	55,706.690	57,348.915			58,495.450	59,666.165	61,455.485	
23	23-52UC	2	Cook - AFM	2080	Hourly	21.536	22.170	22.821	23.490	24.181	24.892			25.390	25.898	26.675
				Monthly	3,732.907	3,842.800	3,955.640	4,071.600	4,191.373	4,314.613			4,400.933	4,488.987	4,623.667	
				Annual	44,794.880	46,113.600	47,467.680	48,859.200	50,296.480	51,775.360			52,811.200	53,867.840	55,484.000	
24	23-52UC	2	Cook / Housekeeping / Laundry-Lynn Lake/Gilliam	2015	Hourly	21.536	22.170	22.821	23.490	24.181	24.892			25.390	25.898	26.675
				Monthly	3,616.253	3,722.713	3,832.026	3,944.363	4,060.393	4,179.782			4,263.404	4,348.706	4,479.177	
				Annual	43,395.040	44,672.550	45,984.315	47,332.350	48,724.715	50,157.380			51,160.850	52,184.470	53,750.125	
25	23-52C	2	Cook 2 - AFM	2080	Hourly	24.612	25.336	26.083	26.853	27.646	28.461			29.030	29.611	30.499
				Monthly	4,266.080	4,391.573	4,521.053	4,654.520	4,791.973	4,933.240			5,031.867	5,132.573	5,286.493	
				Annual	51,192.960	52,698.880	54,252.640	55,854.240	57,503.680	59,198.880			60,382.400	61,590.880	63,437.920	
26		2	Corporate Travel Clerk	2015	Hourly	25.633	26.389	27.169	27.970	28.795	29.647			30.240	30.845	31.770
				Monthly	4,304.208	4,431.153	4,562.128	4,696.629	4,835.160	4,978.225			5,077.800	5,179.390	5,334.713	
				Annual	51,650.495	53,173.835	54,745.535	56,359.550	58,021.925	59,738.705			60,933.600	62,152.675	64,016.550	
27	23-52DALH	1	Dietary - Lead Hand (TGH/Nrth Spirit Manor) PIO	2015	Hourly	23.614	24.306	25.018	25.756	26.514			27.044	27.585	28.413	
				Monthly	3,965.184	4,081.383	4,200.939	4,324.862	4,452.143			4,541.138	4,631.981	4,771.016		
				Annual	47,582.210	48,976.590	50,411.270	51,898.340	53,425.710			54,493.660	55,583.775	57,252.195		
28	23-52DA	1	Dietary Aide	2015	Hourly	20.722	21.332	21.956	22.599	23.261			23.726	24.201	24.927	
				Monthly	3,479.569	3,581.998	3,686.778	3,794.749	3,905.910			3,983.991	4,063.751	4,185.659		
				Annual	41,754.830	42,983.980	44,241.340	45,536.985	46,870.915			47,807.890	48,765.015	50,227.905		
29		1	Dietary Clerk	2015	Hourly	22.404	23.059	23.735	24.435	25.153			25.656	26.169	26.954	
				Monthly	3,762.005	3,871.990	3,985.502	4,103.044	4,223.608			4,308.070	4,394.211	4,526.026		
				Annual	45,144.060	46,463.885	47,826.025	49,236.525	50,683.295			51,696.840	52,730.535	54,312.310		
30	23-52DS	2	Dietary Supervisor - Lynn Lake	2015	Hourly	25.144	25.888	26.649	27.434	28.244	29.077			29.659	30.252	31.160
				Monthly	4,222.097	4,347.027	4,474.811	4,606.626	4,742.638	4,882.513			4,980.240	5,079.815	5,232.283	
				Annual	50,665.160	52,164.320	53,697.735	55,279.510	56,911.660	58,590.155			59,762.885	60,957.780	62,787.400	
31		1	Dietary Utility Person	2015	Hourly	22.138	22.533	22.849					23.306	23.772	24.485	
				Monthly	3,717.339	3,783.666	3,836.728					3,913.466	3,991.715	4,111.440		
				Annual	44,608.070	45,403.995	46,040.735					46,961.590	47,900.580	49,337.275		
32	23-12E	2	Electrician - The Pas / Flin Flon	2015	Hourly	45.905	47.268						48.213	49.177	50.652	
				Monthly	7,708.215	7,937.085						8,095.766	8,257.638	8,505.315		
				Annual	92,498.575	95,245.020						97,149.195	99,091.655	102,063.780		
33	23-12E	2	Electrician - Thompson	2015	Hourly	45.905	47.268						48.213	49.177	50.652	
				Monthly	7,708.215	7,937.085						8,095.766	8,257.638	8,505.315		
				Annual	92,498.575	95,245.020						97,149.195	99,091.655	102,063.780		
34		2	Equipment Coordinator	1885	Hourly	20.775	21.406	22.017	22.696	23.363	24.080			24.562	25.053	25.805
				Monthly	3,263.406	3,362.526	3,458.504	3,565.163	3,669.938	3,782.567			3,858.281	3,935.409	4,053.535	
				Annual	39,160.875	40,350.310	41,502.045	42,781.960	44,039.255	45,390.800			46,299.370	47,224.905	48,642.425	
35	23-12EL	2	Facility & Electrical Lead - Thompson	2015	Hourly	49.190	50.653							51.666	52.699	54.280
				Monthly	8,259.821	8,505.483						8,675.583	8,849.040	9,114.517		
				Annual	99,117.850	102,065.795						104,106.990	106,188.485	109,374.200		
36		1	Facility Clerk-Lynn Lake/Gilliam	2015	Hourly	23.614	24.306	25.018	25.756	26.514			27.044	27.585	28.413	
				Monthly	3,965.184	4,081.383	4,200.939	4,324.862	4,452.143			4,541.138	4,631.981	4,771.016		
				Annual	47,582.210	48,976.590	50,411.270	51,898.340	53,425.710			54,493.660	55,583.775	57,252.195		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

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A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
37	23-12EL	2	Facility Lead-Electrician	2015	Hourly	49.190	50.653						51.666	52.699	54.280	
					Monthly	8,259.821	8,505.483					8,675.583	8,849.040	9,114.517		
					Annual	99,117.850	102,065.795					104,106.990	106,188.485	109,374.200		
38		2	Facility Technician - Snow Lake	2015	Hourly	31.486							32.116	32.758	33.741	
					Monthly	5,287.024						5,392.812	5,500.614	5,665.676		
					Annual	63,444.290						64,713.740	66,007.370	67,988.115		
39		2	Finance Accounting Assistant	2015	Hourly	24.731	25.457	26.207	26.981	27.777	28.595			29.167	29.750	30.643
					Monthly	4,152.747	4,274.655	4,400.592	4,530.560	4,664.221	4,801.577		4,897.625	4,995.521	5,145.470	
					Annual	49,832.965	51,295.855	52,807.105	54,366.715	55,970.655	57,618.925		58,771.505	59,946.250	61,745.645	
40		1	Groundskeeper	2015	Hourly	21.798	22.437	23.097	23.773	24.473			24.962	25.461	26.225	
					Monthly	3,660.248	3,767.546	3,878.371	3,991.883	4,109.425		4,191.536	4,275.326	4,403.615		
					Annual	43,922.970	45,210.555	46,540.455	47,902.595	49,313.095		50,298.430	51,303.915	52,843.375		
41	I	2	Health Information Management Professional	2015	Hourly	36.611	37.699	38.816	39.965	41.152	42.375			43.223	44.087	45.410
					Monthly	6,147.597	6,330.290	6,517.853	6,710.790	6,910.107	7,115.469		7,257.862	7,402.942	7,625.096	
					Annual	73,771.165	75,963.485	78,214.240	80,529.475	82,921.280	85,385.625		87,094.345	88,835.305	91,501.150	
42		1	Health Records Transcriptionist	2015	Hourly	24.013	24.717	25.446	26.194	26.964			27.503	28.053	28.895	
					Monthly	4,032.183	4,150.396	4,272.808	4,398.409	4,527.705		4,618.212	4,710.566	4,851.952		
					Annual	48,386.195	49,804.755	51,273.690	52,780.910	54,332.460		55,418.545	56,526.795	58,223.425		
43	23-13UNCERT	1	Home Support Worker	2080	Hourly	20.134	20.722	21.332	21.956	22.599			23.051	23.512	24.217	
					Monthly	3,489.893	3,591.813	3,697.547	3,805.707	3,917.160		3,995.507	4,075.413	4,197.613		
					Annual	41,878.720	43,101.760	44,370.560	45,668.480	47,005.920		47,946.080	48,904.960	50,371.360		
44	23-53HA2	1	Housekeeping Aide - The Pas / Flin Flon	2015	Hourly	22.220	22.871	23.540	24.231	24.942			25.441	25.950	26.729	
					Monthly	3,731.108	3,840.422	3,952.758	4,068.789	4,188.178		4,271.968	4,357.438	4,488.245		
					Annual	44,773.300	46,085.065	47,433.100	48,825.465	50,258.130		51,263.615	52,289.250	53,858.935		
45	23-53HA	1	Housekeeping Aide - Thompson	2015	Hourly	20.722	21.332	21.956	22.599	23.261			23.726	24.201	24.927	
					Monthly	3,479.569	3,581.998	3,686.778	3,794.749	3,905.910		3,983.991	4,063.751	4,185.659		
					Annual	41,754.830	42,983.980	44,241.340	45,536.985	46,870.915		47,807.890	48,765.015	50,227.905		
46		2	Housing Resource Advocate	1885	Hourly	25.109	25.919	26.724	27.532			28.083	28.645	29.504		
					Monthly	3,944.205	4,071.443	4,197.895	4,324.818		4,411.371	4,499.652	4,634.587			
					Annual	47,330.465	48,857.315	50,374.740	51,897.820		52,936.455	53,995.825	55,615.040			
47		2	Indigenous Liaison (The Pas / Flin Flon)	2015	Hourly	26.992	27.824	28.655	29.488			30.078	30.680	31.600		
					Monthly	4,532.407	4,672.113	4,811.652	4,951.527		5,050.598	5,151.683	5,306.167			
					Annual	54,388.880	56,065.360	57,739.825	59,418.320		60,607.170	61,820.200	63,674.000			
48		2	Indigenous Liason Worker (Thompson)	2015	Hourly	23.645	23.899	24.308	24.618			25.110	25.612	26.380		
					Monthly	3,970.390	4,013.040	4,081.718	4,133.773		4,216.388	4,300.682	4,429.642			
					Annual	47,644.675	48,156.485	48,980.620	49,605.270		50,596.650	51,608.180	53,155.700			
49	23-54LA2	1	Laundry Aide - The Pas /Flin Flon	2015	Hourly	22.220	22.871	23.540	24.231	24.942			25.441	25.950	26.729	
					Monthly	3,731.108	3,840.422	3,952.758	4,068.789	4,188.178		4,271.968	4,357.438	4,488.245		
					Annual	44,773.300	46,085.065	47,433.100	48,825.465	50,258.130		51,263.615	52,289.250	53,858.935		
50	23-54LA	1	Laundry Aide - Thompson	2015	Hourly	20.722	21.332	21.956	22.599	23.261			23.726	24.201	24.927	
					Monthly	3,479.569	3,581.998	3,686.778	3,794.749	3,905.910		3,983.991	4,063.751	4,185.659		
					Annual	41,754.830	42,983.980	44,241.340	45,536.985	46,870.915		47,807.890	48,765.015	50,227.905		
51		2	Locksmith Level I & II	2015	Hourly	23.205	23.886	24.592	25.314	26.061	26.829			27.366	27.913	28.750
					Monthly	3,896.506	4,010.858	4,129.407	4,250.643	4,376.076	4,505.036		4,595.208	4,687.058	4,827.604	
					Annual	46,758.075	48,130.290	49,552.880	51,007.710	52,512.915	54,060.435		55,142.490	56,244.695	57,931.250	
52		2	Maintenance Tradesperson	2080	Hourly	28.574	29.506	30.841	31.608			32.240	32.885	33.872		
					Monthly	4,952.827	5,114.373	5,345.773	5,478.720		5,588.267	5,700.067	5,871.147			
					Annual	59,433.920	61,372.480	64,149.280	65,744.640		67,059.200	68,400.800	70,453.760			
53		2	Maintenance Worker - PIO (Lynn Lake)	2015	Hourly	29.365	29.914	30.407	31.137			31.760	32.395	33.367		
					Monthly	4,930.873	5,023.059	5,105.842	5,228.421		5,333.033	5,439.660	5,602.875			
					Annual	59,170.475	60,276.710	61,270.105	62,741.055		63,996.400	65,275.925	67,234.505			
54		1	Maintenance Worker 1	2015	Hourly	21.798	22.437	23.097	23.773	24.473			24.962	25.461	26.225	
					Monthly	3,660.248	3,767.546	3,878.371	3,991.883	4,109.425		4,191.536	4,275.326	4,403.615		
					Annual	43,922.970	45,210.555	46,540.455	47,902.595	49,313.095		50,298.430	51,303.915	52,843.375		

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55		1	Maintenance Worker 2	2015	Hourly	23.936	24.642	25.364	26.111	26.879			27.417	27.965	28.804
					Monthly	4,019.253	4,137.803	4,259.038	4,384.472	4,513.432			4,603.771	4,695.790	4,836.672
					Annual	48,231.040	49,653.630	51,108.460	52,613.665	54,161.185			55,245.255	56,349.475	58,040.060
56		2	Material Management / Logistic Services Charge	2015	Hourly	24.013	24.720	25.446	26.196	26.969	27.765		28.320	28.886	29.753
					Monthly	4,032.183	4,150.900	4,272.808	4,398.745	4,528.545	4,662.206		4,755.400	4,850.441	4,996.025
					Annual	48,386.195	49,810.800	51,273.690	52,784.940	54,342.535	55,946.475		57,064.800	58,205.290	59,952.295
57		2	Material Management Clerk	2015	Hourly	22.889	23.564	24.256	24.968	25.706	26.464		26.993	27.533	28.359
					Monthly	3,843.445	3,956.788	4,072.987	4,192.543	4,316.466	4,443.747		4,532.575	4,623.250	4,761.949
					Annual	46,121.335	47,481.460	48,875.840	50,310.520	51,797.590	53,324.960		54,390.895	55,478.995	57,143.385
58	23-55UMDR	2	Medical Device Reprocessing Aide (Non Certified)	2015	Hourly	20.922	21.535	22.170	22.821	23.492	24.181		24.665	25.158	25.913
					Monthly	3,513.153	3,616.085	3,722.713	3,832.026	3,944.698	4,060.393		4,141.665	4,224.448	4,351.225
					Annual	42,157.830	43,393.025	44,672.550	45,984.315	47,336.380	48,724.715		49,699.975	50,693.370	52,214.695
59	23-55MDR2	2	Medical Device Reprocessing Technician (Certified)	2015	Hourly	26.256	27.028	27.825	28.647	29.492	30.365		30.972	31.591	32.539
					Monthly	4,408.820	4,538.452	4,672.281	4,810.309	4,952.198	5,098.790		5,200.715	5,304.655	5,463.840
					Annual	52,905.840	54,461.420	56,067.375	57,723.705	59,426.380	61,185.475		62,408.580	63,655.865	65,566.085
60	23-55MDRS	2	Medical Device Reprocessing Charge	2015	Hourly	31.869	32.809	33.782	34.784	35.811	36.873		37.610	38.362	39.513
					Monthly	5,351.336	5,509.178	5,672.561	5,840.813	6,013.264	6,191.591		6,315.346	6,441.619	6,634.891
					Annual	64,216.035	66,110.135	68,070.730	70,089.760	72,159.165	74,299.095		75,784.150	77,299.430	79,618.695
61	23-52UC	2	Non-Certified Cook/Assistant Cook	2015	Hourly	21.536	22.170	22.821	23.490	24.181	24.892		25.390	25.898	26.675
					Monthly	3,616.253	3,722.713	3,832.026	3,944.363	4,060.393	4,179.782		4,263.404	4,348.706	4,479.177
					Annual	43,395.040	44,672.550	45,984.315	47,332.350	48,724.715	50,157.380		51,160.850	52,184.470	53,750.125
62		1	NPTP Clerk	2015	Hourly	23.234	23.917	24.619	25.345	26.088		26.610	27.142	27.956	
					Monthly	3,901.376	4,016.063	4,133.940	4,255.848	4,380.610		4,468.263	4,557.594	4,694.278	
					Annual	46,816.510	48,192.755	49,607.285	51,070.175	52,567.320		53,619.150	54,691.130	56,331.340	
63		2	NPTP Clerk - PIO	2015	Hourly	26.254	27.026	27.827	28.646	29.493	30.363		30.970	31.589	32.537
					Monthly	4,408.484	4,538.116	4,672.617	4,810.141	4,952.366	5,098.454		5,200.379	5,304.320	5,463.505
					Annual	52,901.810	54,457.390	56,071.405	57,721.690	59,428.395	61,181.445		62,404.550	63,651.835	65,562.055
64		2	NPTP Officer - PIO	2015	Hourly	28.835	29.685	30.562	31.467	32.397	33.355		34.022	34.702	35.743
					Monthly	4,841.877	4,984.606	5,131.869	5,283.834	5,439.996	5,600.860		5,712.861	5,827.044	6,001.845
					Annual	58,102.525	59,815.275	61,582.430	63,406.005	65,279.955	67,210.325		68,554.330	69,924.530	72,022.145
65		1	Office Assistant	2015	Hourly	24.410	24.976	25.589	26.261	26.999		27.437	27.986	28.826	
					Monthly	4,098.846	4,193.887	4,296.820	4,409.660	4,516.790		4,607.130	4,699.316	4,840.366	
					Annual	49,186.150	50,326.640	51,561.835	52,915.915	54,201.485		55,285.555	56,391.790	58,084.390	
66		2	Office Assistant 2	1885	Hourly	25.469	26.107	26.837	27.523	28.301	29.175		29.759	30.354	31.265
					Monthly	4,000.755	4,100.975	4,215.645	4,323.405	4,445.615	4,582.906		4,674.643	4,768.108	4,911.210
					Annual	48,009.065	49,211.695	50,587.745	51,880.855	53,347.385	54,994.875		56,095.715	57,217.290	58,934.525
67		2	Orthopedic Attendant	2015	Hourly	22.889	23.564	24.256	24.968	25.706	26.464		26.993	27.533	28.359
					Monthly	3,843.445	3,956.788	4,072.987	4,192.543	4,316.466	4,443.747		4,532.575	4,623.250	4,761.949
					Annual	46,121.335	47,481.460	48,875.840	50,310.520	51,797.590	53,324.960		54,390.895	55,478.995	57,143.385
68		2	Pharmacy Aide	2015	Hourly	19.513	20.083	20.672	21.282	21.904	22.546		22.997	23.495	24.161
					Monthly	3,276.558	3,372.270	3,471.173	3,573.603	3,678.047	3,785.849		3,861.580	3,938.821	4,057.035
					Annual	39,318.695	40,467.245	41,654.080	42,883.230	44,136.560	45,430.190		46,338.955	47,265.855	48,684.415
69		1	Pharmacy Clerk	2015	Hourly	20.371	20.968	21.579	22.215	22.865		23.322	23.788	24.502	
					Monthly	3,420.630	3,520.877	3,623.474	3,730.269	3,839.415		3,916.153	3,994.402	4,114.294	
					Annual	41,047.565	42,250.520	43,481.685	44,763.225	46,072.975		46,993.830	47,932.820	49,371.530	
70	23-12F	2	Plumber-Pipe Fitter	2015	Hourly	45.905	47.268						48.213	49.177	50.652
					Monthly	7,708.215	7,937.085					8,095.766	8,257.638	8,505.315	
					Annual	92,498.575	95,245.020					97,149.195	99,091.655	102,063.780	
71		2	Porter/Watchperson - Leaf Rapids	2015	Hourly	21.714	22.354	23.009	23.685	24.385	25.103		25.605	26.117	26.901
					Monthly	3,646.143	3,753.609	3,863.595	3,977.106	4,094.648	4,215.212		4,299.506	4,385.480	4,517.126
					Annual	43,753.710	45,043.310	46,363.135	47,725.275	49,135.775	50,582.545		51,594.075	52,625.755	54,205.515
72		2	Purchaser	2015	Hourly	25.633	26.389	27.169	27.970	28.795	29.647		30.240	30.845	31.770
					Monthly	4,304.208	4,431.153	4,562.128	4,696.629	4,835.160	4,978.225		5,077.800	5,179.390	5,334.713
					Annual	51,650.495	53,173.835	54,745.535	56,359.550	58,021.925	59,738.705		60,933.600	62,152.675	64,016.550

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73		2	Purchasing Clerk	2015	Hourly	23.910	24.612	25.336	26.083	26.853	27.646		28.199	28.763	29.626	
					Monthly	4,014.888	4,132.765	4,254.337	4,379.770	4,509.066	4,642.224	4,735.082	4,829.787	4,974.699		
					Annual	48,178.650	49,593.180	51,052.040	52,557.245	54,108.795	55,706.690	56,820.985	57,957.445	59,696.390		
74		1	Receptionist	2015	Hourly	22.404	23.059	23.735	24.435	25.153		25.656	26.169	26.954		
					Monthly	3,762.005	3,871.990	3,985.502	4,103.044	4,223.608	4,308.070	4,394.211	4,526.026			
					Annual	45,144.060	46,463.885	47,826.025	49,236.525	50,683.295	51,696.840	52,730.535	54,312.310			
75		2	Refrigeration Mechanic	2015	Hourly	48.843						49.820	50.816	52.340		
					Monthly	8,201.554						8,365.608	8,532.853	8,788.758		
					Annual	98,418.645						100,387.300	102,394.240	105,465.100		
76		1	Residential Care Worker	2015	Hourly	21.492	22.177	22.863	23.593	24.374	25.154	25.944	26.463	26.992	27.802	
					Monthly	3,608.865	3,723.888	3,839.079	3,961.658	4,092.801	4,223.776	4,356.430	4,443.579	4,532.407	4,668.419	
					Annual	43,306.380	44,686.655	46,068.945	47,539.895	49,113.610	50,685.310	52,277.160	53,322.945	54,388.880	56,021.030	
77		2	Resource Coordinator	1885	Hourly	30.295	31.329	32.426	33.493	34.715	35.890	37.158	38.302	39.068	39.849	41.044
					Monthly	4,758.840	4,921.264	5,093.584	5,261.192	5,453.148	5,637.721	5,836.903	6,016.606	6,136.932	6,259.614	6,447.328
					Annual	57,106.075	59,055.165	61,123.010	63,134.305	65,437.775	67,652.650	70,042.830	72,199.270	73,643.180	75,115.365	77,367.940
78		2	Security Officer	2015	Hourly	21.468	22.097	22.746	23.415	24.143	24.814		25.310	25.816	26.590	
					Monthly	3,604.835	3,710.455	3,819.433	3,931.769	4,054.012	4,166.684	4,249.971	4,334.937	4,464.904		
					Annual	43,258.020	44,525.455	45,833.190	47,181.225	48,648.145	50,000.210	50,999.650	52,019.240	53,578.850		
79	23-93C	2	Shift Engineer (3rd Class)	2015	Hourly	42.984	45.222					46.126	47.049	48.460		
					Monthly	7,217.730	7,593.528					7,745.324	7,900.311	8,137.242		
					Annual	86,612.760	91,122.330					92,943.890	94,803.735	97,646.900		
80	23-93D	2	Shift Engineer (4th Class)	2015	Hourly	39.909	41.988					42.828	43.685	44.996		
					Monthly	6,701.386	7,050.485					7,191.535	7,335.440	7,555.578		
					Annual	80,416.635	84,605.820					86,298.420	88,025.275	90,666.940		
81		2	Student	2015	Hourly	19.108						19.490	19.880	20.476		
					Monthly	3,208.552						3,272.696	3,338.183	3,438.262		
					Annual	38,502.620						39,272.350	40,058.200	41,259.140		
82		2	Support Services Clerk	2015	Hourly	22.889	23.564	24.256	24.968	25.706	26.464		26.993	27.533	28.359	
					Monthly	3,843.445	3,956.788	4,072.987	4,192.543	4,316.466	4,443.747	4,532.575	4,623.250	4,761.949		
					Annual	46,121.335	47,481.460	48,875.840	50,310.520	51,797.590	53,324.960	54,390.895	55,478.995	57,143.385		
83		2	Switchboard Operator 2	1885	Hourly	22.017	22.533	23.093	23.738	24.333	25.030		25.531	26.042	26.823	
					Monthly	3,458.504	3,539.559	3,627.525	3,728.844	3,822.309	3,931.796	4,010.495	4,090.764	4,213.446		
					Annual	41,502.045	42,474.705	43,530.305	44,746.130	45,867.705	47,181.550	48,125.935	49,089.170	50,561.355		
84		2	Trades Lead	2015	Hourly	43.643						44.516	45.406	46.768		
					Monthly	7,328.387						7,474.978	7,624.424	7,853.127		
					Annual	87,940.645						89,699.740	91,493.090	94,237.520		
85		2	Trades Lead (Journeyman)	2015	Hourly	45.500						46.410	47.338	48.758		
					Monthly	7,640.208						7,793.013	7,948.839	8,187.281		
					Annual	91,682.500						93,516.150	95,386.070	98,247.370		
86		1	Transcriptionist	2015	Hourly	24.013	24.717	25.446	26.194	26.964		27.503	28.053	28.895		
					Monthly	4,032.183	4,150.396	4,272.808	4,398.409	4,527.705	4,618.212	4,710.566	4,851.952			
					Annual	48,386.195	49,804.755	51,273.690	52,780.910	54,332.460	55,418.545	56,526.795	58,223.425			
87		2	Indigenous Peer Support Worker	2015	Hourly	20.781	21.442	22.127	22.813	23.543	24.324	25.104	25.894	26.412	26.940	27.748
					Monthly	3,489.476	3,600.469	3,715.492	3,830.683	3,953.262	4,084.405	4,215.380	4,348.034	4,435.015	4,523.675	4,659.352
					Annual	41,873.715	43,205.630	44,585.905	45,968.195	47,439.145	49,012.860	50,584.560	52,176.410	53,220.180	54,284.100	55,912.220

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1	23-93C	3rd Class Power Engineer	2015	Hourly	44.274	46.579						47.510	48.460	49.914			
				Monthly	7,434.343	7,821.390								7,977.721	8,137.242	8,381.393	
				Annual	89,212.110	93,856.685								95,732.650	97,646.900	100,576.710	
2	23-93D	4th Class Power Engineer	2015	Hourly	41.106	43.248						44.113	44.996	46.346			
				Monthly	6,902.383	7,262.060								7,407.308	7,555.578	7,782.266	
				Annual	82,828.590	87,144.720								88,887.695	90,666.940	93,387.190	
3	23-93E	5th Class Power Engineer	2015	Hourly	33.042	33.697						34.371	35.058	36.110			
				Monthly	5,548.303	5,658.288								5,771.464	5,886.823	6,063.471	
				Annual	66,579.630	67,899.455								69,257.565	70,641.870	72,761.650	
4	23-93E	5th Class Power Engineer - PIO	2015	Hourly	33.042	33.697						34.371	35.058	36.110			
				Monthly	5,548.303	5,658.288								5,771.464	5,886.823	6,063.471	
				Annual	66,579.630	67,899.455								69,257.565	70,641.870	72,761.650	
5		Accts Payable Clerk Thompson - PIO	2015	Hourly	29.700	30.576	31.479	32.411	33.369	34.356			35.043	35.743	36.815		
				Monthly	4,987.125	5,134.220	5,285.849	5,442.347	5,603.211	5,768.945					5,884.304	6,001.845	6,181.852
				Annual	59,845.500	61,610.640	63,430.185	65,308.165	67,238.535	69,227.340					70,611.645	72,022.145	74,182.225
6		Accts Receivable Clerk Thompson - PIO	2015	Hourly	29.700	30.576	31.479	32.411	33.369	34.356			35.043	35.743	36.815		
				Monthly	4,987.125	5,134.220	5,285.849	5,442.347	5,603.211	5,768.945					5,884.304	6,001.845	6,181.852
				Annual	59,845.500	61,610.640	63,430.185	65,308.165	67,238.535	69,227.340					70,611.645	72,022.145	74,182.225
7		Addiction Recovery Worker	2015	Hourly	23.221	23.565	23.933	24.286				24.773	25.268	26.026			
				Monthly	3,899.193	3,956.956	4,018.750	4,078.024							4,159.800	4,242.918	4,370.199
				Annual	46,790.315	47,483.475	48,224.995	48,936.290							49,917.595	50,915.020	52,442.390
8		Admin. Secretary 2	1885	Hourly	24.595	25.205	25.832	26.556	27.220			27.765	28.320	29.170			
				Monthly	3,863.465	3,959.285	4,057.777	4,171.505	4,275.808						4,361.419	4,448.600	4,582.121
				Annual	46,361.575	47,511.425	48,693.320	50,058.060	51,309.700						52,337.025	53,383.200	54,985.450
9		Administration Clerk (Booking Clerk) - Operating Room, Northern Spirit Northern Consultation Centre, Thompson Clinic, Rehabilitation (OT/PT)	2015	Hourly	25.087	25.827	26.587	27.373	28.179	29.012			29.592	30.184	31.090		
				Monthly	4,212.525	4,336.784	4,464.400	4,596.383	4,731.724	4,871.598					4,968.990	5,068.397	5,220.529
				Annual	50,550.305	52,041.405	53,572.805	55,156.595	56,780.685	58,459.180					59,627.880	60,820.760	62,646.350
10		Administrative Clerk	2015	Hourly	30.050	30.927	31.801	32.678	33.626	34.660			35.353	36.059	37.141		
				Monthly	5,045.896	5,193.159	5,339.918	5,487.181	5,646.366	5,819.992					5,936.358	6,054.907	6,236.593
				Annual	60,550.750	62,317.905	64,079.015	65,846.170	67,756.390	69,839.900					71,236.295	72,658.885	74,839.115
11		Admitting / Switchboard Clerk	2015	Hourly	24.822	25.551	26.302	27.076	27.872			28.429	28.998	29.868			
				Monthly	4,168.028	4,290.439	4,416.544	4,546.512	4,680.173						4,773.703	4,869.248	5,015.335
				Annual	50,016.330	51,485.265	52,998.530	54,558.140	56,162.800						57,284.435	58,430.970	60,184.020
12	23-55ANESAIDE	Anaesthetics Assistant	2015	Hourly	27.044	27.839	28.660	29.506	30.377	31.276			31.901	32.539	33.515		
				Monthly	4,541.138	4,674.632	4,812.492	4,954.549	5,100.805	5,251.762					5,356.710	5,463.840	5,627.727
				Annual	54,493.660	56,095.585	57,749.900	59,454.590	61,209.655	63,021.140					64,280.515	65,566.085	67,532.725
13		Apprentice Electrician	2015	Hourly	40.214							41.019	41.839	43.094			
				Monthly	6,752.601									6,887.774	7,025.465	7,236.201	
				Annual	81,031.210									82,653.285	84,305.585	86,834.410	
14	23-52UC	Baker/Cook (Uncertified)	2015	Hourly	22.182	22.835	23.506	24.195	24.906	25.639			26.152	26.675	27.475		
				Monthly	3,724.728	3,834.377	3,947.049	4,062.744	4,182.133	4,305.215					4,391.357	4,479.177	4,613.510
				Annual	44,696.730	46,012.525	47,364.590	48,752.925	50,185.590	51,662.585					52,696.280	53,750.125	55,362.125
15	23-52C	Baker/Cook 2 - Certified	2015	Hourly	25.350	26.096	26.865	27.659	28.475	29.315			29.901	30.499	31.414		
				Monthly	4,256.688	4,381.953	4,511.081	4,644.407	4,781.427	4,922.477					5,020.876	5,121.290	5,274.934
				Annual	51,080.250	52,583.440	54,132.975	55,732.885	57,377.125	59,069.725					60,250.515	61,455.485	63,299.210
16		Billing Clerk	2015	Hourly	23.931	24.635	25.358	26.105	26.871			27.408	27.956	28.795			
				Monthly	4,018.414	4,136.627	4,258.031	4,383.465	4,512.089						4,602.260	4,694.278	4,835.160
				Annual	48,220.965	49,639.525	51,096.370	52,601.575	54,145.065						55,227.120	56,331.340	58,021.925
17	23-12H	Carpenter	2015	Hourly	42.095	43.343						44.211	45.094	46.447			
				Monthly	7,068.452	7,278.012									7,423.764	7,572.034	7,799.225
				Annual	84,821.425	87,336.145									89,085.165	90,864.410	93,590.705
18	23-93C	Chief Engineer (3rd Class)	2015	Hourly	44.274	46.579						47.510	48.460	49.914			
				Monthly	7,434.343	7,821.390									7,977.721	8,137.242	8,381.393
				Annual	89,212.110	93,856.685									95,732.650	97,646.900	100,576.710

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19		Clerk II (Receptionist) - Thompson Clinic, Leaf Rapids, Northern Consultation Clinic, Gillam, Rehabilitation	2015	Hourly	23.076	23.751	24.447	25.168	25.908			26.426	26.954	27.763	
				Monthly	3,874.845	3,988.189	4,105.059	4,226.127	4,350.385			4,437.366	4,526.026	4,661.870	
				Annual	46,498.140	47,858.265	49,260.705	50,713.520	52,204.620			53,248.390	54,312.310	55,942.445	
20		Clerk III - Health Records Clerk, Billing Clerk	2015	Hourly	23.931	24.635	25.358	26.105	26.871			27.408	27.956	28.795	
				Monthly	4,018.414	4,136.627	4,258.031	4,383.465	4,512.089			4,602.260	4,694.278	4,835.160	
				Annual	48,220.965	49,639.525	51,096.370	52,601.575	54,145.065			55,227.120	56,331.340	58,021.925	
21		Community Disease Technician	2015	Hourly	29.799	30.819	31.888	32.935	34.153	35.292	36.538	37.664	38.417	39.185	40.361
				Monthly	5,003.749	5,175.024	5,354.527	5,530.335	5,734.858	5,926.115	6,135.339	6,324.413	6,450.855	6,579.815	6,777.285
				Annual	60,044.985	62,100.285	64,254.320	66,364.025	68,818.295	71,113.380	73,624.070	75,892.960	77,410.255	78,957.775	81,327.415
22	23-52C	Cook	2015	Hourly	25.350	26.096	26.865	27.659	28.475	29.315			29.901	30.499	31.414
				Monthly	4,256.688	4,381.953	4,511.081	4,644.407	4,781.427	4,922.477			5,020.876	5,121.290	5,274.934
				Annual	51,080.250	52,583.440	54,132.975	55,732.885	57,377.125	59,069.725			60,250.515	61,455.485	63,299.210
23	23-52UC	Cook - AFM	2080	Hourly	22.182	22.835	23.506	24.195	24.906	25.639			26.152	26.675	27.475
				Monthly	3,844.880	3,958.067	4,074.373	4,193.800	4,317.040	4,444.093			4,533.013	4,623.667	4,762.333
				Annual	46,138.560	47,496.800	48,892.480	50,325.600	51,804.480	53,329.120			54,396.160	55,484.000	57,148.000
24	23-52UC	Cook / Housekeeping / Laundry-Lynn Lake/Gilliam	2015	Hourly	22.182	22.835	23.506	24.195	24.906	25.639			26.152	26.675	27.475
				Monthly	3,724.728	3,834.377	3,947.049	4,062.744	4,182.133	4,305.215			4,391.357	4,479.177	4,613.510
				Annual	44,696.730	46,012.525	47,364.590	48,752.925	50,185.590	51,662.585			52,696.280	53,750.125	55,362.125
25	23-52C	Cook 2 - AFM	2080	Hourly	25.350	26.096	26.865	27.659	28.475	29.315			29.901	30.499	31.414
				Monthly	4,394.000	4,523.307	4,656.600	4,794.227	4,935.667	5,081.267			5,182.840	5,286.493	5,445.093
				Annual	52,728.000	54,279.680	55,879.200	57,530.720	59,228.000	60,975.200			62,194.080	63,437.920	65,341.120
26		Corporate Travel Clerk	2015	Hourly	26.402	27.181	27.984	28.809	29.659	30.536			31.147	31.770	32.723
				Monthly	4,433.336	4,564.143	4,698.980	4,837.511	4,980.240	5,127.503			5,230.100	5,334.713	5,494.737
				Annual	53,200.030	54,769.715	56,387.760	58,050.135	59,762.885	61,530.040			62,761.205	64,016.550	65,936.845
27	23-52DALH	Dietary - Lead Hand (TGH/Nrth Spirit Manor) PIO	2015	Hourly	24.322	25.035	25.769	26.529	27.309			27.855	28.413	29.265	
				Monthly	4,084.069	4,203.794	4,327.045	4,454.661	4,585.636			4,677.319	4,771.016	4,914.081	
				Annual	49,008.830	50,445.525	51,924.535	53,455.935	55,027.635			56,127.825	57,252.195	58,968.975	
28	23-52DA	Dietary Aide	2015	Hourly	21.344	21.972	22.615	23.277	23.959			24.438	24.927	25.675	
				Monthly	3,584.013	3,689.465	3,797.435	3,908.596	4,023.115			4,103.548	4,185.659	4,311.260	
				Annual	43,008.160	44,273.580	45,569.225	46,903.155	48,277.385			49,242.570	50,227.905	51,735.125	
29		Dietary Clerk	2015	Hourly	23.076	23.751	24.447	25.168	25.908			26.426	26.954	27.763	
				Monthly	3,874.845	3,988.189	4,105.059	4,226.127	4,350.385			4,437.366	4,526.026	4,661.870	
				Annual	46,498.140	47,858.265	49,260.705	50,713.520	52,204.620			53,248.390	54,312.310	55,942.445	
30	23-52DS	Dietary Supervisor - Lynn Lake	2015	Hourly	25.898	26.665	27.448	28.257	29.091	29.949			30.549	31.160	32.095
				Monthly	4,348.706	4,477.498	4,608.977	4,744.821	4,884.864	5,028.936			5,129.686	5,232.283	5,389.285
				Annual	52,184.470	53,729.975	55,307.720	56,937.855	58,618.365	60,347.235			61,556.235	62,787.400	64,671.425
31		Dietary Utility Person	2015	Hourly	22.802	23.209	23.534					24.005	24.485	25.220	
				Monthly	3,828.836	3,897.178	3,951.751					4,030.840	4,111.440	4,234.858	
				Annual	45,946.030	46,766.135	47,421.010					48,370.075	49,337.275	50,818.300	
32	23-12E	Electrician - The Pas / Flin Flon	2015	Hourly	47.282	48.686						49.659	50.652	52.172	
				Monthly	7,939.436	8,175.191						8,338.574	8,505.315	8,760.548	
				Annual	95,273.230	98,102.290						100,062.885	102,063.780	105,126.580	
33	23-12E	Electrician - Thompson	2015	Hourly	47.282	48.686						49.659	50.652	52.172	
				Monthly	7,939.436	8,175.191						8,338.574	8,505.315	8,760.548	
				Annual	95,273.230	98,102.290						100,062.885	102,063.780	105,126.580	
34		Equipment Coordinator	1885	Hourly	21.398	22.048	22.678	23.377	24.064	24.802			25.299	25.805	26.579
				Monthly	3,361.269	3,463.373	3,562.336	3,672.137	3,780.053	3,895.981			3,974.051	4,053.535	4,175.118
				Annual	40,335.230	41,560.480	42,748.030	44,065.645	45,360.640	46,751.770			47,688.615	48,642.425	50,101.415
35	23-12EL	Facility & Electrical Lead - Thompson	2015	Hourly	50.666	52.173						53.216	54.280	55.908	
				Monthly	8,507.666	8,760.716						8,935.853	9,114.517	9,387.885	
				Annual	102,091.990	105,128.595						107,230.240	109,374.200	112,654.620	
36		Facility Clerk-Lynn Lake/Gilliam	2015	Hourly	24.322	25.035	25.769	26.529	27.309			27.855	28.413	29.265	
				Monthly	4,084.069	4,203.794	4,327.045	4,454.661	4,585.636			4,677.319	4,771.016	4,914.081	
				Annual	49,008.830	50,445.525	51,924.535	53,455.935	55,027.635			56,127.825	57,252.195	58,968.975	

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
37	23-12EL	Facility Lead-Electrician	2015	Hourly	50.666	52.173						53.216	54.280	55.908			
				Monthly	8,507.666	8,760.716								8,935.853	9,114.517	9,387.885	
				Annual	102,091.990	105,128.595								107,230.240	109,374.200	112,654.620	
38		Facility Technician - Snow Lake	2015	Hourly	32.431							33.079	33.741	34.753			
				Monthly	5,445.705									5,554.515	5,665.676	5,835.608	
				Annual	65,348.465									66,654.185	67,988.115	70,027.295	
39		Finance Accounting Assistant	2015	Hourly	25.473	26.221	26.993	27.790	28.610	29.453			30.042	30.643	31.562		
				Monthly	4,277.341	4,402.943	4,532.575	4,666.404	4,804.096	4,945.650					5,044.553	5,145.470	5,299.786
				Annual	51,328.095	52,835.315	54,390.895	55,996.850	57,649.150	59,347.795					60,534.630	61,745.645	63,597.430
40		Groundskeeper	2015	Hourly	22.452	23.110	23.790	24.486	25.207				25.711	26.225	27.012		
				Monthly	3,770.065	3,880.554	3,994.738	4,111.608	4,232.675						4,317.305	4,403.615	4,535.765
				Annual	45,240.780	46,566.650	47,936.850	49,339.290	50,792.105						51,807.665	52,843.375	54,429.180
41	I	Health Information Management Professional	2015	Hourly	37.709	38.830	39.980	41.164	42.387	43.646			44.520	45.410	46.772		
				Monthly	6,331.970	6,520.204	6,713.308	6,912.122	7,117.484	7,328.891					7,475.650	7,625.096	7,853.798
				Annual	75,983.635	78,242.450	80,559.700	82,945.460	85,409.805	87,946.690					89,707.800	91,501.150	94,245.580
42		Health Records Transcriptionist	2015	Hourly	24.733	25.459	26.209	26.980	27.773				28.328	28.895	29.762		
				Monthly	4,153.083	4,274.990	4,400.928	4,530.392	4,663.550						4,756.743	4,851.952	4,997.536
				Annual	49,836.995	51,299.885	52,811.135	54,364.700	55,962.595						57,080.920	58,223.425	59,970.430
43	23-13UNCERT	Home Support Worker	2080	Hourly	20.738	21.344	21.972	22.615	23.277				23.743	24.217	24.944		
				Monthly	3,594.587	3,699.627	3,808.480	3,919.933	4,034.680						4,115.453	4,197.613	4,323.627
				Annual	43,135.040	44,395.520	45,701.760	47,039.200	48,416.160						49,385.440	50,371.360	51,883.520
44	23-53HA2	Housekeeping Aide - The Pas / Flin Flon	2015	Hourly	22.887	23.557	24.246	24.958	25.690				26.204	26.729	27.531		
				Monthly	3,843.109	3,955.613	4,071.308	4,190.864	4,313.779						4,400.088	4,488.245	4,622.914
				Annual	46,117.305	47,467.355	48,855.690	50,290.370	51,765.350						52,801.060	53,858.935	55,474.965
45	23-53HA	Housekeeping Aide - Thompson	2015	Hourly	21.344	21.972	22.615	23.277	23.959				24.438	24.927	25.675		
				Monthly	3,584.013	3,689.465	3,797.435	3,908.596	4,023.115						4,103.548	4,185.659	4,311.260
				Annual	43,008.160	44,273.580	45,569.225	46,903.155	48,277.385						49,242.570	50,227.905	51,735.125
46		Housing Resource Advocate	1885	Hourly	25.862	26.697	27.526	28.358				28.925	29.504	30.389			
				Monthly	4,062.489	4,193.654	4,323.876	4,454.569							4,543.635	4,634.587	4,773.605
				Annual	48,749.870	50,323.845	51,886.510	53,454.830							54,523.625	55,615.040	57,283.265
47		Indigenous Liaison (The Pas / Flin Flon)	2015	Hourly	27.802	28.659	29.515	30.373				30.980	31.600	32.548			
				Monthly	4,668.419	4,812.324	4,956.060	5,100.133							5,202.058	5,306.167	5,465.352
				Annual	56,021.030	57,747.885	59,472.725	61,201.595							62,424.700	63,674.000	65,584.220
48		Indigenous Liason Worker (Thompson)	2015	Hourly	24.354	24.616	25.037	25.357				25.863	26.380	27.171			
				Monthly	4,089.443	4,133.437	4,204.130	4,257.863							4,342.829	4,429.642	4,562.464
				Annual	49,073.310	49,601.240	50,449.555	51,094.355							52,113.945	53,155.700	54,749.565
49	23-54LA2	Laundry Aide - The Pas /Flin Flon	2015	Hourly	22.887	23.557	24.246	24.958	25.690				26.204	26.729	27.531		
				Monthly	3,843.109	3,955.613	4,071.308	4,190.864	4,313.779						4,400.088	4,488.245	4,622.914
				Annual	46,117.305	47,467.355	48,855.690	50,290.370	51,765.350						52,801.060	53,858.935	55,474.965
50	23-54LA	Laundry Aide - Thompson	2015	Hourly	21.344	21.972	22.615	23.277	23.959				24.438	24.927	25.675		
				Monthly	3,584.013	3,689.465	3,797.435	3,908.596	4,023.115						4,103.548	4,185.659	4,311.260
				Annual	43,008.160	44,273.580	45,569.225	46,903.155	48,277.385						49,242.570	50,227.905	51,735.125
51		Locksmith Level I & II	2015	Hourly	23.901	24.603	25.330	26.073	26.843	27.634			28.187	28.750	29.613		
				Monthly	4,013.376	4,131.254	4,253.329	4,378.091	4,507.387	4,640.209					4,733.067	4,827.604	4,972.516
				Annual	48,160.515	49,575.045	51,039.950	52,537.095	54,088.645	55,682.510					56,796.805	57,931.250	59,670.195
52		Maintenance Tradesperson	2080	Hourly	29.431	30.391	31.766	32.556				33.207	33.872	34.888			
				Monthly	5,101.373	5,267.773	5,506.107	5,643.040							5,755.880	5,871.147	6,047.253
				Annual	61,216.480	63,213.280	66,073.280	67,716.480							69,070.560	70,453.760	72,567.040
53		Maintenance Worker - PIO (Lynn Lake)	2015	Hourly	30.246	30.811	31.319	32.071				32.713	33.367	34.368			
				Monthly	5,078.808	5,173.680	5,258.982	5,385.255							5,493.058	5,602.875	5,770.960
				Annual	60,945.690	62,084.165	63,107.785	64,623.065							65,916.695	67,234.505	69,251.520
54		Maintenance Worker 1	2015	Hourly	22.452	23.110	23.790	24.486	25.207				25.711	26.225	27.012		
				Monthly	3,770.065	3,880.554	3,994.738	4,111.608	4,232.675						4,317.305	4,403.615	4,535.765
				Annual	45,240.780	46,566.650	47,936.850	49,339.290	50,792.105						51,807.665	52,843.375	54,429.180

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

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A1. Effective April 1, 2026

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Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
55		Maintenance Worker 2	2015	Hourly	24.654	25.381	26.125	26.894	27.685			28.240	28.804	29.668			
				Monthly	4,139.818	4,261.893	4,386.823	4,515.951	4,648.773			4,741.967	4,836.672	4,981.752			
				Annual	49,677.810	51,142.715	52,641.875	54,191.410	55,785.275			56,903.600	58,040.060	59,781.020			
56		Material Management / Logistic Services Charge	2015	Hourly	24.733	25.462	26.209	26.982	27.778	28.598			29.170	29.753	30.646		
				Monthly	4,153.083	4,275.494	4,400.928	4,530.728	4,664.389	4,802.081			4,898.129	4,996.025	5,145.974		
				Annual	49,836.995	51,305.930	52,811.135	54,368.730	55,972.670	57,624.970			58,777.550	59,952.295	61,751.690		
57		Material Management Clerk	2015	Hourly	23.576	24.271	24.984	25.717	26.477	27.258			27.803	28.359	29.210		
				Monthly	3,958.803	4,075.505	4,195.230	4,318.313	4,445.930	4,577.073			4,668.587	4,761.949	4,904.846		
				Annual	47,505.640	48,906.065	50,342.760	51,819.755	53,351.155	54,924.870			56,023.045	57,143.385	58,858.150		
58	23-55UMDR	Medical Device Reprocessing Aide (Non Certified)	2015	Hourly	21.550	22.181	22.835	23.506	24.197	24.906			25.403	25.913	26.690		
				Monthly	3,618.604	3,724.560	3,834.377	3,947.049	4,063.080	4,182.133			4,265.923	4,351.225	4,481.696		
				Annual	43,423.250	44,694.715	46,012.525	47,364.590	48,756.955	50,185.590			51,191.075	52,214.695	53,780.350		
59	23-55MDR2	Medical Device Reprocessing Technician (Certified)	2015	Hourly	27.044	27.839	28.660	29.506	30.377	31.276			31.901	32.539	33.515		
				Monthly	4,541.138	4,674.632	4,812.492	4,954.549	5,100.805	5,251.762			5,356.710	5,463.840	5,627.727		
				Annual	54,493.660	56,095.585	57,749.900	59,454.590	61,209.655	63,021.140			64,280.515	65,566.085	67,532.725		
60	23-55MDRS	Medical Device Reprocessing Charge	2015	Hourly	32.825	33.793	34.795	35.828	36.885	37.979			38.738	39.513	40.698		
				Monthly	5,511.865	5,674.408	5,842.660	6,016.118	6,193.606	6,377.307			6,504.756	6,634.891	6,833.873		
				Annual	66,142.375	68,092.895	70,111.925	72,193.420	74,323.275	76,527.685			78,057.070	79,618.695	82,006.470		
61	23-52UC	Non-Certified Cook/Assistant Cook	2015	Hourly	22.182	22.835	23.506	24.195	24.906	25.639			26.152	26.675	27.475		
				Monthly	3,724.728	3,834.377	3,947.049	4,062.744	4,182.133	4,305.215			4,391.357	4,479.177	4,613.510		
				Annual	44,696.730	46,012.525	47,364.590	48,752.925	50,185.590	51,662.585			52,696.280	53,750.125	55,362.125		
62		NPTP Clerk	2015	Hourly	23.931	24.635	25.358	26.105	26.871			27.408	27.956	28.795			
				Monthly	4,018.414	4,136.627	4,258.031	4,383.465	4,512.089			4,602.260	4,694.278	4,835.160			
				Annual	48,220.965	49,639.525	51,096.370	52,601.575	54,145.065			55,227.120	56,331.340	58,021.925			
63		NPTP Clerk - PIO	2015	Hourly	27.042	27.837	28.662	29.505	30.378	31.274			31.899	32.537	33.513		
				Monthly	4,540.803	4,674.296	4,812.828	4,954.381	5,100.973	5,251.426			5,356.374	5,463.505	5,627.391		
				Annual	54,489.630	56,091.555	57,753.930	59,452.575	61,211.670	63,017.110			64,276.485	65,562.055	67,528.695		
64		NPTP Officer - PIO	2015	Hourly	29.700	30.576	31.479	32.411	33.369	34.356			35.043	35.743	36.815		
				Monthly	4,987.125	5,134.220	5,285.849	5,442.347	5,603.211	5,768.945			5,884.304	6,001.845	6,181.852		
				Annual	59,845.500	61,610.640	63,430.185	65,308.165	67,238.535	69,227.340			70,611.645	72,022.145	74,182.225		
65		Office Assistant	2015	Hourly	25.142	25.725	26.357	27.049	27.706			28.260	28.826	29.691			
				Monthly	4,221.761	4,319.656	4,425.780	4,541.978	4,652.299			4,745.325	4,840.366	4,985.614			
				Annual	50,661.130	51,835.875	53,109.355	54,503.735	55,827.590			56,943.900	58,084.390	59,827.365			
66		Office Assistant 2	1885	Hourly	26.233	26.890	27.642	28.349	29.150	30.050			30.652	31.265	32.203		
				Monthly	4,120.767	4,223.971	4,342.098	4,453.155	4,578.979	4,720.354			4,814.918	4,911.210	5,058.555		
				Annual	49,449.205	50,687.650	52,105.170	53,437.865	54,947.750	56,644.250			57,779.020	58,934.525	60,702.655		
67		Orthopedic Attendant	2015	Hourly	23.576	24.271	24.984	25.717	26.477	27.258			27.803	28.359	29.210		
				Monthly	3,958.803	4,075.505	4,195.230	4,318.313	4,445.930	4,577.073			4,668.587	4,761.949	4,904.846		
				Annual	47,505.640	48,906.065	50,342.760	51,819.755	53,351.155	54,924.870			56,023.045	57,143.385	58,858.150		
68		Pharmacy Aide	2015	Hourly	20.098	20.685	21.292	21.920	22.561	23.222			23.687	24.161	24.886		
				Monthly	3,374.789	3,473.356	3,575.282	3,680.733	3,788.368	3,899.361			3,977.442	4,057.035	4,178.774		
				Annual	40,497.470	41,680.275	42,903.380	44,168.800	45,460.415	46,792.330			47,729.305	48,684.415	50,145.290		
69		Pharmacy Clerk	2015	Hourly	20.982	21.597	22.226	22.881	23.551			24.022	24.502	25.237			
				Monthly	3,523.228	3,626.496	3,732.116	3,842.101	3,954.605			4,033.694	4,114.294	4,237.713			
				Annual	42,278.730	43,517.955	44,785.390	46,105.215	47,455.265			48,404.330	49,371.530	50,852.555			
70	23-12F	Plumber-Pipe Fitter	2015	Hourly	47.282	48.686							49.659	50.652	52.172		
				Monthly	7,939.436	8,175.191									8,338.574	8,505.315	8,760.548
				Annual	95,273.230	98,102.290									100,062.885	102,063.780	105,126.580
71		Porter/Watchperson - Leaf Rapids	2015	Hourly	22.365	23.025	23.699	24.396	25.117	25.856			26.373	26.901	27.708		
				Monthly	3,755.456	3,866.281	3,979.457	4,096.495	4,217.563	4,341.653			4,428.466	4,517.126	4,652.635		
				Annual	45,065.475	46,395.375	47,753.485	49,157.940	50,610.755	52,099.840			53,141.595	54,205.515	55,831.620		
72		Purchaser	2015	Hourly	26.402	27.181	27.984	28.809	29.659	30.536			31.147	31.770	32.723		
				Monthly	4,433.336	4,564.143	4,698.980	4,837.511	4,980.240	5,127.503			5,230.100	5,334.713	5,494.737		
				Annual	53,200.030	54,769.715	56,387.760	58,050.135	59,762.885	61,530.040			62,761.205	64,016.550	65,936.845		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73		Purchasing Clerk	2015	Hourly	24.627	25.350	26.096	26.865	27.659	28.475		29.045	29.626	30.515	
				Monthly	4,135.284	4,256.688	4,381.953	4,511.081	4,644.407	4,781.427		4,877.140	4,974.699	5,123.977	
				Annual	49,623.405	51,080.250	52,583.440	54,132.975	55,732.885	57,377.125		58,525.675	59,696.390	61,487.725	
74		Receptionist	2015	Hourly	23.076	23.751	24.447	25.168	25.908		26.426	26.954	27.763		
				Monthly	3,874.845	3,988.189	4,105.059	4,226.127	4,350.385		4,437.366	4,526.026	4,661.870		
				Annual	46,498.140	47,858.265	49,260.705	50,713.520	52,204.620		53,248.390	54,312.310	55,942.445		
75		Refrigeration Mechanic	2015	Hourly	50.308							51.315	52.340	53.910	
				Monthly	8,447.552							8,616.644	8,788.758	9,052.388	
				Annual	101,370.620							103,399.725	105,465.100	108,628.650	
76		Residential Care Worker	2015	Hourly	22.137	22.842	23.549	24.301	25.105	25.909	26.722		27.257	27.802	28.636
				Monthly	3,717.171	3,835.553	3,954.270	4,080.543	4,215.548	4,350.553	4,487.069		4,576.905	4,668.419	4,808.462
				Annual	44,606.055	46,026.630	47,451.235	48,966.515	50,586.575	52,206.635	53,844.830		54,922.855	56,021.030	57,701.540
77		Resource Coordinator	1885	Hourly	31.204	32.269	33.399	34.498	35.756	36.967	38.273	39.451	40.240	41.044	42.275
				Monthly	4,901.628	5,068.922	5,246.426	5,419.061	5,616.672	5,806.900	6,012.050	6,197.095	6,321.033	6,447.328	6,640.698
				Annual	58,819.540	60,827.065	62,957.115	65,028.730	67,400.060	69,682.795	72,144.605	74,365.135	75,852.400	77,367.940	79,688.375
78		Security Officer	2015	Hourly	22.112	22.760	23.428	24.117	24.867	25.558		26.069	26.590	27.388	
				Monthly	3,712.973	3,821.783	3,933.952	4,049.646	4,175.584	4,291.614		4,377.420	4,464.904	4,598.902	
				Annual	44,555.680	45,861.400	47,207.420	48,595.755	50,107.005	51,499.370		52,529.035	53,578.850	55,186.820	
79	23-93C	Shift Engineer (3rd Class)	2015	Hourly	44.274	46.579						47.510	48.460	49.914	
				Monthly	7,434.343	7,821.390						7,977.721	8,137.242	8,381.393	
				Annual	89,212.110	93,856.685						95,732.650	97,646.900	100,576.710	
80	23-93D	Shift Engineer (4th Class)	2015	Hourly	41.106	43.248						44.113	44.996	46.346	
				Monthly	6,902.383	7,262.060						7,407.308	7,555.578	7,782.266	
				Annual	82,828.590	87,144.720						88,887.695	90,666.940	93,387.190	
81		Student	2015	Hourly	19.681							20.075	20.476	21.090	
				Monthly	3,304.768							3,370.927	3,438.262	3,541.363	
				Annual	39,657.215							40,451.125	41,259.140	42,496.350	
82		Support Services Clerk	2015	Hourly	23.576	24.271	24.984	25.717	26.477	27.258		27.803	28.359	29.210	
				Monthly	3,958.803	4,075.505	4,195.230	4,318.313	4,445.930	4,577.073		4,668.587	4,761.949	4,904.846	
				Annual	47,505.640	48,906.065	50,342.760	51,819.755	53,351.155	54,924.870		56,023.045	57,143.385	58,858.150	
83		Switchboard Operator 2	1885	Hourly	22.678	23.209	23.786	24.450	25.063	25.781		26.297	26.823	27.628	
				Monthly	3,562.336	3,645.747	3,736.384	3,840.688	3,936.980	4,049.765		4,130.820	4,213.446	4,339.898	
				Annual	42,748.030	43,748.965	44,836.610	46,088.250	47,243.755	48,597.185		49,569.845	50,561.355	52,078.780	
84		Trades Lead	2015	Hourly	44.952							45.851	46.768	48.171	
				Monthly	7,548.190							7,699.147	7,853.127	8,088.714	
				Annual	90,578.280							92,389.765	94,237.520	97,064.565	
85		Trades Lead (Journeyman)	2015	Hourly	46.865							47.802	48.758	50.221	
				Monthly	7,869.415							8,026.753	8,187.281	8,432.943	
				Annual	94,432.975							96,321.030	98,247.370	101,195.315	
86		Transcriptionist	2015	Hourly	24.733	25.459	26.209	26.980	27.773		28.328	28.895	29.762		
				Monthly	4,153.083	4,274.990	4,400.928	4,530.392	4,663.550		4,756.743	4,851.952	4,997.536		
				Annual	49,836.995	51,299.885	52,811.135	54,364.700	55,962.595		57,080.920	58,223.425	59,970.430		
87		Indigenous Peer Support Worker	2015	Hourly	21.404	22.085	22.791	23.497	24.249	25.054	25.857	26.671	27.204	27.748	28.580
				Monthly	3,594.088	3,708.440	3,826.989	3,945.538	4,071.811	4,206.984	4,341.821	4,478.505	4,568.005	4,659.352	4,799.058
				Annual	43,129.060	44,501.275	45,923.865	47,346.455	48,861.735	50,483.810	52,101.855	53,742.065	54,816.060	55,912.220	57,588.700

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1	23-93C	2	3rd Class Power Engineer	2015	Hourly	44,724	47,029							47,970	48,929	50,397			
					Monthly	7,509.905	7,896.953										8,054.963	8,215.995	8,462.496
					Annual	90,118.860	94,763.435										96,659.550	98,591.935	101,549.955
2	23-93D	2	4th Class Power Engineer	2015	Hourly	41,556	43,698							44,572	45,463	46,827			
					Monthly	6,977.945	7,337.623										7,484.382	7,633.995	7,863.034
					Annual	83,735.340	88,051.470										89,812.580	91,607.945	94,356.405
3	23-93E	2	5th Class Power Engineer	2015	Hourly	33,492	34,147							34,830	35,527	36,593			
					Monthly	5,623.865	5,733.850										5,848.538	5,965.575	6,144.575
					Annual	67,486.380	68,806.205										70,182.450	71,586.905	73,734.895
4	23-93E	2	5th Class Power Engineer - PIO	2015	Hourly	33,492	34,147							34,830	35,527	36,593			
					Monthly	5,623.865	5,733.850										5,848.538	5,965.575	6,144.575
					Annual	67,486.380	68,806.205										70,182.450	71,586.905	73,734.895
5	2	Accts Payable Clerk Thompson - PIO	2015	Hourly	30,150	31,026	31,929	32,861	33,819	34,806				35,502	36,212	37,298			
				Monthly	5,062.688	5,209.783	5,361.411	5,517.910	5,678.774	5,844.508						5,961.378	6,080.598	6,262.956	
				Annual	60,752.250	62,517.390	64,336.935	66,214.915	68,145.285	70,134.090						71,536.530	72,967.180	75,155.470	
6	2	Accts Receivable Clerk Thompson - PIO	2015	Hourly	30,150	31,026	31,929	32,861	33,819	34,806				35,502	36,212	37,298			
				Monthly	5,062.688	5,209.783	5,361.411	5,517.910	5,678.774	5,844.508						5,961.378	6,080.598	6,262.956	
				Annual	60,752.250	62,517.390	64,336.935	66,214.915	68,145.285	70,134.090						71,536.530	72,967.180	75,155.470	
7	2	Addiction Recovery Worker	2015	Hourly	23,671	24,015	24,383	24,736						25,231	25,736	26,508			
				Monthly	3,974.755	4,032.519	4,094.312	4,153.587								4,236.705	4,321.503	4,451.135	
				Annual	47,697.065	48,390.225	49,131.745	49,843.040								50,840.465	51,858.040	53,413.620	
8	1	Admin. Secretary 2	1885	Hourly	25,095	25,705	26,332	27,056	27,720					28,274	28,939	29,704			
				Monthly	3,942.006	4,037.827	4,136.318	4,250.047	4,354.350							4,441.374	4,530.126	4,666.003	
				Annual	47,304.075	48,453.925	49,635.820	51,000.560	52,252.200							53,296.490	54,361.515	55,992.040	
9	2	Administration Clerk (Booking Clerk) - Operating Room, Northern Spirit Northern Consultation Centre, Thompson Clinic, Rehabilitation (OT/PT)	2015	Hourly	25,537	26,277	27,037	27,823	28,629	29,462				30,051	30,652	31,572			
				Monthly	4,288.088	4,412.346	4,539.963	4,671.945	4,807.286	4,947.161						5,046.064	5,146.982	5,301.465	
				Annual	51,457.055	52,948.155	54,479.555	56,063.345	57,687.435	59,365.930						60,552.765	61,763.780	63,617.580	
10	2	Administrative Clerk	2015	Hourly	30,500	31,377	32,251	33,128	34,076	35,110				35,812	36,528	37,624			
				Monthly	5,121.458	5,268.721	5,415.480	5,562.743	5,721.928	5,895.554						6,013.432	6,133.660	6,317.697	
				Annual	61,457.500	63,224.655	64,985.765	66,752.920	68,663.140	70,746.650						72,161.180	73,603.920	75,812.360	
11	1	Admitting / Switchboard Clerk	2015	Hourly	25,322	26,051	26,802	27,576	28,372					28,939	29,518	30,404			
				Monthly	4,251.986	4,374.397	4,500.503	4,630.470	4,764.132							4,859.340	4,956.564	5,105.338	
				Annual	51,023.830	52,492.765	54,006.030	55,565.640	57,169.580							58,312.085	59,478.770	61,264.060	
12	23-55ANESAIDE	2	Anaesthetics Assistant	2015	Hourly	27,494	28,289	29,110	29,956	30,827	31,726			32,361	33,008	33,998			
					Monthly	4,616.701	4,750.195	4,888.054	5,030.112	5,176.367	5,327.324						5,433.951	5,542.593	5,708.831
					Annual	55,400.410	57,002.335	58,656.650	60,361.340	62,116.405	63,927.890						65,207.415	66,511.120	68,505.970
13	2	Apprentice Electrician	2015	Hourly	40,664									41,477	42,307	43,576			
				Monthly	6,828.163											6,964.680	7,104.050	7,317.137	
				Annual	81,937.960											83,576.155	85,248.605	87,805.640	
14	23-52UC	2	Baker/Cook (Uncertified)	2015	Hourly	22,632	23,285	23,956	24,645	25,356	26,089			26,811	27,143	27,957			
					Monthly	3,800.290	3,909.940	4,022.612	4,138.306	4,257.695	4,380.778						4,468.430	4,557.762	4,694.446
					Annual	45,603.480	46,919.275	48,271.340	49,659.675	51,092.340	52,569.335						53,621.165	54,693.145	56,333.355
15	23-52C	2	Baker/Cook 2 - Certified	2015	Hourly	25,800	26,546	27,315	28,109	28,925	29,765			30,360	30,967	31,896			
					Monthly	4,332.250	4,457.516	4,586.644	4,719.970	4,856.990	4,998.040						5,097.950	5,199.875	5,355.870
					Annual	51,987.000	53,490.190	55,039.725	56,639.635	58,283.875	59,976.475						61,175.400	62,398.505	64,270.440
16	1	Billing Clerk	2015	Hourly	24,431	25,135	25,858	26,605	27,371					27,918	28,476	29,330			
				Monthly	4,102.372	4,220.585	4,341.989	4,467.423	4,596.047							4,687.898	4,781.595	4,924.996	
				Annual	49,228.465	50,647.025	52,103.870	53,609.075	55,152.565							56,254.770	57,379.140	59,099.950	
17	23-12H	2	Carpenter	2015	Hourly	42,545	43,793							44,669	45,562	46,929			
					Monthly	7,144.015	7,353.575										7,500.670	7,650.619	7,880.161
					Annual	85,728.175	88,242.895										90,008.035	91,807.430	94,561.935
18	23-93C	2	Chief Engineer (3rd Class)	2015	Hourly	44,724	47,029							47,970	48,929	50,397			
					Monthly	7,509.905	7,896.953										8,054.963	8,215.995	8,462.496
					Annual	90,118.860	94,763.435										96,659.550	98,591.935	101,549.955

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19		1	Clerk II (Receptionist) - Thompson Clinic, Leaf Rapids, Northern Consultation Clinic, Gilliam, Rehabilitation	2015	Hourly	23.576	24.251	24.947	25.668	26.408				26.936	27.475	28.299
					Monthly	3,958.803	4,072.147	4,189.017	4,310.085	4,434.343				4,523.003	4,613.510	4,751.874
					Annual	47,505.640	48,865.765	50,268.205	51,721.020	53,212.120				54,276.040	55,362.125	57,022.485
20		1	Clerk III - Health Records Clerk, Billing Clerk	2015	Hourly	24.431	25.135	25.858	26.605	27.371				27.918	28.476	29.330
					Monthly	4,102.372	4,220.585	4,341.989	4,467.423	4,596.047				4,687.898	4,781.595	4,924.996
					Annual	49,228.465	50,647.025	52,103.870	53,609.075	55,152.565				56,254.770	57,379.140	59,099.950
21		2	Community Disease Technician	2015	Hourly	30.249	31.269	32.338	33.385	34.603	35.742	36.988	38.114	38.876	39.654	40.844
					Monthly	5,079.311	5,250.586	5,430.089	5,605.898	5,810.420	6,001.678	6,210.902	6,399.976	6,527.928	6,658.568	6,858.388
					Annual	60,951.735	63,007.035	65,161.070	67,270.775	69,725.045	72,020.130	74,530.820	76,799.710	78,335.140	79,902.810	82,300.660
22	23-52C	2	Cook	2015	Hourly	25.800	26.546	27.315	28.109	28.925	29.765			30.360	30.967	31.896
					Monthly	4,332.250	4,457.516	4,586.644	4,719.970	4,856.990	4,998.040			5,097.950	5,199.875	5,355.870
					Annual	51,987.000	53,490.190	55,039.725	56,639.635	58,283.875	59,976.475			61,175.400	62,398.505	64,270.440
23	23-52UC	2	Cook - AFM	2080	Hourly	22.632	23.285	23.956	24.645	25.356	26.089			26.811	27.143	27.957
					Monthly	3,922.880	4,036.067	4,152.373	4,271.800	4,395.040	4,522.093			4,612.573	4,704.787	4,845.880
					Annual	47,074.560	48,432.800	49,828.480	51,261.600	52,740.480	54,265.120			55,350.880	56,457.440	58,150.560
24	23-52UC	2	Cook / Housekeeping / Laundry-Lynn Lake/Gilliam	2015	Hourly	22.632	23.285	23.956	24.645	25.356	26.089			26.811	27.143	27.957
					Monthly	3,800.290	3,909.940	4,022.612	4,138.306	4,257.695	4,380.778			4,468.430	4,557.762	4,694.446
					Annual	45,603.480	46,919.275	48,271.340	49,659.675	51,092.340	52,569.335			53,621.165	54,693.145	56,333.355
25	23-52C	2	Cook 2 - AFM	2080	Hourly	25.800	26.546	27.315	28.109	28.925	29.765			30.360	30.967	31.896
					Monthly	4,472.000	4,601.307	4,734.600	4,872.227	5,013.667	5,159.267			5,262.400	5,367.613	5,528.640
					Annual	53,664.000	55,215.680	56,815.200	58,466.720	60,164.000	61,911.200			63,148.800	64,411.360	66,343.680
26		2	Corporate Travel Clerk	2015	Hourly	26.852	27.631	28.434	29.259	30.109	30.986			31.606	32.238	33.205
					Monthly	4,508.898	4,639.705	4,774.543	4,913.074	5,055.803	5,203.066			5,307.174	5,413.298	5,575.673
					Annual	54,106.780	55,676.465	57,294.510	58,956.885	60,669.635	62,436.790			63,686.090	64,959.570	66,908.075
27	23-52DALH	1	Dietary - Lead Hand (TGH/Nrth Spirit Manor) PIO	2015	Hourly	24.822	25.535	26.269	27.029	27.809				28.356	28.932	29.800
					Monthly	4,168.828	4,287.752	4,411.003	4,538.620	4,669.595				4,762.956	4,858.165	5,003.917
					Annual	50,016.330	51,453.025	52,932.035	54,463.435	56,035.135				57,155.475	58,297.980	60,047.000
28	23-52DA	1	Dietary Aide	2015	Hourly	21.844	22.472	23.115	23.777	24.459				24.948	25.447	26.210
					Monthly	3,667.972	3,773.423	3,881.394	3,992.555	4,107.074				4,189.185	4,272.975	4,401.096
					Annual	44,015.660	45,281.080	46,576.725	47,910.655	49,284.885				50,270.220	51,275.705	52,813.150
29		1	Dietary Clerk	2015	Hourly	23.576	24.251	24.947	25.668	26.408				26.936	27.475	28.299
					Monthly	3,958.803	4,072.147	4,189.017	4,310.085	4,434.343				4,523.003	4,613.510	4,751.874
					Annual	47,505.640	48,865.765	50,268.205	51,721.020	53,212.120				54,276.040	55,362.125	57,022.485
30	23-52DS	2	Dietary Supervisor - Lynn Lake	2015	Hourly	26.348	27.115	27.898	28.707	29.541	30.399			31.007	31.627	32.576
					Monthly	4,424.268	4,553.060	4,684.539	4,820.384	4,960.426	5,104.499			5,206.592	5,310.700	5,470.053
					Annual	53,091.220	54,636.725	56,214.470	57,844.605	59,525.115	61,253.985			62,479.105	63,728.405	65,640.640
31		1	Dietary Utility Person	2015	Hourly	23.302	23.709	24.034					24.515	25.005	25.755	
					Monthly	3,912.794	3,981.136	4,035.709					4,116.477	4,198.756	4,324.694	
					Annual	46,953.530	47,773.635	48,428.510					49,397.725	50,385.075	51,896.325	
32	23-12E	2	Electrician - The Pas / Flin Flon	2015	Hourly	47.732	49.136						50.119	51.121	52.655	
					Monthly	8,014.998	8,250.753						8,415.815	8,584.068	8,841.652	
					Annual	96,179.980	99,009.040						100,989.785	103,008.815	106,099.825	
33	23-12E	2	Electrician - Thompson	2015	Hourly	47.732	49.136						50.119	51.121	52.655	
					Monthly	8,014.998	8,250.753						8,415.815	8,584.068	8,841.652	
					Annual	96,179.980	99,009.040						100,989.785	103,008.815	106,099.825	
34		2	Equipment Coordinator	1885	Hourly	21.848	22.498	23.128	23.827	24.514	25.252			25.757	26.272	27.060
					Monthly	3,431.957	3,534.061	3,633.023	3,742.825	3,850.741	3,966.668			4,045.995	4,126.893	4,250.675
					Annual	41,183.480	42,408.730	43,596.280	44,913.895	46,208.890	47,600.020			48,551.945	49,522.720	51,008.100
35	23-12EL	2	Facility & Electrical Lead - Thompson	2015	Hourly	51.116	52.623						53.675	54.749	56.391	
					Monthly	8,583.228	8,836.279						9,012.927	9,193.270	9,468.989	
					Annual	102,998.740	106,035.345						108,155.125	110,319.235	113,627.865	
36		1	Facility Clerk-Lynn Lake/Gilliam	2015	Hourly	24.822	25.535	26.269	27.029	27.809				28.365	28.932	29.800
					Monthly	4,168.028	4,287.752	4,411.003	4,538.620	4,669.595				4,762.956	4,858.165	5,003.917
					Annual	50,016.330	51,453.025	52,932.035	54,463.435	56,035.135				57,155.475	58,297.980	60,047.000

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
37	23-12EL	2	Facility Lead-Electrician	2015	Hourly	51.116	52.623							53.675	54.749	56.391			
					Monthly	8,583.228	8,836.279										9,012.927	9,193.270	9,468.989
					Annual	102,998.740	106,035.345										108,155.125	110,319.235	113,627.865
38		2	Facility Technician - Snow Lake	2015	Hourly	32.881								33.539	34.210	35.236			
					Monthly	5,521.268											5,631.757	5,744.429	5,916.712
					Annual	66,255.215											67,581.085	68,933.150	71,000.540
39		2	Finance Accounting Assistant	2015	Hourly	25.923	26.671	27.443	28.240	29.060	29.903			30.501	31.111	32.044			
					Monthly	4,352.904	4,478.505	4,608.137	4,741.967	4,879.658	5,021.212						5,121.626	5,224.055	5,380.722
					Annual	52,234.845	53,742.065	55,297.645	56,903.600	58,555.900	60,254.545						61,459.515	62,688.665	64,568.660
40		1	Groundskeeper	2015	Hourly	22.952	23.610	24.290	24.986	25.707				26.221	26.745	27.547			
					Monthly	3,854.023	3,964.513	4,078.696	4,195.566	4,316.634							4,402.943	4,490.931	4,625.600
					Annual	46,248.280	47,574.150	48,944.350	50,346.790	51,799.605							52,835.315	53,891.175	55,507.205
41	I	2	Health Information Management Professional	2015	Hourly	38.159	39.280	40.430	41.614	42.837	44.096			44.978	45.878	47.254			
					Monthly	6,407.532	6,595.767	6,788.871	6,987.684	7,193.046	7,404.453						7,552.556	7,703.681	7,934.734
					Annual	76,890.385	79,149.200	81,466.450	83,852.210	86,316.555	88,853.440						90,630.670	92,444.170	95,216.810
42		1	Health Records Transcriptionist	2015	Hourly	25.233	25.959	26.709	27.480	28.273				28.838	29.415	30.297			
					Monthly	4,237.041	4,358.949	4,484.886	4,614.350	4,747.508							4,842.381	4,939.269	5,087.371
					Annual	50,844.495	52,307.385	53,818.635	55,372.200	56,970.095							58,108.570	59,271.225	61,048.455
43	23-13UNCERT	1	Home Support Worker	2080	Hourly	21.238	21.844	22.472	23.115	23.777				24.253	24.738	25.480			
					Monthly	3,681.253	3,786.293	3,895.147	4,006.600	4,121.347							4,203.853	4,287.920	4,416.533
					Annual	44,175.040	45,435.520	46,741.760	48,079.200	49,456.160							50,446.240	51,455.040	52,998.400
44	23-53HA2	1	Housekeeping Aide - The Pas / Flin Flon	2015	Hourly	23.387	24.057	24.746	25.458	26.190				26.714	27.248	28.065			
					Monthly	3,927.067	4,039.571	4,155.266	4,274.823	4,397.738							4,485.726	4,575.393	4,712.581
					Annual	47,124.805	48,474.855	49,863.190	51,297.870	52,772.850							53,828.710	54,904.720	56,550.975
45	23-53HA	1	Housekeeping Aide - Thompson	2015	Hourly	21.844	22.472	23.115	23.777	24.459				24.948	25.447	26.210			
					Monthly	3,667.972	3,773.423	3,881.394	3,992.555	4,107.074							4,189.185	4,272.975	4,401.096
					Annual	44,015.660	45,281.080	46,576.725	47,910.655	49,284.885							50,270.220	51,275.705	52,813.150
46		2	Housing Resource Advocate	1885	Hourly	26.312	27.147	27.976	28.808					29.384	29.972	30.871			
					Monthly	4,133.177	4,264.341	4,394.563	4,525.257								4,615.737	4,708.102	4,849.320
					Annual	49,598.120	51,172.095	52,734.760	54,303.080								55,388.840	56,497.220	58,191.835
47		2	Indigenous Liaison (The Pas / Flin Flon)	2015	Hourly	28.252	29.109	29.965	30.823					31.439	32.068	33.030			
					Monthly	4,743.982	4,887.886	5,031.623	5,175.695								5,279.132	5,384.752	5,546.288
					Annual	56,927.780	58,654.635	60,379.475	62,108.345								63,349.585	64,617.020	66,555.450
48		2	Indigenous Liason Worker (Thompson)	2015	Hourly	24.804	25.066	25.487	25.807					26.323	26.849	27.654			
					Monthly	4,165.005	4,208.999	4,279.692	4,333.425								4,420.070	4,508.395	4,643.568
					Annual	49,980.060	50,507.990	51,356.305	52,001.105								53,040.845	54,100.735	55,722.810
49	23-54LA2	1	Laundry Aide - The Pas /Flin Flon	2015	Hourly	23.387	24.057	24.746	25.458	26.190				26.714	27.248	28.065			
					Monthly	3,927.067	4,039.571	4,155.266	4,274.823	4,397.738							4,485.726	4,575.393	4,712.581
					Annual	47,124.805	48,474.855	49,863.190	51,297.870	52,772.850							53,828.710	54,904.720	56,550.975
50	23-54LA	1	Laundry Aide - Thompson	2015	Hourly	21.844	22.472	23.115	23.777	24.459				24.948	25.447	26.210			
					Monthly	3,667.972	3,773.423	3,881.394	3,992.555	4,107.074							4,189.185	4,272.975	4,401.096
					Annual	44,015.660	45,281.080	46,576.725	47,910.655	49,284.885							50,270.220	51,275.705	52,813.150
51		2	Locksmith Level I & II	2015	Hourly	24.351	25.053	25.780	26.523	27.293	28.084			28.646	29.219	30.096			
					Monthly	4,088.939	4,206.816	4,328.892	4,453.654	4,582.950	4,715.772						4,810.141	4,906.357	5,053.620
					Annual	49,067.265	50,481.795	51,946.700	53,443.845	54,995.395	56,589.260						57,721.690	58,876.285	60,643.440
52		2	Maintenance Tradesperson	2080	Hourly	29.881	30.841	32.216	33.006					33.666	34.339	35.369			
					Monthly	5,179.373	5,345.773	5,584.107	5,721.040								5,835.440	5,952.093	6,130.627
					Annual	62,152.480	64,149.280	67,009.280	68,652.480								70,025.280	71,425.120	73,567.520
53		2	Maintenance Worker - PIO (Lynn Lake)	2015	Hourly	30.696	31.261	31.769	32.521					33.171	33.834	34.849			
					Monthly	5,154.370	5,249.243	5,334.545	5,460.818								5,569.964	5,681.293	5,851.728
					Annual	61,852.440	62,990.915	64,014.535	65,529.815								66,839.565	68,175.510	70,220.735
54		1	Maintenance Worker 1	2015	Hourly	22.952	23.610	24.290	24.986	25.707				26.221	26.745	27.547			
					Monthly	3,854.023	3,964.513	4,078.696	4,195.566	4,316.634							4,402.943	4,490.931	4,625.600
					Annual	46,248.280	47,574.150	48,944.350	50,346.790	51,799.605							52,835.315	53,891.175	55,507.205

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
55		1	Maintenance Worker 2	2015	Hourly	25.154	25.881	26.625	27.394	28.185			28.749	29.324	30.204
					Monthly	4,223.776	4,345.851	4,470.781	4,599.909	4,732.731			4,827.436	4,923.988	5,071.755
					Annual	50,685.310	52,150.215	53,649.375	55,198.910	56,792.775			57,929.235	59,087.860	60,861.060
56		2	Material Management / Logistic Services Charge	2015	Hourly	25.183	25.912	26.659	27.432	28.228	29.048		29.629	30.222	31.129
					Monthly	4,228.645	4,351.057	4,476.490	4,606.290	4,739.952	4,877.643		4,975.203	5,074.778	5,227.078
					Annual	50,743.745	52,212.680	53,717.885	55,275.480	56,879.420	58,531.720		59,702.435	60,897.330	62,724.935
57		2	Material Management Clerk	2015	Hourly	24.026	24.721	25.434	26.167	26.927	27.708		28.262	28.827	29.692
					Monthly	4,034.366	4,151.068	4,270.793	4,393.875	4,521.492	4,652.635		4,745.661	4,840.534	4,985.782
					Annual	48,412.390	49,812.815	51,249.510	52,726.505	54,257.905	55,831.620		56,947.930	58,086.405	59,829.380
58	23-55UMDR	2	Medical Device Reprocessing Aide (Non Certified)	2015	Hourly	22.000	22.631	23.285	23.956	24.647	25.356		25.863	26.380	27.171
					Monthly	3,694.167	3,800.122	3,909.940	4,022.612	4,138.642	4,257.695		4,342.829	4,429.642	4,562.464
					Annual	44,330.000	45,601.465	46,919.275	48,271.340	49,663.705	51,092.340		52,113.945	53,155.700	54,749.565
59	23-55MDR2	2	Medical Device Reprocessing Technician (Certified)	2015	Hourly	27.494	28.289	29.110	29.956	30.827	31.726		32.361	33.008	33.998
					Monthly	4,616.701	4,750.195	4,888.054	5,030.112	5,176.367	5,327.324		5,433.951	5,542.593	5,708.931
					Annual	55,400.410	57,002.335	58,656.650	60,361.340	62,116.405	63,927.890		65,207.415	66,511.120	68,505.970
60	23-55MDRS	2	Medical Device Reprocessing Charge	2015	Hourly	33.275	34.243	35.245	36.278	37.335	38.429		39.198	39.982	41.181
					Monthly	5,587.427	5,749.970	5,918.223	6,091.681	6,269.169	6,452.870		6,581.998	6,713.644	6,914.976
					Annual	67,049.125	68,999.645	71,018.675	73,100.170	75,230.025	77,434.435		78,983.970	80,563.730	82,979.715
61	23-52UC	2	Non-Certified Cook/Assistant Cook	2015	Hourly	22.632	23.285	23.956	24.645	25.356	26.089		26.611	27.143	27.957
					Monthly	3,800.290	3,909.940	4,022.612	4,138.306	4,257.695	4,380.778		4,468.430	4,557.762	4,694.446
					Annual	45,603.480	46,919.275	48,271.340	49,659.675	51,092.340	52,569.335		53,621.165	54,693.145	56,333.355
62		1	NPTP Clerk	2015	Hourly	24.431	25.135	25.858	26.605	27.371		27.918	28.476	29.330	
					Monthly	4,102.372	4,220.585	4,341.989	4,467.423	4,596.047		4,687.898	4,781.595	4,924.996	
					Annual	49,228.465	50,647.025	52,103.870	53,609.075	55,152.565		56,254.770	57,379.140	59,099.950	
63		2	NPTP Clerk - PIO	2015	Hourly	27.492	28.287	29.112	29.955	30.828	31.724		32.355	33.005	33.995
					Monthly	4,616.365	4,749.859	4,888.390	5,029.944	5,176.535	5,326.988		5,433.448	5,542.090	5,708.327
					Annual	55,396.380	56,998.305	58,660.680	60,359.325	62,118.420	63,923.860		65,201.370	66,505.075	68,499.925
64		2	NPTP Officer - PIO	2015	Hourly	30.150	31.026	31.929	32.861	33.819	34.806		35.502	36.212	37.298
					Monthly	5,062.688	5,209.783	5,361.411	5,517.910	5,678.774	5,844.508		5,961.378	6,080.598	6,262.956
					Annual	60,752.250	62,517.390	64,336.935	66,214.915	68,145.285	70,134.090		71,536.530	72,967.180	75,155.470
65		1	Office Assistant	2015	Hourly	25.642	26.225	26.857	27.549	28.206		28.770	29.345	30.225	
					Monthly	4,305.719	4,403.615	4,509.738	4,625.936	4,736.258		4,830.963	4,927.515	5,075.281	
					Annual	51,668.630	52,843.375	54,116.855	55,511.235	56,835.090		57,971.550	59,130.175	60,903.375	
66		2	Office Assistant 2	1885	Hourly	26.683	27.340	28.092	28.799	29.600	30.500		31.110	31.732	32.684
					Monthly	4,191.455	4,294.658	4,412.785	4,523.843	4,649.667	4,791.042		4,886.863	4,984.568	5,134.112
					Annual	50,297.455	51,535.900	52,953.420	54,286.115	55,796.000	57,492.500		58,642.350	59,814.820	61,609.340
67		2	Orthopedic Attendant	2015	Hourly	24.026	24.721	25.434	26.167	26.927	27.708		28.262	28.827	29.692
					Monthly	4,034.366	4,151.068	4,270.793	4,393.875	4,521.492	4,652.635		4,745.661	4,840.534	4,985.782
					Annual	48,412.390	49,812.815	51,249.510	52,726.505	54,257.905	55,831.620		56,947.930	58,086.405	59,829.380
68		2	Pharmacy Aide	2015	Hourly	20.548	21.135	21.742	22.370	23.011	23.672		24.145	24.628	25.367
					Monthly	3,450.352	3,548.919	3,650.844	3,756.296	3,863.930	3,974.923		4,054.348	4,135.452	4,259.542
					Annual	41,404.220	42,587.025	43,810.130	45,075.550	46,367.165	47,699.080		48,652.175	49,625.420	51,114.505
69		1	Pharmacy Clerk	2015	Hourly	21.482	22.097	22.726	23.381	24.051		24.532	25.023	25.774	
					Monthly	3,607.186	3,710.455	3,816.074	3,926.060	4,038.564		4,119.332	4,201.779	4,327.884	
					Annual	43,286.230	44,525.455	45,792.890	47,112.715	48,462.765		49,431.980	50,421.345	51,934.610	
70	23-12F	2	Plumber-Pipe Fitter	2015	Hourly	47.732	49.136						50.119	51.121	52.655
					Monthly	8,014.998	8,250.753						8,415.815	8,584.068	8,841.652
					Annual	96,179.980	99,009.040						100,989.785	103,008.815	106,099.825
71		2	Porter/Watchperson - Leaf Rapids	2015	Hourly	22.815	23.475	24.149	24.846	25.567	26.306		26.832	27.369	28.190
					Monthly	3,831.019	3,941.844	4,055.020	4,172.058	4,293.125	4,417.216		4,505.540	4,595.711	4,733.571
					Annual	45,972.225	47,302.125	48,660.235	50,064.690	51,517.505	53,006.590		54,066.480	55,148.535	56,802.850
72		2	Purchaser	2015	Hourly	26.852	27.631	28.434	29.259	30.109	30.986		31.606	32.238	33.205
					Monthly	4,508.898	4,639.705	4,774.543	4,913.074	5,055.803	5,203.066		5,307.174	5,413.298	5,575.673
					Annual	54,106.780	55,676.465	57,294.510	58,956.885	60,669.635	62,436.790		63,686.090	64,959.570	66,908.075

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

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Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
73		2	Purchasing Clerk	2015	Hourly	25.077	25.800	26.546	27.315	28.109	28.925			29.504	30.094	30.997	
					Monthly	4,210.846	4,332.250	4,457.516	4,586.644	4,719.970	4,856.990	4,954.213	5,053.284	5,204.913			
					Annual	50,530.155	51,987.000	53,490.190	55,039.725	56,639.635	58,283.875	59,450.560	60,639.410	62,458.955			
74		1	Receptionist	2015	Hourly	23.576	24.251	24.947	25.668	26.408			26.936	27.475	28.299		
					Monthly	3,958.803	4,072.147	4,189.017	4,310.085	4,434.343	4,523.003	4,613.510	4,751.874				
					Annual	47,505.640	48,865.765	50,268.205	51,721.020	53,212.120	54,276.040	55,362.125	57,022.485				
75		2	Refrigeration Mechanic	2015	Hourly	50.758							51.773	52.808	54.392		
					Monthly	8,523.114						8,693.550	8,867.343	9,133.323			
					Annual	102,277.370					104,322.595	106,408.120	109,599.880				
76		1	Residential Care Worker	2015	Hourly	22.637	23.342	24.049	24.801	25.605	26.409	27.222			27.766	28.321	29.171
					Monthly	3,801.130	3,919.511	4,038.228	4,164.501	4,299.506	4,434.511	4,571.028	4,662.374	4,755.568	4,898.297		
					Annual	45,613.555	47,034.130	48,458.735	49,974.015	51,594.075	53,214.135	54,852.330	55,948.490	57,066.815	58,779.565		
77		2	Resource Coordinator	1885	Hourly	31.654	32.719	33.849	34.948	36.206	37.417	38.723	39.901	40.699	41.513	42.758	
					Monthly	4,972.316	5,139.610	5,317.114	5,489.748	5,687.359	5,877.587	6,082.738	6,267.782	6,393.135	6,521.000	6,716.569	
					Annual	59,667.790	61,675.315	63,805.365	65,876.980	68,248.310	70,531.045	72,992.855	75,213.385	76,717.615	78,252.005	80,598.830	
78		2	Security Officer	2015	Hourly	22.562	23.210	23.878	24.567	25.317	26.008			26.528	27.059	27.871	
					Monthly	3,788.536	3,897.346	4,009.514	4,125.209	4,251.146	4,367.177	4,454.493	4,543.657	4,680.005			
					Annual	45,462.430	46,768.150	48,114.170	49,502.505	51,013.755	52,406.120	53,453.920	54,523.885	56,160.065			
79	23-93C	2	Shift Engineer (3rd Class)	2015	Hourly	44.724	47.029						47.970	48.929	50.397		
					Monthly	7,509.905	7,896.953					8,054.963	8,215.995	8,462.496			
					Annual	90,118.860	94,763.435				96,659.550	98,591.935	101,549.955				
80	23-93D	2	Shift Engineer (4th Class)	2015	Hourly	41.556	43.698						44.572	45.463	46.827		
					Monthly	6,977.945	7,337.623					7,484.382	7,633.995	7,863.034			
					Annual	83,735.340	88,051.470				89,812.580	91,607.945	94,356.405				
81		2	Student	2015	Hourly	20.131							20.534	20.945	21.573		
					Monthly	3,380.330						3,448.001	3,517.015	3,622.466			
					Annual	40,563.965					41,376.010	42,204.175	43,469.595				
82		2	Support Services Clerk	2015	Hourly	24.026	24.721	25.434	26.167	26.927	27.708			28.262	28.827	29.692	
					Monthly	4,034.366	4,151.068	4,270.793	4,393.875	4,521.492	4,652.635	4,745.661	4,840.534	4,985.782			
					Annual	48,412.390	49,812.815	51,249.510	52,726.505	54,257.905	55,831.620	56,947.930	58,086.405	59,829.380			
83		2	Switchboard Operator 2	1885	Hourly	23.128	23.659	24.236	24.900	25.513	26.231			26.756	27.291	28.110	
					Monthly	3,633.023	3,716.435	3,807.072	3,911.375	4,007.667	4,120.453	4,202.922	4,286.961	4,415.613			
					Annual	43,596.280	44,597.215	45,684.860	46,936.500	48,092.005	49,445.435	50,435.960	51,443.535	52,987.350			
84		2	Trades Lead	2015	Hourly	45.402							46.310	47.236	48.653		
					Monthly	7,623.753						7,776.221	7,931.712	8,169.650			
					Annual	91,485.030					93,314.650	95,180.540	98,035.795				
85		2	Trades Lead (Journeyman)	2015	Hourly	47.315							48.261	49.226	50.703		
					Monthly	7,944.977						8,103.826	8,265.866	8,513.879			
					Annual	95,339.725					97,245.915	99,190.390	102,166.545				
86		1	Transcriptionist	2015	Hourly	25.233	25.959	26.709	27.480	28.273			28.838	29.415	30.297		
					Monthly	4,237.041	4,358.949	4,484.886	4,614.350	4,747.508	4,842.381	4,939.269	5,087.371				
					Annual	50,844.495	52,307.385	53,818.635	55,372.200	56,970.095	58,108.570	59,271.225	61,048.455				
87		2	Indigenous Peer Support Worker	2015	Hourly	21.854	22.535	23.241	23.947	24.699	25.504	26.307	27.121	27.663	28.216	29.062	
					Monthly	3,669.651	3,784.002	3,902.551	4,021.100	4,147.374	4,282.547	4,417.384	4,554.068	4,645.079	4,737.937	4,879.994	
					Annual	44,035.810	45,408.025	46,830.615	48,253.205	49,768.485	51,390.560	53,008.605	54,648.815	55,740.945	56,855.240	58,559.930	

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93C	2	3rd Class Power Engineer	2015	Hourly	47.816	50.190						51.194	52.218	53.785	
					Monthly	8,029.103	8,427.738					8,596.326	8,768.273	9,031.398		
					Annual	96,349.240	101,132.850					103,155.910	105,219.270	108,376.775		
2	23-93D	2	4th Class Power Engineer	2015	Hourly	44.553	46.759						47.694	48.648	50.107	
					Monthly	7,481.191	7,851.615					8,008.618	8,168.810	8,413.800		
					Annual	89,774.295	94,219.385					96,103.410	98,025.720	100,965.605		
3	23-93E	2	5th Class Power Engineer	2015	Hourly	36.247	36.921						37.659	38.412	39.564	
					Monthly	6,086.475	6,199.651					6,323.574	6,450.015	6,643.455		
					Annual	73,037.705	74,395.815					75,882.885	77,400.180	79,721.460		
4	23-93E	2	5th Class Power Engineer - PIO	2015	Hourly	36.247	36.921						37.659	38.412	39.564	
					Monthly	6,086.475	6,199.651					6,323.574	6,450.015	6,643.455		
					Annual	73,037.705	74,395.815					75,882.885	77,400.180	79,721.460		
5		2	Accts Payable Clerk Thompson - PIO	2015	Hourly	32.805	33.707	34.637	35.597	36.584	37.600			38.352	39.119	40.293
					Monthly	5,508.506	5,659.967	5,816.130	5,977.330	6,143.063	6,313.667	6,439.940	6,568.732	6,765.866		
					Annual	66,102.075	67,919.605	69,793.555	71,727.955	73,716.760	75,764.000	77,279.280	78,824.785	81,190.395		
6		2	Accts Receivable Clerk Thompson - PIO	2015	Hourly	32.805	33.707	34.637	35.597	36.584	37.600			38.352	39.119	40.293
					Monthly	5,508.506	5,659.967	5,816.130	5,977.330	6,143.063	6,313.667	6,439.940	6,568.732	6,765.866		
					Annual	66,102.075	67,919.605	69,793.555	71,727.955	73,716.760	75,764.000	77,279.280	78,824.785	81,190.395		
7		2	Addiction Recovery Worker	2015	Hourly	26.131	26.485	26.864	27.228					27.773	28.328	29.178
					Monthly	4,387.830	4,447.273	4,510.913	4,572.035				4,663.550	4,756.743	4,899.473	
					Annual	52,653.965	53,367.275	54,130.960	54,864.420				55,962.595	57,080.920	58,793.670	
8	1		Admin. Secretary 2	1885	Hourly	27.848	28.476	29.122	29.868	30.552				31.163	31.786	32.740
					Monthly	4,374.457	4,473.105	4,574.581	4,691.765	4,799.210			4,895.188	4,993.051	5,142.908	
					Annual	52,493.480	53,677.260	54,894.970	56,301.180	57,590.520			58,742.255	59,916.610	61,714.900	
9	2		Administration Clerk (Booking Clerk) - Operating Room, Northern Spirit Northern Consultation Centre, Thompson Clinic, Rehabilitation (OT/PT)	2015	Hourly	28.053	28.815	29.598	30.408	31.238	32.096			32.738	33.393	34.395
					Monthly	4,710.566	4,838.519	4,969.998	5,106.010	5,245.381	5,389.453	5,497.256	5,607.241	5,775.494		
					Annual	56,526.795	58,062.225	59,639.970	61,272.120	62,944.570	64,673.440	65,967.070	67,286.895	69,305.925		
10	2		Administrative Clerk	2015	Hourly	33.165	34.068	34.969	35.872	36.848	37.913			38.671	39.444	40.627
					Monthly	5,568.956	5,720.585	5,871.878	6,023.507	6,187.393	6,366.225	6,493.505	6,623.305	6,821.950		
					Annual	66,827.475	68,647.020	70,462.535	72,282.080	74,248.720	76,394.695	77,922.065	79,479.660	81,863.405		
11	1		Admitting / Switchboard Clerk	2015	Hourly	28.082	28.833	29.606	30.403	31.223				31.847	32.484	33.459
					Monthly	4,715.436	4,841.541	4,971.341	5,105.170	5,242.862			5,347.642	5,454.605	5,618.324	
					Annual	56,585.230	58,098.495	59,656.090	61,262.045	62,914.345			64,171.705	65,455.260	67,419.885	
12	23-55ANESAIDE	2	Anaesthetics Assistant	2015	Hourly	30.069	30.888	31.733	32.605	33.502	34.428			35.117	35.819	36.894
					Monthly	5,049.086	5,186.610	5,328.500	5,474.923	5,625.544	5,781.035	5,896.730	6,014.607	6,195.118		
					Annual	60,589.035	62,239.320	63,941.995	65,699.075	67,506.530	69,372.420	70,760.755	72,175.285	74,341.410		
13	2		Apprentice Electrician	2015	Hourly	43.634								44.507	45.397	46.759
					Monthly	7,326.876							7,473.467	7,622.913	7,851.615	
					Annual	87,922.510							89,681.605	91,474.955	94,219.385	
14	23-52UC	2	Baker/Cook (Uncertified)	2015	Hourly	25.061	25.734	26.425	27.134	27.867	28.622			29.194	29.778	30.671
					Monthly	4,208.160	4,321.168	4,437.198	4,556.251	4,679.334	4,806.111	4,902.159	5,000.223	5,150.172		
					Annual	50,497.915	51,854.010	53,246.375	54,675.010	56,152.005	57,673.330	58,825.910	60,002.670	61,802.065		
15	23-52C	2	Baker/Cook 2 - Certified	2015	Hourly	28.324	29.092	29.884	30.702	31.543	32.408			33.056	33.717	34.729
					Monthly	4,756.072	4,885.032	5,018.022	5,155.378	5,296.595	5,441.843	5,550.653	5,661.646	5,831.578		
					Annual	57,072.860	58,620.380	60,216.260	61,864.530	63,559.145	65,302.120	66,607.840	67,939.755	69,978.935		
16	1		Billing Clerk	2015	Hourly	27.164	27.889	28.634	29.403	30.192				30.796	31.412	32.354
					Monthly	4,561.288	4,683.028	4,808.126	4,937.254	5,069.740			5,171.162	5,274.598	5,432.776	
					Annual	54,735.460	56,196.335	57,697.510	59,247.045	60,836.880			62,053.940	63,295.180	65,193.310	
17	23-12H	2	Carpenter	2015	Hourly	45.571	46.857						47.794	48.750	50.213	
					Monthly	7,652.130	7,868.071					8,025.409	8,185.938	8,431.600		
					Annual	91,825.565	94,416.855					96,304.910	98,231.250	101,179.195		
18	23-93C	2	Chief Engineer (3rd Class)	2015	Hourly	47.816	50.190						51.194	52.218	53.785	
					Monthly	8,029.103	8,427.738					8,596.326	8,768.273	9,031.398		
					Annual	96,349.240	101,132.850					103,155.910	105,219.270	108,376.775		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19		1	Clerk II (Receptionist) - Thompson Clinic, Leaf Rapids, Northern Consultation Clinic, Gilliam, Rehabilitation	2015	Hourly	26.283	26.979	27.695	28.438	29.200				29.784	30.380	31.291
					Monthly	4,413.354	4,530.224	4,650.452	4,775.214	4,903.167				5,001.230	5,101.308	5,254.280
					Annual	52,960.245	54,362.685	55,805.425	57,302.570	58,838.000				60,014.760	61,215.700	63,051.365
20		1	Clerk III - Health Records Clerk, Billing Clerk	2015	Hourly	27.164	27.889	28.634	29.403	30.192				30.796	31.412	32.354
					Monthly	4,561.288	4,683.028	4,808.126	4,937.254	5,069.740				5,171.162	5,274.598	5,432.776
					Annual	54,735.460	56,196.335	57,697.510	59,247.045	60,836.880				62,053.940	63,295.180	65,193.310
21		2	Community Disease Technician	2015	Hourly	32.906	33.957	35.058	36.137	37.391	38.564	39.848	41.007	41.827	42.664	43.944
					Monthly	5,525.466	5,701.946	5,886.823	6,068.005	6,278.572	6,475.538	6,691.143	6,885.759	7,023.450	7,163.997	7,378.930
					Annual	66,305.590	68,423.355	70,641.870	72,816.055	75,342.865	77,706.460	80,293.720	82,629.105	84,281.405	85,967.960	88,547.160
22	23-52C	2	Cook	2015	Hourly	28.324	29.092	29.884	30.702	31.543	32.408			33.056	33.717	34.729
					Monthly	4,756.072	4,885.032	5,018.022	5,155.378	5,296.595	5,441.843			5,550.653	5,661.646	5,831.578
					Annual	57,072.860	58,620.380	60,216.260	61,864.530	63,559.145	65,302.120			66,607.840	67,939.755	69,978.935
23	23-52UC	2	Cook - AFM	2080	Hourly	25.061	25.734	26.425	27.134	27.867	28.622			29.194	29.778	30.671
					Monthly	4,343.907	4,460.560	4,580.333	4,703.227	4,830.280	4,961.147			5,060.293	5,161.520	5,316.307
					Annual	52,126.880	53,526.720	54,964.000	56,438.720	57,963.360	59,533.760			60,723.520	61,938.240	63,795.680
24	23-52UC	2	Cook / Housekeeping / Laundry-Lynn Lake/Gilliam	2015	Hourly	25.061	25.734	26.425	27.134	27.867	28.622			29.194	29.778	30.671
					Monthly	4,208.160	4,321.168	4,437.198	4,556.251	4,679.334	4,806.111			4,902.159	5,000.223	5,150.172
					Annual	50,497.915	51,854.010	53,246.375	54,675.010	56,152.005	57,673.330			58,825.910	60,002.670	61,802.065
25	23-52C	2	Cook 2 - AFM	2080	Hourly	28.324	29.092	29.884	30.702	31.543	32.408			33.056	33.717	34.729
					Monthly	4,909.493	5,042.613	5,179.893	5,321.680	5,467.453	5,617.387			5,729.707	5,844.280	6,019.693
					Annual	58,913.920	60,511.360	62,158.720	63,860.160	65,609.440	67,408.640			68,756.480	70,131.360	72,236.320
26		2	Corporate Travel Clerk	2015	Hourly	29.408	30.210	31.037	31.887	32.762	33.666			34.339	35.026	36.077
					Monthly	4,938.093	5,072.763	5,211.630	5,354.359	5,501.286	5,653.083			5,766.090	5,881.449	6,057.930
					Annual	59,257.120	60,873.150	62,539.555	64,252.305	66,015.430	67,836.990			69,193.085	70,577.390	72,695.155
27	23-52DALH	1	Dietary - Lead Hand (TGH/Nrth Spirit Manor) PIO	2015	Hourly	27.567	28.301	29.057	29.840	30.643			31.256	31.881	32.837	
					Monthly	4,628.959	4,752.210	4,879.155	5,010.633	5,145.470			5,248.403	5,353.351	5,513.880	
					Annual	55,547.505	57,026.515	58,549.855	60,127.600	61,745.645			62,980.840	64,240.215	66,166.555	
28	23-52DA	1	Dietary Aide	2015	Hourly	24.499	25.146	25.808	26.490	27.193			27.737	28.292	29.141	
					Monthly	4,113.790	4,222.433	4,333.593	4,448.113	4,566.158			4,657.505	4,750.698	4,893.260	
					Annual	49,365.485	50,669.190	52,003.120	53,377.350	54,793.895			55,890.055	57,008.380	58,719.115	
29		1	Dietary Clerk	2015	Hourly	26.283	26.979	27.695	28.438	29.200			29.784	30.380	31.291	
					Monthly	4,413.354	4,530.224	4,650.452	4,775.214	4,903.167			5,001.230	5,101.308	5,254.280	
					Annual	52,960.245	54,362.685	55,805.425	57,302.570	58,838.000			60,014.760	61,215.700	63,051.365	
30	23-52DS	2	Dietary Supervisor - Lynn Lake	2015	Hourly	28.888	29.678	30.485	31.318	32.177	33.061			33.722	34.396	35.428
					Monthly	4,850.777	4,983.431	5,118.940	5,258.814	5,403.055	5,551.493			5,662.486	5,775.662	5,948.952
					Annual	58,209.320	59,801.170	61,427.275	63,105.770	64,836.655	66,617.915			67,949.830	69,307.940	71,387.420
31		1	Dietary Utility Person	2015	Hourly	26.001	26.420	26.755					27.290	27.836	28.671	
					Monthly	4,366.001	4,436.358	4,492.610					4,582.446	4,674.128	4,814.339	
					Annual	52,392.015	53,236.300	53,911.325					54,989.350	56,089.540	57,772.065	
32	23-12E	2	Electrician - The Pas / Flin Flon	2015	Hourly	50.914	52.360						53.407	54.475	56.109	
					Monthly	8,549.309	8,792.117						8,967.925	9,147.260	9,421.636	
					Annual	102,591.710	105,505.400						107,615.105	109,767.125	113,059.635	
33	23-12E	2	Electrician - Thompson	2015	Hourly	50.914	52.360						53.407	54.475	56.109	
					Monthly	8,549.309	8,792.117						8,967.925	9,147.260	9,421.636	
					Annual	102,591.710	105,505.400						107,615.105	109,767.125	113,059.635	
34		2	Equipment Coordinator	1885	Hourly	24.253	24.923	25.572	26.292	26.999	27.760			28.315	28.881	29.747
					Monthly	3,809.742	3,914.988	4,016.935	4,130.035	4,241.093	4,360.633			4,447.815	4,536.724	4,672.758
					Annual	45,716.905	46,979.855	48,203.220	49,560.420	50,893.115	52,327.600			53,373.775	54,440.685	56,073.095
35	23-12EL	2	Facility & Electrical Lead - Thompson	2015	Hourly	54.399	55.952						57.071	58.212	59.958	
					Monthly	9,134.499	9,395.273						9,583.172	9,774.765	10,067.948	
					Annual	109,613.985	112,743.280						114,998.065	117,297.180	120,815.370	
36		1	Facility Clerk-Lynn Lake/Gilliam	2015	Hourly	27.567	28.301	29.057	29.840	30.643			31.256	31.881	32.837	
					Monthly	4,628.959	4,752.210	4,879.155	5,010.633	5,145.470			5,248.403	5,353.351	5,513.880	
					Annual	55,547.505	57,026.515	58,549.855	60,127.600	61,745.645			62,980.840	64,240.215	66,166.555	

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

APPENDIX "A" - SALARIES

FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
37	23-12EL	2	Facility Lead-Electrician	2015	Hourly	54.399	55.952						57.071	58.212	59.958	
					Monthly	9,134.499	9,395.273					9,583.172	9,774.765	10,067.948		
					Annual	109,613.985	112,743.280					114,998.065	117,297.180	120,815.370		
38		2	Facility Technician - Snow Lake	2015	Hourly	35.617							33.201	37.056	38.168	
					Monthly	5,980.688						6,100.245	6,222.320	6,409.043		
					Annual	71,768.255						73,202.935	74,667.840	76,908.520		
39		2	Finance Accounting Assistant	2015	Hourly	28.451	29.221	30.016	30.837	31.682	32.550			33.201	33.865	34.881
					Monthly	4,777.397	4,906.693	5,040.187	5,178.046	5,319.936	5,465.688		5,575.001	5,686.498	5,857.101	
					Annual	57,328.765	58,880.315	60,482.240	62,136.555	63,839.230	65,588.250		66,900.015	68,237.975	70,285.215	
40		1	Groundskeeper	2015	Hourly	25.641	26.318	27.019	27.736	28.478			29.048	29.629	30.518	
					Monthly	4,305.551	4,419.231	4,536.940	4,657.337	4,781.931		4,877.643	4,975.203	5,124.481		
					Annual	51,666.615	53,030.770	54,443.285	55,888.040	57,383.170		58,531.720	59,702.435	61,493.770		
41	I	2	Health Information Management Professional	2015	Hourly	41.054	42.208	43.393	44.612	45.872	47.169			48.112	49.074	50.546
					Monthly	6,893.651	7,087.427	7,286.408	7,491.098	7,702.673	7,920.461		8,078.807	8,240.343	8,487.516	
					Annual	82,723.810	85,049.120	87,436.895	89,893.180	92,432.080	95,045.535		96,945.680	98,884.110	101,850.190	
42		1	Health Records Transcriptionist	2015	Hourly	27.990	28.738	29.510	30.304	31.121			31.743	32.378	33.349	
					Monthly	4,699.988	4,825.589	4,955.221	5,088.547	5,225.735		5,330.179	5,436.806	5,599.853		
					Annual	56,399.850	57,907.070	59,462.650	61,062.560	62,708.815		63,962.145	65,241.670	67,198.235		
43	23-13UNCERT	1	Home Support Worker	2080	Hourly	23.875	24.499	25.146	25.808	26.490			27.020	27.560	28.387	
					Monthly	4,138.333	4,246.493	4,358.640	4,473.387	4,591.600		4,683.467	4,777.067	4,920.413		
					Annual	49,660.000	50,957.920	52,303.680	53,680.640	55,099.200		56,201.600	57,324.800	59,044.960		
44	23-53HA2	1	Housekeeping Aide - The Pas / Flin Flon	2015	Hourly	26.089	26.779	27.488	28.222	28.976			29.556	30.147	31.051	
					Monthly	4,380.778	4,496.640	4,615.693	4,738.944	4,865.553		4,962.945	5,062.184	5,213.980		
					Annual	52,569.335	53,959.685	55,388.320	56,867.330	58,386.640		59,555.340	60,746.205	62,567.765		
45	23-53HA	1	Housekeeping Aide - Thompson	2015	Hourly	24.499	25.146	25.808	26.490	27.193			27.737	28.292	29.141	
					Monthly	4,113.790	4,222.433	4,333.593	4,448.113	4,566.158		4,657.505	4,750.698	4,893.260		
					Annual	49,365.485	50,669.190	52,003.120	53,377.350	54,793.895		55,890.055	57,008.380	58,719.115		
46	2		Housing Resource Advocate	1885	Hourly	28.851	29.711	30.565	31.422			32.050	32.691	33.672		
					Monthly	4,532.011	4,667.103	4,801.252	4,935.873		5,034.521	5,135.211	5,289.310			
					Annual	54,384.135	56,005.235	57,615.025	59,230.470		60,414.250	61,622.535	63,471.720			
47	2		Indigenous Liaison (The Pas / Flin Flon)	2015	Hourly	30.850	31.732	32.614	33.498			34.168	34.851	35.897		
					Monthly	5,180.229	5,328.332	5,476.434	5,624.873		5,737.377	5,852.064	6,027.705			
					Annual	62,162.750	63,939.980	65,717.210	67,498.470		68,848.520	70,224.765	72,332.455			
48	2		Indigenous Liason Worker (Thompson)	2015	Hourly	27.298	27.568	28.002	28.331			28.898	29.476	30.360		
					Monthly	4,583.789	4,629.127	4,702.003	4,757.247		4,852.456	4,949.512	5,097.950			
					Annual	55,005.470	55,549.520	56,424.030	57,086.965		58,229.470	59,394.140	61,175.400			
49	23-54LA2	1	Laundry Aide - The Pas /Flin Flon	2015	Hourly	26.089	26.779	27.488	28.222	28.976			29.556	30.147	31.051	
					Monthly	4,380.778	4,496.640	4,615.693	4,738.944	4,865.553		4,962.945	5,062.184	5,213.980		
					Annual	52,569.335	53,959.685	55,388.320	56,867.330	58,386.640		59,555.340	60,746.205	62,567.765		
50	23-54LA	1	Laundry Aide - Thompson	2015	Hourly	24.499	25.146	25.808	26.490	27.193			27.737	28.292	29.141	
					Monthly	4,113.790	4,222.433	4,333.593	4,448.113	4,566.158		4,657.505	4,750.698	4,893.260		
					Annual	49,365.485	50,669.190	52,003.120	53,377.350	54,793.895		55,890.055	57,008.380	58,719.115		
51	2		Locksmith Level I & II	2015	Hourly	26.832	27.555	28.303	29.069	29.862	30.677			31.291	31.917	32.875
					Monthly	4,505.540	4,626.944	4,752.545	4,881.170	5,014.328	5,151.180		5,254.280	5,359.396	5,520.260	
					Annual	54,066.480	55,523.325	57,030.545	58,574.035	60,171.930	61,814.155		63,051.365	64,312.755	66,243.125	
52	2		Maintenance Tradesperson	2080	Hourly	32.527	33.516	34.932	35.746			36.461	37.190	38.306		
					Monthly	5,638.013	5,809.440	6,054.880	6,195.973		6,319.907	6,446.267	6,639.707			
					Annual	67,656.160	69,713.280	72,658.560	74,351.680		75,838.880	77,355.200	79,676.480			
53	2		Maintenance Worker - PIO (Lynn Lake)	2015	Hourly	33.367	33.949	34.472	35.247			35.952	36.671	37.771		
					Monthly	5,602.875	5,700.603	5,788.423	5,918.559		6,036.940	6,157.672	6,342.380			
					Annual	67,234.505	68,407.235	69,461.080	71,022.705		72,443.280	73,892.065	76,108.565			
54	1		Maintenance Worker 1	2015	Hourly	25.641	26.318	27.019	27.736	28.478			29.048	29.629	30.518	
					Monthly	4,305.551	4,419.231	4,536.940	4,657.337	4,781.931		4,877.643	4,975.203	5,124.481		
					Annual	51,666.615	53,030.770	54,443.285	55,888.040	57,383.170		58,531.720	59,702.435	61,493.770		

CUPE NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

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A1. Effective April 1, 2027

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Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
55	1		Maintenance Worker 2	2015	Hourly	27.909	28.657	29.424	30.216	31.031				31.652	32.285	33.254
					Monthly	4,686.386	4,811.988	4,940.780	5,073.770	5,210.622				5,314.898	5,421.190	5,583.901
					Annual	56,236.635	57,743.855	59,289.360	60,885.240	62,527.465				63,778.780	65,054.275	67,006.810
56	2		Material Management / Logistic Services Charge	2015	Hourly	27.688	28.439	29.209	30.005	30.825	31.669			32.302	32.948	33.936
					Monthly	4,649.277	4,775.382	4,904.678	5,038.340	5,176.031	5,317.753			5,424.044	5,532.518	5,698.420
					Annual	55,791.320	57,304.585	58,856.135	60,460.075	62,112.375	63,813.035			65,088.530	66,390.220	68,381.040
57	2		Material Management Clerk	2015	Hourly	26.497	27.213	27.947	28.702	29.485	30.289			30.895	31.513	32.458
					Monthly	4,449.288	4,569.516	4,692.767	4,819.544	4,951.023	5,086.028			5,187.785	5,291.558	5,450.239
					Annual	53,391.455	54,834.195	56,313.205	57,834.530	59,412.275	61,032.335			62,253.425	63,498.695	65,402.870
58	23-55UMDR	2	Medical Device Reprocessing Aide (Non Certified)	2015	Hourly	24.410	25.060	25.734	26.425	27.136	27.867			28.424	28.992	29.862
					Monthly	4,098.846	4,207.992	4,321.168	4,437.198	4,556.587	4,679.334			4,772.863	4,868.240	5,014.328
					Annual	49,186.150	50,495.900	51,854.010	53,246.375	54,679.040	56,152.005			57,274.360	58,418.880	60,171.930
59	23-55MDR2	2	Medical Device Reprocessing Technician (Certified)	2015	Hourly	30.089	30.888	31.733	32.605	33.502	34.428			35.117	35.819	36.894
					Monthly	5,049.086	5,186.610	5,328.500	5,474.923	5,625.544	5,781.035			5,896.730	6,014.607	6,195.118
					Annual	60,589.035	62,239.320	63,941.995	65,699.075	67,506.530	69,372.420			70,760.755	72,175.285	74,341.410
60	23-55MDRS	2	Medical Device Reprocessing Charge	2015	Hourly	36.023	37.020	38.052	39.116	40.205	41.332			42.159	43.002	44.292
					Monthly	6,048.862	6,216.275	6,389.565	6,568.228	6,751.090	6,940.332			7,079.199	7,220.753	7,437.365
					Annual	72,586.345	74,595.300	76,674.780	78,818.740	81,013.075	83,283.980			84,950.385	86,649.030	89,248.380
61	23-52UC	2	Non-Certified Cook/Assistant Cook	2015	Hourly	25.061	25.734	26.425	27.134	27.867	28.622			29.194	29.778	30.671
					Monthly	4,208.160	4,321.168	4,437.198	4,556.251	4,679.334	4,806.111			4,902.159	5,000.223	5,150.172
					Annual	50,497.915	51,854.010	53,246.375	54,675.010	56,152.005	57,673.330			58,825.910	60,002.670	61,802.065
62	1		NPTP Clerk	2015	Hourly	27.164	27.889	28.634	29.403	30.192			30.796	31.412	32.354	
					Monthly	4,561.288	4,683.028	4,808.126	4,937.254	5,069.740			5,171.162	5,274.598	5,432.776	
					Annual	54,735.460	56,196.335	57,697.510	59,247.045	60,836.880			62,053.940	63,295.180	65,193.310	
63	2		NPTP Clerk - PIO	2015	Hourly	30.067	30.886	31.735	32.604	33.503	34.426			35.115	35.817	36.892
					Monthly	5,048.750	5,186.274	5,328.835	5,474.755	5,625.712	5,780.699			5,896.394	6,014.271	6,194.782
					Annual	60,585.005	62,235.290	63,946.025	65,697.060	67,508.545	69,368.390			70,756.725	72,171.255	74,337.380
64	2		NPTP Officer - PIO	2015	Hourly	32.805	33.707	34.637	35.597	36.584	37.600			38.352	39.119	40.293
					Monthly	5,508.506	5,659.967	5,816.130	5,977.330	6,143.063	6,313.667			6,439.940	6,568.732	6,765.866
					Annual	66,102.075	67,919.605	69,793.555	71,727.955	73,716.760	75,764.000			77,279.280	78,824.785	81,190.395
65	1		Office Assistant	2015	Hourly	28.411	29.012	29.663	30.375	31.052			31.673	32.306	33.275	
					Monthly	4,770.680	4,871.598	4,980.912	5,100.469	5,214.148			5,318.425	5,424.716	5,587.427	
					Annual	57,248.165	58,459.180	59,770.945	61,205.625	62,569.780			63,821.095	65,096.590	67,049.125	
66	2		Office Assistant 2	1885	Hourly	29.233	29.910	30.685	31.413	32.238	33.165			33.828	34.505	35.540
					Monthly	4,592.017	4,698.363	4,820.102	4,934.459	5,064.053	5,209.669			5,313.815	5,420.160	5,582.742
					Annual	55,104.205	56,380.350	57,841.225	59,213.505	60,768.630	62,516.025			63,765.780	65,041.925	66,992.900
67	2		Orthopedic Attendant	2015	Hourly	26.497	27.213	27.947	28.702	29.485	30.289			30.895	31.513	32.458
					Monthly	4,449.288	4,569.516	4,692.767	4,819.544	4,951.023	5,086.028			5,187.785	5,291.558	5,450.239
					Annual	53,391.455	54,834.195	56,313.205	57,834.530	59,412.275	61,032.335			62,253.425	63,498.695	65,402.870
68	2		Pharmacy Aide	2015	Hourly	22.914	23.519	24.144	24.791	25.451	26.132			26.655	27.188	28.004
					Monthly	3,847.643	3,949.232	4,054.180	4,162.822	4,273.647	4,387.998			4,475.819	4,565.318	4,702.338
					Annual	46,171.710	47,390.785	48,650.160	49,953.865	51,283.765	52,655.980			53,709.825	54,783.820	56,428.060
69	1		Pharmacy Clerk	2015	Hourly	24.126	24.760	25.408	26.082	26.773			27.308	27.854	28.690	
					Monthly	4,051.158	4,157.617	4,266.427	4,379.603	4,495.633			4,585.468	4,677.151	4,817.529	
					Annual	48,613.890	49,891.400	51,197.120	52,555.230	53,947.595			55,025.620	56,125.810	57,810.350	
70	23-12F	2	Plumber-Pipe Fitter	2015	Hourly	50.914	52.360						53.407	54.475	56.109	
					Monthly	8,549.309	8,792.117						8,967.925	9,147.260	9,421.636	
					Annual	102,591.710	105,505.400						107,615.105	109,767.125	113,059.635	
71	2		Porter/Watchperson - Leaf Rapids	2015	Hourly	25.249	25.929	26.623	27.341	28.084	28.845			29.422	30.010	30.910
					Monthly	4,239.728	4,353.911	4,470.445	4,591.010	4,715.772	4,843.556			4,940.444	5,039.179	5,190.304
					Annual	50,876.735	52,246.935	53,645.345	55,092.115	56,589.260	58,122.675			59,285.330	60,470.150	62,283.650
72	2		Purchaser	2015	Hourly	29.408	30.210	31.037	31.887	32.762	33.666			34.339	35.026	36.077
					Monthly	4,938.093	5,072.763	5,211.630	5,354.359	5,501.286	5,653.083			5,766.090	5,881.449	6,057.930
					Annual	59,257.120	60,873.150	62,539.555	64,252.305	66,015.430	67,836.990			69,193.085	70,577.390	72,695.155

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Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73		2	Purchasing Clerk	2015	Hourly	27.579	28.324	29.092	29.884	30.702	31.543			32.174	32.817	33.802
					Monthly	4,630.974	4,756.072	4,885.032	5,018.022	5,155.378	5,296.595			5,402.551	5,510.521	5,675.919
					Annual	55,571.685	57,072.860	58,620.380	60,216.260	61,864.530	63,559.145			64,830.610	66,126.255	68,111.030
74		1	Receptionist	2015	Hourly	26.283	26.979	27.695	28.438	29.200			29.784	30.380	31.291	
					Monthly	4,413.354	4,530.224	4,650.452	4,775.214	4,903.167			5,001.230	5,101.308	5,254.280	
					Annual	52,960.245	54,362.685	55,805.425	57,302.570	58,838.000			60,014.760	61,215.700	63,051.365	
75		2	Refrigeration Mechanic	2015	Hourly	54.031							55.112	56.214	57.900	
					Monthly	9,072.705							9,254.223	9,439.268	9,722.375	
					Annual	108,872.465							111,050.680	113,271.210	116,668.500	
76		1	Residential Care Worker	2015	Hourly	25.316	26.042	26.770	27.545	28.373	29.201	30.039	30.640	31.253	32.191	
					Monthly	4,250.978	4,372.886	4,495.129	4,625.265	4,764.300	4,903.335	5,044.049	5,144.967	5,247.900	5,405.405	
					Annual	51,011.740	52,474.630	53,941.550	55,503.175	57,171.595	58,840.015	60,528.585	61,739.600	62,974.795	64,864.865	
77		2	Resource Coordinator	1885	Hourly	34.354	35.451	36.614	37.746	39.042	40.290	41.635	42.848	43.705	44.579	45.916
					Monthly	5,396.441	5,568.761	5,751.449	5,929.268	6,132.848	6,328.888	6,540.165	6,730.707	6,865.327	7,002.618	7,212.638
					Annual	64,757.290	66,825.135	69,017.390	71,151.210	73,594.170	75,946.650	78,481.975	80,768.480	82,383.925	84,031.415	86,551.660
78		2	Security Officer	2015	Hourly	24.989	25.656	26.344	27.054	27.827	28.538		29.109	29.691	30.582	
					Monthly	4,196.070	4,308.070	4,423.597	4,542.818	4,672.617	4,792.006		4,887.886	4,985.614	5,135.228	
					Annual	50,352.835	51,696.840	53,083.160	54,513.810	56,071.405	57,504.070		58,654.635	59,827.365	61,622.730	
79	23-93C	2	Shift Engineer (3rd Class)	2015	Hourly	47.816	50.190						51.194	52.218	53.785	
					Monthly	8,029.103	8,427.738						8,596.326	8,768.273	9,031.398	
					Annual	96,349.240	101,132.850						103,155.910	105,219.270	108,376.775	
80	23-93D	2	Shift Engineer (4th Class)	2015	Hourly	44.553	46.759						47.694	48.648	50.107	
					Monthly	7,481.191	7,851.615						8,008.618	8,168.810	8,413.800	
					Annual	89,774.295	94,219.385						96,103.410	98,025.720	100,965.605	
81		2	Student	2015	Hourly	22.485							22.935	23.394	24.096	
					Monthly	3,775.606							3,851.169	3,928.243	4,046.120	
					Annual	45,307.275							46,214.025	47,138.910	48,553.440	
82		2	Support Services Clerk	2015	Hourly	26.497	27.213	27.947	28.702	29.485	30.289		30.895	31.513	32.458	
					Monthly	4,449.288	4,569.516	4,692.767	4,819.544	4,951.023	5,086.028		5,187.785	5,291.558	5,450.239	
					Annual	53,391.455	54,834.195	56,313.205	57,834.530	59,412.275	61,032.335		62,253.425	63,498.695	65,402.870	
83		2	Switchboard Operator 2	1885	Hourly	25.572	26.119	26.713	27.397	28.028	28.768		29.343	29.930	30.828	
					Monthly	4,016.935	4,102.860	4,196.167	4,303.612	4,402.732	4,518.973		4,609.296	4,701.504	4,842.565	
					Annual	48,203.220	49,234.315	50,354.005	51,643.345	52,832.780	54,227.680		55,311.555	56,418.050	58,110.780	
84		2	Trades Lead	2015	Hourly	48.514							49.484	50.474	51.988	
					Monthly	8,146.309							8,309.188	8,475.426	8,729.652	
					Annual	97,755.710							99,710.260	101,705.110	104,755.820	
85		2	Trades Lead (Journeyman)	2015	Hourly	50.484							51.494	52.524	54.100	
					Monthly	8,477.105							8,646.701	8,819.655	9,084.292	
					Annual	101,725.260							103,760.410	105,835.860	109,011.500	
86		1	Transcriptionist	2015	Hourly	27.990	28.738	29.510	30.304	31.121			31.743	32.378	33.349	
					Monthly	4,699.988	4,825.589	4,955.221	5,088.547	5,225.735			5,330.179	5,436.806	5,599.853	
					Annual	56,399.850	57,907.070	59,462.650	61,062.560	62,708.815			63,962.145	65,241.670	67,198.235	
87		2	Indigenous Peer Support Worker	2015	Hourly	24.260	24.961	25.688	26.415	27.190	28.019	28.846	29.685	30.279	30.885	31.812
					Monthly	4,073.658	4,191.368	4,313.443	4,435.519	4,565.654	4,704.857	4,843.724	4,984.606	5,084.349	5,186.106	5,341.765
					Annual	48,883.900	50,296.415	51,761.320	53,226.225	54,787.850	56,458.285	58,124.690	59,815.275	61,012.185	62,233.275	64,101.180

¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

⁴ Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1			Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly	22.577	23.263	24.065	24.900	25.745	26.557			27.088	27.630	28.459
						Monthly	3,913.347	4,032.253	4,171.267	4,316.000	4,462.467	4,603.213			4,695.253	4,789.200	4,932.893
						Annual	46,960.160	48,387.040	50,055.200	51,792.000	53,549.600	55,238.560			56,343.040	57,470.400	59,194.720
2			Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly	19.081	19.641	20.285	20.918	21.584	22.418			22.866	23.323	24.023
						Monthly	3,307.373	3,404.440	3,516.067	3,625.787	3,741.227	3,885.787			3,963.440	4,042.653	4,163.987
						Annual	39,688.480	40,853.280	42,192.800	43,509.440	44,894.720	46,629.480			47,561.280	48,511.840	49,967.840
3			ACT Support Worker	SH	2080	Hourly	22.435	23.133	23.926	24.748	25.582	26.420			26.930	27.469	28.293
						Monthly	3,888.733	4,009.720	4,147.173	4,289.653	4,434.213	4,576.347			4,667.867	4,761.293	4,904.120
						Annual	46,664.800	48,116.640	49,766.080	51,475.840	53,210.560	54,916.160			56,014.400	57,135.520	58,849.440
4			Child Life Assistant	HSC	2015	Hourly	20.688	21.398	22.130	22.846	23.658	24.424	25.339	26.219	26.743	27.278	28.096
						Monthly	3,473.860	3,593.081	3,715.996	3,836.224	3,972.573	4,101.197	4,254.840	4,402.607	4,490.595	4,580.431	4,717.787
						Annual	41,686.320	43,116.970	44,591.950	46,034.690	47,670.870	49,214.360	51,058.085	52,831.285	53,887.145	54,965.170	56,613.440
5			Child Life Assistant	CCMB	2015	Hourly	20.688	21.398	22.130	22.846	23.658	24.424	25.339	26.219	26.743	27.278	28.096
						Monthly	3,473.860	3,593.081	3,715.996	3,836.224	3,972.573	4,101.197	4,254.840	4,402.607	4,490.595	4,580.431	4,717.787
						Annual	41,686.320	43,116.970	44,591.950	46,034.690	47,670.870	49,214.360	51,058.085	52,831.285	53,887.145	54,965.170	56,613.440
6	23-47CERT		Communication Disorders Assistant	HSC	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
7			Community Support Worker	HSC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112		24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807		4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680		49,556.910	50,548.290	52,065.585	
8	23-63CW		Crisis Worker	SH	2080	Hourly	22.435	23.133	23.926	24.748	25.582	26.420			26.930	27.469	28.293
						Monthly	3,888.733	4,009.720	4,147.173	4,289.653	4,434.213	4,576.347			4,667.867	4,761.293	4,904.120
						Annual	46,664.800	48,116.640	49,766.080	51,475.840	53,210.560	54,916.160			56,014.400	57,135.520	58,849.440
9			Diagnostic Imaging Assistant	SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112		24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807		4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680		49,556.910	50,548.290	52,065.585	
10			Diagnostic Imaging Assistant	SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112		24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807		4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680		49,556.910	50,548.290	52,065.585	
11			Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly	20.805	21.164	21.504	22.080	22.943			23.402	23.870	24.586	
						Monthly	3,493.506	3,553.788	3,610.880	3,707.600	3,852.512			3,929.586	4,008.171	4,128.399	
						Annual	41,922.075	42,645.460	43,330.560	44,491.200	46,230.145			47,155.030	48,098.050	49,540.790	
12			Forensic Program Support Worker	SH	2080	Hourly	22.435	23.133	23.926	24.748	25.582	26.420			26.930	27.469	28.293
						Monthly	3,888.733	4,009.720	4,147.173	4,289.653	4,434.213	4,576.347			4,667.867	4,761.293	4,904.120
						Annual	46,664.800	48,116.640	49,766.080	51,475.840	53,210.560	54,916.160			56,014.400	57,135.520	58,849.440
13	23-13CERT		Health Care Aide	SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
14	23-13CERT		Health Care Aide	SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
15	23-13CERT		Health Care Aide	SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
16	23-13UNCERT		Health Care Aide - Uncertified	HSC	2015	Hourly	20.193								20.597	21.009	21.639
						Monthly	3,390.741								3,458.580	3,527.761	3,633.549
						Annual	40,688.895								41,502.955	42,333.135	43,602.585
17	23-13UNCERT		Health Care Aide - Uncertified	SH	2015	Hourly	20.193								20.597	21.009	21.639
						Monthly	3,390.741								3,458.580	3,527.761	3,633.549
						Annual	40,688.895								41,502.955	42,333.135	43,602.585
18			Lead Hand - Patient Transport	HSC	2015	Hourly	20.846	21.468	22.112	22.777	23.460	24.164		24.647	25.894		
						Monthly	3,500.391	3,604.835	3,712.973	3,824.638	3,939.325	4,057.538		4,138.642	4,221.425	4,348.034	
						Annual	42,004.690	43,258.020	44,555.680	45,895.655	47,271.900	48,690.460		49,663.705	50,657.100	52,176.410	
19			Mental Health Rehabilitation Worker	HSC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112		24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807		4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680		49,556.910	50,548.290	52,065.585	

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
20	23-DUAL		Nursing Assistant	CCMB	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
21	23-DUAL		Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
22	23-DUAL		Nursing Assistant (UCA)	SH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
23	23-DUAL		Nursing Assistant RT	CCMB	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
24	23-55ORA		Operating Room Assistant	HSC	2015	Hourly	25.166	25.922	26.700	27.498	28.326	29.174		29.757	30.352	31.263	
						Monthly	4,225.791	4,352.736	4,483.375	4,617.373	4,756.408	4,898.801		4,996.696	5,096.607	5,249.579	
						Annual	50,709.490	52,232.830	53,800.500	55,408.470	57,076.890	58,785.610		59,960.355	61,159.280	62,994.945	
25			Ophthalmic Assistant	HSC	1950	Hourly	21.082	21.715	22.369	23.037	23.729	24.442		24.931	25.430	26.193	
						Monthly	3,425.825	3,528.688	3,634.963	3,743.513	3,855.963	3,971.825		4,051.288	4,132.375	4,256.363	
						Annual	41,109.900	42,344.250	43,619.550	44,922.150	46,271.550	47,661.900		48,615.450	49,588.500	51,076.350	
26			OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly	20.798	21.423	22.065	22.726	23.409	24.112		24.594	25.086	25.839	
						Monthly	3,604.987	3,713.320	3,824.600	3,939.173	4,057.560	4,179.413		4,262.960	4,348.240	4,478.760	
						Annual	43,259.840	44,559.840	45,895.200	47,270.080	48,690.720	50,152.960		51,155.520	52,178.880	53,745.120	
27			PACT Support Worker	SH	2080	Hourly	22.435	23.133	23.926	24.748	25.582	26.420		26.930	27.669	28.293	
						Monthly	3,888.733	4,009.720	4,147.173	4,289.653	4,434.213	4,576.347		4,667.867	4,761.293	4,904.120	
						Annual	46,664.800	48,116.640	49,766.080	51,475.840	53,210.560	54,916.160		56,014.400	57,135.520	58,849.440	
28			Patient Transport – Assistant	HSC	2015	Hourly	19.853	20.446	21.059	21.692	22.343	23.013		23.473	23.942	24.660	
						Monthly	3,333.650	3,433.224	3,536.157	3,642.448	3,751.762	3,864.266		3,941.508	4,020.261	4,140.825	
						Annual	40,003.795	41,198.690	42,433.885	43,709.380	45,021.145	46,371.195		47,298.095	48,243.130	49,689.900	
29			Patient Transport Assistant - PIO	HSC	2015	Hourly	21.184	21.551	21.918	22.283	22.649	23.013		23.473	23.942	24.660	
						Monthly	3,557.147	3,618.772	3,680.398	3,741.687	3,803.145	3,864.266		3,941.508	4,020.261	4,140.825	
						Annual	42,685.760	43,425.265	44,164.770	44,900.245	45,637.735	46,371.195		47,298.095	48,243.130	49,689.900	
30			Porter-Aide	SH	2015	Hourly	19.853	20.446	21.059	21.692	22.343	23.013		23.473	23.942	24.660	
						Monthly	3,333.650	3,433.224	3,536.157	3,642.448	3,751.762	3,864.266		3,941.508	4,020.261	4,140.825	
						Annual	40,003.795	41,198.690	42,433.885	43,709.380	45,021.145	46,371.195		47,298.095	48,243.130	49,689.900	
31			Porter-Diagnostic Imaging	SH	2015	Hourly	19.852	20.445	21.059	21.692	22.343	23.013		23.473	23.942	24.660	
						Monthly	3,333.482	3,433.056	3,536.157	3,642.448	3,751.762	3,864.266		3,941.508	4,020.261	4,140.825	
						Annual	40,001.780	41,196.675	42,433.885	43,709.380	45,021.145	46,371.195		47,298.095	48,243.130	49,689.900	
32	23-13CERT		Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,604.987	3,713.320	3,824.600	3,939.173	4,057.560	4,179.413	4,304.907		4,391.053	4,478.933	4,613.267
						Annual	43,259.840	44,559.840	45,895.200	47,270.080	48,690.720	50,152.960	51,658.880		52,692.640	53,747.200	55,359.200
33			Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly	18.849	19.472	20.031	20.634	21.288				21.714	22.148	22.812
						Monthly	3,267.160	3,375.147	3,472.040	3,576.560	3,689.920				3,763.760	3,838.987	3,954.080
						Annual	39,205.920	40,501.760	41,664.480	42,918.720	44,279.040				45,165.120	46,067.840	47,448.960
34			Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly	20.031	20.634	21.288	22.006	22.671	23.527	24.277		24.763	25.258	26.016
						Monthly	3,472.040	3,576.560	3,689.920	3,814.373	3,929.640	4,078.013	4,208.013		4,292.253	4,378.053	4,509.440
						Annual	41,664.480	42,918.720	44,279.040	45,772.480	47,155.680	48,936.160	50,496.160		51,507.040	52,536.640	54,113.280
35	23-47CERT		Rehab Assistant - SMHC	SH	2080	Hourly	22.577	23.263	23.965	24.900	25.745	26.557		27.088	27.630	28.459	
						Monthly	3,913.347	4,032.253	4,171.267	4,316.000	4,462.467	4,603.213		4,695.253	4,789.200	4,932.893	
						Annual	46,960.160	48,387.040	50,055.200	51,792.000	53,549.600	55,238.560		56,343.040	57,470.400	59,194.720	
36	23-47CERT		Rehabilitation Assistant	HSC	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
37	23-13CERT		Unit Assistant	HSC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
38			Unit Assistant	CCMB	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39			Unit Assistant PIO	HSC	2015	Hourly	22.283	22.649	23.013	23.381	23.747	24.112		24.594	25.086	25.839
						Monthly	3,741.687	3,803.145	3,864.266	3,926.060	3,987.517	4,048.807		4,129.743	4,212.358	4,338.799
						Annual	44,900.245	45,637.735	46,371.195	47,112.715	47,850.205	48,585.680		49,556.910	50,548.290	52,065.585

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1			Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly	23.198	23.903	24.727	25.585	26.453	27.287			27.833	28.390	29.242
						Monthly	4,020.987	4,143.187	4,286.013	4,434.733	4,585.187	4,729.747			4,824.387	4,920.933	5,068.613
						Annual	48,251.840	49,718.240	51,432.160	53,216.800	55,022.240	56,756.960			57,892.640	59,051.200	60,823.360
2			Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly	19.606	20.181	20.843	21.493	22.178	23.034			23.495	23.964	24.684
						Monthly	3,398.373	3,498.040	3,612.787	3,725.453	3,844.187	3,992.560			4,072.467	4,153.760	4,278.560
						Annual	40,780.480	41,976.480	43,353.440	44,705.440	46,130.240	47,910.720			48,869.600	49,845.120	51,342.720
3			ACT Support Worker	SH	2080	Hourly	23.052	23.769	24.584	25.429	26.286	27.128			27.671	28.224	29.071
						Monthly	3,995.680	4,119.960	4,261.227	4,407.693	4,556.240	4,702.187			4,796.307	4,892.160	5,038.973
						Annual	47,948.160	49,439.520	51,134.720	52,892.320	54,674.880	56,426.240			57,555.680	58,705.920	60,467.680
4			Child Life Assistant	HSC	2015	Hourly	21.257	21.986	22.739	23.474	24.309	25.096	26.036	26.940	27.478	28.028	28.869
						Monthly	3,569.405	3,691.816	3,818.257	3,941.676	4,081.886	4,214.037	4,371.878	4,523.675	4,614.014	4,706.368	4,847.586
						Annual	42,832.855	44,301.790	45,819.085	47,300.110	48,982.635	50,568.440	52,462.540	54,284.100	55,368.170	56,476.420	58,171.035
5			Child Life Assistant	CCMB	2015	Hourly	21.257	21.986	22.739	23.474	24.309	25.096	26.036	26.940	27.478	28.028	28.869
						Monthly	3,569.405	3,691.816	3,818.257	3,941.676	4,081.886	4,214.037	4,371.878	4,523.675	4,614.014	4,706.368	4,847.586
						Annual	42,832.855	44,301.790	45,819.085	47,300.110	48,982.635	50,568.440	52,462.540	54,284.100	55,368.170	56,476.420	58,171.035
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795			27.331	27.878	28.714
						Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327			4,589.330	4,681.181	4,821.559
						Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925			55,071.965	56,174.170	57,858.710
7			Community Support Worker	HSC	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775			25.270	25.776	26.550
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135			4,243.254	4,328.220	4,458.188
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625			50,919.050	51,938.640	53,498.250
8	23-63CW		Crisis Worker	SH	2080	Hourly	23.052	23.769	24.584	25.429	26.286	27.128			27.671	28.224	29.071
						Monthly	3,995.680	4,119.960	4,261.227	4,407.693	4,556.240	4,702.187			4,796.307	4,892.160	5,038.973
						Annual	47,948.160	49,439.520	51,134.720	52,892.320	54,674.880	56,426.240			57,555.680	58,705.920	60,467.680
9			Diagnostic Imaging Assistant	SH	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775			25.270	25.776	26.550
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135			4,243.254	4,328.220	4,458.188
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625			50,919.050	51,938.640	53,498.250
10			Diagnostic Imaging Assistant	SH	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775			25.270	25.776	26.550
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135			4,243.254	4,328.220	4,458.188
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625			50,919.050	51,938.640	53,498.250
11			Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly	21.377	21.746	22.095	22.687	23.574			24.046	24.526	25.262	
						Monthly	3,589.555	3,651.516	3,710.119	3,809.525	3,958.468			4,037.724	4,118.324	4,241.911	
						Annual	43,074.655	43,818.190	44,521.425	45,714.305	47,501.610			48,452.690	49,419.890	50,902.930	
12			Forensic Program Support Worker	SH	2080	Hourly	23.052	23.769	24.584	25.429	26.286	27.128			27.671	28.224	29.071
						Monthly	3,995.680	4,119.960	4,261.227	4,407.693	4,556.240	4,702.187			4,796.307	4,892.160	5,038.973
						Annual	47,948.160	49,439.520	51,134.720	52,892.320	54,674.880	56,426.240			57,555.680	58,705.920	60,467.680
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly	20.748								21.163	21.587	22.234
						Monthly	3,483.935								3,553.620	3,624.817	3,733.459
						Annual	41,807.220								42,643.445	43,497.805	44,801.510
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly	20.748								21.163	21.587	22.234
						Monthly	3,483.935								3,553.620	3,624.817	3,733.459
						Annual	41,807.220								42,643.445	43,497.805	44,801.510
18			Lead Hand - Patient Transport	HSC	2015	Hourly	21.419	22.058	22.720	23.403	24.105	24.829			25.325	25.831	26.606
						Monthly	3,596.607	3,703.906	3,815.067	3,929.754	4,047.631	4,169.203			4,252.490	4,337.455	4,467.591
						Annual	43,159.285	44,446.870	45,780.800	47,157.045	48,571.575	50,030.435			51,029.875	52,049.465	53,611.090
19	1		Mental Health Rehabilitation Worker	HSC	2015	Hourly	22.012	22.672	23.351	24.053	24.775			25.271	25.776	26.549	
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135			4,243.422	4,328.220	4,458.020	
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625			50,921.065	51,938.640	53,496.235	

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
20	23-DUAL		Nursing Assistant	CCMB	2015	Hourly	22.440	23.114	23.806	24.519	25.256	26.014	26.795	27.332	27.878	28.715
						Monthly	3,768.050	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327	4,589.498	4,681.181	4,821.727
						Annual	45,216.600	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925	55,073.980	56,174.170	57,860.725
21	23-DUAL		Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly	22.440	23.114	23.806	24.519	25.256	26.014	26.795	27.332	27.878	28.715
						Monthly	3,768.050	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327	4,589.498	4,681.181	4,821.727
						Annual	45,216.600	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925	55,073.980	56,174.170	57,860.725
22	23-DUAL		Nursing Assistant (UCA)	SH	2015	Hourly	22.440	23.114	23.806	24.519	25.256	26.014	26.795	27.332	27.878	28.715
						Monthly	3,768.050	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327	4,589.498	4,681.181	4,821.727
						Annual	45,216.600	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925	55,073.980	56,174.170	57,860.725
23	23-DUAL		Nursing Assistant RT	CCMB	2015	Hourly	22.440	23.114	23.806	24.519	25.256	26.014	26.795	27.332	27.878	28.715
						Monthly	3,768.050	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327	4,589.498	4,681.181	4,821.727
						Annual	45,216.600	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925	55,073.980	56,174.170	57,860.725
24	23-55ORA		Operating Room Assistant	HSC	2015	Hourly	25.858	26.635	27.434	28.254	29.105	29.976	30.875	31.807	32.823	
						Monthly	4,341.989	4,472.460	4,606.626	4,744.318	4,887.215	5,033.470	5,184.052	5,236.817	5,393.987	
						Annual	52,103.870	53,669.525	55,279.510	56,931.810	58,646.575	60,401.640	62,208.625	64,068.625	66,018.805	68,072.845
25			Ophthalmic Assistant	HSC	1950	Hourly	21.662	22.312	22.984	23.671	24.382	25.114	25.875	26.667	27.490	
						Monthly	3,520.075	3,625.700	3,734.900	3,846.538	3,962.075	4,081.025	4,203.375	4,329.150	4,458.375	4,591.000
						Annual	42,240.900	43,508.400	44,818.800	46,158.250	47,544.900	48,972.300	50,481.250	52,073.500	53,756.250	55,524.000
26			OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly	21.370	22.012	22.672	23.351	24.053	24.775	25.519	26.287	27.080	
						Monthly	3,704.133	3,815.413	3,929.813	4,047.507	4,169.187	4,294.333	4,423.000	4,555.250	4,691.125	4,830.250
						Annual	44,449.600	45,784.960	47,157.760	48,570.080	50,030.240	51,532.000	53,073.500	54,705.000	56,426.250	58,248.750
27			PACT Support Worker	SH	2080	Hourly	23.052	23.769	24.584	25.429	26.286	27.128	27.975	28.837	29.715	
						Monthly	3,995.680	4,119.960	4,261.227	4,407.693	4,556.240	4,707.187	4,861.500	4,919.625	5,081.625	5,243.625
						Annual	47,948.160	49,439.520	51,134.720	52,892.320	54,674.880	56,426.240	58,159.500	59,877.500	61,590.625	63,298.750
28			Patient Transport – Assistant	HSC	2015	Hourly	20.399	21.008	21.638	22.289	22.957	23.646	24.356	25.087	25.840	
						Monthly	3,425.332	3,527.593	3,633.381	3,742.695	3,854.863	3,970.558	4,089.625	4,212.125	4,338.375	4,468.375
						Annual	41,103.985	42,331.120	43,600.570	44,912.335	46,258.355	47,646.690	49,073.500	50,585.000	52,181.250	53,862.500
29			Patient Transport Assistant - PIO	HSC	2015	Hourly	21.767	22.144	22.896	23.521	24.125	24.715	25.290	25.850	26.425	
						Monthly	3,655.042	3,718.347	3,781.651	3,844.620	3,907.757	3,970.558	4,033.000	4,095.125	4,157.000	4,218.625
						Annual	43,860.505	44,620.160	45,379.815	46,135.440	46,893.080	47,646.690	48,395.625	49,140.625	49,882.125	50,620.625
30			Porter-Aide	SH	2015	Hourly	20.399	21.008	21.638	22.289	22.957	23.646	24.356	25.087	25.840	
						Monthly	3,425.332	3,527.593	3,633.381	3,742.695	3,854.863	3,970.558	4,089.625	4,212.125	4,338.375	4,468.375
						Annual	41,103.985	42,331.120	43,600.570	44,912.335	46,258.355	47,646.690	49,073.500	50,585.000	52,181.250	53,862.500
31			Porter-Diagnostic Imaging	SH	2015	Hourly	20.399	21.007	21.638	22.289	22.957	23.646	24.356	25.087	25.840	
						Monthly	3,425.164	3,527.425	3,633.381	3,742.695	3,854.863	3,970.558	4,089.625	4,212.125	4,338.375	4,468.375
						Annual	41,101.970	42,329.105	43,600.570	44,912.335	46,258.355	47,646.690	49,073.500	50,585.000	52,181.250	53,862.500
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly	22.012	22.672	23.351	24.053	24.775	25.519	26.287	27.080	27.897	
						Monthly	3,815.413	3,929.813	4,047.507	4,169.187	4,294.333	4,423.293	4,555.625	4,691.625	4,831.125	4,974.125
						Annual	45,784.960	47,157.760	48,570.080	50,030.240	51,532.000	53,073.500	54,705.000	56,426.250	58,248.750	60,171.250
33			Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly	19.367	20.007	20.582	21.201	21.873	22.587	23.311	24.050	24.815	
						Monthly	3,356.947	3,467.880	3,567.547	3,674.840	3,791.320	3,917.000	4,041.875	4,176.000	4,309.375	4,451.875
						Annual	40,283.360	41,614.560	42,810.560	44,098.080	45,495.840	46,998.000	48,506.250	50,020.000	51,539.375	53,064.375
34			Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly	20.582	21.201	21.873	22.611	23.294	24.174	24.945	25.744	26.571	
						Monthly	3,567.547	3,674.840	3,791.320	3,919.240	4,037.627	4,190.160	4,323.800	4,410.293	4,498.520	4,633.373
						Annual	42,810.560	44,098.080	45,495.840	47,030.880	48,451.520	50,281.920	51,885.600	53,623.520	55,482.240	57,466.480
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly	23.903	24.727	25.585	26.453	27.287	28.115	28.990	29.833	30.745	
						Monthly	4,143.187	4,286.013	4,434.733	4,585.187	4,729.747	4,881.500	4,999.625	5,120.000	5,243.125	5,368.875
						Annual	49,718.240	51,432.160	53,216.800	55,022.240	56,756.960	58,599.000	60,423.750	62,238.750	64,044.375	65,840.625
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795	27.332	27.878	28.714	
						Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327	4,589.498	4,681.181	4,821.559	
						Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925	55,073.980	56,174.170	57,858.710	
37	23-13CERT		Unit Assistant	HSC	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775	25.519	26.030	26.551	27.347
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065	4,370.871	4,458.355	4,592.017
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785	52,954.450	54,576.265	56,294.205
38			Unit Assistant	CCMB	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775	25.519	26.030	26.551	27.347
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065	4,370.871	4,458.355	4,592.017
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785	52,954.450	54,576.265	56,294.205

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39			Unit Assistant PIO	HSC	2015	Hourly	22.896	23.272	23.646	24.024	24.400	24.775		25.270	25.776	26.550
						Monthly	3,844.620	3,907.757	3,970.558	4,034.030	4,097.167	4,160.135		4,243.254	4,328.220	4,458.188
						Annual	46,135.440	46,893.080	47,646.690	48,408.360	49,166.000	49,921.625		50,919.050	51,938.640	53,498.250

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025. ¹* Step eliminated for multi-step salary scales

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		2	Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly	23.648	24.353	25.177	26.035	26.903	27.737			28.292	28.858	29.724
						Monthly	4,098.987	4,221.187	4,364.013	4,512.733	4,663.187	4,807.747			4,903.947	5,002.053	5,152.160
						Annual	49,187.840	50,654.240	52,368.160	54,152.800	55,958.240	57,692.960			58,847.360	60,024.640	61,825.920
2		2	Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly	20.056	20.631	21.293	21.943	22.628	23.484			23.954	24.433	25.166
						Monthly	3,476.373	3,576.040	3,690.787	3,803.453	3,922.187	4,070.560			4,152.027	4,235.053	4,362.107
						Annual	41,716.480	42,912.480	44,289.440	45,641.440	47,066.240	48,846.720			49,824.320	50,820.640	52,345.280
3		2	ACT Support Worker	SH	2080	Hourly	23.502	24.219	25.034	25.879	26.736	27.578			28.130	28.693	29.554
						Monthly	4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187			4,875.867	4,973.453	5,122.693
						Annual	48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240			58,510.400	59,681.440	61,472.320
4		2	Child Life Assistant	HSC	2015	Hourly	21.707	22.436	23.189	23.924	24.759	25.546	26.486	27.390	27.938	28.497	29.352
						Monthly	3,644.967	3,767.378	3,893.820	4,017.238	4,157.449	4,289.599	4,447.441	4,599.238	4,691.256	4,785.121	4,928.690
						Annual	43,739.605	45,208.540	46,725.835	48,206.860	49,889.385	51,475.190	53,369.290	55,190.850	56,295.070	57,421.455	59,144.280
5		2	Child Life Assistant	CCMB	2015	Hourly	21.707	22.436	23.189	23.924	24.759	25.546	26.486	27.390	27.938	28.497	29.352
						Monthly	3,644.967	3,767.378	3,893.820	4,017.238	4,157.449	4,289.599	4,447.441	4,599.238	4,691.256	4,785.121	4,928.690
						Annual	43,739.605	45,208.540	46,725.835	48,206.860	49,889.385	51,475.190	53,369.290	55,190.850	56,295.070	57,421.455	59,144.280
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
7		2	Community Support Worker	HSC	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480
8	23-63CW	2	Crisis Worker	SH	2080	Hourly	23.502	24.219	25.034	25.879	26.736	27.578			28.130	28.693	29.554
						Monthly	4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187			4,875.867	4,973.453	5,122.693
						Annual	48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240			58,510.400	59,681.440	61,472.320
9		2	Diagnostic Imaging Assistant	SH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480
10		2	Diagnostic Imaging Assistant	SH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480
11		2	Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly	21.827	22.196	22.545	23.137	24.024			24.504	24.994	25.744	
						Monthly	3,665.117	3,727.078	3,785.681	3,885.088	4,034.030			4,114.630	4,196.909	4,322.847	
						Annual	43,981.405	44,724.940	45,428.175	46,621.055	48,408.360			49,375.560	50,362.910	51,874.160	
12		2	Forensic Program Support Worker	SH	2080	Hourly	23.502	24.219	25.034	25.879	26.736	27.578			28.130	28.693	29.554
						Monthly	4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187			4,875.867	4,973.453	5,122.693
						Annual	48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240			58,510.400	59,681.440	61,472.320
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly	21.248								21.673	22.106	22.769
						Monthly	3,567.893								3,639.258	3,711.966	3,823.295
						Annual	42,814.720								43,671.095	44,543.590	45,879.535
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly	21.248								21.673	22.106	22.769
						Monthly	3,567.893								3,639.258	3,711.966	3,823.295
						Annual	42,814.720								43,671.095	44,543.590	45,879.535
18		2	Lead Hand - Patient Transport	HSC	2015	Hourly	21.869	22.508	23.170	23.853	24.555	25.279			25.785	26.301	27.090
						Monthly	3,672.170	3,779.468	3,890.629	4,005.316	4,123.194	4,244.765			4,329.731	4,416.376	4,548.863
						Annual	44,066.035	45,353.620	46,687.550	48,063.795	49,478.325	50,937.185			51,956.775	52,996.515	54,586.350
19		1	Mental Health Rehabilitation Worker	HSC	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290	

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
20	23-DUAL	2	Nursing Assistant	CCMB	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
21	23-DUAL	2	Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
22	23-DUAL	2	Nursing Assistant (UCA)	SH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
23	23-DUAL	2	Nursing Assistant RT	CCMB	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245	27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890	4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675	55,996.850	57,117.190	58,829.940
24	23-55ORA	2	Operating Room Assistant	HSC	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426	31.035	31.656	32.606	
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033	5,211.294	5,315.570	5,475.091	
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390	62,535.525	63,786.840	65,701.090	
25	2	Ophthalmic Assistant	HSC	1950	Hourly	22.112	22.762	23.434	24.121	24.832	25.564	26.075	26.597	27.395		
					Monthly	3,593.200	3,698.825	3,808.025	3,919.663	4,035.200	4,154.150	4,237.188	4,322.013	4,451.688		
					Annual	43,118.400	44,385.900	45,696.300	47,035.950	48,422.400	49,849.800	50,846.250	51,864.150	53,420.250		
26	2	OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.730	26.075	26.597	27.395	
					Monthly	3,782.133	3,893.413	4,007.813	4,125.507	4,247.187	4,372.333	4,459.867	4,549.133	4,685.547		
					Annual	45,385.600	46,720.960	48,093.760	49,506.080	50,966.240	52,468.000	53,518.400	54,589.600	56,226.560		
27	2	PACT Support Worker	SH	2080	Hourly	23.502	24.219	25.034	25.879	26.736	27.578	28.130	28.693	29.554		
					Monthly	4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187	4,875.867	4,973.453	5,122.693		
					Annual	48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240	58,510.400	59,681.440	61,472.320		
28	2	Patient Transport – Assistant	HSC	2015	Hourly	20.849	21.458	22.088	22.739	23.407	24.096	24.578	25.070	25.822		
					Monthly	3,500.895	3,603.156	3,708.943	3,818.257	3,930.425	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	42,010.735	43,237.870	44,507.320	45,819.085	47,165.105	48,553.440	49,524.670	50,516.050	52,031.330		
29	2	Patient Transport Assistant - PIO	HSC	2015	Hourly	22.217	22.594	22.971	23.346	23.722	24.096	24.578	25.070	25.822		
					Monthly	3,730.605	3,793.909	3,857.214	3,920.183	3,983.319	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	44,767.255	45,526.910	46,286.565	47,042.190	47,799.830	48,553.440	49,524.670	50,516.050	52,031.330		
30	2	Porter-Aide	SH	2015	Hourly	20.849	21.458	22.088	22.739	23.407	24.096	24.578	25.070	25.822		
					Monthly	3,500.895	3,603.156	3,708.943	3,818.257	3,930.425	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	42,010.735	43,237.870	44,507.320	45,819.085	47,165.105	48,553.440	49,524.670	50,516.050	52,031.330		
31	2	Porter-Diagnostic Imaging	SH	2015	Hourly	20.848	21.457	22.088	22.739	23.407	24.096	24.578	25.070	25.822		
					Monthly	3,500.727	3,602.988	3,708.943	3,818.257	3,930.425	4,046.120	4,127.056	4,209.671	4,335.944		
					Annual	42,008.720	43,235.855	44,507.320	45,819.085	47,165.105	48,553.440	49,524.670	50,516.050	52,031.330		
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly	22.512	23.172	23.851	24.553	25.275	26.019	26.539	27.070	27.882	
						Monthly	3,902.080	4,016.480	4,134.173	4,255.853	4,381.000	4,509.960	4,600.093	4,692.133	4,832.880	
						Annual	46,824.960	48,197.760	49,610.080	51,070.240	52,572.000	54,119.520	55,201.120	56,305.600	57,994.560	
33	2	Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly	19.817	20.457	21.032	21.651	22.323	23.023	23.769	24.522	25.291		
					Monthly	3,434.947	3,545.880	3,645.547	3,752.840	3,869.320	3,989.320	4,127.056	4,209.671	4,335.944		
					Annual	41,219.360	42,550.560	43,746.560	45,034.080	46,431.840	47,959.520	49,524.670	50,516.050	52,031.330		
34	2	Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly	21.032	21.651	22.323	23.061	23.744	24.624	25.395	25.903	26.421	27.214	
					Monthly	3,645.547	3,752.840	3,869.320	3,997.240	4,115.627	4,268.160	4,401.800	4,489.853	4,579.640	4,717.093	
					Annual	43,746.560	45,034.080	46,431.840	47,966.880	49,387.520	51,217.920	52,821.600	53,878.240	54,955.680	56,605.120	
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly	24.403	25.227	26.085	26.953	27.787	28.343	28.910	29.777		
						Monthly	4,229.853	4,372.680	4,521.400	4,671.853	4,816.413	4,912.787	5,011.067	5,161.347		
						Annual	50,758.240	52,472.160	54,256.800	56,062.240	57,796.960	58,953.440	60,132.800	61,936.160		
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295	28.141	28.998	29.250	
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285	4,674.968	4,768.498	4,911.563	
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425	56,099.615	57,221.970	58,938.750	
37	23-13CERT	2	Unit Assistant	HSC	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.969	26.888	27.018	27.829
						Monthly	3,663.942	3,771.744	3,882.589	3,996.585	4,114.462	4,235.698	4,360.828	4,447.777	4,536.773	4,672.953
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375	52,327.535	53,373.320	54,441.270	56,075.435
38	2	Unit Assistant	CCMB	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.969	26.888	27.018	27.829	
					Monthly	3,663.942	3,771.744	3,882.589	3,996.585	4,114.462	4,235.698	4,360.828	4,447.777	4,536.773	4,672.953	
					Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375	52,327.535	53,373.320	54,441.270	56,075.435	

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective Sept 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39		2	Unit Assistant PIO	HSC	2015	Hourly	23.346	23.722	24.096	24.474	24.850	25.225		25.730	26.245	27.032
						Monthly	3,920.183	3,983.319	4,046.120	4,109.593	4,172.729	4,235.698		4,320.496	4,406.973	4,539.123
						Annual	47,042.190	47,799.830	48,553.440	49,315.110	50,072.750	50,828.375		51,845.950	52,883.675	54,469.480

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1			Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly	24.357	25.084	25.932	26.816	27.710	28.569			29.141	29.724	30.816
						Monthly	4,221.880	4,347.893	4,494.880	4,648.107	4,803.067	4,951.960			5,051.107	5,152.160	5,306.773
						Annual	50,662.560	52,174.720	53,938.560	55,777.280	57,636.800	59,423.520			60,613.280	61,825.920	63,681.280
2			Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly	20.658	21.250	21.932	22.601	23.307	24.189			24.673	25.166	25.921
						Monthly	3,580.720	3,683.333	3,801.547	3,917.507	4,039.880	4,192.760			4,276.653	4,362.107	4,492.973
						Annual	42,968.640	44,200.000	45,618.560	47,010.080	48,478.560	50,313.120			51,319.840	52,345.280	53,915.680
3			ACT Support Worker	SH	2080	Hourly	24.207	24.946	25.785	26.655	27.538	28.405			28.974	29.554	30.441
						Monthly	4,195.880	4,323.973	4,469.400	4,620.200	4,773.253	4,923.533			5,022.160	5,122.693	5,276.440
						Annual	50,350.560	51,887.680	53,632.800	55,442.400	57,279.040	59,082.400			60,265.920	61,472.320	63,317.280
4			Child Life Assistant	HSC	2015	Hourly	22.358	23.109	23.885	24.642	25.502	26.312	27.281	28.212	28.776	29.352	30.233
						Monthly	3,754.281	3,880.386	4,010.690	4,137.803	4,282.211	4,418.223	4,580.935	4,737.265	4,831.970	4,928.690	5,076.625
						Annual	45,051.370	46,564.635	48,128.275	49,653.630	51,386.530	53,018.680	54,971.215	56,847.180	57,983.640	59,144.280	60,919.495
5			Child Life Assistant	CCMB	2015	Hourly	22.358	23.109	23.885	24.642	25.502	26.312	27.281	28.212	28.776	29.352	30.233
						Monthly	3,754.281	3,880.386	4,010.690	4,137.803	4,282.211	4,418.223	4,580.935	4,737.265	4,831.970	4,928.690	5,076.625
						Annual	45,051.370	46,564.635	48,128.275	49,653.630	51,386.530	53,018.680	54,971.215	56,847.180	57,983.640	59,144.280	60,919.495
6	23-47CERT		Communication Disorders Assistant	HSC	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
7			Community Support Worker	HSC	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
8	23-63CW		Crisis Worker	SH	2080	Hourly	24.207	24.946	25.785	26.655	27.538	28.405			28.974	29.554	30.441
						Monthly	4,195.880	4,323.973	4,469.400	4,620.200	4,773.253	4,923.533			5,022.160	5,122.693	5,276.440
						Annual	50,350.560	51,887.680	53,632.800	55,442.400	57,279.040	59,082.400			60,265.920	61,472.320	63,317.280
9			Diagnostic Imaging Assistant	SH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
10			Diagnostic Imaging Assistant	SH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
11			Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly	22.482	22.862	23.221	23.831	24.745			25.239	25.744	26.516	
						Monthly	3,775.103	3,838.911	3,899.193	4,001.622	4,155.098			4,238.049	4,322.847	4,452.478	
						Annual	45,301.230	46,066.930	46,790.315	48,019.465	49,861.175			50,856.585	51,874.160	53,429.740	
12			Forensic Program Support Worker	SH	2080	Hourly	24.207	24.946	25.785	26.655	27.538	28.405			28.974	29.554	30.441
						Monthly	4,195.880	4,323.973	4,469.400	4,620.200	4,773.253	4,923.533			5,022.160	5,122.693	5,276.440
						Annual	50,350.560	51,887.680	53,632.800	55,442.400	57,279.040	59,082.400			60,265.920	61,472.320	63,317.280
13	23-13CERT		Health Care Aide	SH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
14	23-13CERT		Health Care Aide	SH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
15	23-13CERT		Health Care Aide	SH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
16	23-13UNCERT		Health Care Aide - Uncertified	HSC	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
17	23-13UNCERT		Health Care Aide - Uncertified	SH	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
18			Lead Hand - Patient Transport	HSC	2015	Hourly	22.525	23.183	23.865	24.569	25.292	26.037			26.559	27.090	27.903
						Monthly	3,782.323	3,892.812	4,007.331	4,125.545	4,246.948	4,372.046			4,459.699	4,548.863	4,685.379
						Annual	45,387.875	46,713.745	48,087.875	49,506.535	50,963.380	52,464.555			53,516.385	54,586.350	56,224.545
19			Mental Health Rehabilitation Worker	HSC	2015	Hourly	23.187	23.867	24.567	25.290	26.033			26.554	27.086	27.899	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375			4,458.859	4,548.191	4,684.707	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495			53,506.310	54,578.290	56,216.485	

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year					
20	23-DUAL		Nursing Assistant	CCMB	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062								
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078								
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930	57,677.360	58,829.940	60,595.080					
21	23-DUAL		Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062								
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078								
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930	57,677.360	58,829.940	60,595.080					
22	23-DUAL		Nursing Assistant (UCA)	SH	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062								
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078								
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930	57,677.360	58,829.940	60,595.080					
23	23-DUAL		Nursing Assistant RT	CCMB	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062								
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078								
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930	57,677.360	58,829.940	60,595.080					
24	23-55ORA		Operating Room Assistant	HSC	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339									
						Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340									
						Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085									
25			Ophthalmic Assistant	HSC	1950	Hourly	22.775	23.445	24.137	24.845	25.577	26.331									
						Monthly	3,700.938	3,809.813	3,922.263	4,037.313	4,156.263	4,278.788									
						Annual	44,411.250	45,717.750	47,067.150	48,447.750	49,875.150	51,345.450	52,371.150	53,420.250	55,023.150						
26			OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly	22.475	23.136	23.816	24.515	25.238	25.982									
						Monthly	3,895.667	4,010.240	4,128.107	4,249.267	4,374.587	4,503.547									
						Annual	46,748.000	48,122.880	49,537.280	50,991.200	52,495.040	54,042.560	55,124.160	56,226.560	57,913.440						
27			PACT Support Worker	SH	2080	Hourly	24.207	24.946	25.785	26.655	27.538	28.405									
						Monthly	4,195.880	4,323.973	4,469.400	4,620.200	4,773.253	4,923.533									
						Annual	50,350.560	51,887.680	53,632.800	55,442.400	57,279.040	59,082.400	60,265.920	61,472.320	63,317.280						
28			Patient Transport – Assistant	HSC	2015	Hourly	21.474	22.102	22.751	23.421	24.109	24.819									
						Monthly	3,605.843	3,711.294	3,820.272	3,932.776	4,048.303	4,167.524									
						Annual	43,270.110	44,535.530	45,843.265	47,193.315	48,579.635	50,010.285	51,009.725	52,031.330	53,592.955						
29			Patient Transport Assistant - PIO	HSC	2015	Hourly	22.884	23.272	23.660	24.046	24.434	24.819									
						Monthly	3,842.605	3,907.757	3,972.908	4,037.724	4,102.876	4,167.524									
						Annual	46,111.260	46,893.080	47,674.900	48,452.690	49,234.510	50,010.285	51,009.725	52,031.330	53,592.955						
30			Porter-Aide	SH	2015	Hourly	21.474	22.102	22.751	23.421	24.109	24.819									
						Monthly	3,605.843	3,711.294	3,820.272	3,932.776	4,048.303	4,167.524									
						Annual	43,270.110	44,535.530	45,843.265	47,193.315	48,579.635	50,010.285	51,009.725	52,031.330	53,592.955						
31			Porter-Diagnostic Imaging	SH	2015	Hourly	21.473	22.101	22.751	23.421	24.109	24.819									
						Monthly	3,605.675	3,711.126	3,820.272	3,932.776	4,048.303	4,167.524									
						Annual	43,268.095	44,533.515	45,843.265	47,193.315	48,579.635	50,010.285	51,009.725	52,031.330	53,592.955						
32	23-13CERT		Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly	23.187	23.867	24.567	25.290	26.033	26.800									
						Monthly	4,019.080	4,136.947	4,258.280	4,383.600	4,512.387	4,645.333									
						Annual	48,228.960	49,643.360	51,099.360	52,603.200	54,148.640	55,744.000	56,856.800	57,994.560	59,733.440						
33			Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly	20.412	21.071	21.663	22.301	22.993										
						Monthly	3,538.080	3,652.307	3,754.920	3,865.507	3,985.453										
						Annual	42,456.960	43,827.680	45,059.040	46,386.080	47,825.440										
34			Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly	21.663	22.301	22.993	23.753	24.456	26.157									
						Monthly	3,754.920	3,865.507	3,985.453	4,117.187	4,239.040	4,396.253	4,533.880								
						Annual	45,059.040	46,386.080	47,825.440	49,406.240	50,868.480	52,755.040	54,406.560	55,494.400	56,605.120	58,302.400					
35	23-47CERT		Rehab Assistant - SMHC	SH	2080	Hourly	25.135	25.984	26.868	27.762	28.621										
						Monthly	4,356.733	4,503.893	4,657.120	4,812.080	4,960.973										
						Annual	52,280.800	54,046.720	55,885.440	57,744.960	59,531.680										
36	23-47CERT		Rehabilitation Assistant	HSC	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114									
						Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809									
						Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710	57,782.140	58,938.750	60,707.920						
37	23-13CERT		Unit Assistant	HSC	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982	26.748								
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811	4,491.435								
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730	53,897.220	54,975.245	56,075.435	57,757.960					
38			Unit Assistant	CCMB	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982	26.748								
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811	4,491.435								
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730	53,897.220	54,975.245	56,075.435	57,757.960					

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39			Unit Assistant PIO	HSC	2015	Hourly	24.046	24.434	24.819	25.208	25.596	25.982		26.502	27.032	27.843
						Monthly	4,037.724	4,102.876	4,167.524	4,232.843	4,297.995	4,362.811		4,450.128	4,539.123	4,675.304
						Annual	48,452.690	49,234.510	50,010.285	50,794.120	51,575.940	52,353.730		53,401.530	54,469.480	56,103.645

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1	2		Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly	24.807	25.534	26.382	27.266	28.160	29.019			29.599	30.191	31.097			
						Monthly	4,299.880	4,425.893	4,572.880	4,726.107	4,881.067	5,029.960			5,130.493	5,233.107	5,390.147			
						Annual	51,598.560	53,110.720	54,874.560	56,713.280	58,572.800	60,359.520			61,565.920	62,797.280	64,681.760			
2	2		Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly	21.108	21.700	22.382	23.051	23.757	24.639			25.132	25.635	26.404			
						Monthly	3,658.720	3,761.333	3,879.547	3,995.507	4,117.880	4,270.760			4,356.213	4,443.400	4,576.693			
						Annual	43,904.640	45,136.000	46,554.560	47,946.080	49,414.560	51,249.120			52,274.560	53,320.800	54,920.320			
3	2		ACT Support Worker	SH	2080	Hourly	24.657	25.396	26.235	27.105	27.988	28.855			29.432	30.021	30.922			
						Monthly	4,273.880	4,401.973	4,547.400	4,698.200	4,851.253	5,001.533			5,101.547	5,203.640	5,359.813			
						Annual	51,286.560	52,823.680	54,568.800	56,378.400	58,215.040	60,018.400			61,218.560	62,443.680	64,317.760			
4	2		Child Life Assistant	HSC	2015	Hourly	22.808	23.559	24.335	25.092	25.952	26.762	27.731	28.662	29.235	29.820	30.715			
						Monthly	3,829.843	3,955.949	4,086.252	4,213.365	4,357.773	4,493.786	4,656.497	4,812.828	4,909.044	5,007.275	5,157.560			
						Annual	45,958.120	47,471.385	49,035.025	50,560.380	52,293.280	53,925.430	55,877.965	57,753.930	58,908.525	60,087.300	61,890.725			
5	2		Child Life Assistant	CCMB	2015	Hourly	22.808	23.559	24.335	25.092	25.952	26.762	27.731	28.662	29.235	29.820	30.715			
						Monthly	3,829.843	3,955.949	4,086.252	4,213.365	4,357.773	4,493.786	4,656.497	4,812.828	4,909.044	5,007.275	5,157.560			
						Annual	45,958.120	47,471.385	49,035.025	50,560.380	52,293.280	53,925.430	55,877.965	57,753.930	58,908.525	60,087.300	61,890.725			
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614			29.186	29.770	30.663			
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768			4,900.816	4,998.879	5,148.829			
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210			58,809.790	59,986.550	61,789.945			
7	2		Community Support Worker	HSC	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432			26.961	27.500	28.325			
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373			4,527.201	4,617.708	4,756.240			
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480			54,326.415	55,412.500	57,074.875			
8	23-63CW	2	Crisis Worker	SH	2080	Hourly	24.657	25.396	26.235	27.105	27.988	28.855			29.432	30.021	30.922			
						Monthly	4,273.880	4,401.973	4,547.400	4,698.200	4,851.253	5,001.533			5,101.547	5,203.640	5,359.813			
						Annual	51,286.560	52,823.680	54,568.800	56,378.400	58,215.040	60,018.400			61,218.560	62,443.680	64,317.760			
9	2		Diagnostic Imaging Assistant	SH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432			26.961	27.500	28.325			
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373			4,527.201	4,617.708	4,756.240			
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480			54,326.415	55,412.500	57,074.875			
10	2		Diagnostic Imaging Assistant	SH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432			26.961	27.500	28.325			
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373			4,527.201	4,617.708	4,756.240			
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480			54,326.415	55,412.500	57,074.875			
11	2		Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly	22.932	23.312	23.671	24.281	25.195			25.699	26.213	26.999				
						Monthly	3,850.665	3,914.473	3,974.755	4,077.185	4,230.660			4,315.290	4,401.600	4,533.582				
						Annual	46,207.980	46,973.680	47,697.065	48,926.215	50,767.925			51,783.485	52,819.195	54,402.985				
12	2		Forensic Program Support Worker	SH	2080	Hourly	24.657	25.396	26.235	27.105	27.988	28.855			29.432	30.021	30.922			
						Monthly	4,273.880	4,401.973	4,547.400	4,698.200	4,851.253	5,001.533			5,101.547	5,203.640	5,359.813			
						Annual	51,286.560	52,823.680	54,568.800	56,378.400	58,215.040	60,018.400			61,218.560	62,443.680	64,317.760			
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255			
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402			
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825			
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255			
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402			
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825			
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255			
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402			
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825			
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly	22.385								22.833	23.290	23.989			
						Monthly	3,758.815											3,834.041	3,910.779	4,028.153
						Annual	45,105.775											46,008.495	46,929.350	48,337.835
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly	22.385								22.833	23.290	23.989			
						Monthly	3,758.815											3,834.041	3,910.779	4,028.153
						Annual	45,105.775											46,008.495	46,929.350	48,337.835
18	2		Lead Hand - Patient Transport	HSC	2015	Hourly	22.975	23.633	24.315	25.019	25.742	26.487			27.017	27.557	28.384			
						Monthly	3,857.885	3,968.375	4,082.894	4,201.107	4,322.511	4,447.609			4,536.605	4,627.280	4,766.147			
						Annual	46,294.625	47,620.495	48,994.725	50,413.285	51,870.130	53,371.305			54,439.255	55,527.355	57,193.760			
19	1		Mental Health Rehabilitation Worker	HSC	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433				
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375				
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495				

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
20	23-DUAL	2	Nursing Assistant	CCMB	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554	
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526	
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310	
21	23-DUAL	2	Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554	
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526	
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310	
22	23-DUAL	2	Nursing Assistant (UCA)	SH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554	
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526	
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310	
23	23-DUAL	2	Nursing Assistant RT	CCMB	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554	
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526	
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310	
24	23-55ORA	2	Operating Room Assistant	HSC	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066	
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249	
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990	
25	2	Ophthalmic Assistant	HSC	1950	Hourly	23.225	23.895	24.587	25.295	26.027	26.781		27.317	27.863	28.699		
					Monthly	3,774.063	3,882.938	3,995.388	4,110.438	4,229.388	4,351.913		4,439.013	4,527.738	4,663.588		
					Annual	45,288.750	46,595.250	47,944.650	49,325.250	50,752.650	52,222.950		53,268.150	54,332.850	55,963.050		
26	2	OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly	22.925	23.586	24.266	24.965	25.688	26.432		26.961	27.500	28.325		
					Monthly	3,973.667	4,088.240	4,206.107	4,327.267	4,452.587	4,581.547		4,673.240	4,766.667	4,909.667		
					Annual	47,684.000	49,058.880	50,473.280	51,927.200	53,431.040	54,978.560		56,078.880	57,200.000	58,916.000		
27	2	PACT Support Worker	SH	2080	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922		
					Monthly	4,273.880	4,401.973	4,547.400	4,698.200	4,851.253	5,001.533		5,101.547	5,203.640	5,359.813		
					Annual	51,286.560	52,823.680	54,568.800	56,378.400	58,215.040	60,018.400		61,218.560	62,443.680	64,317.760		
28	2	Patient Transport – Assistant	HSC	2015	Hourly	21.924	22.552	23.201	23.871	24.559	25.269		25.774	26.289	27.078		
					Monthly	3,681.405	3,786.857	3,895.835	4,008.339	4,123.865	4,243.086		4,327.884	4,414.361	4,546.848		
					Annual	44,176.860	45,442.280	46,750.015	48,100.065	49,486.385	50,917.035		51,934.610	52,972.335	54,562.170		
29	2	Patient Transport Assistant - PIO	HSC	2015	Hourly	23.334	23.722	24.110	24.496	24.884	25.269		25.774	26.289	27.078		
					Monthly	3,918.168	3,983.319	4,048.471	4,113.287	4,178.438	4,243.086		4,327.884	4,414.361	4,546.848		
					Annual	47,018.010	47,799.830	48,581.650	49,359.440	50,141.260	50,917.035		51,934.610	52,972.335	54,562.170		
30	2	Porter-Aide	SH	2015	Hourly	21.924	22.552	23.201	23.871	24.559	25.269		25.774	26.289	27.078		
					Monthly	3,681.405	3,786.857	3,895.835	4,008.339	4,123.865	4,243.086		4,327.884	4,414.361	4,546.848		
					Annual	44,176.860	45,442.280	46,750.015	48,100.065	49,486.385	50,917.035		51,934.610	52,972.335	54,562.170		
31	2	Porter-Diagnostic Imaging	SH	2015	Hourly	21.923	22.551	23.201	23.871	24.559	25.269		25.774	26.289	27.078		
					Monthly	3,681.237	3,786.689	3,895.835	4,008.339	4,123.865	4,243.086		4,327.884	4,414.361	4,546.848		
					Annual	44,174.845	45,440.265	46,750.015	48,100.065	49,486.385	50,917.035		51,934.610	52,972.335	54,562.170		
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly	23.687	24.367	25.067	25.790	26.533	27.300		27.846	28.403	29.255	
						Monthly	4,105.747	4,223.613	4,344.947	4,470.267	4,599.053	4,732.000		4,826.640	4,923.187	5,070.867	
						Annual	49,268.960	50,683.360	52,139.360	53,643.200	55,188.640	56,784.000		57,919.680	59,078.240	60,850.400	
33	2	Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly	20.862	21.521	22.113	22.751	23.443			23.912	24.390	25.122		
					Monthly	3,616.080	3,730.307	3,832.920	3,943.507	4,063.453			4,144.747	4,227.600	4,354.480		
					Annual	43,392.960	44,763.680	45,995.040	47,322.080	48,761.440			49,736.960	50,731.200	52,253.760		
34	2	Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly	22.113	22.751	23.443	24.203	24.906	25.813	26.607		27.139	27.682	28.512	
					Monthly	3,832.920	3,943.507	4,063.453	4,195.187	4,317.040	4,474.253	4,611.880		4,704.093	4,798.213	4,942.080	
					Annual	45,995.040	47,322.080	48,761.440	50,342.240	51,804.480	53,691.040	55,342.560		56,449.120	57,578.560	59,304.960	
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly	25.635	26.484	27.368	28.282	29.121			29.703	30.297	31.206	
						Monthly	4,443.400	4,590.560	4,743.787	4,898.747	5,047.640			5,148.520	5,251.480	5,409.040	
						Annual	53,320.800	55,086.720	56,925.440	58,784.960	60,571.680			61,782.240	63,017.760	64,908.480	
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663	
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768		4,900.816	4,998.879	5,148.829	
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210		58,809.790	59,986.550	61,785.945	
37	23-13CERT	2	Unit Assistant	HSC	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432	27.198		27.742	28.297	29.146
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373	4,566.998		4,658.344	4,751.538	4,894.099
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480	54,803.970		55,900.130	57,018.455	58,729.190
38	2	Unit Assistant	CCMB	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432	27.198		27.742	28.297	29.146	
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373	4,566.998		4,658.344	4,751.538	4,894.099	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480	54,803.970		55,900.130	57,018.455	58,729.190	

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective Sept 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39		2	Unit Assistant PIO	HSC	2015	Hourly	24.496	24.884	25.269	25.658	26.046	26.432		26.961	27.500	28.325
						Monthly	4,113.287	4,178.438	4,243.086	4,308.406	4,373.558	4,438.373		4,527.201	4,617.708	4,756.240
						Annual	49,359.440	50,141.260	50,917.035	51,700.870	52,482.690	53,260.480		54,326.415	55,412.500	57,074.875

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	2		Aboriginal Activities Instructor - SMHC	SMHC	2080	Hourly	27.301	28.050	28.923	29.834	30.755	31.640			32.273	32.918	33.906
						Monthly	4,732.173	4,862.000	5,013.320	5,171.227	5,330.867	5,484.267			5,593.987	5,705.787	5,877.040
						Annual	56,786.080	58,344.000	60,159.840	62,054.720	63,970.400	65,811.200			67,127.840	68,469.440	70,524.480
2	2		Aboriginal Resource Worker - SMHC	SMHC	2080	Hourly	23.491	24.101	24.803	25.493	26.220	27.128			27.671	28.224	29.071
						Monthly	4,071.773	4,177.507	4,299.187	4,418.787	4,544.800	4,702.187			4,796.307	4,892.160	5,038.973
						Annual	48,861.280	50,130.080	51,590.240	53,025.440	54,537.600	56,426.240			57,555.680	58,705.920	60,467.680
3	2		ACT Support Worker	SH	2080	Hourly	27.147	27.908	28.772	29.668	30.578	31.471			32.100	32.742	33.724
						Monthly	4,705.480	4,837.387	4,987.147	5,142.453	5,300.187	5,454.973			5,564.000	5,675.280	5,845.493
						Annual	56,465.760	58,048.640	59,845.760	61,709.440	63,602.240	65,459.680			66,768.000	68,103.360	70,145.920
4	2		Child Life Assistant	HSC	2015	Hourly	25.242	26.016	26.815	27.595	28.481	29.315	30.313	31.272	31.897	32.535	33.511
						Monthly	4,238.553	4,368.520	4,502.685	4,633.660	4,782.435	4,922.477	5,090.058	5,251.090	5,356.038	5,463.169	5,627.055
						Annual	50,862.630	52,422.240	54,032.225	55,603.925	57,389.215	59,069.725	61,080.695	63,013.080	64,272.455	65,558.025	67,524.665
5	2		Child Life Assistant	CCMB	2015	Hourly	25.242	26.016	26.815	27.595	28.481	29.315	30.313	31.272	31.897	32.535	33.511
						Monthly	4,238.553	4,368.520	4,502.685	4,633.660	4,782.435	4,922.477	5,090.058	5,251.090	5,356.038	5,463.169	5,627.055
						Annual	50,862.630	52,422.240	54,032.225	55,603.925	57,389.215	59,069.725	61,080.695	63,013.080	64,272.455	65,558.025	67,524.665
6	23-47CERT	1	Communication Disorders Assistant	HSC	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472			32.101	32.743	33.725
						Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673			5,390.293	5,498.095	5,662.990
						Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080			64,683.515	65,977.145	67,955.875
7	2		Community Support Worker	HSC	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975			29.555	30.146	31.050
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385			4,962.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625			59,553.325	60,744.190	62,565.750
8	23-63CW	2	Crisis Worker	SH	2080	Hourly	27.147	27.908	28.772	29.668	30.578	31.471			32.100	32.742	33.724
						Monthly	4,705.480	4,837.387	4,987.147	5,142.453	5,300.187	5,454.973			5,564.000	5,675.280	5,845.493
						Annual	56,465.760	58,048.640	59,845.760	61,709.440	63,602.240	65,459.680			66,768.000	68,103.360	70,145.920
9	2		Diagnostic Imaging Assistant	SH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975			29.555	30.146	31.050
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385			4,962.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625			59,553.325	60,744.190	62,565.750
10	2		Diagnostic Imaging Assistant	SH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975			29.555	30.146	31.050
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385			4,962.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625			59,553.325	60,744.190	62,565.750
11	2		Diagnostic Imaging Assistant SH (MHC)	SH	2015	Hourly	25.370	26.131	26.759	27.301	27.908	28.558			28.255	28.820	29.685
						Monthly	4,260.046	4,325.701	4,387.830	4,493.282	4,651.460	4,811.460			4,744.485	4,839.358	4,984.606
						Annual	51,120.550	51,908.415	52,653.965	53,919.385	55,817.515	58,537.920			56,933.825	58,072.300	59,815.275
12	2		Forensic Program Support Worker	SH	2080	Hourly	27.147	27.908	28.772	29.668	30.578	31.471			32.100	32.742	33.724
						Monthly	4,705.480	4,837.387	4,987.147	5,142.453	5,300.187	5,454.973			5,564.000	5,675.280	5,845.493
						Annual	56,465.760	58,048.640	59,845.760	61,709.440	63,602.240	65,459.680			66,768.000	68,103.360	70,145.920
13	23-13CERT	1	Health Care Aide	SH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
14	23-13CERT	1	Health Care Aide	SH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
15	23-13CERT	1	Health Care Aide	SH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
16	23-13UNCERT	1	Health Care Aide - Uncertified	HSC	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
17	23-13UNCERT	1	Health Care Aide - Uncertified	SH	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
18	2		Lead Hand - Patient Transport	HSC	2015	Hourly	25.414	26.092	26.794	27.520	28.264	29.032			29.613	30.205	31.111
						Monthly	4,267.434	4,381.282	4,499.159	4,621.067	4,745.997	4,874.957			4,972.516	5,071.923	5,224.055
						Annual	51,209.210	52,575.380	53,989.910	55,452.800	56,951.960	58,499.480			59,670.195	60,863.075	62,688.665
19	1		Mental Health Rehabilitation Worker	HSC	2015	Hourly	26.398	27.098	27.819	28.564	29.329			29.916	30.514	31.429	
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828			5,023.395	5,123.809	5,277.453	
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935			60,280.740	61,485.710	63,329.435	

CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
20	23-DUAL	2	Nursing Assistant	CCMB	2015	Hourly	26.498	27.213	27.947	28.703	29.485	30.289	31.117	31.739	32.374	33.345
						Monthly	4,449.456	4,569.516	4,692.767	4,819.712	4,951.023	5,086.028	5,225.063	5,329.507	5,436.134	5,599.181
						Annual	53,393.470	54,834.195	56,313.205	57,836.545	59,412.275	61,032.335	62,700.755	63,954.085	65,233.610	67,190.175
21	23-DUAL	2	Nursing Assistant (Dually Trained)	HSC / SH	2015	Hourly	26.498	27.213	27.947	28.703	29.485	30.289	31.117	31.739	32.374	33.345
						Monthly	4,449.456	4,569.516	4,692.767	4,819.712	4,951.023	5,086.028	5,225.063	5,329.507	5,436.134	5,599.181
						Annual	53,393.470	54,834.195	56,313.205	57,836.545	59,412.275	61,032.335	62,700.755	63,954.085	65,233.610	67,190.175
22	23-DUAL	2	Nursing Assistant (UCA)	SH	2015	Hourly	26.498	27.213	27.947	28.703	29.485	30.289	31.117	31.739	32.374	33.345
						Monthly	4,449.456	4,569.516	4,692.767	4,819.712	4,951.023	5,086.028	5,225.063	5,329.507	5,436.134	5,599.181
						Annual	53,393.470	54,834.195	56,313.205	57,836.545	59,412.275	61,032.335	62,700.755	63,954.085	65,233.610	67,190.175
23	23-DUAL	2	Nursing Assistant RT	CCMB	2015	Hourly	26.498	27.213	27.947	28.703	29.485	30.289	31.117	31.739	32.374	33.345
						Monthly	4,449.456	4,569.516	4,692.767	4,819.712	4,951.023	5,086.028	5,225.063	5,329.507	5,436.134	5,599.181
						Annual	53,393.470	54,834.195	56,313.205	57,836.545	59,412.275	61,032.335	62,700.755	63,954.085	65,233.610	67,190.175
24	23-55ORA	2	Operating Room Assistant	HSC	2015	Hourly	30.123	30.948	31.796	32.665	33.569	34.493	35.183	35.887	36.964	
						Monthly	5,058.154	5,196.685	5,339.078	5,484.998	5,636.795	5,791.950	5,907.812	6,026.025	6,206.872	
						Annual	60,697.845	62,360.220	64,068.940	65,819.975	67,641.535	69,503.395	70,894.745	72,312.305	74,482.460	
25	2	Ophthalmic Assistant	HSC	1950	Hourly	25.672	26.362	27.075	27.804	28.558	29.334	29.921	30.519	31.435		
					Monthly	4,171.700	4,283.825	4,399.688	4,518.150	4,640.675	4,766.775	4,862.163	4,959.338	5,108.188		
					Annual	50,060.400	51,405.900	52,796.250	54,217.800	55,688.100	57,201.300	58,345.950	59,512.050	61,298.250		
26	2	OT Technician (Activity)	Eden Mental Health Centre	2080	Hourly	25.363	26.044	26.744	27.464	28.209	28.975	29.555	30.146	31.050		
					Monthly	4,396.253	4,514.293	4,635.627	4,760.427	4,889.560	5,022.333	5,122.867	5,225.307	5,382.000		
					Annual	52,755.040	54,171.520	55,627.520	57,125.120	58,674.720	60,268.000	61,474.400	62,703.680	64,584.000		
27	2	PACT Support Worker	SH	2080	Hourly	27.147	27.908	28.772	29.668	30.578	31.471	32.100	32.742	33.724		
					Monthly	4,705.480	4,837.387	4,987.147	5,142.453	5,300.187	5,454.973	5,564.000	5,675.280	5,845.493		
					Annual	56,465.760	58,048.640	59,845.760	61,709.440	63,602.240	65,459.680	66,768.000	68,103.360	70,145.920		
28	2	Patient Transport – Assistant	HSC	2015	Hourly	24.332	24.979	25.647	26.337	27.046	27.777	28.333	28.900	29.767		
					Monthly	4,085.748	4,194.390	4,306.559	4,422.421	4,541.474	4,664.221	4,757.583	4,852.792	4,998.375		
					Annual	49,028.980	50,332.685	51,678.705	53,069.055	54,497.690	55,970.655	57,090.995	58,233.500	59,980.505		
29	2	Patient Transport Assistant - PIO	HSC	2015	Hourly	25.784	26.184	26.583	26.981	27.381	27.777	28.333	28.900	29.767		
					Monthly	4,329.563	4,396.730	4,463.729	4,530.560	4,597.726	4,664.221	4,757.583	4,852.792	4,998.375		
					Annual	51,954.760	52,760.760	53,564.745	54,366.715	55,172.715	55,970.655	57,090.995	58,233.500	59,980.505		
30	2	Porter-Aide	SH	2015	Hourly	24.332	24.979	25.647	26.337	27.046	27.777	28.333	28.900	29.767		
					Monthly	4,085.748	4,194.390	4,306.559	4,422.421	4,541.474	4,664.221	4,757.583	4,852.792	4,998.375		
					Annual	49,028.980	50,332.685	51,678.705	53,069.055	54,497.690	55,970.655	57,090.995	58,233.500	59,980.505		
31	2	Porter-Diagnostic Imaging	SH	2015	Hourly	24.331	24.978	25.647	26.337	27.046	27.777	28.333	28.900	29.767		
					Monthly	4,085.580	4,194.223	4,306.559	4,422.421	4,541.474	4,664.221	4,757.583	4,852.792	4,998.375		
					Annual	49,026.965	50,330.670	51,678.705	53,069.055	54,497.690	55,970.655	57,090.995	58,233.500	59,980.505		
32	23-13CERT	1	Psych Nurse Assistant 2 - SN2	Eden Mental Health Centre	2080	Hourly	26.398	27.098	27.819	28.564	29.329	30.119	30.721	31.335	32.275	
						Monthly	4,575.653	4,696.987	4,821.960	4,951.093	5,083.693	5,220.627	5,324.973	5,431.400	5,594.333	
						Annual	54,907.840	56,363.840	57,863.520	59,413.120	61,004.320	62,647.520	63,899.680	65,176.800	67,132.000	
33	2	Psych Nursing Assistant 1 - SMHC	SMHC	2080	Hourly	23.238	23.917	24.526	25.184	25.896	26.640	26.414	26.942	27.750		
					Monthly	4,027.920	4,145.613	4,251.173	4,365.227	4,486.640	4,578.427	4,578.427	4,686.947	4,810.000		
					Annual	48,335.040	49,747.360	51,014.080	52,382.720	53,863.680	54,941.120	56,039.360	57,720.000			
34	2	Psych Nursing Assistant 2 - SMHC	SMHC	2080	Hourly	24.526	25.184	25.896	26.679	27.403	28.337	29.155	29.738	30.333	31.243	
					Monthly	4,251.173	4,365.227	4,486.640	4,624.360	4,749.853	4,911.747	5,053.533	5,154.587	5,257.720	5,415.453	
					Annual	51,014.080	52,382.720	53,863.680	55,492.320	56,998.240	58,940.960	60,642.400	61,855.040	63,092.640	64,985.440	
35	23-47CERT	1	Rehab Assistant - SMHC	SH	2080	Hourly	28.404	29.279	30.189	31.110	31.995	32.635	33.288	34.287		
						Monthly	4,923.360	5,075.027	5,232.760	5,392.400	5,545.800	5,656.733	5,769.920	5,943.080		
						Annual	59,080.320	60,900.320	62,793.120	64,708.800	66,549.600	67,880.800	69,239.040	71,316.960		
36	23-47CERT	1	Rehabilitation Assistant	HSC	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472	32.101	32.743	33.725	
						Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673	5,390.293	5,498.095	5,662.990	
						Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080	64,683.515	65,977.145	67,955.875	
37	23-13CERT	2	Unit Assistant	HSC	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975	29.764	30.359	30.966	31.895
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385	4,997.872	5,097.782	5,199.708	5,355.702
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625	59,974.460	61,173.385	62,396.490	64,268.425
38	2	Unit Assistant	CCMB	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975	29.764	30.359	30.966	31.895	
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385	4,997.872	5,097.782	5,199.708	5,355.702	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625	59,974.460	61,173.385	62,396.490	64,268.425	

**CUPE - SHARED HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
39		2	Unit Assistant PIO	HSC	2015	Hourly	26.981	27.381	27.777	28.178	28.577	28.975		29.555	30.146	31.050
						Monthly	4,530.560	4,597.726	4,664.221	4,731.556	4,798.555	4,865.385		4,962.777	5,062.016	5,213.813
						Annual	54,366.715	55,172.715	55,970.655	56,778.670	57,582.655	58,384.625		59,553.325	60,744.190	62,565.750

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93C		3rd Class Maintenance Engineer	Power Engineer 3rd Class	HSC	2080	Hourly 39,424 Monthly 6,833.493 Annual 82,001.920	41,499 7,193.160 86,317.920	25,160	25,882	26,647	27,424			42,329 7,337.027 88,044.320	43,176 7,483.840 89,006.080	44,471 7,708.307 92,499.680	
2			Accounting Clerk		SH	1885	Hourly 23,823 Monthly 3,742.196 Annual 44,906.355	24,482 3,845.714 46,148.570	25,160 3,952.217 47,426.600	25,882 4,065.631 48,787.570	26,647 4,185.800 50,229.595	27,424 4,307.853 51,694.240			27,972 4,393.935 52,727.220	28,531 4,481.745 53,780.935	29,387 4,569.314 55,394.495	
3			Accounting Clerk		CCMB	2015	Hourly 21,236 Monthly 3,565.878 Annual 42,790.540	21,874 3,673.009 44,076.110	22,529 3,782.995 45,395.835	23,206 3,896.674 46,760.090	23,902 4,013.544 48,162.530	24,618 4,133.773 49,605.270			25,110 4,216.388 50,596.650	25,612 4,300.682 51,608.180	26,380 4,429.642 53,155.700	
4			Accounting Clerk 1 - SMHC		SMHC	1885	Hourly 25,069 Monthly 3,937.922 Annual 47,255.065	25,786 4,050.561 48,606.610	26,462 4,156.739 49,880.870	27,138 4,262.928 51,155.130	27,920 4,385.767 52,629.200	28,669 4,503.422 54,041.065			29,242 4,593.431 55,121.170	29,827 4,685.325 56,223.895	30,722 4,825.914 57,910.970	
5			Accounts Payable Clerk - Level 2		SH	2015	Hourly 22,044 Monthly 3,701.555 Annual 44,418.660	22,704 3,812.380 45,748.560	23,386 3,926.899 47,122.790	24,086 4,044.441 48,533.290	24,810 4,166.013 49,992.150	25,554 4,290.943 51,491.310			26,065 4,376.748 52,620.975	26,586 4,464.233 53,570.790	27,384 4,598.230 55,178.760	
6			Accounts Receivable Clerk - Level 2		SH	1950	Hourly 22,044 Monthly 3,582.150 Annual 42,985.800	22,704 3,689.400 44,272.800	23,386 3,800.225 45,602.700	24,086 3,913.975 46,967.700	24,810 4,031.625 48,379.500	25,554 4,152.525 49,830.300			26,065 4,235.563 50,826.750	26,586 4,320.225 51,842.700	27,384 4,449.900 53,398.800	
7			Admin Assist - Patient Program - SMHC		SMHC	1885	Hourly 24,266 Monthly 3,811.784 Annual 45,741.410	24,910 3,912.946 46,955.350	25,607 4,022.433 48,269.195	26,304 4,131.920 49,583.040	27,022 4,244.706 50,936.470	27,751 4,359.220 52,310.635			28,306 4,446.401 53,356.810	28,872 4,535.310 54,423.720	29,738 4,671.344 56,056.130	
8			Admin Assist Info Services - SMHC		SMHC	1885	Hourly 24,266 Monthly 3,811.784 Annual 45,741.410	24,910 3,912.946 46,955.350	25,607 4,022.433 48,269.195	26,304 4,131.920 49,583.040	27,022 4,244.706 50,936.470	27,751 4,359.220 52,310.635			28,306 4,446.401 53,356.810	28,872 4,535.310 54,423.720	29,738 4,671.344 56,056.130	
9			Admin Assist Support Services - SMHC		SMHC	1885	Hourly 24,266 Monthly 3,811.784 Annual 45,741.410	24,910 3,912.946 46,955.350	25,607 4,022.433 48,269.195	26,304 4,131.920 49,583.040	27,022 4,244.706 50,936.470	27,751 4,359.220 52,310.635			28,306 4,446.401 53,356.810	28,872 4,535.310 54,423.720	29,738 4,671.344 56,056.130	
10			Administrative Assistant - CPL		SH	1885	Hourly 24,266 Monthly 3,811.784 Annual 45,741.410	24,910 3,912.946 46,955.350	25,607 4,022.433 48,269.195	26,304 4,131.920 49,583.040	27,022 4,244.706 50,936.470	27,751 4,359.220 52,310.635			28,306 4,446.401 53,356.810	28,872 4,535.310 54,423.720	29,738 4,671.344 56,056.130	
11			Administrative Assistant - SMHC		SMHC	1885	Hourly 24,266 Monthly 3,811.784 Annual 45,741.410	24,910 3,912.946 46,955.350	25,607 4,022.433 48,269.195	26,304 4,131.920 49,583.040	27,022 4,244.706 50,936.470	27,751 4,359.220 52,310.635			28,306 4,446.401 53,356.810	28,872 4,535.310 54,423.720	29,738 4,671.344 56,056.130	
12			Administrative Assistant 2		SH	1950	Hourly 22,182 Monthly 3,606.200 Annual 43,274.400	22,857 3,714.263 44,571.150	23,543 3,825.738 45,908.850	24,250 3,940.625 47,287.500	24,977 4,058.763 48,705.150	25,725 4,180.313 50,163.750			26,240 4,264.000 51,168.000	26,765 4,349.310 52,191.500	27,568 4,479.800 53,757.600	
13			Administrative Assistant 2 - PIO		HSC	1950	Hourly 21,646 Monthly 3,517.475 Annual 42,209.700	22,292 3,622.450 43,469.400	22,969 3,732.463 44,789.550	23,654 3,843.775 46,125.300	24,367 3,959.638 47,515.650	25,099 4,078.588 48,943.050	25,849 4,200.463 50,405.550			26,366 4,284.475 51,413.700	26,883 4,370.113 52,441.350	27,700 4,501.250 54,015.000
14			Administrative Officer		SH	1885	Hourly 27,852 Monthly 4,375.085 Annual 52,601.020	28,880 4,536.567 54,438.800	29,843 4,687.898 56,254.055	30,971 4,865.028 58,380.335	32,097 5,041.904 60,502.845	33,247 5,222.550 62,670.585			33,912 5,327.010 63,924.120	34,590 5,433.513 65,202.150	35,628 5,596.565 67,158.780	
15			Administrative Secretary		SH	1950	Hourly 21,320 Monthly 3,464.500 Annual 41,574.000	21,959 3,568.338 42,820.050	22,616 3,675.100 44,101.200	23,296 3,785.600 45,427.200	23,995 3,899.188 46,790.250	24,716 4,016.350 48,196.200			25,210 4,096.625 49,159.500	25,714 4,178.525 50,142.300	26,485 4,303.813 51,645.750	
16			Administrative Secretary - Eden	Eden Mental Health Centre		2015	Hourly 21,320 Monthly 3,579.983 Annual 42,959.800	21,959 3,687.282 44,247.385	22,616 3,797.603 45,571.240	23,296 3,911.787 46,941.440	23,995 4,029.160 48,349.925	24,716 4,150.228 49,802.740			25,210 4,233.179 50,798.150	25,714 4,317.809 51,813.710	26,485 4,447.273 53,367.275	
17			Administrative Secretary - PIO		SH	1950	Hourly 21,325 Monthly 3,465.313 Annual 41,583.750	22,243 3,614.488 43,373.850	23,163 3,763.988 45,167.850	24,085 3,913.813 46,965.750	25,006 4,063.475 48,761.700			25,506 4,144.725 49,736.700	26,016 4,227.600 50,731.200	26,796 4,354.350 52,252.200		
18			Administrative Secretary - SMHC		SMHC	1885	Hourly 24,266 Monthly 3,811.784 Annual 45,741.410	24,910 3,912.946 46,955.350	25,607 4,022.433 48,269.195	26,304 4,131.920 49,583.040	27,022 4,244.706 50,936.470	27,751 4,359.220 52,310.635			28,306 4,446.401 53,356.810	28,872 4,535.310 54,423.720	29,738 4,671.344 56,056.130	
19			Administrative Secretary 2 - 1950		SH	1950	Hourly 21,500 Monthly 3,493.750 Annual 41,925.000	21,994 3,574.025 42,888.300	22,549 3,664.213 43,970.590	23,133 3,759.113 45,109.350	23,813 3,869.613 46,435.350	24,417 3,967.763 47,613.150			24,905 4,047.063 48,564.750	25,403 4,127.988 49,535.850	26,165 4,251.813 51,021.750	
20			Administrative Secretary 3		SH	1885	Hourly 24,569 Monthly 3,859.380 Annual 46,312.565	25,227 3,962.741 47,552.895	25,921 4,071.757 48,861.085	26,615 4,180.773 50,169.275	27,338 4,294.344 51,532.310	28,119 4,417.026 53,004.315			28,681 4,505.307 54,063.685	29,255 4,595.473 55,145.675	30,133 4,733.392 56,800.705	
21			Administrative Secretary 3 - 2015	NEW in Apr 2024	SH	2015	Hourly 24,569 Monthly 4,125.545 Annual 49,506.535	25,227 4,236.034 50,832.405	25,921 4,352.568 52,230.815	26,615 4,469.102 53,629.225	27,338 4,590.506 55,086.070	28,119 4,721.649 56,659.785			28,681 4,816.018 57,792.215	29,255 4,912.402 58,948.825	30,133 5,059.833 60,717.985	
22			Admissions Clerk 4		HSC	1950	Hourly 21,236 Monthly 3,450.850 Annual 41,410.200	21,874 3,554.525 42,654.300	22,529 3,660.963 43,931.550	23,206 3,770.975 45,251.700	23,902 3,884.075 46,608.900	24,618 4,000.425 48,005.100			25,110 4,080.375 48,964.500	25,612 4,161.950 49,943.400	26,380 4,286.750 51,441.000	
23			Admissions Clerk 5		HSC	1950	Hourly 22,044 Monthly 3,582.150 Annual 42,985.800	22,704 3,689.400 44,272.800	23,386 3,800.063 45,602.700	24,086 3,913.975 46,967.700	24,810 4,031.625 48,379.500	25,554 4,152.688 49,832.250			26,065 4,235.725 50,826.750	26,586 4,320.388 51,842.650	27,384 4,450.063 53,400.750	
24	23-55ANESAIDE		Anesthetics Assistant	Anesthesia Aide	HSC	2015	Hourly 23,919 Monthly 4,016.399 Annual 48,196.785	24,635 4,136.627 49,639.525	25,373 4,260.350 51,126.585	26,135 4,388.502 52,662.025	26,920 4,520.317 54,243.800	27,728 4,655.993 55,871.920			28,283 4,749.187 56,990.245	28,849 4,844.228 58,130.735	29,714 4,989.476 59,873.710	
25			Area Secretary - SMHC		SMHC	1885	Hourly 21,288 Monthly 3,343.990 Annual 40,127.880	21,710 3,410.279 40,923.350	22,260 3,496.675 41,960.100	22,809 3,582.914 42,984.965	23,337 3,697.270 43,967.245	23,837 3,785.080 45,420.960			24,578 3,860.794 46,329.530	25,070 3,938.079 47,256.950	25,822 4,056.266 48,674.470	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
26			Assistive Technology Technician		HSC	2015	Hourly 43,385 Monthly 7,285.065 Annual 87,420.775								44,283	45,138	46,492
27			Attendant - Crisis Services		SH	2080	Hourly 20,341 Monthly 3,525.773 Annual 42,309.280	20,946 3,630.640 43,567.680	21,578 3,740.187 44,882.240	22,222 3,851.813 46,221.760	22,889 3,967.427 47,609.120	23,573 4,085.987 49,031.840			24,044	24,525	25,261
28			Attendant - Supply Transformation		SH	2015	Hourly 19,664 Monthly 3,301.913 Annual 39,622.960	20,263 3,400.816 40,809.795	20,861 3,502.910 42,034.915	21,488 3,608.193 43,298.320	22,132 3,716.332 44,595.980	22,794 3,827.493 45,929.910			23,250	23,715	24,426
29			Attendant 2 - Printing		SH	2015	Hourly 20,064 Monthly 3,369.080 Annual 40,428.960	20,664 3,469.830 41,637.960	21,285 3,574.106 42,889.275	21,922 3,681.069 44,172.830	22,582 3,791.894 45,502.730	23,256 3,905.070 46,860.840			23,721	24,195	24,921
30			Bindery Worker		HSC	2015	Hourly 19,939 Monthly 3,348.090 Annual 40,177.085	20,523 3,446.154 41,353.845	21,124 3,547.072 42,564.860	21,746 3,651.516 43,818.190	22,381 3,758.143 45,097.715	23,034 3,867.793 46,413.510			23,495	23,965	24,684
31	23-200		Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	1950	Hourly 37,220 Monthly 6,048.250 Annual 72,579.000	38,805 6,305.813 75,669.750	40,459 6,574.588 78,895.050	42,258 6,866.925 82,403.100	44,028 7,154.550 85,854.600	45,086 7,326.475 87,917.700	46,291 7,522.288 90,267.450		47,217	48,161	49,606
32	23-200		Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2015	Hourly 37,220 Monthly 6,249.858 Annual 74,998.300	38,805 6,516.006 78,192.075	40,459 6,793.740 81,524.885	42,258 7,095.823 85,144.870	44,258 7,393.035 88,716.420	45,086 7,570.691 90,848.290	46,291 7,773.030 93,276.365		47,217	48,087.035	49,596.090
33	23-200		Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2080	Hourly 37,220 Monthly 6,451.467 Annual 77,417.600	38,805 6,726.200 80,714.400	40,459 7,012.893 84,154.720	42,258 7,324.720 87,896.640	44,258 7,631.520 91,578.240	45,086 7,814.907 93,778.880	46,291 8,023.773 96,285.280		47,217	48,161	49,606
34			Building Services Worker 3		Shared Health (MATC)	1950	Hourly 25,330 Monthly 4,116.125 Annual 49,393.500								25,837	26,354	27,145
35			Building Services Worker 3 - PIO		Shared Health (MATC)	1950	Hourly 26,379 Monthly 4,286.588 Annual 51,439.050	27,858 4,526.925 54,323.100	29,335 4,766.938 57,203.250	30,813 5,007.113 60,085.350	32,293 5,247.613 62,971.350			32,939	33,598	34,806	
36			Building Technologist		HSC	1950	Hourly 39,145 Monthly 6,361.063 Annual 76,332.750	40,320 6,552.000 78,624.000	41,529 6,748.463 80,981.550	42,774 6,950.775 83,409.300	44,058 7,159.425 85,913.100	45,380 7,374.250 88,491.000			46,288	47,214	48,630
37			CAD Operator		HSC	1950	Hourly 27,399 Monthly 4,452.175 Annual 53,426.100	28,345 4,606.063 55,272.750	29,344 4,768.400 57,220.800	30,369 4,934.963 59,219.550	31,430 5,107.375 61,288.500	32,532 5,286.450 63,437.400	33,664 5,470.400 65,644.800		34,337	35,024	36,075
38			CADD Systems Specialist - PIO		HSC	1950	Hourly 31,577 Monthly 5,131.263 Annual 61,575.150	32,686 5,311.475 63,737.700	33,823 5,496.238 65,954.850	35,034 5,693.025 68,316.300	36,249 5,890.463 70,685.500	37,510 6,095.375 73,144.500	38,823 6,308.738 75,704.850		39,599	40,391	41,603
39			Cancer Registrar 1		CCMB	2015	Hourly 33,517 Monthly 5,628.063 Annual 67,536.755	34,526 5,797.491 69,569.890	35,561 5,971.285 71,655.415	36,626 6,150.116 73,801.390	37,727 6,334.992 76,019.905	38,860 6,525.242 78,302.900			39,637	40,430	41,643
40			Cancer Registrar 2		CCMB	2015	Hourly 37,181 Monthly 6,243.310 Annual 74,919.715	38,297 6,430.705 77,168.455	39,446 6,623.641 79,483.690	40,630 6,822.454 81,869.450	41,848 7,026.977 84,323.720	43,103 7,237.712 86,852.545			43,965	44,844	46,189
41	23-12H		Carpenter		HSC	2080	Hourly 37,464 Monthly 6,493.760 Annual 77,925.120	38,588 6,688.587 80,263.040							39,360	40,147	41,351
42			Cashier - Dietetics - PIO		HSC	2015	Hourly 20,090 Monthly 3,373.446 Annual 40,481.350	20,457 3,435.071 41,220.855	20,819 3,495.857 41,950.285	21,184 3,557.147 42,685.760	21,551 3,618.772 43,425.265	21,918 3,680.398 44,164.770			22,356	22,803	23,447
43			Cashier / Information Clerk		HSC	1950	Hourly 20,460 Monthly 3,324.750 Annual 39,897.000	21,073 3,424.363 41,092.350	21,705 3,527.063 42,324.750	22,355 3,632.688 43,592.250	23,028 3,742.050 44,904.600	23,718 3,854.175 46,250.100			24,192	24,676	25,416
44			CD19 - Data Entry Clerk - CPL		SH	1885	Hourly 24,319 Monthly 3,820.110 Annual 45,841.315	24,941 3,917.815 47,013.785	25,639 4,027.460 48,329.515	26,346 4,138.518 49,662.210	27,053 4,249.575 50,994.905	27,899 4,382.311 52,587.730			28,456	29,025	29,896
45			Centralized Slatting Clerk		HSC	1950	Hourly 22,693 Monthly 3,687.613 Annual 44,251.350	23,375 3,798.438 45,581.250	24,074 3,912.025 46,944.300	24,797 4,029.513 48,354.150	25,541 4,150.413 49,804.950	26,308 4,275.050 51,300.600			26,834	27,371	28,192
46	23-201		Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2015	Hourly 47,341 Monthly 7,949.343 Annual 95,392.115	48,605 8,161.590 97,939.075	49,228 8,266.202 99,194.420						50,213	51,217	52,754
47	23-201		Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2080	Hourly 47,341 Monthly 8,205.773 Annual 98,469.280	48,605 8,424.867 101,088.400	49,228 8,532.853 102,394.240						50,213	51,217	52,754
48	23-Dual		Charge Clerk		CCMB	2015	Hourly 23,827 Monthly 4,000.950 Annual 48,011.405	24,544 4,121.347 49,456.160	25,278 4,244.598 50,935.170	26,038 4,372.214 52,466.570	26,818 4,503.169 54,038.270	27,624 4,638.530 55,662.360			28,176	28,740	29,602
49	23-204		Charge Technologist-DI Tech Serv	Charge Imaging Equipment Technologist	SH	2015	Hourly 48,287 Monthly 8,108.192 Annual 97,298.305	49,577 8,324.805 99,897.655	50,263 8,439.995 101,279.945	51,459 8,640.824 103,689.885					52,488	53,538	55,144
50			Chemical Tank Transporter		HSC	2015	Hourly 22,283 Monthly 3,741.687 Annual 44,900.245	22,649 3,803.145 45,637.735	23,013 3,864.266 46,371.195	23,381 3,926.060 47,112.715	23,747 3,987.517 47,850.205	24,112 4,048.807 48,585.680			24,594	25,086	25,839

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
276			Primary Care Assistant - 2015		SH	2015	Hourly 21.500 Monthly 3,610.208 Annual 43,322.500	21.994 3,693.159 44,317.910	22.549 3,786.353 45,436.235	23.133 3,884.416 46,612.995	23.813 3,998.600 47,983.195	24.417 4,100.201 49,200.255			24.905 4,181.965 50,183.575	25.403 4,265.587 51,187.045	26.165 4,393.540 52,722.475	
277			Printer		SH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.584 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
278			Printer/Receiver		SH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.584 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
279			Printing Attendant 1		SH	2015	Hourly 19.517 Monthly 3,277.230 Annual 39,326.755	20.100 3,375.125 40,501.500	20.704 3,476.547 41,718.560	21.326 3,580.991 42,971.890	21.965 3,688.290 44,259.475	22.622 3,798.611 45,583.330			23.074 3,874.509 46,494.110	23.535 3,951.919 47,423.025	24.241 4,070.468 48,845.615	
280			Printing Attendant 3		SH	2015	Hourly 22.622 Monthly 3,798.611 Annual 45,583.330	23.303 3,912.962 46,955.545	24.003 4,030.504 48,366.045	24.722 4,151.236 49,814.830	25.464 4,275.830 51,309.960	26.230 4,404.454 52,853.540			26.755 4,492.610 53,811.325	27.290 4,582.446 54,989.350	28.109 4,719.970 56,639.635	
281			Production Artist		HSC	1950	Hourly 24.760 Monthly 4,023.500 Annual 48,282.000	25.608 4,161.300 49,935.600	26.480 4,303.000 51,636.000	27.398 4,452.175 53,426.100	28.339 4,605.088 55,261.050	29.323 4,764.988 57,179.850			29.909 4,860.213 58,322.550	30.507 4,957.388 59,488.650	31.422 5,106.075 61,272.900	
282			Production Artist 2		HSC	1950	Hourly 28.992 Monthly 4,711.200 Annual 56,534.400	29.864 4,852.900 58,234.800	30.760 4,998.500 59,982.000	31.682 5,148.325 61,779.900	32.633 5,302.863 63,634.350	33.611 5,461.788 65,541.450			34.283 5,570.988 66,851.850	34.969 5,682.463 68,189.550	36.018 5,852.925 70,235.100	
283			Production Coordinator		HSC	2015	Hourly 32.471 Monthly 5,452.422 Annual 65,429.065	33.446 5,616.141 67,393.690	34.449 5,784.561 69,414.735	35.483 5,958.187 71,498.245	36.548 6,137.018 73,644.220	37.644 6,321.055 75,852.660			38.397 6,447.496 77,369.955	39.165 6,576.456 79,171.475	40.340 6,773.548 81,285.100	
284			Program Personnel Coordinator		HSC	1950	Hourly 24.958 Monthly 4,055.675 Annual 48,668.100	25.838 4,198.675 50,384.100	26.747 4,346.388 52,156.650	27.677 4,497.513 53,970.150	28.641 4,654.163 55,849.950	29.649 4,817.963 57,815.550	30.672 4,984.200 59,810.400	31.755 5,160.188 61,922.250		32.390 5,263.375 63,160.500	33.038 5,368.675 64,424.100	34.029 5,529.713 66,356.550
285			Program Secretary - SMHC		SMHC	1885	Hourly 24.266 Monthly 3,811.784 Annual 45,741.410	24.910 3,912.946 46,955.350	25.607 4,022.433 48,269.195	26.304 4,131.920 49,583.040	27.022 4,244.706 50,936.470	27.781 4,359.220 52,310.635			28.306 4,446.401 53,356.810	28.872 4,535.310 54,423.720	29.738 4,671.344 56,056.130	
286			Programmer Analyst - CPL		SH	1885	Hourly 35.882 Monthly 5,636.464 Annual 67,637.570	37.202 5,843.814 70,125.770	38.542 6,054.306 72,651.670	39.978 6,279.878 75,358.530	41.457 6,512.204 78,146.445	43.115 6,772.648 81,271.775	44.730 7,026.338 84,316.050	46.430 7,293.379 87,520.550	47.359 7,439.310 89,271.715	48.306 7,588.068 91,056.810	49.755 7,815.681 93,788.175	
287			Project Coordinator - DER		HSC	1950	Hourly 27.728 Monthly 4,505.800 Annual 54,069.600	28.782 4,677.075 56,124.900	29.895 4,825.438 57,905.250	30.871 5,016.538 60,198.450	31.947 5,191.388 62,296.650	33.080 5,375.500 64,506.000	34.316 5,576.350 66,916.200	35.560 5,778.500 69,342.000		36.986 5,894.038 70,728.450	38.106 6,011.850 72,142.200	40.340 6,192.225 74,306.700
288			Project Initiative Lead		SH	1885	Hourly 38.440 Monthly 6,195.367 Annual 74,344.400	40.951 6,432.720 77,192.635	42.494 6,675.099 79,967.880	44.168 6,938.057 82,756.680	45.952 7,218.293 85,583.200	47.868 7,519.265 88,429.160			49.825 7,669.594 91,235.125	49.802 7,823.064 93,877.770	51.296 8,057.740 96,692.960	
289	23-17C		Prosthetic Technician (Registered) 1950	Orthotic Technician – Registered	RCC	1950	Hourly 30.909 Monthly 5,022.713 Annual 60,272.550	32.396 5,264.350 63,172.200	33.957 5,518.013 66,216.150	35.586 5,782.725 69,392.700	37.298 6,060.925 72,731.100			38.044 6,182.150 74,185.800	38.805 6,305.813 75,669.750	39.969 6,494.963 77,939.550		
290	23-17C		Prosthetic Technician (Registered) 2015	Orthotic Technician – Registered	HSC	2015	Hourly 30.912 Monthly 5,190.640 Annual 62,287.680	32.396 5,439.828 65,277.940	33.954 5,701.443 68,417.310	35.586 5,975.483 71,705.790	37.298 6,262.956 75,155.470			38.044 6,388.222 76,658.660	38.805 6,516.006 78,192.075	39.969 6,711.461 80,537.535		
291	23-17B		Prosthetic Technician (Unregistered) 1950	Orthotic Technician – Unregistered	RCC	1950	Hourly 23.939 Monthly 3,890.088 Annual 46,681.050	25.330 4,116.125 49,393.500	26.804 4,355.650 52,267.800	28.365 4,609.313 55,311.750	30.016 4,877.600 58,531.200			31.228 4,975.100 59,701.200	32.165 5,074.550 60,894.600	32.165 5,226.813 62,721.750		
292	23-17B		Prosthetic Technician (Unregistered) 2015	Orthotic Technician – Unregistered	HSC	2015	Hourly 23.939 Monthly 4,019.757 Annual 48,237.085	25.330 4,253.329 51,039.950	26.804 4,500.898 54,010.060	28.365 4,762.956 57,155.475	30.016 5,040.187 60,482.240			31.228 5,140.937 61,691.240	32.165 5,243.702 62,924.420	32.165 5,401.040 64,812.475		
293			Purchasing Clerk		SH	1950	Hourly 20.460 Monthly 3,324.750 Annual 39,897.000	21.073 3,424.363 41,092.350	22.355 3,527.063 42,324.750	23.555 3,632.688 43,592.250	24.828 3,742.050 44,904.600	23.718 3,854.175 46,250.100			24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200	
294			Qualified Person - Security Personnel		HSC / Shared Health	2080	Hourly 21.855 Monthly 3,788.200 Annual 45,458.400	22.580 3,913.867 46,966.400	23.351 4,047.507 48,570.080	24.142 4,184.613 50,215.360	24.966 4,327.440 51,929.280	25.813 4,474.253 53,691.040	26.331 4,564.040 54,768.480		26.588 4,655.387 55,864.640	27.385 4,748.467 56,981.600	28.217 4,890.947 58,691.360	
295			RCC Secretary 5		RCC	1950	Hourly 23.079 Monthly 3,750.338 Annual 45,004.050	23.769 3,862.463 46,349.550	24.486 3,978.575 47,747.700	25.218 4,097.925 49,175.100	25.974 4,220.775 50,649.300	26.755 4,347.688 52,172.250			27.290 4,434.625 53,215.500	27.836 4,523.350 54,280.200	28.671 4,659.038 55,908.450	
296			Receiver		HSC	2015	Hourly 21.744 Monthly 3,651.180 Annual 43,814.160	22.396 3,760.662 45,127.940	23.066 3,873.166 46,477.990	23.759 3,989.532 47,874.385	24.472 4,109.257 49,311.080	25.207 4,232.675 50,792.105			25.711 4,317.305 51,807.665	26.225 4,403.615 52,843.375	27.012 4,535.765 54,429.180	
297			Receptionist 1		SH	2015	Hourly 19.709 Monthly 3,309.470 Annual 39,713.635	20.303 3,409.212 40,910.545	20.911 3,511.305 42,135.665	21.536 3,616.253 43,395.040	22.184 3,725.063 44,700.760	22.848 3,836.728 46,040.735			23.306 3,913.466 46,961.590	23.772 3,991.715 47,900.580	24.485 4,114.440 49,337.275	
298			Referral Clerk		CCMB	2015	Hourly 21.236 Monthly 3,565.878 Annual 42,790.540	21.874 3,673.009 44,076.110	22.529 3,782.995 45,395.935	23.206 3,896.674 46,760.090	23.902 4,013.544 48,162.530	24.618 4,133.773 49,605.270			25.110 4,216.388 50,596.650	25.612 4,300.682 51,608.180	26.380 4,429.642 53,155.700	
299			Refrigeration Mechanic		HSC	2080	Hourly 44.845 Monthly 7,773.133 Annual 93,277.600								45.742 7,928.613 95,143.360	46.657 8,087.213 97,046.560	48.057 8,329.880 99,958.560	
300			Reg Clinical Engineer-Specified Scope	Reg Clinical Engineer-Specified Scope	SH	2015	Hourly 41.478 Monthly 6,964.848 Annual 83,578.170	43.139 7,243.757 86,925.085	44.864 7,533.413 90,400.960	46.659 7,834.824 94,017.885	48.525 8,148.156 97,777.875	50.464 8,473.747 101,684.960	52.484 8,812.938 105,755.260	54.581 9,165.060 109,980.715	55.673 9,348.425 112,181.095	56.786 9,536.316 114,423.790	58.890 9,821.446 117,857.350	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
401			Youth Care Worker		SH	2080	Hourly 21.046	21.744	22.445	23.255	23.957	24.777			25.273	25.778	26.551
							Monthly 3,647.973	3,768.960	3,890.467	4,030.867	4,152.547	4,294.680			4,380.653	4,468.187	4,602.173
							Annual 43,775.680	45,227.520	46,685.600	48,370.400	49,830.560	51,536.160			52,567.840	53,618.240	55,226.080

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

² Subject to a 14% Market Adjustment as per Appendix L, signed April 3, 2024, effective April 1, 2024

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1	23-93C		3rd Class Maintenance Engineer	Power Engineer 3rd Class	HSC	2080	Hourly 40,508 Monthly 7,021.387 Annual 84,256.640	42,640 7,390.933 88,691.200							43,493 7,538.787 90,465.440	44,363 7,689.587 92,275.040	45,694 7,920.293 95,043.520
2			Accounting Clerk		SH	1885	Hourly 24,478 Monthly 3,845.086 Annual 46,141.030	25,155 3,951.431 47,417.175	25,852 4,060.918 48,731.020	26,594 4,177.474 50,129.690	27,380 4,300.942 51,611.300	28,178 4,426.294 53,115.530			28,741 4,514.732 54,176.785	29,316 4,605.055 55,260.660	30,195 4,743.131 56,917.575
3	1		Accounting Clerk		CCMB	2015	Hourly 22,476 Monthly 3,774.095 Annual 45,289.140	23,149 3,887.103 46,645.235	23,844 4,003.805 48,045.660	24,599 4,123.865 49,486.385	25,295 4,247.452 50,969.425				25,801 4,332.018 51,989.015	26,317 4,419.663 53,028.755	27,107 4,551.717 54,620.605
4			Accounting Clerk 1 - SMHC		SMHC	1885	Hourly 25,758 Monthly 4,046.153 Annual 48,553.830	26,495 4,161.923 49,943.075	27,190 4,271.096 51,253.150	27,884 4,380.112 52,561.340	28,588 4,506.407 54,076.880	29,457 4,627.204 55,526.445			30,046 4,719.726 56,636.710	30,647 4,814.133 57,769.595	31,567 4,958.650 59,503.795
5			Accounts Payable Clerk - Level 2		SH	2015	Hourly 22,650 Monthly 3,803.313 Annual 45,639.750	23,328 3,917.160 47,005.920	24,029 4,034.870 48,418.435	24,748 4,155.602 49,867.220	25,492 4,280.532 51,366.380	26,257 4,408.988 52,907.855			26,782 4,497.144 53,965.730	27,317 4,586.910 55,043.755	28,137 4,724.671 56,896.055
6			Accounts Receivable Clerk - Level 2		SH	1950	Hourly 22,650 Monthly 3,680.625 Annual 44,167.500	23,328 3,790.800 45,489.600	24,029 3,904.713 46,856.550	24,748 4,021.550 48,258.600	25,492 4,142.450 49,709.400	26,257 4,266.763 51,201.150			26,782 4,352.075 52,224.900	27,317 4,439.103 53,268.150	28,137 4,572.263 54,867.150
7			Admin Assist - Patient Program - SMHC		SMHC	1885	Hourly 24,933 Monthly 3,916.559 Annual 46,998.705	25,595 4,020.548 48,246.575	26,311 4,133.020 49,596.235	27,027 4,245.491 50,945.895	27,765 4,361.419 52,337.025	28,514 4,479.074 53,748.890			29,084 4,568.612 54,823.340	29,666 4,660.034 55,920.410	30,556 4,799.838 57,598.060
8			Admin Assist Info Services - SMHC		SMHC	1885	Hourly 24,933 Monthly 3,916.559 Annual 46,998.705	25,595 4,020.548 48,246.575	26,311 4,133.020 49,596.235	27,027 4,245.491 50,945.895	27,765 4,361.419 52,337.025	28,514 4,479.074 53,748.890			29,084 4,568.612 54,823.340	29,666 4,660.034 55,920.410	30,556 4,799.838 57,598.060
9			Admin Assist Support Services - SMHC		SMHC	1885	Hourly 24,933 Monthly 3,916.559 Annual 46,998.705	25,595 4,020.548 48,246.575	26,311 4,133.020 49,596.235	27,027 4,245.491 50,945.895	27,765 4,361.419 52,337.025	28,514 4,479.074 53,748.890			29,084 4,568.612 54,823.340	29,666 4,660.034 55,920.410	30,556 4,799.838 57,598.060
10			Administrative Assistant - CPL		SH	1885	Hourly 24,933 Monthly 3,916.559 Annual 46,998.705	25,595 4,020.548 48,246.575	26,311 4,133.020 49,596.235	27,027 4,245.491 50,945.895	27,765 4,361.419 52,337.025	28,514 4,479.074 53,748.890			29,084 4,568.612 54,823.340	29,666 4,660.034 55,920.410	30,556 4,799.838 57,598.060
11			Administrative Assistant - SMHC		SMHC	1885	Hourly 24,933 Monthly 3,916.559 Annual 46,998.705	25,595 4,020.548 48,246.575	26,311 4,133.020 49,596.235	27,027 4,245.491 50,945.895	27,765 4,361.419 52,337.025	28,514 4,479.074 53,748.890			29,084 4,568.612 54,823.340	29,666 4,660.034 55,920.410	30,556 4,799.838 57,598.060
12			Administrative Assistant 2		SH	1950	Hourly 22,802 Monthly 3,705.325 Annual 44,463.900	23,486 3,816.475 45,797.700	24,190 3,930.875 47,170.500	24,917 4,049.013 48,588.150	25,664 4,170.400 50,044.800	26,432 4,295.200 51,542.400			26,962 4,381.325 52,575.900	27,501 4,468.913 53,626.950	28,326 4,602.975 55,235.700
13	1		Administrative Assistant 2 - PIO		HSC	1950	Hourly 22,905 Monthly 3,722.063 Annual 44,664.750	23,601 3,835.163 46,021.950	24,304 3,949.400 47,392.800	25,037 4,068.513 48,822.150	25,789 4,190.713 50,288.550	26,560 4,316.000 51,792.000			27,091 4,402.288 52,827.450	27,633 4,490.363 53,884.350	28,462 4,625.075 55,500.900
14			Administrative Officer		SH	1885	Hourly 28,618 Monthly 4,495.411 Annual 53,944.930	29,674 4,661.291 55,935.490	30,664 4,816.803 57,801.640	31,823 4,998.863 59,886.355	32,980 5,190.808 62,167.300	34,161 5,366.124 64,393.485			34,845 5,473.569 65,882.925	35,541 5,582.899 66,984.785	36,608 5,750.507 69,006.080
15	1		Administrative Secretary		SH	1950	Hourly 22,563 Monthly 3,666.488 Annual 43,997.850	23,238 3,776.175 45,314.100	23,937 3,889.763 46,677.150	24,655 4,006.438 48,077.250	25,396 4,126.850 49,522.200	26,162 4,209.400 50,512.800			26,824 4,293.575 51,522.900	27,515 4,422.438 52,992.500	28,215 4,622.438 54,925.250
16	1		Administrative Secretary - Eden	Eden Mental Health Centre		2015	Hourly 22,563 Monthly 3,788.704 Annual 45,464.445	23,238 3,902.048 46,824.570	23,937 4,019.421 48,233.055	24,655 4,139.985 49,679.825	25,396 4,264.412 51,172.940			25,904 4,349.713 52,196.560	26,422 4,436.694 53,240.330	27,215 4,569.852 54,838.225	
17	1		Administrative Secretary - PIO		SH	1950	Hourly 22,855 Monthly 3,713.938 Annual 44,567.250	23,800 3,867.500 46,410.000	24,747 4,021.388 48,256.650	25,694 4,175.275 50,103.300	26,694 4,349.950 52,049.950	27,694 4,538.452 54,461.420			28,292 4,698.550 55,550.950	28,992 4,861.420 57,663.100	30,062 5,199.036 60,363.370
18			Administrative Secretary - SMHC		SMHC	1885	Hourly 24,933 Monthly 3,916.559 Annual 46,998.705	25,595 4,020.548 48,246.575	26,311 4,133.020 49,596.235	27,027 4,245.491 50,945.895	27,765 4,361.419 52,337.025	28,514 4,479.074 53,748.890			29,084 4,568.612 54,823.340	29,666 4,660.034 55,920.410	30,556 4,799.838 57,598.060
19	1		Administrative Secretary 2 - 1950		SH	1950	Hourly 22,599 Monthly 3,672.338 Annual 44,068.050	23,169 3,764.963 45,179.550	23,769 3,862.463 46,349.550	24,468 3,976.050 47,712.600	25,088 4,076.800 48,921.600			25,590 4,158.375 49,900.500	26,102 4,241.575 50,898.900	26,885 4,368.813 52,425.750	
20			Administrative Secretary 3		SH	1885	Hourly 28,245 Monthly 3,965.569 Annual 47,586.825	29,921 4,071.757 48,861.085	26,634 4,183.758 50,205.090	27,347 4,295.758 51,549.095	27,347 4,412.471 52,949.650	28,892 4,538.452 54,461.420			29,470 4,629.246 55,550.950	30,060 4,721.925 56,663.100	30,962 4,863.614 58,363.370
21			Administrative Secretary 3 - 2015	NEW in Apr 2024	SH	2015	Hourly 25,245 Monthly 4,239.056 Annual 50,868.675	25,921 4,352.568 52,230.815	26,634 4,472.293 53,667.510	27,347 4,592.017 55,104.205	27,347 4,716.779 56,601.350	28,892 4,851.448 58,217.380			29,470 4,948.504 59,382.050	30,060 5,047.575 60,570.900	30,962 5,199.036 62,388.430
22	1		Admissions Clerk 4		HSC	1950	Hourly 22,476 Monthly 3,652.350 Annual 43,828.200	23,149 3,761.713 45,140.550	23,844 3,874.650 46,495.800	24,599 3,990.838 47,890.050	25,295 4,110.438 49,325.250			25,801 4,192.663 50,311.950	26,317 4,276.513 51,318.150	27,107 4,404.888 52,858.650	
23			Admissions Clerk 5		HSC	1950	Hourly 22,650 Monthly 3,680.625 Annual 44,167.500	23,328 3,790.800 45,489.600	24,029 3,904.550 46,856.550	24,748 4,021.550 48,258.600	25,492 4,142.450 49,709.400	26,257 4,266.925 51,203.100			26,782 4,352.238 52,226.850	27,317 4,439.175 53,268.150	28,137 4,572.425 54,869.100
24	23-55ANESAIDE		Anesthetics Assistant	Anesthesia Aide	HSC	2015	Hourly 24,577 Monthly 4,126.888 Annual 49,522.655	25,312 4,250.307 51,003.680	26,071 4,377.755 52,533.065	26,854 4,509.234 54,110.810	27,660 4,644.575 55,734.900	28,491 4,784.114 57,409.365			29,061 4,879.826 58,557.915	29,642 4,977.396 59,728.630	30,531 5,126.664 61,519.965
25	1		Area Secretary - SMHC		SMHC	1885	Hourly 22,307 Monthly 3,504.058 Annual 42,048.695	22,872 3,592.810 43,113.720	23,436 3,681.405 44,176.860	24,184 3,798.903 45,586.840	24,759 3,889.226 46,670.715			25,254 3,966.983 47,603.790	25,759 4,046.310 48,555.715	26,532 4,167.735 50,012.820	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary + 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
51		1	Clerk - Cardiac Sciences		SH	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550				24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
52		1	Clerk - Records Control		CCMB	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550				24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
53		1	Clerk - Records Processing		CCMB	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550				24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
54		1	Clerk 1		Shared Health - DSM	1950	Hourly 20.081 Monthly 3,263.163 Annual 39,157.950	20.687 3,361.638 40,339.650	21.305 3,462.063 41,544.750	21.942 3,565.575 42,786.900	22.601 3,672.663 44,071.950				23.053 3,746.113 44,953.350	23.514 3,821.025 45,852.300	24.219 3,935.588 47,227.050
55		1	Clerk 1		HSC	1950	Hourly 20.081 Monthly 3,263.163 Annual 39,157.950	20.687 3,361.638 40,339.650	21.305 3,462.063 41,544.750	21.942 3,565.575 42,786.900	22.601 3,672.663 44,071.950				23.053 3,746.113 44,953.350	23.514 3,821.025 45,852.300	24.219 3,935.588 47,227.050
56		1	Clerk 2		SH	1985	Hourly 21.366 Monthly 3,356.243 Annual 40,274.910	21.910 3,441.696 41,300.350	22.532 3,539.402 42,472.820	23.105 3,629.410 43,552.925	23.769 3,733.714 44,804.565				24.244 3,808.328 45,699.940	24.729 3,884.514 46,614.165	25.471 4,001.070 48,012.835
57		1	Clerk 2		HSC	1950	Hourly 20.861 Monthly 3,389.913 Annual 40,678.950	21.485 3,491.313 41,895.750	22.128 3,595.800 43,149.600	22.794 3,704.025 44,448.300	23.478 3,815.175 45,782.000				23.948 3,891.500 46,698.600	24.427 3,969.388 47,632.650	25.160 4,088.500 49,062.000
58		1	Clerk 2 - Cervical Screening		CCMB	2015	Hourly 20.861 Monthly 3,502.910 Annual 42,034.915	21.485 3,607.690 43,292.275	22.128 3,715.660 44,587.920	22.794 3,827.493 45,929.910	23.478 3,942.348 47,308.170				23.948 4,021.268 48,255.220	24.427 4,101.700 49,220.405	25.160 4,224.783 50,697.400
59		1	Clerk 2 - Data Entry Clerk		CCMB	2015	Hourly 20.081 Monthly 3,371.935 Annual 40,463.215	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015				23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.219 4,067.774 48,801.285
60		1	Clerk 2 - Diagnostic Imaging		Shared Health - DSM	1950	Hourly 20.861 Monthly 3,389.913 Annual 40,678.950	21.485 3,491.313 41,895.750	22.128 3,595.800 43,149.600	22.794 3,704.025 44,448.300	23.478 3,815.175 45,782.000				23.948 3,891.500 46,698.600	24.427 3,969.388 47,632.650	25.160 4,088.500 49,062.000
61		1	Clerk 2 - Receptionist		CCMB	2015	Hourly 20.081 Monthly 3,371.935 Annual 40,463.215	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015				23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.219 4,067.774 48,801.285
62		1	Clerk 3		SH	1950	Hourly 21.653 Monthly 3,518.613 Annual 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.463 44,789.550	23.661 3,844.913 46,138.950	24.370 3,959.963 47,519.550				24.857 4,039.100 48,469.200	25.354 4,119.863 49,438.350	26.115 4,243.525 50,922.300
63		1	Clerk 3		SH	1950	Hourly 21.653 Monthly 3,518.613 Annual 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.463 44,789.550	23.661 3,844.913 46,138.950	24.370 3,959.963 47,519.550				24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
64		1	Clerk 3		Shared Health - DSM	1950	Hourly 21.653 Monthly 3,518.613 Annual 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.463 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500				24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
65		1	Clerk 3		HSC / Shared Health	1950	Hourly 21.653 Monthly 3,518.613 Annual 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.463 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500				24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
66		1	Clerk 3		CCMB	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550				24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
67		1	Clerk 3 Bethesda		SH	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550				24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
68		1	Clerk 3 PMH		SH	1950	Hourly 22.012 Monthly 3,576.950 Annual 42,923.400	22.672 3,684.200 44,210.400	23.351 3,794.538 45,534.450	24.053 3,908.613 46,903.350	24.775 4,025.938 48,311.250				25.271 4,106.538 49,278.450	25.776 4,188.600 50,263.200	26.549 4,314.213 51,770.500
69		1	Clerk 3 - 2015		HSC	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550				24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
70			Clerk 3 - CPL		SH	1885	Hourly 24.988 Monthly 3,925.198 Annual 47,102.380	25.627 4,025.575 48,306.895	26.344 4,138.203 49,658.440	27.071 4,252.403 51,028.835	27.797 4,366.445 52,397.345	28.665 4,502.794 54,033.525			29.239 4,592.990 55,115.515	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430
71		1,2	Clerk 3 (Flin Flon, The Pas & Thomp)		SH (Northern Scale)	2015	Hourly 22.734 Monthly 3,817.418 Annual 45,809.010	23.417 3,932.105 47,185.255	24.119 4,049.982 48,599.785	24.845 4,171.890 50,062.675	25.588 4,296.652 51,559.820				26.100 4,382.625 52,991.500	26.822 4,470.278 53,643.330	27.421 4,604.443 55,253.315
72		1	Clerk 4		HSC	1950	Hourly 22.476 Monthly 3,652.350 Annual 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.599 3,990.838 47,890.050	25.295 4,110.438 49,325.250				25.801 4,192.663 50,311.950	26.317 4,276.513 51,318.150	27.107 4,404.888 52,858.650
73		1	Clerk 4		Shared Health - DSM	1950	Hourly 22.476 Monthly 3,652.350 Annual 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.599 3,990.838 47,890.050	25.295 4,110.438 49,325.250				25.801 4,192.663 50,311.950	26.317 4,276.513 51,318.150	27.107 4,404.888 52,858.650
74		1	Clerk 4		SH	2015	Hourly 20.861 Monthly 3,502.910 Annual 42,034.915	21.486 3,607.858 43,294.290	22.128 3,715.660 44,587.920	22.794 3,827.493 45,929.910	23.477 3,942.180 47,306.155				24.279 4,021.100 48,253.205	24.426 4,101.533 49,218.390	25.199 4,224.615 50,695.385
75			Clerk 4		CCMB	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.599 4,123.865 49,486.385	25.295 4,247.452 50,969.425			25.801 4,332.418 51,989.015	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
76		1	Clerk 4 - HIS - Shared Health		SH	1950	Hourly 22,476 Monthly 3,652.350 Annual 43,828.200	23,149 3,761.713 45,140.550	23,844 3,874.650 46,495.800	24,559 3,990.838 47,890.050	25,295 4,110.438 49,325.250				25,801 4,192.663 50,311.950	26,317 4,276.513 51,318.150	27,107 4,404.888 52,858.650
77			Clerk 5		HSC	1950	Hourly 22,650 Monthly 3,680.625 Annual 44,167.500	23,328 3,790.800 45,489.600	24,028 3,904.550 46,854.600	24,748 4,021.550 48,258.600	25,492 4,142.450 49,709.400	26,258 4,266.825 51,203.100			26,783 4,352.238 52,226.850	27,318 4,439.175 53,270.100	28,138 4,572.425 54,869.100
78		1	Clerk Typist 1		HSC	1950	Hourly 20,081 Monthly 3,263.163 Annual 39,157.950	20,687 3,361.638 40,339.650	21,305 3,462.063 41,544.750	21,942 3,565.575 42,786.900	22,601 3,672.663 44,071.950			23,053 3,746.113 44,953.350	23,514 3,821.025 45,852.300	24,219 3,935.588 47,227.050	
79		1	Clerk Typist 2		HSC	1950	Hourly 20,861 Monthly 3,389.913 Annual 40,678.950	21,485 3,491.313 41,895.750	22,128 3,595.800 43,149.600	22,794 3,704.025 44,448.300	23,478 3,815.175 45,782.100			23,948 3,891.550 46,698.600	24,427 3,969.388 47,632.650	25,160 4,088.500 49,062.000	
80		1	Clerk Typist 2		SH	1950	Hourly 20,861 Monthly 3,389.913 Annual 40,678.950	21,485 3,491.313 41,895.750	22,128 3,595.800 43,149.600	22,794 3,704.025 44,448.300	23,478 3,815.175 45,782.100			23,948 3,891.550 46,698.600	24,427 3,969.388 47,632.650	25,160 4,088.500 49,062.000	
81		1	Clerk Typist 2 - Eden		Eden Mental Health Centre	2015	Hourly 21,653 Monthly 3,635.900 Annual 43,630.795	22,302 3,744.878 44,938.530	22,970 3,857.046 46,284.550	23,661 3,973.076 47,676.915	24,370 4,092.129 48,105.550			24,857 4,173.905 50,086.855	25,354 4,257.359 51,088.310	26,115 4,385.144 52,621.725	
82		1	Clerk Typist 3		Shared Health - DSM	1950	Hourly 21,653 Monthly 3,518.613 Annual 42,223.350	22,302 3,624.075 43,488.900	22,970 3,732.625 44,791.500	23,661 3,844.913 46,139.950	24,370 3,960.125 47,521.500			24,857 4,039.263 48,471.150	25,354 4,120.025 49,440.300	26,115 4,243.688 50,924.250	
83		1	Clerk Typist 3		HSC	1950	Hourly 21,653 Monthly 3,518.613 Annual 42,223.350	22,302 3,624.075 43,488.900	22,970 3,732.625 44,791.500	23,661 3,844.913 46,139.950	24,370 3,960.125 47,521.500			24,857 4,039.263 48,471.150	25,354 4,120.025 49,440.300	26,115 4,243.688 50,924.250	
84		1	Clerk Typist 4		SH	2015	Hourly 20,861 Monthly 3,502.910 Annual 42,034.915	21,486 3,607.858 43,294.290	22,128 3,715.660 44,587.920	22,794 3,827.493 45,929.910	23,477 3,942.180 47,306.155			23,947 4,021.100 48,253.205	24,426 4,101.533 49,218.390	25,159 4,224.615 50,695.385	
85		1	Clerk/Receptionist - BHC		SH	1950	Hourly 22,475 Monthly 3,652.188 Annual 43,826.250	23,149 3,761.713 45,140.550	23,843 3,874.488 46,493.850	24,558 3,990.675 47,888.100	25,293 4,110.113 49,321.350			25,799 4,192.338 50,308.050	26,315 4,276.188 51,314.250	27,104 4,404.800 52,852.800	
86			Client Support Unit Clerk - CPL		SH	1885	Hourly 24,988 Monthly 3,925.198 Annual 47,102.380	25,627 4,025.575 48,306.895	26,344 4,138.203 49,658.440	27,071 4,252.403 51,028.835	27,797 4,366.445 52,397.345	28,665 4,502.794 54,033.525			29,239 4,592.960 55,115.515	29,823 4,684.696 56,216.355	30,718 4,825.286 57,903.430
87			Client Support Unit Supervisor - CPL		SH	1885	Hourly 29,338 Monthly 4,608.511 Annual 55,302.130	30,033 4,717.684 56,612.205	30,868 4,848.848 58,186.180	31,617 4,966.504 59,598.045	32,529 5,109.764 61,317.165	33,417 5,249.254 62,991.045			34,085 5,354.185 64,250.225	34,766 5,461.159 65,533.910	35,809 5,624.997 67,499.965
88			Clinic Assistant		RCC	1950	Hourly 21,370 Monthly 3,472.625 Annual 41,671.500	22,012 3,576.950 42,923.400	22,672 3,684.200 44,210.400	23,351 3,794.538 45,534.450	24,053 3,908.613 46,903.350	24,775 4,025.938 48,311.250			25,270 4,106.375 49,276.500	25,776 4,188.600 50,263.200	26,580 4,314.375 51,772.300
89			Clinical Research Professional		CGMB	2015	Hourly 32,521 Monthly 5,460.818 Annual 65,529.815	33,237 5,581.046 66,972.555	33,966 5,703.458 68,441.490	34,713 5,828.891 69,946.695	35,479 5,957.515 71,490.185	36,328 6,100.077 73,200.920			37,055 6,222.152 74,665.825	37,796 6,346.578 76,158.940	38,930 6,536.996 78,443.950
90			Clinical Technician		RCC	1950	Hourly 27,869 Monthly 4,528.713 Annual 54,344.550	28,704 4,664.400 55,972.800	29,565 4,804.313 57,651.750	30,450 4,948.125 59,377.500	31,364 5,096.650 61,159.800	32,307 5,249.888 62,988.650			32,953 5,354.863 64,258.350	33,612 5,461.950 65,543.400	34,620 5,625.750 67,509.000
91			Clinical Technologist		RCC	1950	Hourly 37,455 Monthly 6,086.438 Annual 73,037.250	38,053 6,346.113 76,153.350	40,772 6,625.450 79,505.400	41,794 6,791.525 81,498.300	42,858 6,980.675 83,768.100			43,817 7,120.263 85,443.150	44,693 7,262.613 87,151.350	46,034 7,480.525 89,766.300	
92			Coding Technologist		HSC	1950	Hourly 34,439 Monthly 5,596.338 Annual 67,156.050	35,475 5,764.688 69,176.250	36,539 5,937.588 71,251.050	37,633 6,115.363 73,384.350	38,764 6,299.150 75,589.800	39,929 6,488.463 77,861.550			40,727 6,618.138 79,417.650	41,542 6,750.575 81,006.900	42,788 6,953.050 83,436.600
93			Communication Systems Technologist		HSC	2080	Hourly 39,057 Monthly 6,769.880 Annual 81,238.560	40,762 7,065.413 84,784.960	42,619 7,387.293 88,647.520	43,710 7,576.400 90,916.800	44,778 7,726.853 92,722.240			45,470 7,881.467 94,577.600	46,379 8,039.027 96,468.320	47,771 8,200.307 99,363.680	
94			Communications & Special Events Officer		HSC	1950	Hourly 26,191 Monthly 4,256.038 Annual 51,072.450	27,308 4,437.550 53,250.600	28,389 4,613.213 55,358.550	29,574 4,805.775 57,669.300	30,729 4,993.463 59,921.550	31,970 5,195.125 62,341.500	33,271 5,406.538 64,878.450	34,542 5,613.075 67,356.900	35,323 5,839.925 69,704.350	36,338 6,015.100 72,181.200	37,616 6,257.500 75,000.000
95			Community Project Assistant		SH	1885	Hourly 40,525 Monthly 6,365.802 Annual 76,389.625	42,077 6,609.595 79,315.145	43,663 6,858.730 82,304.755	45,383 7,128.913 85,546.955	47,216 7,416.847 89,002.160	49,184 7,725.987 92,711.840			50,168 7,880.557 94,566.600	51,172 8,038.268 96,459.220	52,707 8,279.391 99,352.695
96			Confidential Waste Transporter		HSC	2015	Hourly 20,205 Monthly 3,392.756 Annual 40,713.075	20,810 3,494.346 41,932.150	21,435 3,599.294 43,191.525	22,079 3,707.432 44,489.185	22,741 3,818.933 45,823.115	23,421 3,932.776 47,193.315			23,889 4,011.361 48,136.335	24,367 4,091.625 49,099.505	25,098 4,214.373 50,572.470
97	23-52C		Cook - HSC 2015	Cook	HSC	2015	Hourly 23,012 Monthly 3,864.098 Annual 46,369.180	23,700 3,979.625 47,755.500	24,412 4,099.182 49,190.180	25,145 4,222.265 50,667.175	25,900 4,349.042 52,188.500	26,677 4,479.513 53,754.155			27,210 4,569.013 54,828.150	27,755 4,660.527 55,926.325	28,587 4,800.234 57,602.805
98	23-52C		Cook 1	Cook	Eden Mental Health Centre	2080	Hourly 23,012 Monthly 3,888.747 Annual 47,864.960	23,700 4,108.000 49,296.000	24,412 4,231.413 50,776.960	25,145 4,358.467 52,301.600	25,900 4,489.333 53,872.000	26,677 4,624.013 55,488.160			27,210 4,716.400 56,596.800	27,755 4,810.867 57,730.400	28,587 4,955.080 59,460.960
99	23-52C		Cook 1 - AFM	Cook	SH	2080	Hourly 23,012 Monthly 3,888.747 Annual 47,864.960	23,700 4,108.000 49,296.000	24,412 4,231.413 50,776.960	25,145 4,358.467 52,301.600	25,900 4,489.333 53,872.000	26,677 4,624.013 55,488.160			27,210 4,716.400 56,596.800	27,755 4,810.867 57,730.400	28,587 4,955.080 59,460.960
100	23-52C		Cook 1 - SMHC	Cook	SMHC	2080	Hourly 23,012 Monthly 3,888.747 Annual 47,864.960	23,700 4,108.000 49,296.000	24,412 4,231.413 50,776.960	25,145 4,358.467 52,301.600	25,900 4,489.333 53,872.000	26,677 4,624.013 55,488.160			27,210 4,716.400 56,596.800	27,755 4,810.867 57,730.400	28,587 4,955.080 59,460.960

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% Increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
126			Dietary Maintenance Mechanic		HSC	2080	Hourly 31.447 Monthly 5,450.813 Annual 65,409.760	32.191 5,579.773 66,957.280	32.966 5,714.107 68,569.280	33.725 5,845.667 70,148.000					34.399 5,962.493 71,549.920	35.087 6,081.747 72,980.960	36.139 6,264.093 75,169.120	
127			Director - Health Records		RCC	1950	Hourly 34.439 Monthly 5,596.338 Annual 67,156.050	35.475 5,764.688 69,176.250	36.539 5,937.588 71,251.050	37.633 6,115.363 73,384.350	38.764 6,299.150 75,589.800	39.929 6,488.463 77,861.550			40.727 6,618.138 79,417.650	41.542 6,750.575 81,006.900	42.788 6,953.050 83,436.600	
128			Dispatcher-Central Transport		SH	2015	Hourly 21.003 Monthly 3,526.754 Annual 42,321.045	21.633 3,632.541 43,590.495	22.282 3,741.519 44,898.230	22.951 3,853.855 46,246.265	23.640 3,969.550 47,634.000	24.348 4,088.435 49,061.220			24.835 4,170.210 50,042.525	25.331 4,253.497 51,041.965	26.091 4,381.114 52,573.365	
129			Driver / Maintenance Asst.		RCC	1950	Hourly 19.693 Monthly 3,200.113 Annual 38,401.350	20.284 3,296.150 39,553.800	20.892 3,394.950 40,739.400	21.520 3,497.000 41,964.000	22.165 3,601.813 43,221.750	22.830 3,709.875 44,518.500			23.286 3,783.975 45,407.700	23.752 3,859.700 46,316.400	24.464 3,975.400 47,704.800	
130			DSM Laboratory Aide		Shared Health - DSM	2015	Hourly 18.156 Monthly 3,048.695 Annual 36,584.340	18.699 3,139.874 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.433 3,431.209 41,174.510	21.046 3,533.974 42,407.690			21.468 3,604.835 43,258.020	21.897 3,676.871 44,122.455	22.554 3,787.193 45,446.310	
131			Duplicating Machine Operator		HSC	2015	Hourly 20.487 Monthly 3,440.109 Annual 41,281.305	21.087 3,540.859 42,490.305	21.705 3,644.631 43,735.575	22.344 3,751.930 45,023.160	22.996 3,861.412 46,336.940	23.667 3,974.084 47,689.005			24.141 4,053.676 48,644.115	24.624 4,134.780 49,617.360	25.363 4,258.870 51,106.445	
132	23-12E		Electrician		HSC	2080	Hourly 43.291 Monthly 7,503.773 Annual 90,045.280	44.589 7,728.760 92,745.120							45.481 7,883.373 94,600.480	46.391 8,041.107 96,493.280	47.782 8,282.213 99,386.560	
133			Electronic Technician		HSC	2080	Hourly 41.651 Monthly 7,219.507 Annual 86,634.080	42.423 7,353.320 88,239.840	43.233 7,493.720 89,924.640	44.578 7,726.853 92,722.240					45.470 7,881.467 94,577.600	46.379 8,039.027 96,468.320	47.771 8,280.307 99,363.680	
134			Environmental Control Technician		HSC	2080	Hourly 44.578 Monthly 7,726.853 Annual 92,722.240								45.470 7,881.467 94,577.600	46.379 8,039.027 96,468.320	47.771 8,280.307 99,363.680	
135			Equipment & Supply Coord		SH	2015	Hourly 24.003 Monthly 4,030.504 Annual 48,366.045	24.726 4,151.908 49,822.890	25.466 4,276.166 51,313.990	26.232 4,404.790 52,857.480	27.017 4,536.605 54,399.255	27.829 4,672.953 56,075.435			28.386 4,766.483 57,197.790	28.954 4,861.859 58,342.310	29.822 5,007.611 60,091.330	
136			External Interface Analyst - CPL		SH	1885	Hourly 36.869 Monthly 5,791.505 Annual 69,498.065	38.225 6,004.510 72,054.125	39.602 6,220.814 74,649.770	41.077 6,452.512 77,430.145	42.597 6,691.279 80,295.345	44.301 6,958.949 83,507.385	45.960 7,219.550 86,634.600	47.707 7,493.975 89,927.695	48.661 7,643.832 91,725.985	49.634 7,796.674 93,560.990	51.123 8,030.571 96,366.855	
137			Facilities Manager		SH	1885	Hourly 38.446 Monthly 6,039.226 Annual 72,470.710	39.884 6,265.112 75,181.340	41.436 6,508.905 78,106.860	43.089 6,768.564 81,222.765	44.809 7,038.747 84,464.965	46.632 7,325.110 87,901.320			47.565 7,471.669 89,660.629	48.516 7,621.055 91,452.660	49.972 7,849.768 94,197.220	
138			Facility Manager - CPL		SH	2080	Hourly 30.129 Monthly 5,222.360 Annual 62,669.320	31.161 5,401.240 64,814.880	32.312 5,600.747 67,209.960	33.493 5,805.453 69,665.440	34.824 5,984.160 71,809.920			35.214 6,103.760 73,245.120	35.918 6,225.787 74,709.440	36.996 6,412.640 76,951.680		
139			Financial Reporting Assistant		SH	1950	Hourly 23.087 Monthly 3,751.638 Annual 45,019.650	23.772 3,862.950 46,355.400	24.475 3,977.188 47,726.250	25.209 4,096.463 49,157.590	25.960 4,218.500 50,622.000	26.731 4,343.788 52,125.450	27.540 4,475.250 53,703.000			28.091 4,564.788 54,777.450	28.653 4,656.113 55,873.350	29.513 4,795.863 57,550.350
140			Fire Safety Officer		HSC	2015	Hourly 38.923 Monthly 6,535.820 Annual 78,429.845	40.093 6,732.283 80,787.395	41.293 6,933.783 83,205.395	42.534 7,142.168 85,706.010	43.811 7,356.597 88,279.165	45.121 7,576.568 90,918.815			46.023 7,728.029 92,736.345	46.943 7,882.512 94,590.145	48.352 8,119.107 97,429.280	
141	1		Float Clerk		CCMB	2015	Hourly 22.476 Monthly 3,774.095 Annual 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425			25.801 4,332.418 51,989.015	26.317 4,419.063 53,028.755	27.107 4,551.717 54,620.605		
142			Flooring Applicator		HSC	2080	Hourly 32.336 Monthly 5,604.907 Annual 67,258.880								32.983 5,717.053 68,604.640	33.642 5,831.280 69,975.360	34.651 6,006.173 72,074.080	
143			Florist		HSC	2015	Hourly 19.426 Monthly 3,261.949 Annual 39,143.390	20.009 3,359.845 40,318.135	20.610 3,460.763 41,529.150	21.227 3,564.367 42,772.405	21.865 3,671.498 44,057.975	22.521 3,781.651 45,379.815			22.971 3,857.214 46,286.565	23.430 3,934.288 47,211.450	24.133 4,052.333 48,627.985	
144	1		Forms Management Clerk		SH	2015	Hourly 20.810 Monthly 3,494.346 Annual 41,932.150	21.435 3,599.294 43,191.525	22.079 3,707.432 44,489.185	22.741 3,818.593 45,823.115	23.421 3,932.776 47,193.315			23.869 4,011.361 48,136.335	24.367 4,091.625 49,099.505	25.098 4,214.373 50,572.470		
145			Gift Shop Clerk		HSC	2015	Hourly 18.156 Monthly 3,048.695 Annual 36,584.340	18.699 3,139.874 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.433 3,431.209 41,174.510	21.046 3,533.974 42,407.690			21.468 3,604.835 43,258.020	21.897 3,676.871 44,122.455	22.554 3,787.193 45,446.310	
146	1		Groundskeeper		HSC	2080	Hourly 27.354 Monthly 4,741.360 Annual 56,896.320	27.953 4,845.187 58,142.240	28.573 4,952.653 59,431.840						29.144 5,051.627 60,619.520	29.727 5,152.680 61,832.160	30.619 5,307.293 63,687.590	
147			Health Information Analyst		HSC	1950	Hourly 37.117 Monthly 6,031.513 Annual 72,378.150	38.238 6,213.675 74,564.100	39.383 6,399.738 76,796.850	40.565 6,591.813 79,101.750	41.778 6,788.925 81,467.100	43.031 6,992.538 83,910.450			43.892 7,132.450 85,589.400	44.769 7,274.963 87,299.550	46.112 7,493.200 89,918.400	
148			Health Information Analyst		CCMB	2015	Hourly 37.117 Monthly 6,232.563 Annual 74,790.755	38.238 6,420.798 77,049.570	39.383 6,613.062 79,356.745	40.565 6,811.540 81,738.475	41.778 7,015.223 84,182.670	43.031 7,225.622 86,707.465			43.892 7,370.198 88,442.300	44.769 7,517.461 90,209.535	46.112 7,742.973 92,915.680	
149			Health Information Correspondent		HSC	1950	Hourly 35.566 Monthly 5,779.475 Annual 69,353.700	36.630 5,952.375 71,428.500	37.730 6,131.125 73,573.500	38.863 6,315.238 75,782.850	40.027 6,504.388 78,052.650	41.227 6,699.388 80,392.650			42.051 6,833.288 81,999.450	42.893 6,970.113 83,641.350	44.179 7,179.088 86,149.050	
150			Health Information Mgmtl Technician		Shared Health (MATC)	1950	Hourly 34.439 Monthly 5,596.338 Annual 67,156.050	35.475 5,764.688 69,176.250	36.539 5,937.588 71,251.050	37.633 6,115.363 73,384.350	38.764 6,299.150 75,589.800	39.929 6,488.463 77,861.550			40.727 6,618.138 79,417.650	41.542 6,750.575 81,006.900	42.788 6,953.050 83,436.600	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% Increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
151			Helper		HSC	2080	Hourly 23,721 Monthly 4,111.640 Annual 49,339.680	24,217 4,197.613 50,371.360	24,781 4,295.373 51,544.480	26,440 4,582.933 54,995.200					26,969 4,674.627 56,095.520	27,508 4,768.053 57,216.640	28,333 4,911.053 58,932.640
152			Helper 2		HSC	2080	Hourly 25,362 Monthly 4,396.080 Annual 52,752.960	25,996 4,505.973 54,071.680	26,648 4,618.987 55,427.840	27,313 4,734.253 56,811.040					27,860 4,829.067 57,948.800	28,417 4,925.613 59,107.360	29,269 5,073.293 60,879.520
153	23-53HA	1	Housekeeping Aide - 2080 (Eden)	Housekeeping Aide	Eden Mental Health Centre	2080	Hourly 19,259 Monthly 3,338.227 Annual 40,058.720	19,839 3,438.760 41,265.120	20,434 3,541.893 42,502.720	21,046 3,647.973 43,775.680	21,677 3,757.347 45,088.160				22,111 3,832.573 45,990.880	22,553 3,909.187 46,910.240	23,230 4,026.533 48,318.400
154	23-53HA	1	Housekeeping Aide 1	Housekeeping Aide	HSC	2015	Hourly 19,259 Monthly 3,233.907 Annual 38,806.885	19,839 3,331.299 39,975.585	20,434 3,431.209 41,174.510	21,046 3,533.974 42,407.690	21,677 3,639.930 43,679.155				22,111 3,712.805 44,553.665	22,553 3,787.025 45,444.295	23,230 3,900.704 46,808.450
155	23-53HA2	1	Housekeeping Aide 2	Housekeeping Aide 2	HSC	2015	Hourly 20,687 Monthly 3,473.692 Annual 41,684.305	21,305 3,577.465 42,929.575	21,942 3,684.428 44,213.130	22,601 3,795.085 45,541.015	23,278 3,908.764 46,905.170				23,744 3,987.013 47,844.160	24,219 4,066.774 48,801.285	24,946 4,188.849 50,266.190
156	23-53HA	1	Housekeeping Aide 2 - 1950	Housekeeping Aide	RCC	1950	Hourly 19,259 Monthly 3,129.588 Annual 37,555.050	19,839 3,223.838 38,686.050	20,434 3,320.525 39,846.300	21,046 3,419.975 41,039.700	21,677 3,522.613 42,270.150				22,111 3,593.038 43,116.450	22,553 3,664.863 43,978.350	23,230 3,774.875 45,298.500
157	23-53HA2	1	Housekeeping Porter	Housekeeping Aide 2	RCC	1950	Hourly 20,687 Monthly 3,361.638 Annual 40,339.650	21,305 3,462.063 41,544.750	21,942 3,565.575 42,786.900	22,601 3,672.663 44,071.950	23,278 3,782.675 45,392.100				23,744 3,858.400 46,300.800	24,219 3,935.588 47,227.500	24,946 4,053.725 48,644.700
158			Imaging Clerk		SH	2015	Hourly 21,023 Monthly 3,530.112 Annual 42,361.345	21,653 3,635.900 43,630.795	22,302 3,744.878 44,938.530	22,970 3,857.046 46,284.550	23,661 4,092.129 47,676.915	24,370 4,257.066 49,105.550			24,857 4,173.905 50,086.855	25,355 4,257.527 51,090.235	26,115 4,385.144 52,621.725
159	23-202		Imaging Equipment Technologist	Imaging Equipment Technologist	SH	2015	Hourly 42,357 Monthly 7,112.446 Annual 85,349.355	43,965 7,382.456 88,589.475	45,636 7,663.045 91,956.540	47,370 7,954.213 95,450.550	49,169 8,256.295 99,075.635				51,155 8,421.357 101,056.280	51,955 8,589.777 103,077.325	52,890 8,847.529 106,170.350
160			Imaging Scheduling Clerk		SH	1950	Hourly 21,023 Monthly 3,416.238 Annual 40,994.850	21,653 3,518.613 42,223.350	22,302 3,624.075 43,488.900	22,970 3,732.625 44,791.500	23,661 3,844.913 46,138.950	24,370 3,960.125 47,521.500			24,857 4,039.263 48,471.150	25,355 4,120.188 49,442.250	26,115 4,243.688 50,924.250
161			Industrial Mechanic		HSC	2080	Hourly 43,407 Monthly 7,523.880 Annual 90,286.560								44,275 7,674.333 92,092.000	45,161 7,827.907 93,934.880	46,516 8,062.773 96,753.280
162			Infection Control Assistant		HSC	1950	Hourly 26,921 Monthly 4,374.663 Annual 52,495.950	27,862 4,527.575 54,330.900	28,839 4,686.338 56,236.050	29,846 4,849.975 58,199.700	30,887 5,019.138 60,229.650	31,969 5,194.963 62,339.550	33,082 5,375.825 64,509.900	34,250 5,565.625 66,787.500	34,935 5,676.938 68,123.250	35,634 5,790.525 69,486.300	36,702 5,964.075 71,568.900
163			Info Communication&Technology-SMHC-PIO		SMHC	1885	Hourly 30,142 Monthly 4,734.806 Annual 56,817.670	31,183 4,898.330 58,779.955	32,344 5,080.703 60,968.440	33,537 5,268.104 63,217.245	34,763 5,460.688 65,528.255	36,097 5,670.237 68,042.845			36,819 5,783.651 69,403.815	37,556 5,899.422 70,793.080	38,683 6,076.455 72,917.455
164			Information and Paging Clerk		HSC	1950	Hourly 21,023 Monthly 3,416.238 Annual 40,994.850	21,653 3,518.613 42,223.350	22,302 3,624.075 43,488.900	22,970 3,732.625 44,791.500	23,661 3,844.913 46,138.950	24,370 3,960.125 47,521.500			24,857 4,039.263 48,471.150	25,355 4,120.188 49,442.250	26,115 4,243.688 50,924.250
165			Ingredient Controller 1		HSC	2015	Hourly 21,370 Monthly 3,588.379 Annual 43,060.550	22,012 3,696.182 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625			25,270 4,243.254 50,919.050	25,776 4,328.220 51,938.640	26,590 4,458.188 53,498.250
166			Institutional Safety Officer		HSC / Shared Health	2080	Hourly 35,387 Monthly 6,133.747 Annual 73,604.960	36,449 6,317.827 75,813.920	37,542 6,507.280 78,087.360	38,668 6,702.453 80,429.440	39,829 6,903.693 82,844.320	41,022 7,110.480 85,325.760			41,842 7,252.613 87,031.360	42,678 7,397.520 88,770.240	43,959 7,619.560 91,434.720
167			Instrument Integration Specialist - CPL		SH	1885	Hourly 36,869 Monthly 5,791.505 Annual 69,498.065	38,225 6,004.510 72,054.125	39,602 6,220.814 74,649.770	41,077 6,452.512 77,430.145	42,597 6,691.279 80,295.345	44,301 6,958.949 83,507.385	45,960 7,219.550 86,634.600	47,707 7,493.975 89,927.695	48,661 7,643.832 91,725.985	49,634 7,796.674 93,560.990	51,123 8,030.571 96,366.855
168			Inventory Control Assistant		SH	2015	Hourly 23,790 Monthly 3,994.738 Annual 47,936.850	24,505 4,114.798 49,377.575	25,237 4,237.713 50,852.555	25,995 4,364.994 52,379.925	26,776 4,496.137 53,953.640	27,579 4,630.974 55,571.685			28,131 4,723.664 56,883.965	28,694 4,818.201 57,814.410	29,555 4,922.777 59,553.325
169			Inventory Tech - Pan Am Clinic		SH	2015	Hourly 21,370 Monthly 3,588.379 Annual 43,060.550	22,012 3,696.182 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625			25,270 4,243.254 50,919.050	25,776 4,328.220 51,938.640	26,590 4,458.188 53,498.250
170			Inventory Technician / Stores		SH	2015	Hourly 21,370 Monthly 3,588.379 Annual 43,060.550	22,012 3,696.182 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625			25,270 4,243.254 50,919.050	25,776 4,328.220 51,938.640	26,590 4,458.188 53,498.250
171			Lab Aide - Research Lab		CCMB	2015	Hourly 18,156 Monthly 3,048.695 Annual 36,584.340	18,699 3,139.874 37,678.485	19,259 3,233.907 38,806.885	19,839 3,331.299 39,975.585	20,434 3,431.209 41,174.510	21,046 3,533.974 42,407.690			21,468 3,604.835 43,258.020	21,897 3,676.871 44,122.455	22,554 3,787.193 45,446.310
172			Lab Aide 1		SH	2015	Hourly 18,375 Monthly 3,085.469 Annual 37,025.625	18,924 3,177.655 38,131.860	19,493 3,273.200 39,278.395	20,075 3,370.927 40,451.125	20,682 3,472.853 41,674.230	21,301 3,576.793 42,921.515			21,728 3,648.493 43,781.920	22,162 3,721.369 44,656.430	22,827 3,833.034 45,996.405
173			Laboratory Aide		HSC	2015	Hourly 18,156 Monthly 3,048.695 Annual 36,584.340	18,699 3,139.874 37,678.485	19,259 3,233.907 38,806.885	19,839 3,331.299 39,975.585	20,434 3,431.209 41,174.510	21,046 3,533.974 42,407.690			21,468 3,604.835 43,258.020	21,897 3,676.871 44,122.455	22,554 3,787.193 45,446.310
174	23-55UMDR		Laboratory Assistant - CPL	Uncertified MDR Aide	SH	2080	Hourly 19,487 Monthly 3,379.480 Annual 40,553.760	20,080 3,480.533 41,766.400	20,687 3,585.747 43,028.960	21,305 3,692.867 44,314.400	21,944 3,803.627 45,643.520	22,601 3,917.507 47,010.080			23,053 3,995.853 47,850.240	23,514 4,075.760 48,909.120	24,220 4,188.133 50,377.600
175			Language Access Interpreter		SH	1950	Hourly 28,328 Monthly 4,603.300 Annual 55,239.600	30,167 4,902.138 58,825.650	32,130 5,221.125 62,653.500	34,219 5,560.588 66,727.050					34,903 5,671.738 68,060.850	35,601 5,785.163 69,421.950	36,668 5,958.550 71,502.600

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
176	23-12HL		Lead Hand - Carpentry		HSC	2080	Hourly 41,727 Monthly 7,232.680 Annual 86,792.160	42,978 7,449.520 89,394.240							43,838 7,998.587 91,183.040	44,715 7,750.600 93,007.200	46,057 7,983.213 95,798.560
177			Lead Hand - Comm. Systems Technologist		HSC	2080	Hourly 46,519 Monthly 8,063.293 Annual 96,759.520	47,162 8,174.747 98,096.960	47,812 8,287.413 99,448.960						48,768 8,453.120 101,437.440	49,743 8,622.120 103,465.440	51,235 8,880.733 106,568.800
178	23-12EL		Lead Hand - Electrical		HSC	2080	Hourly 46,419 Monthly 8,045.960 Annual 96,551.520	47,812 8,287.413 99,448.960							48,768 8,453.120 101,437.440	49,743 8,622.120 103,465.440	51,235 8,880.733 106,568.800
179			Lead Hand - Electronics		HSC	2080	Hourly 46,519 Monthly 8,063.293 Annual 96,759.520	47,162 8,174.747 98,096.960	47,812 8,287.413 99,448.960						48,768 8,453.120 101,437.440	49,743 8,622.120 103,465.440	51,235 8,880.733 106,568.800
180	23-53HALH	1	Lead Hand - Housekeeping	Housekeeping Lead Hand	HSC	2015	Hourly 22,012 Monthly 3,696.182 Annual 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625				25,271 4,243.422 50,921.065	25,776 4,328.220 51,938.640	26,549 4,458.020 53,496.235
181			Lead Hand - Industrial Mechanic		HSC	2080	Hourly 45,351 Monthly 7,860.840 Annual 94,330.080	45,989 7,971.427 95,657.120	46,644 8,084.960 97,019.520						47,577 8,246.680 99,960.160	48,529 8,411.693 100,940.320	49,985 8,664.067 103,968.800
182			Lead Hand - ISO Security Personnel		HSC	2080	Hourly 38,041 Monthly 6,593.773 Annual 79,125.280	39,181 6,791.373 81,496.480	40,356 6,995.040 83,940.480	41,568 7,205.120 86,461.440	42,816 7,421.440 89,057.280	44,098 7,643.653 91,723.840			44,980 7,796.533 93,558.400	45,880 7,952.533 95,430.400	47,257 8,191.213 98,294.560
183			Lead Hand - ISO Security Personnel	NEW in Apr 2024	HSC, SH	2080	Hourly 38,041 Monthly 6,593.773 Annual 79,125.280	39,181 6,791.373 81,496.480	40,356 6,995.040 83,940.480	41,568 7,205.120 86,461.440	42,816 7,421.440 89,057.280	44,098 7,643.653 91,723.840			44,980 7,796.533 93,558.400	45,880 7,952.533 95,430.400	47,257 8,191.213 98,294.560
184	23-54LALH	1	Lead Hand - Linen Services	Laundry Aide Lead Hand	HSC	2015	Hourly 22,012 Monthly 3,696.182 Annual 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625				25,271 4,243.422 50,921.065	25,776 4,328.220 51,938.640	26,549 4,458.020 53,496.235
185	23-55MDRL		Lead Hand - Medical Device Reprocessing	MDR Lead Hand	HSC	2015	Hourly 25,648 Monthly 4,306.727 Annual 51,680.720	26,419 4,436.190 53,234.285	27,209 4,568.845 54,826.135	28,027 4,706.200 56,474.405	28,868 4,847.418 58,169.020	29,735 4,993.022 59,916.025			30,330 5,092.913 61,114.950	30,936 5,194.670 62,336.040	31,864 5,350.497 64,205.960
186	23-12GL		Lead Hand - Painter		HSC	2080	Hourly 38,664 Monthly 6,701.760 Annual 80,421.120	39,825 6,903.000 82,836.000							40,621 7,040.973 84,491.680	41,434 7,181.893 86,182.720	42,677 7,397.347 88,768.160
187	23-12FL		Lead Hand - Plumber		HSC	2080	Hourly 46,419 Monthly 8,045.960 Annual 96,551.520	47,812 8,287.413 99,448.960							48,768 8,453.120 101,437.440	49,743 8,622.120 103,465.440	51,235 8,880.733 106,568.800
188	23-52DALH	1	Lead Hand - Retail Services	Dietary Lead Land	HSC	2015	Hourly 22,012 Monthly 3,696.182 Annual 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625				25,271 4,243.422 50,921.065	25,776 4,328.220 51,938.640	26,549 4,458.020 53,496.235
189			Lead Hand - Warehouse Operations		HSC	2015	Hourly 23,317 Monthly 3,915.313 Annual 46,983.755	24,018 4,033.023 48,396.270	24,736 4,153.587 49,843.040	25,479 4,278.349 51,340.185	26,243 4,406.637 52,879.645	27,031 4,538.955 54,467.465			27,972 4,629.798 55,557.580	28,124 4,722.488 56,669.860	28,967 4,864.042 58,368.505
190			Library Technician 1		HSC	1950	Hourly 22,571 Monthly 3,667.788 Annual 44,013.450	23,247 3,777.638 45,331.650	23,947 3,891.388 46,696.650	24,666 4,008.225 48,098.700	25,404 4,128.150 49,537.800	26,165 4,251.813 51,021.750			26,968 4,336.800 52,041.600	27,222 4,423.575 53,082.900	28,038 4,556.175 54,674.100
191			Library Technician 2		SH	1885	Hourly 28,111 Monthly 4,415.770 Annual 52,989.235	28,831 4,528.870 54,346.435	29,640 4,655.950 55,871.400	30,439 4,781.460 57,377.515	31,238 4,906.969 58,883.630	32,136 5,048.030 60,576.360			32,779 5,149.035 61,786.415	33,435 5,252.081 63,024.975	34,498 5,409.636 64,915.630
192	23-54LA2	1	Linen Service Aide	Laundry Aide 2	HSC	2015	Hourly 20,687 Monthly 3,473.692 Annual 41,684.305	21,305 3,577.465 42,929.575	21,942 3,684.428 44,213.130	22,601 3,795.085 45,541.015	23,278 3,908.764 46,905.170			23,744 3,987.013 47,844.160	24,219 4,066.774 48,801.285	24,946 4,188.849 50,266.190	
193	23-12J		Locksmith		HSC	2080	Hourly 35,694 Monthly 6,186.960 Annual 74,243.520	36,765 6,372.600 76,471.200							37,501 6,500.173 78,002.080	38,251 6,630.173 79,562.080	39,398 6,828.987 81,947.840
194			Machinist 1		CCMB	2015	Hourly 26,007 Monthly 4,367.009 Annual 52,404.105	27,451 4,609.480 55,313.765							27,999 4,701.499 56,417.985	28,599 4,795.532 57,546.385	29,416 4,939.437 58,273.240
195			Machinist 2		CCMB	2015	Hourly 32,336 Monthly 5,429.753 Annual 65,157.040	33,754 5,667.859 68,014.310	35,226 5,915.033 70,980.390	36,782 6,176.311 74,175.730	38,402 6,448.336 77,380.030	40,101 6,733.626 80,803.515	41,875 7,031.510 84,378.125	42,921 7,207.151 86,485.815	43,779 7,351.224 88,214.685	44,654 7,498.151 89,977.810	45,994 7,723.159 92,677.910
196			Mail Attendant		SH	2015	Hourly 19,497 Monthly 3,273.871 Annual 39,286.455	20,080 3,371.767 40,461.200	20,687 3,473.692 41,684.305	21,305 3,577.465 42,929.575	21,944 3,684.763 44,217.160	22,601 3,795.085 45,541.015			23,053 3,870.983 46,451.795	23,514 3,948.393 47,380.710	24,220 4,066.942 48,803.300
197		1	Mail Room - Print Shop Clerk		SH	2015	Hourly 22,012 Monthly 3,696.182 Annual 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625			25,271 4,243.422 50,921.065	25,776 4,328.220 51,938.640	26,549 4,458.020 53,496.235	
198		1	Mail Supply & Distribution Clerk		CCMB	2015	Hourly 22,012 Monthly 3,696.182 Annual 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625			25,271 4,243.422 50,921.065	25,776 4,328.220 51,938.640	26,549 4,458.020 53,496.235	
199		1	Mailroom Clerk - Finance		SH	2015	Hourly 20,080 Monthly 3,371.767 Annual 40,461.200	20,687 3,473.692 41,684.305	21,305 3,577.465 42,929.575	21,944 3,684.763 44,217.160	22,601 3,795.085 45,541.015			23,053 3,870.983 46,451.795	23,514 3,948.393 47,380.710	24,219 4,066.774 48,801.285	
200		1	Maintenance		SH	1885	Hourly 20,871 Monthly 3,278.486 Annual 39,341.835	21,512 3,379.177 40,550.120	22,163 3,481.438 41,777.255	22,894 3,596.266 43,155.190	23,614 3,709.366 44,512.390			24,086 3,783.509 45,402.110	24,568 3,859.223 46,310.680	25,305 3,974.994 47,699.925	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% Increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary / 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Standardized Title, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, 15 Year, 20 Year, 25 Year. It contains 25 rows of salary data for various roles such as Maintenance, Logistics, and Material Handler.

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Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
226			Medical Equipment Technician - SMHC		SMHC	1885	Hourly 26.333 Monthly 4,136.475 Annual 49,637.705	27.244 4,279.578 51,354.940	28.112 4,415.927 52,991.120	29.121 4,574.424 54,893.085	30.142 4,734.806 56,817.670	31.183 4,898.330 58,779.955			31,806 4,996.193 59,954.310	32,442 5,096.098 61,153.170	33,415 5,248.940 62,987.275	
227			Medical Legal Correspondent		CCMB	2015	Hourly 35.566 Monthly 5,972.124 Annual 71,665.490	36.630 6,150.788 73,809.450	37.730 6,335.496 76,025.950	38.863 6,525.745 78,308.945	40.027 6,721.200 80,654.405	41.227 6,922.700 83,072.405			42,051 7,061.964 84,732.765	42,893 7,202.550 86,429.395	44,179 7,418.390 89,020.685	
228			Medical Records Technician - SMHC		SMHC	1885	Hourly 33.102 Monthly 5,199.773 Annual 62,397.270	34.098 5,356.228 64,274.730	35.121 5,516.924 66,203.085	36.172 5,682.018 68,184.220	37.259 5,852.768 70,233.215	38.379 6,028.701 72,344.415			39,147 6,149.341 73,792.095	39,930 6,272.338 75,268.050	41,128 6,460.523 77,526.280	
229	1		Medical Secretary		Shared Health - DSM	1950	Hourly 22.393 Monthly 3,638.863 Annual 43,666.350	23.063 3,747.738 44,972.850	23.757 3,860.513 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800			25,204 4,177.550 50,130.600	26,222 4,261.075 51,132.900	27,009 4,388.963 52,667.550		
230	1		Medical Transcriptionist		HSC / Shared Health	1950	Hourly 22.393 Monthly 3,638.863 Annual 43,666.350	23.063 3,747.738 44,972.850	23.758 3,860.675 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800			25,204 4,177.550 50,130.600	26,222 4,261.075 51,132.900	27,009 4,388.963 52,667.550		
231	1		Medical Transcriptionist		Shared Health - DSM	1950	Hourly 22.393 Monthly 3,638.863 Annual 43,666.350	23.063 3,747.738 44,972.850	23.758 3,860.675 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800			25,204 4,177.550 50,130.600	26,222 4,261.075 51,132.900	27,009 4,388.963 52,667.550		
232	1		Medical Transcriptionist		SH	2015	Hourly 22.393 Monthly 3,760.158 Annual 45,121.895	23.063 3,872.662 46,471.945	23.757 3,989.196 47,870.355	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.060			25,204 4,316.802 51,801.620	26,222 4,403.111 52,837.330	27,009 4,535.261 54,423.135		
233			Messenger		HSC	2015	Hourly 20.251 Monthly 3,400.480 Annual 40,805.765	20.861 3,502.910 42,034.915	21.485 3,607.690 43,292.275	22.128 3,715.660 44,587.920	22.794 3,827.493 45,929.910	23.478 3,942.348 47,308.170			23,948 4,021.268 48,255.220	24,427 4,107.700 49,220.405	25,159 4,224.615 50,695.385	
234			Messenger		SH	2015	Hourly 18.375 Monthly 3,085.469 Annual 37,025.625	19.924 3,177.655 38,131.860	19.493 3,273.200 39,278.395	20.075 3,370.927 40,451.125	20.682 3,472.853 41,674.230	21.301 3,576.793 42,921.515			21,728 3,648.493 43,781.920	22,162 3,721.369 44,656.430	22,827 3,833.034 45,996.405	
235			Messenger		SH	2015	Hourly 19.360 Monthly 3,250.867 Annual 39,010.400	19.943 3,348.762 40,185.145	20.540 3,449.008 41,388.100	21.156 3,552.445 42,629.340	21.791 3,659.072 43,908.965	22.446 3,769.058 45,228.690			22,895 3,844.452 46,133.425	23,353 3,921.298 47,058.295	24,054 4,039.068 48,468.810	
236			Mngr - Quality, Risk & Innovation - SMHC		SMHC	1885	Hourly 44.235 Monthly 6,948.581 Annual 83,382.975	45.960 7,219.550 86,634.600	47.729 7,497.430 89,969.165	49.747 7,814.425 93,773.095	51.830 8,141.629 97,699.550	54.022 8,485.956 101,831.470	56.344 8,850.703 106,208.440			57,471 9,207.736 108,332.835	58,621 9,484.692 110,500.585	60,380 9,846.692 113,816.300
237			Monitor Room Operator		HSC - Security Officers	2080	Hourly 21.782 Monthly 3,775.547 Annual 45,306.560	22.456 3,892.373 46,708.490	23.201 4,021.507 48,258.080	23.993 4,158.787 49,905.440	24.806 4,299.707 51,596.480	25.653 4,446.520 53,358.240	26.523 4,597.320 55,167.840			27,053 4,689.187 56,270.240	27,595 4,783.133 57,397.600	28,423 4,926.653 58,119.840
238	23-55MDR1		Multi-Skilled Worker	MDR Technician I	HSC	2015	Hourly 23.507 Monthly 3,947.217 Annual 47,366.605	24.214 4,065.934 48,791.210	24.939 4,187.674 50,252.085	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780			27,797 4,667.580 56,010.955	28,383 4,760.941 57,131.295	29,204 4,903.838 58,846.060	
239	23-135A		Nuclear Electronics Technologist	Nuclear Electronics Technologist	CCMB	2015	Hourly 42.357 Monthly 7,112.446 Annual 85,349.355	43.965 7,382.456 88,589.475	45.636 7,663.045 91,956.540	47.370 7,954.213 95,450.550	49.169 8,256.295 99,075.535			50.152 8,421.357 101,056.280	51.155 8,598.777 103,077.325	52.690 8,847.529 106,170.390		
240	23-135B		Nuclear Electronics Technologist Senior	Senior Nuclear Electronics Technologist	CCMB	2015	Hourly 49.615 Monthly 8,331.185 Annual 99,974.225	50.940 8,553.675 102,644.100	51.645 8,672.056 104,064.675	52.874 8,878.426 106,541.110	54.011 9,055.914 108,670.965	55.010 9,237.096 110,845.150			55,010 9,414.158 112,851.510	56,660 9,611.158 115,169.900		
241			Office Administrator - SMHC		SMHC	1885	Hourly 29.609 Monthly 4,651.080 Annual 55,812.965	30.445 4,782.402 57,388.825	31.366 4,927.076 59,124.910	32.344 5,080.703 60,968.440	33.537 5,268.104 63,217.245	34.763 5,460.688 65,528.255			35,459 5,670.018 66,840.215	36,168 5,891.825 68,176.680	37,253 6,128.825 70,221.905	
242			Office Assistant 2		SH	1885	Hourly 23.828 Monthly 3,742.982 Annual 44,915.780	24.435 3,838.331 46,059.975	25.131 3,947.661 47,371.935	25.783 4,050.080 48,600.955	26.525 4,166.635 49,999.625	27.357 4,287.329 51,567.945			27,905 4,383.410 52,600.925	28,463 4,471.063 53,652.755	29,317 4,605.212 55,262.545	
243			Office Assistant 3 PIO		SH	1885	Hourly 25.873 Monthly 4,064.217 Annual 48,770.605	26.594 4,177.474 50,129.690	27.302 4,288.689 51,464.270	28.022 4,401.789 52,821.470	28.866 4,534.368 54,412.110	29.674 4,661.291 55,935.490			30,268 4,754.588 56,970.240	30,873 4,849.634 58,195.605	31,799 4,995.093 59,941.115	
244			Office Supervisor Pathology		Shared Health - DSM	1950	Hourly 23.317 Monthly 3,789.013 Annual 45,468.150	24.017 3,902.763 46,833.150	24.736 4,019.600 48,235.200	25.479 4,140.338 49,684.050	26.243 4,264.488 51,173.850	27.029 4,392.213 52,706.550			27,570 4,480.125 53,761.500	28,122 4,569.825 54,837.900	28,965 4,706.813 56,481.750	
245	23-17B		Orthotic Footwear Technician	Orthotic Technician – Unregistered	HSC	2015	Hourly 24.597 Monthly 4,130.246 Annual 49,562.955	26.027 4,370.367 52,444.405	27.541 4,624.593 55,495.115	29.145 4,893.931 58,727.175	30.841 5,178.718 62,144.615			31,458 5,282.323 63,387.870	32,087 5,387.942 64,655.305	33,050 5,549.646 66,595.750		
246	23-17C		Orthotic Technician (Registered) 1950	Orthotic Technician – Registered	RCC	1950	Hourly 31.759 Monthly 5,160.838 Annual 61,930.050	33.287 5,409.138 64,909.650	34.891 5,669.788 68,037.450	36.565 5,941.813 71,301.750	38.324 6,227.650 74,731.800			39,090 6,352.125 76,225.500	39,872 6,479.200 77,500.800	41,068 6,673.550 79,082.600		
247	23-17C		Orthotic Technician (Registered) 2015	Orthotic Technician – Registered	HSC	2015	Hourly 31.762 Monthly 5,333.369 Annual 64,000.430	33.287 5,589.442 67,073.305	34.888 5,858.277 70,299.320	36.565 6,139.873 73,678.475	38.324 6,435.238 77,222.860			39,090 6,563.863 78,766.350	39,872 6,695.173 80,342.080	41,068 6,896.020 82,752.020		
248	23-17B		Orthotic Technician (Unregistered) 1950	Orthotic Technician – Unregistered	RCC	1950	Hourly 24.597 Monthly 3,997.013 Annual 47,964.150	26.027 4,229.388 50,752.650	27.541 4,475.413 53,704.950	29.145 4,736.063 56,832.750	30.841 5,011.663 60,139.950			31,458 5,111.925 61,343.100	32,087 5,214.138 62,569.550	33,050 5,370.625 64,447.500		
249	23-17B		Orthotic Technician (Unregistered) 2015	Orthotic Technician – Unregistered	HSC	2015	Hourly 24.597 Monthly 4,130.246 Annual 49,562.955	26.027 4,370.367 52,444.405	27.541 4,624.593 55,495.115	29.145 4,893.931 58,727.175	30.841 5,178.718 62,144.615			31,458 5,282.323 63,387.870	32,087 5,387.942 64,655.305	33,050 5,549.646 66,595.750		
250	23-17A		Orthotic Technician Trainee - 1950	Orthotic Technician Trainee	RCC	1950	Hourly 20.272 Monthly 3,294.200 Annual 39,530.400	20.490 3,328.625 39,955.500	22.023 3,578.738 42,944.850	23.548 3,826.550 45,918.600			24,019 3,903.088 46,837.050	24,500 3,981.250 47,775.000	25,234 4,100.525 49,206.300			

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Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
301			Regional Clinical Engineer (Masters)	Regional Clinical Engineer (Masters)	SH	2015	Hourly 46,751 Monthly 7,850.272 Annual 94,203.265	49,440 8,301.800 99,621.600	52,284 8,779.355 105,352.260	55,420 9,305.942 111,671.300	58,558 9,832.864 117,994.370	61,694 10,359.451 124,313.410			62,928 10,566.660 126,799.920	64,187 10,778.677 129,336.805	66,112 11,101.307 133,215.680
302			Registry Senior Quality Control Tech		CCMB	2015	Hourly 49,989 Monthly 8,393.986 Annual 100,727.835	50,895 8,546.119 102,553.425	51,797 8,697.580 104,370.955	52,703 8,849.712 106,196.545	53,606 9,001.341 108,016.090	54,508 9,152.802 109,833.620			55,598 9,335.831 112,029.970	56,710 9,522.554 114,270.650	58,411 9,808.180 117,698.165
303			Rehabilitation Electronic Technologist		HSC	2015	Hourly 41,195 Monthly 6,917.327 Annual 83,007.925	42,343 7,110.095 85,321.145	43,506 7,305.383 87,664.590	44,721 7,508.562 90,102.740	45,964 7,714.931 92,579.175			47,227 7,869.079 94,428.945	48,511 8,026.417 96,317.000	49,835 8,267.377 98,208.525	
304			Rehabilitation Mechanical Specialist		HSC	2080	Hourly 42,345 Monthly 7,339.800 Annual 88,077.600	43,526 7,544.507 90,534.080	44,721 7,751.640 93,019.680	45,964 7,967.093 95,605.120	47,227 8,186.013 98,232.160			48,511 8,349.640 100,195.680	49,835 8,516.733 102,200.800	50,610 8,772.400 105,268.800	
305			Relaxation Centre Coordinator		HSC	1950	Hourly 27,884 Monthly 4,531.150 Annual 54,373.800	28,721 4,667.163 56,005.950	29,581 4,806.913 57,682.950	30,472 4,951.700 59,420.400	31,382 5,099.575 61,194.900	32,326 5,252.975 63,035.700			33,326 5,357.950 64,295.400	34,332 5,465.200 65,582.400	35,441 5,629.163 67,549.950
306			Research Assistant - MS Clinic		HSC	2015	Hourly 27,571 Monthly 4,629.630 Annual 55,555.565	28,621 4,805.943 57,671.315	29,526 4,957.908 59,494.890	30,697 5,154.538 61,854.455	31,768 5,334.377 64,012.520	32,891 5,522.947 66,275.365	34,126 5,730.324 68,763.890	35,359 5,837.365 71,248.385	36,066 6,056.083 72,672.990	37,891 6,177.318 74,127.820	38,788 6,362.530 76,550.365
307			Research Assistant - Generic		HSC	1950	Hourly 19,514 Monthly 3,171.025 Annual 38,052.300		29,584 4,807.400 57,688.800	30,690 4,987.125 59,845.500	31,877 5,180.013 62,160.150	33,127 5,383.138 64,597.650	34,438 5,596.338 67,156.050		35,127 5,822.375 69,868.500	36,905 5,997.063 71,964.750	38,965 6,298.200 75,972.000
308			Research Protocol Officer		HSC	1950	Hourly 27,390 Monthly 4,450.875 Annual 53,410.500	28,462 4,625.075 55,500.900	29,584 4,807.400 57,688.800	30,690 4,987.125 59,845.500	31,877 5,180.013 62,160.150	33,127 5,383.138 64,597.650	34,438 5,596.338 67,156.050		35,127 5,822.375 69,868.500	36,905 5,997.063 71,964.750	38,965 6,298.200 75,972.000
309			Safety & Training Coordinator		HSC	2080	Hourly 35,320 Monthly 6,122.133 Annual 73,465.600	36,385 6,306.733 75,680.800	37,472 6,495.147 77,941.760	38,597 6,690.147 80,281.760	39,756 6,891.040 82,692.480	40,948 7,097.653 85,171.840		42,602 7,239.613 86,875.360	43,880 7,384.347 88,612.160	44,880 7,605.867 91,270.400	
310			Scheduling Clerk		SH	1885	Hourly 25,309 Monthly 3,975.622 Annual 47,707.465	25,959 4,077.726 48,932.715	26,685 4,191.769 50,301.225	27,387 4,302.041 51,624.495	28,127 4,418.283 53,019.395	28,925 4,559.344 54,712.125		29,625 4,650.452 55,805.425	30,197 4,743.445 56,921.345	31,103 4,885.763 58,629.155	
311			Scheduling Clerk - 2015	NEW in Apr 2024	SH	2015	Hourly 25,309 Monthly 4,249.803 Annual 50,997.635	25,959 4,358.949 52,307.385	26,685 4,480.856 53,770.275	27,387 4,598.734 55,184.805	28,127 4,722.992 56,675.905	28,925 4,873.781 58,485.375		29,625 4,971.173 59,654.075	30,197 5,070.580 60,846.955	31,103 5,222.712 62,672.545	
312			Scheduling Clerk - DI		SH	1950	Hourly 21,820 Monthly 3,545.750 Annual 42,549.000	22,476 3,652.350 43,828.200	23,149 3,761.713 45,140.590	23,844 3,874.650 46,495.800	24,559 3,990.838 47,890.050	25,295 4,110.438 49,325.250		25,801 4,192.663 50,311.950	26,316 4,276.350 51,316.200	27,105 4,404.563 52,854.750	
313			Scheduling Clerk - SMHC		SMHC	1885	Hourly 24,988 Monthly 3,925.198 Annual 47,102.380	25,627 4,025.575 48,306.895	26,344 4,138.203 49,658.440	27,071 4,252.403 51,028.835	27,797 4,366.445 52,397.345	28,665 4,502.794 54,033.525		29,239 4,592.960 55,115.515	29,823 4,684.694 56,216.355	30,718 4,825.286 57,903.430	
314	1	Secretary			SH	2015	Hourly 22,563 Monthly 3,788.704 Annual 45,464.445	23,238 3,902.048 46,824.570	23,937 4,019.421 48,233.055	24,655 4,139.985 49,679.825	25,396 4,264.412 51,172.940		25,904 4,349.713 52,196.560	26,422 4,436.694 53,240.330	27,215 4,569.852 54,838.225		
315	1	Secretary			SH	2015	Hourly 22,563 Monthly 3,788.704 Annual 45,464.445	23,238 3,902.048 46,824.570	23,937 4,019.421 48,233.055	24,655 4,139.985 49,679.825	25,396 4,264.412 51,172.940		25,904 4,349.713 52,196.560	26,422 4,436.694 53,240.330	27,215 4,569.852 54,838.225		
316	1	Secretary - Hope, CIO, Info Services			CCMB	2015	Hourly 22,563 Monthly 3,788.704 Annual 45,464.445	23,238 3,902.048 46,824.570	23,937 4,019.421 48,233.055	24,655 4,139.985 49,679.825	25,396 4,264.412 51,172.940		25,904 4,349.713 52,196.560	26,422 4,436.694 53,240.330	27,215 4,569.852 54,838.225		
317	1	Secretary 1			SH	1885	Hourly 22,563 Monthly 3,544.271 Annual 42,531.255	23,238 3,650.303 43,803.630	23,937 3,760.104 45,121.245	24,655 3,872.890 46,474.675	25,396 3,989.288 47,871.460		25,904 4,069.087 48,829.400	26,422 4,150.456 49,805.470	27,215 4,275.023 51,300.275		
318	1	Secretary 1			SH	1950	Hourly 22,563 Monthly 3,666.488 Annual 43,997.850	23,238 3,776.175 45,314.100	23,937 3,889.763 46,677.150	24,655 4,006.438 48,077.250	25,396 4,126.850 49,522.200		25,904 4,209.400 50,512.800	26,422 4,293.575 51,522.900	27,215 4,422.438 53,069.250		
319	1	Secretary 1			CCMB	2015	Hourly 21,694 Monthly 3,642.952 Annual 43,715.425	22,347 3,752.098 45,025.175	23,016 3,864.770 46,377.240	23,705 3,980.465 47,765.575	24,418 4,100.189 49,202.270		24,906 4,182.133 50,185.590	25,404 4,265.755 51,189.080	26,166 4,393.708 52,724.490		
320	1	Secretary 2			HSC	1950	Hourly 22,563 Monthly 3,666.488 Annual 43,997.850	23,238 3,776.175 45,314.100	23,937 3,889.763 46,677.150	24,655 4,006.438 48,077.250	25,396 4,126.850 49,522.200		25,904 4,209.400 50,512.800	26,422 4,293.575 51,522.900	27,215 4,422.438 53,069.250		
321	1	Secretary 2			CCMB	2015	Hourly 22,563 Monthly 3,788.704 Annual 45,464.445	23,238 3,902.048 46,824.570	23,937 4,019.421 48,233.055	24,655 4,139.985 49,679.825	25,396 4,264.412 51,172.940		25,904 4,349.713 52,196.560	26,422 4,436.694 53,240.330	27,215 4,569.852 54,838.225		
322	1	Secretary 2 - IP & C			HSC	1950	Hourly 22,563 Monthly 3,666.488 Annual 43,997.850	23,238 3,776.175 45,314.100	23,937 3,889.763 46,677.150	24,655 4,006.438 48,077.250	25,396 4,126.850 49,522.200		25,904 4,209.400 50,512.800	26,422 4,293.575 51,522.900	27,215 4,422.438 53,069.250		
323	1	Secretary 2 - SH (RCC)			RCC	1950	Hourly 21,694 Monthly 3,525.275 Annual 42,303.300	22,347 3,631.388 43,576.650	23,016 3,740.100 44,881.200	23,705 3,852.063 46,224.750	24,418 3,967.925 47,615.100		24,906 4,047.225 48,566.700	25,404 4,128.150 49,537.800	26,166 4,251.975 51,023.700		
324		Secretary 3			HSC / Shared Health	1950	Hourly 22,802 Monthly 3,705.325 Annual 44,463.900	23,486 3,816.475 45,797.700	24,190 3,930.875 47,170.500	24,917 4,049.013 48,588.150	25,664 4,170.400 50,044.800	26,432 4,295.200 51,542.400		26,962 4,381.325 52,575.900	27,501 4,468.913 53,626.950	28,326 4,602.975 55,235.700	
325		Secretary 3		NEW in Apr 2025	HSC	2015	Hourly 22,802 Monthly 3,828.836 Annual 45,946.030	23,486 3,943.691 47,324.290	24,190 4,061.904 48,742.850	24,917 4,183.980 50,207.755	25,664 4,309.413 51,712.960	26,432 4,438.373 53,260.480		26,962 4,527.369 54,328.430	27,501 4,617.876 55,414.515	28,326 4,756.408 57,076.890	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
351	23-12E		Shift Electrician		HSC	2080	Hourly 43,291 Monthly 7,503.773 Annual 90,045.280	44,589 7,728.760 92,745.120							45,481 7,883.373 94,600.480	46,391 8,041.107 96,493.280	47,782 8,282.213 99,386.560
352			Shift Mechanic		HSC	2080	Hourly 26,266 Monthly 4,552.773 Annual 54,633.280	26,735 4,634.067 55,608.800	27,250 4,723.333 56,680.000	27,753 4,810.520 57,726.240					28,308 4,906.720 58,880.640	28,874 5,004.827 60,057.920	29,740 5,154.933 61,859.200
353	23-12F		Shift Plumber/Filter		HSC	2080	Hourly 43,291 Monthly 7,503.773 Annual 90,045.280	44,589 7,728.760 92,745.120							45,481 7,883.373 94,600.480	46,391 8,041.107 96,493.280	47,782 8,282.213 99,386.560
354			Shipper / Receiver		RCC	1950	Hourly 22,341 Monthly 3,630.413 Annual 43,564.950	23,013 3,739.613 44,875.350	23,700 3,851.250 46,215.000	24,412 3,966.950 47,603.400	25,145 4,086.063 49,032.750	25,900 4,208.750 50,505.000			26,418 4,292.925 51,515.100	26,946 4,378.725 52,544.700	27,755 4,510.188 54,122.250
355			Shipper / Receiver		HSC	2015	Hourly 22,342 Monthly 3,751.594 Annual 45,019.130	23,012 3,864.098 46,369.180	23,700 3,979.625 47,755.500	24,412 4,099.182 49,190.180	25,145 4,222.265 50,667.175	25,900 4,349.042 52,188.500			26,418 4,436.023 53,232.270	26,946 4,524.683 54,296.190	27,755 4,660.527 55,926.325
356			Staffing Clerk		HSC	1950	Hourly 22,342 Monthly 3,630.575 Annual 43,566.900	23,012 3,739.450 44,873.400	23,700 3,851.250 46,215.000	24,412 3,966.950 47,603.400	25,145 4,086.063 49,032.750	25,900 4,208.750 50,505.000			26,418 4,292.925 51,515.100	26,946 4,378.725 52,544.700	27,755 4,510.188 54,122.250
357			Staffing Clerk		SH	1950	Hourly 22,342 Monthly 3,630.575 Annual 43,566.900	23,012 3,739.450 44,873.400	23,700 3,851.250 46,215.000	24,412 3,966.950 47,603.400	25,145 4,086.063 49,032.750	25,900 4,208.750 50,505.000			26,418 4,292.925 51,515.100	26,946 4,378.725 52,544.700	27,755 4,510.188 54,122.250
358			Specific Purposes Accounts Clerk		SH	1950	Hourly 22,650 Monthly 3,680.625 Annual 44,167.500	23,328 3,790.800 45,488.600	24,029 3,904.713 46,856.550	24,748 4,021.550 48,258.600	25,492 4,142.450 49,709.400	26,257 4,266.763 51,201.150			26,782 4,352.075 52,224.900	27,317 4,452.013 53,268.150	28,137 4,572.263 54,867.150
359	23-203		Sr Imaging Equipment Service Technologist	Senior Imaging Equipment Service Technologist	SH	2015	Hourly 43,420 Monthly 7,290.942 Annual 87,491.300	45,028 7,560.952 90,731.420	46,701 7,841.876 94,102.515	48,433 8,132.708 97,592.495	50,233 8,434.958 101,219.955			52,263 8,603.714 103,244.570	53,831 8,775.829 105,309.945	56,815 9,039.122 108,468.465	
360			Staff Development Spec.		SH	1885	Hourly 38,446 Monthly 6,039.226 Annual 72,470.710	39,884 6,265.112 75,181.340	41,436 6,508.905 78,106.860	43,089 6,768.564 81,222.765	44,809 7,038.747 84,464.965	46,632 7,325.110 87,901.320			47,565 7,471.669 89,660.025	48,516 7,621.055 91,452.660	49,972 7,849.788 94,197.220
361			Staff Scheduler		CCMB	2015	Hourly 21,370 Monthly 3,588.379 Annual 43,060.550	22,012 3,696.182 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,776 4,160.135 49,921.625			25,270 4,243.254 50,919.500	25,776 4,328.220 51,936.640	26,550 4,458.188 53,498.250
362			Staff Scheduler - Main User		HSC	1950	Hourly 21,820 Monthly 3,545.750 Annual 42,549.000	22,476 3,652.350 43,828.200	23,149 3,761.713 45,140.550	23,844 3,874.650 46,495.800	24,559 3,990.838 47,890.050	25,295 4,110.438 49,325.250			25,801 4,192.663 50,311.950	26,316 4,276.350 51,316.200	27,105 4,404.563 52,854.750
363			Staff Scheduler - Short Call User		HSC	1950	Hourly 21,820 Monthly 3,545.750 Annual 42,549.000	22,476 3,652.350 43,828.200	23,149 3,761.713 45,140.550	23,844 3,874.650 46,495.800	24,559 3,990.838 47,890.050	25,295 4,110.438 49,325.250			25,801 4,192.663 50,311.950	26,316 4,276.350 51,316.200	27,105 4,404.563 52,854.750
364			Staffing Clerk		SH	1950	Hourly 22,767 Monthly 3,699.638 Annual 44,395.650	23,453 3,811.113 45,733.350	24,154 3,925.025 47,100.300	24,883 4,043.488 48,521.850	25,627 4,164.388 49,972.650	26,398 4,289.675 51,476.100			26,926 4,375.475 52,505.700	27,464 4,462.900 53,554.800	28,288 4,596.800 55,161.600
365	1		Steno 2 - Diagnostics		SH	1950	Hourly 22,393 Monthly 3,638.863 Annual 43,666.350	23,063 3,747.738 44,972.850	23,758 3,860.675 46,328.100	24,470 3,976.375 47,716.500	25,204 4,095.650 49,147.800			25,708 4,177.550 50,130.600	26,222 4,261.075 51,132.900	27,009 4,388.963 52,167.550	
366	1		Stenographer 2		Shared Health - DSM	1950	Hourly 21,653 Monthly 3,518.613 Annual 42,223.350	22,302 3,624.075 43,488.900	22,970 3,732.625 44,791.500	23,661 3,844.913 46,138.950	24,370 3,960.125 47,521.500			24,857 4,039.263 48,471.150	25,354 4,120.025 49,440.300	26,115 4,243.688 50,924.250	
367			Storekeeper - CPL		SH	1885	Hourly 24,293 Monthly 3,816.025 Annual 45,792.305	25,074 3,938.708 47,264.490	25,888 4,066.573 48,798.880	26,735 4,199.623 50,395.475	27,700 4,351.208 52,214.500	28,665 4,502.794 54,033.525			29,239 4,592.960 55,115.515	29,823 4,684.696 56,216.355	30,718 4,825.286 57,903.430
368			Storekeeper - SMHC		SMHC	1885	Hourly 24,293 Monthly 3,816.025 Annual 45,792.305	25,074 3,938.708 47,264.490	25,888 4,066.573 48,798.880	26,735 4,199.623 50,395.475	27,700 4,351.208 52,214.500	28,665 4,502.794 54,033.525			29,239 4,592.960 55,115.515	29,823 4,684.696 56,216.355	30,718 4,825.286 57,903.430
369			Stores Clerk - CPL		SH	1885	Hourly 19,442 Monthly 3,054.014 Annual 36,648.170	19,975 3,137.740 37,652.875	20,560 3,229.633 38,755.600	21,245 3,337.235 40,046.825	21,917 3,442.795 41,313.545	22,558 3,543.486 42,521.830			23,009 3,614.330 43,371.965	23,469 3,686.589 44,238.065	24,173 3,797.175 45,566.105
370			Stores Person - Rehab Engineering		HSC	2015	Hourly 21,370 Monthly 3,588.379 Annual 43,060.550	22,012 3,696.182 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,776 4,160.135 49,921.625			25,270 4,243.254 50,919.500	25,776 4,328.220 51,936.640	26,550 4,458.188 53,498.250
371			Storekeeper	NEW in Apr 2025	0	2015	Hourly 22,342 Monthly 3,751.594 Annual 45,019.130	23,012 3,864.098 46,369.180	23,700 3,979.625 47,755.500	24,412 4,099.182 49,190.180	25,145 4,222.265 50,667.175	25,900 4,349.042 52,188.500			26,418 4,436.023 53,232.270	26,946 4,524.683 54,296.190	27,755 4,660.527 55,926.325
372			Summer Std - Biomed Technologist Helper		HSC	2015	Hourly 23,521 Monthly 3,949.568 Annual 47,394.815								23,991 4,028.489 48,341.865	24,471 4,109.089 49,309.065	25,205 4,232.340 50,788.075
373			Supervisor - CPL		SH	1885	Hourly 24,988 Monthly 3,925.198 Annual 47,102.380	25,627 4,025.575 48,306.895	26,344 4,138.203 49,658.440	27,071 4,252.403 51,028.835	27,797 4,366.445 52,397.345	28,665 4,502.794 54,033.525			29,239 4,592.960 55,115.515	29,823 4,684.696 56,216.355	30,718 4,825.286 57,903.430
374			Supervisor - Maintenance Shift		Eden Mental Health Centre	2080	Hourly 38,808 Monthly 6,726.720 Annual 80,720.640	39,972 6,928.480 83,141.760	41,171 7,136.307 85,635.680	42,405 7,350.200 88,202.400	43,677 7,570.680 90,848.160	44,989 7,798.093 93,577.120			45,889 7,954.093 95,449.120	46,807 8,113.213 97,356.560	48,211 8,356.573 100,278.880
375			Supervisor of Volunteers		HSC	1950	Hourly 22,981 Monthly 3,734.413 Annual 44,812.950	23,668 3,846.050 46,152.600	24,378 3,961.425 47,537.100	25,111 4,080.538 48,966.450	25,863 4,202.738 50,432.850	26,639 4,328.838 51,946.050			27,172 4,415.450 52,985.400	27,716 4,503.850 54,046.200	28,547 4,638.888 55,666.650

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% Increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
401		1	Youth Care Worker		SH	2080	Hourly 22.342	23.062	23.895	24.616	25.458				25.967	26.486	27.281
							Monthly 3,872.613	3,997.413	4,141.800	4,266.773	4,412.720				4,500.947	4,590.907	4,728.707
							Annual 46,471.360	47,968.960	49,701.600	51,201.280	52,952.640				54,011.360	55,090.880	56,744.480

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025 1st Step eliminated for multi-step salary scales

² Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1	23-93C	2	3rd Class Maintenance Engineer	Power Engineer 3rd Class	HSC	2080	Hourly 40,958 7,099,387 85,192,640	43,090 7,468,933 89,627,200							43,952 7,618,347 91,420,160	44,831 7,770,707 93,248,480	46,176 8,003,840 96,048,080
2		2	Accounting Clerk		SH	1885	Hourly 24,928 3,915,773 46,989,280	25,605 4,022,119 48,265,425	26,302 4,131,606 49,579,270	27,044 4,248,162 50,977,940	27,830 4,371,629 52,459,550	28,628 4,496,982 53,963,780			29,201 4,586,990 55,043,885	29,785 4,678,727 56,144,725	30,679 4,819,160 57,829,915
3		1	Accounting Clerk		CCMB	2015	Hourly 22,976 3,658,053 44,296,640	23,649 3,971,061 47,652,735	24,344 4,087,763 49,053,160	25,059 4,207,824 50,493,885	25,795 4,331,410 51,976,925			26,511 4,418,055 53,016,665	26,837 4,506,380 54,076,555	27,642 4,641,553 55,698,630	
4		2	Accounting Clerk 1 - SMHC		SMHC	1885	Hourly 26,208 4,116,840 49,402,080	26,945 4,232,610 43,417,833	27,640 4,341,783 45,053,160	28,334 4,450,799 50,493,885	29,138 4,577,094 51,976,925	29,907 4,697,891 53,499,550			30,505 4,791,827 57,501,925	31,115 4,887,648 58,551,775	32,048 5,034,207 60,410,480
5		2	Accounts Payable Clerk - Level 2		SH	2015	Hourly 23,100 3,878,875 46,546,500	23,778 3,992,723 47,912,670	24,479 4,110,432 49,325,185	25,198 4,231,164 50,773,970	25,942 4,356,094 52,273,130	26,707 4,484,550 53,814,605			27,241 4,574,218 54,890,615	27,786 4,665,733 55,988,790	28,620 4,805,775 57,669,300
6		2	Accounts Receivable Clerk - Level 2		SH	1950	Hourly 23,100 3,753,750 45,045,000	23,778 3,863,925 46,367,100	24,479 3,977,838 47,734,050	25,198 4,094,675 49,136,100	25,942 4,215,575 50,586,900	26,707 4,339,888 52,078,650			27,241 4,426,863 53,119,950	27,786 4,515,225 54,182,700	28,620 4,650,750 55,809,000
7		2	Admin Assist - Patent Program - SMHC		SMHC	1885	Hourly 25,383 3,987,246 47,846,955	26,045 4,091,235 49,094,825	26,761 4,203,707 50,444,485	27,477 4,316,179 51,794,145	28,215 4,432,106 53,185,275	28,964 4,549,762 54,597,140			29,543 4,640,713 55,688,555	30,134 4,733,549 56,802,590	31,038 4,875,553 58,506,630
8		2	Admin Assist Info Services - SMHC		SMHC	1885	Hourly 25,383 3,987,246 47,846,955	26,045 4,091,235 49,094,825	26,761 4,203,707 50,444,485	27,477 4,316,179 51,794,145	28,215 4,432,106 53,185,275	28,964 4,549,762 54,597,140			29,543 4,640,713 55,688,555	30,134 4,733,549 56,802,590	31,038 4,875,553 58,506,630
9		2	Admin Assist Support Services - SMHC		SMHC	1885	Hourly 25,383 3,987,246 47,846,955	26,045 4,091,235 49,094,825	26,761 4,203,707 50,444,485	27,477 4,316,179 51,794,145	28,215 4,432,106 53,185,275	28,964 4,549,762 54,597,140			29,543 4,640,713 55,688,555	30,134 4,733,549 56,802,590	31,038 4,875,553 58,506,630
10		2	Administrative Assistant - CPL		SH	1885	Hourly 25,383 3,987,246 47,846,955	26,045 4,091,235 49,094,825	26,761 4,203,707 50,444,485	27,477 4,316,179 51,794,145	28,215 4,432,106 53,185,275	28,964 4,549,762 54,597,140			29,543 4,640,713 55,688,555	30,134 4,733,549 56,802,590	31,038 4,875,553 58,506,630
11		2	Administrative Assistant - SMHC		SMHC	1885	Hourly 25,383 3,987,246 47,846,955	26,045 4,091,235 49,094,825	26,761 4,203,707 50,444,485	27,477 4,316,179 51,794,145	28,215 4,432,106 53,185,275	28,964 4,549,762 54,597,140			29,543 4,640,713 55,688,555	30,134 4,733,549 56,802,590	31,038 4,875,553 58,506,630
12		2	Administrative Assistant 2		SH	1950	Hourly 23,282 3,778,450 45,341,400	23,936 3,889,600 46,675,200	24,640 4,004,000 48,048,000	25,367 4,122,138 49,465,650	26,114 4,243,525 50,922,300	26,882 4,368,325 52,419,900			27,420 4,455,750 53,469,000	27,968 4,544,800 54,537,600	28,807 4,681,138 56,173,650
13		1	Administrative Assistant 2 - PIO		HSC	1950	Hourly 23,405 3,803,313 45,639,750	24,101 3,916,413 46,996,950	24,804 4,030,650 48,367,800	25,537 4,149,763 49,797,150	26,289 4,271,963 51,263,550	27,060 4,397,250 52,767,000			27,601 4,485,163 53,821,950	28,153 4,574,863 54,898,350	28,998 4,712,175 56,546,100
14		2	Administrative Officer		SH	1885	Hourly 29,068 4,566,098 54,793,180	30,124 4,731,978 56,783,740	31,114 4,887,491 58,649,890	32,273 5,069,550 60,834,605	33,430 5,251,296 63,015,550	34,611 5,436,811 65,241,735			35,303 5,545,513 66,546,155	36,009 5,656,414 67,876,965	37,089 5,826,064 69,912,785
15		1	Administrative Secretary		SH	1950	Hourly 23,063 3,747,738 44,972,850	23,738 3,857,425 46,289,100	24,437 3,971,013 47,652,150	25,155 4,087,688 49,052,250	25,896 4,208,100 50,497,200			26,614 4,292,275 51,507,300	26,942 4,378,075 52,536,900	27,750 4,509,375 53,612,500	
16		1	Administrative Secretary - Eden	Eden Mental Health Centre		2015	Hourly 23,063 3,872,662 46,471,945	23,738 3,986,006 47,832,070	24,437 4,103,380 49,240,555	25,155 4,223,944 50,687,325	25,896 4,348,370 52,180,440			26,414 4,435,351 53,224,210	26,942 4,524,011 54,288,130	27,750 4,659,688 55,916,250	
17		1	Administrative Secretary - PIO		SH	1950	Hourly 23,355 3,795,188 45,542,250	24,300 3,948,750 47,385,000	25,247 4,102,638 49,231,650	26,194 4,256,525 50,977,900	27,194 4,369,139 52,767,000			28,070 4,441,675 53,821,950	28,970 4,581,375 54,898,350	29,900 4,733,549 56,546,100	
18		2	Administrative Secretary - SMHC		SMHC	1885	Hourly 25,383 3,987,246 47,846,955	26,045 4,091,235 49,094,825	26,761 4,203,707 50,444,485	27,477 4,316,179 51,794,145	28,215 4,432,106 53,185,275	28,964 4,549,762 54,597,140			29,543 4,640,713 55,688,555	30,134 4,733,549 56,802,590	31,038 4,875,553 58,506,630
19		1	Administrative Secretary 2 - 1950		SH	1950	Hourly 23,099 3,753,588 45,043,050	23,669 3,846,213 46,154,550	24,269 3,943,713 47,324,550	24,989 4,057,300 48,687,600	25,768 4,158,050 49,896,800			26,100 4,241,250 50,895,000	26,622 4,326,075 51,912,900	27,421 4,455,913 53,470,950	
20		2	Administrative Secretary 3		SH	1885	Hourly 25,695 4,036,256 48,435,075	26,371 4,142,445 49,709,335	27,084 4,254,445 51,053,340	27,797 4,366,445 52,397,345	28,540 4,483,158 53,797,900	29,342 4,609,139 55,309,670			29,929 4,701,347 56,416,165	30,528 4,795,440 57,545,280	31,444 4,939,328 59,271,940
21		2	Administrative Secretary 3 - 2015	NEW in Apr 2024	SH	2015	Hourly 25,695 4,314,619 51,775,425	26,371 4,428,130 53,137,565	27,084 4,547,855 54,574,280	27,797 4,667,580 56,010,955	28,540 4,792,342 57,508,100	29,342 4,927,011 59,124,130			29,929 5,025,578 60,306,935	30,528 5,126,160 61,513,920	31,444 5,279,972 63,359,680
22		1	Admissions Clerk 4		HSC	1950	Hourly 22,976 3,733,600 44,809,200	23,649 3,842,963 46,115,550	24,344 3,955,900 47,470,800	25,059 4,072,088 48,865,050	25,795 4,191,888 50,300,250			26,511 4,275,538 51,306,450	26,837 4,361,013 52,392,150	27,642 4,491,825 53,901,900	
23		2	Admissions Clerk 5		HSC	1950	Hourly 23,100 3,753,750 45,045,000	23,778 3,863,925 46,367,100	24,478 3,977,675 47,732,100	25,198 4,094,675 49,136,100	25,942 4,215,575 50,586,900	26,707 4,340,500 52,080,600			27,241 4,426,825 53,121,900	27,786 4,515,388 54,184,650	28,620 4,650,913 55,810,950
24	23-55ANESAIDE	2	Anesthetics Assistant	Anesthesia Aide	HSC	2015	Hourly 25,027 4,202,450 50,429,405	25,762 4,325,869 51,910,430	26,521 4,453,318 53,439,815	27,304 4,584,971 55,017,560	28,110 4,720,138 56,641,850	28,941 4,859,676 58,316,115			29,520 4,956,900 59,482,800	30,110 5,055,971 60,671,650	31,013 5,207,600 62,491,195

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
25		1	Area Secretary - SMHC		SMHC	1885	Hourly 22.807 Monthly 3,582.600 Annual 42,991.195	23.372 3,671.352 44,056.220	23.936 3,759.947 45,119.360	24.684 3,877.445 46,529.340	25.259 3,967.768 47,613.215				25.764 4,047.095 48,565.140	26.279 4,127.993 49,535.915	27.067 4,251.775 51,021.295
26		2	Assistive Technology Technician		HSC	2015	Hourly 45.028 Monthly 7,560.952 Annual 90,731.420								45.929 7,712.245 92,546.935	46.848 7,866.560 94,398.720	48.253 8,102.483 97,229.795
27		2	Attendant - Crisis Services		SH	2080	Hourly 21.390 Monthly 3,700.667 Annual 44,408.000	21.972 3,808.480 45,701.760	22.621 3,920.973 47,051.680	23.283 4,035.720 48,428.640	23.968 4,154.453 49,853.440	24.671 4,276.307 51,315.680			25.164 4,361.760 52,341.120	25.667 4,448.947 53,387.360	26.437 4,582.413 54,988.960
28		2	Attendant - Supply Transformation		SH	2015	Hourly 20.655 Monthly 3,468.319 Annual 41,619.825	21.260 3,569.908 42,838.900	21.885 3,674.856 44,098.275	22.529 3,782.995 45,395.935	23.191 3,894.155 46,729.865	23.870 4,008.339 48,100.065			24.348 4,088.435 49,061.220	24.835 4,170.210 50,042.525	25.580 4,295.308 51,543.700
29		2	Attendant 2 - Printing		SH	2015	Hourly 21.066 Monthly 3,537.333 Annual 42,447.990	21.682 3,640.769 43,689.230	22.320 3,747.900 44,974.800	22.975 3,857.885 46,294.625	23.653 3,971.733 47,680.795	24.346 4,088.099 49,057.190			24.833 4,169.875 50,038.495	25.330 4,253.329 51,039.950	26.090 4,380.946 52,571.350
30		2	Bindery Worker		HSC	2015	Hourly 20.937 Monthly 3,515.671 Annual 42,188.055	21.537 3,616.421 43,397.055	22.155 3,720.194 44,642.325	22.794 3,827.493 45,929.910	23.446 3,936.974 47,243.690	24.117 4,049.646 48,595.755			24.599 4,130.582 49,566.985	25.091 4,213.197 50,558.365	25.844 4,339.638 52,075.680
31	23-200	2	Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	1950	Hourly 38.694 Monthly 6,287.775 Annual 75,453.300	40.322 6,552.325 78,627.900	42.022 6,828.575 81,942.900	43.870 7,128.875 85,546.500	45.689 7,424.463 89,093.550	48.014 7,801.100 91,213.200	48.014 7,802.275 93,627.300		48.974 7,958.275 95,499.500	49.953 8,117.363 97,408.500	51.482 8,360.950 100,331.400
32	23-200	2	Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2015	Hourly 38.694 Monthly 6,497.368 Annual 77,968.410	40.322 6,770.736 81,248.830	42.022 7,056.194 84,674.330	43.870 7,366.504 88,398.050	45.689 7,671.945 92,063.335	48.014 7,854.470 94,263.640	48.014 7,862.351 96,748.210		48.974 8,022.551 98,682.610	49.953 8,387.941 100,655.295	51.482 8,639.648 103,675.780
33	23-200	2	Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2080	Hourly 38.694 Monthly 6,706.960 Annual 80,483.520	40.322 6,989.147 83,869.760	42.022 7,283.813 87,405.760	43.870 7,604.133 91,249.600	45.689 7,919.427 95,033.120	48.014 8,107.840 97,294.080	48.014 8,322.427 99,869.120		48.974 8,488.827 101,865.920	49.953 8,858.520 103,902.240	51.482 9,181.347 107,020.160
34		2	Building Services Worker 3		Shared Health (MATC)	1950	Hourly 26.477 Monthly 4,302.513 Annual 51,630.150								27.007 4,388.638 52,663.650	27.547 4,476.388 53,716.650	28.373 4,610.613 55,327.350
35		2	Building Services Worker 3 - PIO		Shared Health (MATC)	1950	Hourly 27.554 Monthly 4,477.525 Annual 53,730.300	29.074 4,724.525 56,694.300	30.592 4,971.200 59,654.400	32.110 5,217.875 62,614.500	33.631 5,465.038 65,580.450			34.304 5,574.400 66,892.800	34.990 5,685.875 68,230.500	36.040 5,856.500 70,278.000	
36		2	Building Technologist		HSC	1950	Hourly 40.671 Monthly 6,809.038 Annual 79,308.450	41.879 6,805.338 81,664.050	43.121 7,007.163 84,085.950	44.400 7,215.000 86,580.000	45.720 7,429.500 89,154.000	47.078 7,650.175 91,802.100			48.200 7,899.250 93,639.000	49.880 8,197.963 95,511.000	50.449 8,375.550 96,375.550
37		2	CAD Operator		HSC	1950	Hourly 28.601 Monthly 4,647.663 Annual 55,771.950	29.574 4,805.775 57,669.300	30.601 4,972.663 59,671.950	31.654 5,143.775 61,725.300	32.744 5,320.900 63,850.800	33.877 5,505.013 66,060.150	35.040 5,694.000 68,328.000		35.741 5,807.913 69,694.950	36.456 5,924.100 71,089.200	37.550 6,101.875 73,222.500
38		2	CADD Systems Specialist - PIO		HSC	1950	Hourly 32.895 Monthly 5,345.438 Annual 64,145.250	34.035 5,530.688 66,368.250	35.203 5,720.488 68,645.850	36.447 5,922.638 71,071.650	37.696 6,125.600 73,507.200	38.992 6,336.200 76,034.400	40.341 6,555.413 78,664.950		41.148 6,686.550 80,238.600	41.971 6,820.288 82,843.450	43.230 7,024.875 84,298.500
39		2	Cancer Registrar 1		CCMB	2015	Hourly 34.889 Monthly 5,858.445 Annual 70,301.335	35.925 6,032.406 72,388.875	36.989 6,211.070 74,532.835	38.083 6,394.770 76,737.245	39.214 6,584.684 79,016.210	40.379 6,780.307 81,363.685			41.187 6,915.984 82,991.805	42.011 7,054.347 84,652.165	43.271 7,265.922 87,191.065
40		2	Cancer Registrar 2		CCMB	2015	Hourly 38.653 Monthly 6,490.483 Annual 77,885.795	39.800 6,683.083 80,197.000	40.981 6,881.393 82,576.715	42.197 7,085.580 85,026.955	43.449 7,295.811 87,549.735	44.738 7,512.256 90,147.070			45.633 7,662.541 91,950.495	46.546 7,815.049 93,790.190	47.942 8,050.261 96,603.130
41	23-12H	2	Carpenter		HSC	2080	Hourly 38.944 Monthly 6,750.293 Annual 81,003.520	40.099 6,950.493 83,405.920							40.901 7,089.507 85,074.080	41.719 7,231.293 86,775.520	42.971 7,448.307 89,379.680
42		1	Cashier - Dietetics - PIO		HSC	2015	Hourly 21.520 Monthly 3,613.567 Annual 43,362.800	21.892 3,676.032 44,112.380	22.267 3,739.000 44,868.005	22.644 3,802.305 45,627.660	23.021 3,865.610 46,387.315			23.481 3,942.851 47,314.215	23.951 4,021.772 48,261.265	24.670 4,142.504 49,710.050	
43		2	Cashier / Information Clerk		HSC	1950	Hourly 21.473 Monthly 3,489.363 Annual 41,872.350	22.103 3,591.738 43,100.850	22.752 3,697.200 44,368.400	23.420 3,805.750 45,669.000	24.111 3,918.038 47,016.450	24.820 4,032.250 48,399.000			25.318 4,113.850 49,366.200	25.822 4,196.075 50,592.900	26.587 4,322.013 51,864.150
44		2	CD19 - Data Entry Clerk - CPL		SH	1885	Hourly 25.438 Monthly 3,995.886 Annual 47,950.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.290 4,901.000 58,812.000
45		2	Centralized Slatting Clerk		HSC	1950	Hourly 23.767 Monthly 3,862.138 Annual 46,345.650	24.468 3,976.050 47,712.600	25.186 4,092.725 49,112.700	25.929 4,213.463 50,581.550	26.693 4,337.613 52,051.350	27.481 4,465.663 53,587.950			28.031 4,555.038 54,660.450	28.592 4,646.200 55,754.400	29.450 4,785.625 57,427.500
46	23-201	2	Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2015	Hourly 49.093 Monthly 8,243.533 Annual 98,922.395	50.392 8,461.657 101,539.880	51.032 8,569.123 102,829.480					52.053 8,740.568 104,896.795	53.094 8,915.368 106,984.410	54.687 9,182.859 110,194.305	
47	23-201	2	Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2080	Hourly 49.093 Monthly 8,509.453 Annual 102,113.440	50.392 8,734.613 104,815.380	51.032 8,845.547 106,146.580					52.053 9,022.520 108,270.240	53.094 9,202.960 110,435.520	54.687 9,479.080 113,749.960	
48	23-Dual	2	Charge Clerk		CCMB	2015	Hourly 24.932 Monthly 4,186.498 Annual 50,237.980	25.669 4,310.253 51,723.035	26.423 4,436.862 53,242.345	27.204 4,568.005 54,816.060	28.005 4,702.506 56,430.075	28.834 4,841.709 58,100.510			29.411 4,938.597 59,263.165	29.999 5,037.332 60,447.985	30.899 5,188.457 62,261.485
49	23-204	2	Charge Technologist-DI Tech Serv	Charge Imaging Equipment Technologist	SH	2015	Hourly 50.065 Monthly 8,406.748 Annual 100,880.975	51.390 8,629.238 103,550.850	52.095 8,747.619 104,971.425	53.324 8,963.988 107,447.860				54.390 9,132.988 109,595.850	55.748 9,315.681 111,788.170	57.142 9,595.094 115,141.130	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
50		2	Chemical Tank Transporter		HSC	2015	Hourly 23,346 Monthly 3,920.183 Annual 47,042.190	23,722 3,983.319 47,799.830	24,096 4,046.120 48,553.440	24.474 4,109.593 49,315.110	24.850 4,172.729 50,072.750	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
51		1	Clerk - Cardiac Sciences		SH	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050			25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
52		1	Clerk - Records Control		CCMB	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050			25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
53		1	Clerk - Records Processing		CCMB	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050			25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
54		1	Clerk 1		Shared Health - DSM	1950	Hourly 20.581 Monthly 3,444.413 Annual 40,132.950	21.187 3,442.888 41,314.650	21.805 3,543.313 42,519.750	22.442 3,646.825 43,761.900	23.101 3,753.913 45,046.950			23.563 3,828.988 45,947.850	24.034 3,905.525 46,866.300	24.755 4,022.688 48,272.250	
55		1	Clerk 1		HSC	1950	Hourly 20.581 Monthly 3,444.413 Annual 40,132.950	21.187 3,442.888 41,314.650	21.805 3,543.313 42,519.750	22.442 3,646.825 43,761.900	23.101 3,753.913 45,046.950			23.563 3,828.988 45,947.850	24.034 3,905.525 46,866.300	24.755 4,022.688 48,272.250	
56		1	Clerk 2		SH	1885	Hourly 21.866 Monthly 3,434.784 Annual 41,217.410	22.410 3,520.238 42,242.850	23.032 3,617.943 43,415.320	23.605 3,707.952 44,495.425	23.805 3,812.255 45,747.065			24.754 3,888.441 46,681.290	25.249 3,968.197 47,594.365	26.006 4,085.109 49,021.310	
57		1	Clerk 2		HSC	1950	Hourly 21.361 Monthly 3,471.163 Annual 41,653.950	21.985 3,572.563 42,870.750	22.628 3,677.050 44,124.600	23.294 3,785.275 45,423.300	23.978 3,896.425 46,757.100			24.458 3,974.425 48,100.100	24.947 4,053.888 48,646.650	25.695 4,175.438 50,105.250	
58		1	Clerk 2 - Cervical Screening		CCMB	2015	Hourly 21.361 Monthly 3,586.868 Annual 43,042.415	21.985 3,691.648 44,299.775	22.628 3,799.618 45,595.420	23.294 3,911.451 46,937.410	23.978 4,026.306 48,315.670			24.458 4,106.906 49,282.870	24.947 4,189.017 50,268.205	25.695 4,314.619 51,775.425	
59		1	Clerk 2 - Data Entry Clerk		CCMB	2015	Hourly 20.581 Monthly 3,455.893 Annual 41,470.715	21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515			23.563 3,956.620 47,479.445	24.034 4,035.709 48,428.510	24.755 4,156.777 49,881.325	
60		1	Clerk 2 - Diagnostic Imaging		Shared Health - DSM	1950	Hourly 21.361 Monthly 3,471.163 Annual 41,653.950	21.985 3,572.563 42,870.750	22.628 3,677.050 44,124.600	23.294 3,785.275 45,423.300	23.978 3,896.425 46,757.100			24.458 3,974.425 48,100.100	24.947 4,053.888 48,646.650	25.695 4,175.438 50,105.250	
61		1	Clerk 2 - Receptionist		CCMB	2015	Hourly 20.581 Monthly 3,455.893 Annual 41,470.715	21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515			23.563 3,956.620 47,479.445	24.034 4,035.709 48,428.510	24.755 4,156.777 49,881.325	
62		1	Clerk 3		SH	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.713 45,764.550	24.161 3,926.163 47,113.950	24.870 4,041.213 48,494.550			25.367 4,121.975 49,463.700	25.874 4,204.363 50,452.350	26.650 4,330.625 51,965.550	
63		1	Clerk 3		SH	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500			25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500	
64		1	Clerk 3		Shared Health - DSM	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500			25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500	
65		1	Clerk 3		HSC / Shared Health	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500			25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500	
66		1	Clerk 3		CCMB	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050			25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
67		1	Clerk 3 Bethesda		SH	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050			25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
68		1	Clerk 3 PMH		SH	1950	Hourly 22.512 Monthly 3,658.200 Annual 43,898.400	23.172 3,765.450 45,185.400	23.851 3,875.788 46,509.450	24.531 3,989.863 47,878.350	25.275 4,107.188 49,286.250			25.781 4,189.413 50,272.950	26.297 4,273.263 51,279.150	27.088 4,401.475 52,817.700	
69		1	Clerk 3 - 2015		HSC	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050			25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
70		2	Clerk 3 - CPL		SH	1885	Hourly 25.438 Monthly 3,995.886 Annual 47,850.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.585	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
71		1,3	Clerk 3 (Flin Flon, The Pas & Thomp)		SH (Northern Scale)	2015	Hourly 23.234 Monthly 3,901.376 Annual 46,816.510	23.917 4,016.063 48,192.755	24.619 4,133.940 49,607.285	25.345 4,255.848 51,070.175	26.088 4,380.610 52,587.320			26.610 4,468.263 53,619.150	27.142 4,557.594 54,691.130	27.958 4,694.278 56,331.340	
72		1	Clerk 4		HSC	1950	Hourly 22.976 Monthly 3,733.600 Annual 44,803.200	23.649 3,842.963 46,115.550	24.344 3,955.900 47,470.800	25.059 4,072.088 48,885.050	25.795 4,191.688 50,300.250			26.311 4,275.538 51,306.450	26.837 4,361.013 52,332.150	27.642 4,491.825 53,901.900	
73		1	Clerk 4		Shared Health - DSM	1950	Hourly 22.976 Monthly 3,733.600 Annual 44,803.200	23.649 3,842.963 46,115.550	24.344 3,955.900 47,470.800	25.059 4,072.088 48,885.050	25.795 4,191.688 50,300.250			26.311 4,275.538 51,306.450	26.837 4,361.013 52,332.150	27.642 4,491.825 53,901.900	
74		1	Clerk 4		SH	2015	Hourly 21.361 Monthly 3,586.868 Annual 43,042.415	21.986 3,691.816 44,301.790	22.628 3,799.618 45,595.420	23.294 3,911.451 46,937.410	23.978 4,026.138 48,315.655			24.457 4,106.738 49,280.855	24.946 4,188.849 50,266.190	25.694 4,314.451 51,773.410	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Standardized Title, Site, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, 15 Year, 20 Year, 25 Year. Rows 100-124.

**CUPE Shared Health Employer Organization
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Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
150		2	Health Information Mgmt Technician		Shared Health (MATC)	1950	Hourly 5,689.463 Annual 68,033.550	35.925 5,837.813 70,053.750	36.989 6,010.713 72,128.550	38.083 6,188.488 74,261.850	39.214 6,372.275 76,467.300	40.379 6,561.588 78,739.050			41.187 6,692.888 80,314.650	42.011 6,826.788 81,872.450	43.271 7,031.538 84,378.450
151		2	Helper		HSC	2080	Hourly 24.171 Monthly 4,189.640 Annual 50,275.680	24.667 4,275.613 51,307.360	25.231 4,373.373 52,480.480	26.890 4,680.933 55,931.200					27.428 4,754.187 57,050.240	27.977 4,849.347 58,192.160	28.816 4,994.773 59,937.280
152		2	Helper 2		HSC	2080	Hourly 25.812 Monthly 4,474.080 Annual 53,688.960	26.446 4,583.973 55,007.680	27.098 4,696.987 56,363.840	27.763 4,812.253 57,747.040					28.318 4,908.453 58,901.440	28.884 5,006.560 60,078.270	29.751 5,156.840 61,882.080
153	23-53HA	1	Housekeeping Aide - 2080 (Eden)	Housekeeping Aide	Eden Mental Health Centre	2080	Hourly 19.759 Monthly 3,424.893 Annual 41,098.720	20.339 3,525.427 42,305.120	20.934 3,628.580 43,542.720	21.546 3,734.640 44,815.680	22.177 3,844.013 46,128.160				22.621 3,920.973 47,051.680	23.073 3,999.320 47,991.840	23.765 4,119.267 49,431.200
154	23-53HA	1	Housekeeping Aide 1	Housekeeping Aide	HSC	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655				22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
155	23-53HA2	1	Housekeeping Aide 2	Housekeeping Aide 2	HSC	2015	Hourly 21.187 Monthly 3,557.650 Annual 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670				24.254 4,072.651 48,871.810	24.739 4,154.090 49,849.085	25.481 4,278.685 51,344.215
156	23-53HA	1	Housekeeping Aide 2 - 1950	Housekeeping Aide	RCC	1950	Hourly 19.759 Monthly 3,210.838 Annual 38,530.050	20.339 3,305.088 39,661.050	20.934 3,401.775 40,821.300	21.546 3,501.225 42,014.700	22.177 3,603.763 43,245.150				22.621 3,675.913 44,110.950	23.073 3,749.363 44,992.350	23.765 3,861.813 46,341.750
157	23-53HA2	1	Housekeeping Porter	Housekeeping Aide 2	RCC	1950	Hourly 21.187 Monthly 3,442.888 Annual 41,314.650	21.805 3,543.313 42,519.750	22.442 3,646.825 43,761.900	23.101 3,753.913 45,046.950	23.778 3,863.925 46,387.100				24.254 3,941.275 47,295.300	24.739 4,020.086 48,241.050	25.481 4,140.663 49,687.950
158		2	Imaging Clerk		SH	2015	Hourly 21.473 Monthly 3,605.675 Annual 43,268.095	22.103 3,711.462 44,537.545	22.752 3,820.440 45,845.280	23.420 3,932.608 47,191.300	24.111 4,048.639 48,583.665	24.820 4,167.692 50,012.300			25.316 4,250.978 51,011.740	25.822 4,335.944 52,031.330	26.597 4,468.080 53,592.955
159	23-202	2	Imaging Equipment Technologist	Imaging Equipment Technologist	SH	2015	Hourly 42.807 Monthly 7,188.009 Annual 86,256.105	44.415 7,458.019 89,498.225	46.096 7,738.608 92,863.290	47.820 8,029.775 96,357.300	49.619 8,331.857 99,982.285				50.611 8,498.430 101,981.165	51.223 8,668.362 104,020.345	53.172 8,928.465 107,141.580
160		2	Imaging Scheduling Clerk		SH	1950	Hourly 21.473 Monthly 3,489.363 Annual 41,872.350	22.103 3,591.738 43,100.850	22.752 3,697.200 44,368.400	23.420 3,805.750 45,689.000	24.111 3,918.038 47,016.450	24.820 4,033.250 48,399.000			25.316 4,113.850 49,366.200	25.822 4,196.075 50,352.900	26.597 4,322.013 51,864.150
161		2	Industrial Mechanic		HSC	2080	Hourly 43.857 Monthly 7,601.880 Annual 91,222.560								44.734 7,753.893 93,046.720	45.629 7,909.027 94,908.320	46.998 8,146.320 97,755.840
162		2	Infection Control Assistant		HSC	1950	Hourly 27.371 Monthly 4,447.788 Annual 53,373.450	28.312 4,600.700 55,208.400	29.289 4,759.463 57,113.550	30.296 4,923.100 59,077.200	31.337 5,092.263 61,107.150	32.419 5,268.088 63,217.050	33.532 5,448.950 65,387.400	34.700 5,638.750 67,665.000	35.994 5,751.525 69,018.300	36.102 5,868.575 70,998.900	37.185 6,042.563 72,510.750
163		2	Info Communication&Technology-SMHC-PIO		SMHC	1885	Hourly 30.592 Monthly 4,805.493 Annual 57,665.920	31.633 4,969.017 59,628.205	32.794 5,151.391 61,816.690	33.987 5,338.791 64,065.495	35.213 5,531.375 66,376.505	36.547 5,740.925 68,891.095			37.278 5,855.753 70,289.030	38.024 5,972.937 71,675.240	39.165 6,152.169 73,826.025
164		2	Information and Paging Clerk		HSC	1950	Hourly 21.473 Monthly 3,489.363 Annual 41,872.350	22.103 3,591.738 43,100.850	22.752 3,697.200 44,368.400	23.420 3,805.750 45,689.000	24.111 3,918.038 47,016.450	24.820 4,033.250 48,399.000			25.316 4,113.850 49,366.200	25.822 4,196.075 50,352.900	26.597 4,322.013 51,864.150
165		2	Ingredient Controller 1		HSC	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
166		2	Institutional Safety Officer		HSC / Shared Health	2080	Hourly 35.837 Monthly 6,211.747 Annual 74,540.960	36.899 6,395.827 76,749.920	37.992 6,585.280 79,023.380	39.118 6,780.453 81,365.440	40.279 6,981.693 83,780.320	41.472 7,188.480 86,261.760			42.301 7,332.173 87,986.080	43.147 7,478.813 89,745.780	44.441 7,703.107 92,437.280
167		2	Instrument Integration Specialist - CPL		SH	1885	Hourly 37.319 Monthly 5,862.193 Annual 70,346.315	38.675 6,075.198 72,902.375	40.052 6,291.502 75,498.020	41.527 6,523.200 78,278.395	43.047 6,761.966 81,143.595	44.751 7,029.636 84,355.635	46.410 7,290.238 87,482.850	48.157 7,564.662 90,775.945	49.120 7,715.933 92,591.200	50.102 7,870.189 94,442.270	51.605 8,106.285 97,275.425
168		2	Inventory Control Assistant		SH	2015	Hourly 24.240 Monthly 4,070.300 Annual 48,843.600	24.955 4,190.360 50,284.325	25.687 4,313.275 51,759.305	26.445 4,440.556 53,286.675	27.228 4,571.699 54,880.390	28.029 4,706.536 56,478.435			28.590 4,800.738 57,608.850	29.262 4,896.786 58,761.430	30.037 5,043.713 60,524.555
169		2	Inventory Tech - Pan Am Clinic		SH	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
170		2	Inventory Technician / Stores		SH	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
171		2	Lab Aide - Research Lab		CCMB	2015	Hourly 18.606 Monthly 3,124.258 Annual 37,491.090	19.149 3,215.436 38,585.235	19.709 3,309.470 39,713.635	20.289 3,406.861 40,882.335	20.884 3,506.772 42,081.260	21.496 3,609.537 43,314.440			21.926 3,681.741 44,180.890	22.365 3,755.456 45,065.475	23.036 3,868.128 46,417.540
172		2	Lab Aide 1		SH	2015	Hourly 18.825 Monthly 3,161.031 Annual 37,932.375	19.374 3,253.218 39,038.610	19.943 3,348.762 40,185.145	20.525 3,446.490 41,357.875	21.132 3,548.415 42,580.980	21.751 3,652.355 43,828.265			22.186 3,725.999 44,704.790	22.630 3,799.954 45,599.450	23.309 3,913.970 46,967.635
173		2	Laboratory Aide		HSC	2015	Hourly 18.606 Monthly 3,124.258 Annual 37,491.090	19.149 3,215.436 38,585.235	19.709 3,309.470 39,713.635	20.289 3,406.861 40,882.335	20.884 3,506.772 42,081.260	21.496 3,609.537 43,314.440			21.926 3,681.741 44,180.890	22.365 3,755.456 45,065.475	23.036 3,868.128 46,417.540
174	23-55UMDR	2	Laboratory Assistant - CPL	Uncertified MDR Aide	SH	2080	Hourly 19.947 Monthly 3,457.480 Annual 41,489.760	20.530 3,558.533 42,702.400	21.137 3,663.747 43,964.960	21.755 3,770.867 45,250.400	22.394 3,881.627 46,579.520	23.051 3,995.507 47,946.080			23.512 4,075.413 48,904.960	23.982 4,156.880 49,882.560	24.701 4,281.507 51,378.080

CUPE Shared Health Employer Organization
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Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
175		2	Language Access Interpreter		SH	1950	Hourly 28,778 Monthly 4,676.425 Annual 56,117,100	30,617 4,975.263 59,703,150	32,580 5,294.250 63,531,000	34,669 5,633.713 67,604,550					35,362 5,746.325 68,955,900	36,069 5,861.213 70,334,550	37,151 6,037.038 72,444,450
176	23-12HL	2	Lead Hand - Carpentry		HSC	2080	Hourly 42,177 Monthly 7,310.680 Annual 87,728,160	43,428 7,527,520 90,330,240							44,297 7,678,147 92,137,760	45,183 7,831,720 93,980,640	46,538 8,066,587 96,799,040
177		2	Lead Hand - Comm. Systems Technologist		HSC	2080	Hourly 46,969 Monthly 8,141.293 Annual 97,895,520	47,612 8,252,747 99,032,960	48,262 8,365,413 100,384,960						49,227 8,532,680 102,392,160	50,212 8,703,413 104,440,960	51,718 8,964,453 107,573,440
178	23-12EL	2	Lead Hand - Electrical		HSC	2080	Hourly 46,869 Monthly 8,123,960 Annual 97,487,520	48,262 8,365,413 100,384,960							49,227 8,532,680 102,392,160	50,212 8,703,413 104,440,960	51,718 8,964,453 107,573,440
179		2	Lead Hand - Electronics		HSC	2080	Hourly 46,969 Monthly 8,141.293 Annual 97,895,520	47,612 8,252,747 99,032,960	48,262 8,365,413 100,384,960						49,227 8,532,680 102,392,160	50,212 8,703,413 104,440,960	51,718 8,964,453 107,573,440
180	23-53HALH	1	Lead Hand - Housekeeping	Housekeeping Lead Hand	HSC	2015	Hourly 22,512 Monthly 3,780,140 Annual 45,361,680	23,172 3,890,965 46,691,580	23,851 4,004,980 48,059,765	24,553 4,122,858 49,474,295	25,275 4,244,094 50,929,125				25,781 4,329,060 51,948,715	26,297 4,415,705 52,988,455	27,086 4,548,191 54,578,290
181		2	Lead Hand - Industrial Mechanic		HSC	2080	Hourly 45,801 Monthly 7,938,840 Annual 95,266,080	46,439 8,049,427 96,593,120	47,094 8,162,960 97,955,520						48,036 8,326,240 99,914,880	48,997 8,492,813 101,913,780	50,467 8,747,613 104,971,380
182		2	Lead Hand - ISO Security Personnel		HSC	2080	Hourly 38,491 Monthly 6,671.773 Annual 80,061,280	39,631 6,869,373 82,432,480	40,806 7,073,040 84,876,480	42,018 7,283,120 87,397,440	43,266 7,499,440 89,993,280	44,548 7,721,653 92,659,840			45,439 7,876,093 94,513,120	46,348 8,033,653 96,403,840	47,738 8,274,587 99,295,040
183		2	Lead Hand - ISO Security Personnel	NEW in Apr 2024	HSC, SH	2080	Hourly 38,491 Monthly 6,671.773 Annual 80,061,280	39,631 6,869,373 82,432,480	40,806 7,073,040 84,876,480	42,018 7,283,120 87,397,440	43,266 7,499,440 89,993,280	44,548 7,721,653 92,659,840			45,439 7,876,093 94,513,120	46,348 8,033,653 96,403,840	47,738 8,274,587 99,295,040
184	23-54LALH	1	Lead Hand - Linen Services	Laundry Aide Lead Hand	HSC	2015	Hourly 22,512 Monthly 3,780,140 Annual 45,361,680	23,172 3,890,965 46,691,580	23,851 4,004,980 48,059,765	24,553 4,122,858 49,474,295	25,275 4,244,094 50,929,125				25,781 4,329,060 51,948,715	26,297 4,415,705 52,988,455	27,086 4,548,191 54,578,290
185	23-55MDRL	2	Lead Hand - Medical Device Reprocessing	MDR Lead Hand	HSC	2015	Hourly 26,098 Monthly 4,382,289 Annual 52,587,470	26,869 4,511,753 54,141,035	27,659 4,644,407 55,732,885	28,477 4,781,763 57,381,155	29,318 4,922,981 59,075,770	30,185 5,068,565 60,822,775			30,789 5,169,986 62,039,835	31,405 5,273,423 63,281,075	32,347 5,431,600 65,179,205
186	23-12GL	2	Lead Hand - Painter		HSC	2080	Hourly 39,114 Monthly 6,779,760 Annual 81,357,120	40,275 6,981,000 83,772,000							41,081 7,120,707 85,448,480	41,903 7,263,187 87,158,240	43,160 7,481,067 89,772,800
187	23-12FL	2	Lead Hand - Plumber		HSC	2080	Hourly 46,869 Monthly 8,123,960 Annual 97,487,520	48,262 8,365,413 100,384,960							49,227 8,532,680 102,392,160	50,212 8,703,413 104,440,960	51,718 8,964,453 107,573,440
188	23-52DALH	1	Lead Hand - Retail Services	Dietary Lead Land	HSC	2015	Hourly 22,512 Monthly 3,780,140 Annual 45,361,680	23,172 3,890,965 46,691,580	23,851 4,004,980 48,059,765	24,553 4,122,858 49,474,295	25,275 4,244,094 50,929,125				25,781 4,329,060 51,948,715	26,297 4,415,705 52,988,455	27,086 4,548,191 54,578,290
189		2	Lead Hand - Warehouse Operations		HSC	2015	Hourly 23,767 Monthly 3,990,875 Annual 47,890,505	24,468 4,108,585 49,303,020	25,166 4,229,149 50,749,790	25,929 4,353,911 52,246,935	26,693 4,482,200 53,786,395	27,481 4,614,518 55,374,215			28,031 4,706,872 56,482,465	28,592 4,801,073 57,812,860	29,540 4,945,146 59,341,750
190		2	Library Technician 1		HSC	1950	Hourly 23,021 Monthly 3,740,913 Annual 44,890,950	23,697 3,850,763 46,209,150	24,397 3,964,513 47,574,150	25,116 4,081,350 48,976,200	25,854 4,201,275 50,415,300	26,615 4,324,938 51,899,250			27,147 4,411,388 52,936,650	27,690 4,498,625 53,995,500	28,521 4,634,663 55,615,950
191		2	Library Technician 2		SH	1885	Hourly 28,561 Monthly 4,486,457 Annual 53,837,485	29,261 4,599,557 55,194,685	30,090 4,726,638 56,719,650	30,889 4,852,147 58,225,765	31,688 4,977,657 59,731,880	32,586 5,118,718 61,424,610			33,238 5,221,136 62,653,630	33,903 5,325,596 63,907,155	34,920 5,485,360 65,824,200
192	23-54LA2	1	Linen Service Aide	Laundry Aide 2	HSC	2015	Hourly 21,187 Monthly 3,557,650 Annual 42,691,805	21,805 3,661,423 43,937,075	22,442 3,768,396 45,220,630	23,101 3,879,043 46,548,515	23,778 3,992,723 47,912,670			24,254 4,072,651 48,871,810	24,739 4,154,090 49,849,085	25,481 4,278,685 51,344,215	
193	23-12J	2	Locksmith		HSC	2080	Hourly 36,144 Monthly 6,264,960 Annual 75,179,520	37,215 6,450,600 77,407,200							37,959 6,579,560 78,954,720	38,718 6,711,120 80,533,440	39,880 6,912,533 82,950,400
194		2	Machinist 1		CCMB	2015	Hourly 26,457 Monthly 4,442,571 Annual 53,310,855	27,901 4,685,043 56,220,515							28,459 4,778,740 57,344,885	29,028 4,874,285 58,491,420	29,899 5,020,540 60,246,485
195		2	Machinist 2		CCMB	2015	Hourly 32,786 Monthly 5,005,316 Annual 60,063,790	34,204 5,743,422 68,921,060	35,676 5,990,595 71,887,140	37,232 6,251,873 75,022,480	38,852 6,523,898 78,286,780	40,551 6,809,189 81,710,285	42,325 7,107,073 85,284,875	43,371 7,282,714 87,392,585	44,238 7,428,298 89,139,570	45,123 7,576,904 90,922,845	46,477 7,804,263 93,651,155
196		2	Mail Attendant		SH	2015	Hourly 19,947 Monthly 3,349,434 Annual 40,193,205	20,530 3,447,329 41,367,950	21,137 3,549,255 42,591,055	21,755 3,653,027 43,836,325	22,394 3,760,326 45,123,910	23,051 3,870,647 46,447,765			23,512 3,948,057 47,376,680	23,982 4,026,978 48,323,730	24,701 4,147,710 49,772,515
197		1	Mail Room - Print Shop Clerk		SH	2015	Hourly 22,512 Monthly 3,780,140 Annual 45,361,680	23,172 3,890,965 46,691,580	23,851 4,004,980 48,059,765	24,553 4,122,858 49,474,295	25,275 4,244,094 50,929,125				25,781 4,329,060 51,948,715	26,297 4,415,705 52,988,455	27,086 4,548,191 54,578,290
198		1	Mail Supply & Distribution Clerk		CCMB	2015	Hourly 22,512 Monthly 3,780,140 Annual 45,361,680	23,172 3,890,965 46,691,580	23,851 4,004,980 48,059,765	24,553 4,122,858 49,474,295	25,275 4,244,094 50,929,125				25,781 4,329,060 51,948,715	26,297 4,415,705 52,988,455	27,086 4,548,191 54,578,290
199		1	Mailroom Clerk - Finance		SH	2015	Hourly 20,580 Monthly 3,455,725 Annual 41,468,700	21,187 3,557,650 42,691,805	21,805 3,661,423 43,937,075	22,444 3,768,722 45,224,660	23,101 3,879,043 46,548,515				23,563 3,966,620 47,479,445	24,034 4,039,700 48,428,510	24,755 4,156,777 49,881,325

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site ^a	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
250	23-17A	2	Orthotic Technician Trainee - 1950	Orthotic Technician Trainee	RCC	1950	Hourly	20.722	20.940	22.473	23.998									
							Monthly	3,367.325	3,402.750	3,651.863	3,899.675									
							Annual	40,407.900	40,833.000	43,822.350	46,796.100									
251	23-17A	2	Orthotic Technician Trainee - 2015	Orthotic Technician Trainee	HSC	2015	Hourly	20.722	20.940	22.473	23.998									
							Monthly	3,479.569	3,516.175	3,773.591	4,029.664									
							Annual	41,754.830	42,194.100	45,283.095	48,355.970									
252	23-17E	2	Orthotic/Prosthetic Technician Dual Registered	Dual Registered	RCC	1950	Hourly	33.482	35.042	36.680	38.395	40.191								
							Monthly	5,440.825	5,694.325	5,960.500	6,239.188	6,531.038								
							Annual	65,289.900	68,331.900	71,526.000	74,870.250	78,372.450								
253	23-17E	2	Orthotic/Prosthetic Technician Dual Registered	Dual Registered	HSC	2015	Hourly	33.482	35.042	36.680	38.395	40.191								
							Monthly	5,622.186	5,884.136	6,159.183	6,447.160	6,748.739								
							Annual	67,466.230	70,609.630	73,910.200	77,365.925	80,984.865								
254	23-17F	2	Orthotic/Prosthetic Technician -Senior Dual Registered	Senior Dual Registered	RCC	1950	Hourly	38.899	40.716	42.620	44.619	46.708								
							Monthly	6,321.088	6,616.350	6,925.750	7,250.588	7,590.050								
							Annual	75,853.050	79,396.200	83,109.000	87,007.050	91,080.600								
255		2	PACS Administrative Clerk		SH	2015	Hourly	27.451	28.007	28.584	29.341									
							Monthly	4,609.480	4,702.842	4,799.730	4,926.843									
							Annual	55,313.765	56,434.105	57,596.760	59,122.115									
256	23-12G	2	Painter		HSC	2080	Hourly	36.601	37.685											
							Monthly	6,344.173	6,532.067											
							Annual	76,130.080	78,384.800											
257		2	Patient / Equipment Assistant		HSC	2015	Hourly	22.217	22.594	22.971	23.346	23.722	24.096							
							Monthly	3,730.605	3,793.909	3,857.214	3,920.183	3,983.319	4,046.120							
							Annual	44,767.255	45,526.910	46,286.565	47,042.190	47,799.830	48,553.440							
258		2	Patient Equipment Technical Assistant		HSC	2015	Hourly	30.031	30.922	31.832	32.776	33.746	34.743							
							Monthly	5,042.705	5,192.319	5,345.123	5,503.637	5,666.516	5,833.929							
							Annual	60,512.465	62,307.830	64,141.480	66,043.640	67,998.190	70,007.145							
259		2	Patient Registration		CCMB	2015	Hourly	22.270	22.926	23.599	24.294	25.009	25.745							
							Monthly	3,739.504	3,849.658	3,962.665	4,079.368	4,199.428	4,323.015							
							Annual	44,874.050	46,195.890	47,551.985	48,952.410	50,389.135	51,876.175							
260		2	Patient Trust Clerk - SMHC		SMHC	1885	Hourly	26.208	26.945	27.640	28.334	29.138	29.907							
							Monthly	4,116.840	4,232.610	4,341.783	4,450.799	4,577.094	4,697.891							
							Annual	49,402.080	50,791.325	52,101.400	53,409.590	54,925.130	56,374.685							
261		2	Patrol Officer		HSC - Security Officers	2080	Hourly	22.232	22.906	23.651	24.443	25.256	26.103	26.973						
							Monthly	3,853.547	3,970.373	4,099.507	4,236.787	4,377.707	4,524.520	4,675.320						
							Annual	46,242.560	47,644.480	49,194.080	50,841.440	52,532.480	54,294.240	56,103.840						
262		2	Payroll Clerk - MATC		Shared Health (MATC)	1950	Hourly	24.240	24.955	25.687	26.445	27.228	28.029							
							Monthly	3,839.000	4,055.188	4,174.138	4,297.313	4,424.225	4,554.713							
							Annual	47,268.000	48,662.250	50,089.650	51,567.750	53,090.700	54,656.550							
263		2	Payroll/Accounting Technician		RCC	1950	Hourly	25.578	26.533	27.488	28.440	29.480								
							Monthly	4,156.425	4,311.613	4,466.800	4,621.500	4,790.500								
							Annual	49,877.100	51,739.350	53,601.600	55,458.000	57,486.000								
264		2	Perioperative Aide	Perioperative Aide	HSC	2015	Hourly	23.957	24.663	25.368	26.135	26.968	27.702							
							Monthly	4,022.780	4,141.329	4,263.068	4,388.502	4,518.302	4,651.628							
							Annual	48,273.355	49,695.945	51,156.820	52,662.025	54,219.630	55,819.530							
265	23-55MDRL	2	Perioperative Lead Hand	MDR Lead Hand	HSC	2015	Hourly	26.098	26.869	27.659	28.477	29.318	30.185							
							Monthly	4,382.289	4,511.753	4,644.407	4,781.763	4,922.981	5,068.565							
							Annual	52,587.470	54,141.035	55,732.885	57,381.155	59,075.770	60,822.775							
266	23-55PTSS	2	Perioperative Technical Supply Spec	Perioperative Technical Supply Specialist	HSC	2015	Hourly	29.357	29.772	30.185	30.598	31.012	31.424							
							Monthly	4,929.530	4,999.215	5,068.565	5,137.914	5,207.432	5,276.613							
							Annual	59,154.355	59,990.580	60,822.775	61,654.970	62,489.180	63,319.360							
267		2	Plant Helper		HSC	2080	Hourly	21.692	22.237	22.802										
							Monthly	3,759.947	3,854.413	3,952.347										
							Annual	45,119.360	46,252.960	47,428.160										
268	23-93B	2	Plant Operating Engineer	Power Engineer 2nd Class	HSC	2080	Hourly	50.079	51.072											
							Monthly	8,680.360	8,524.480											
							Annual	104,164.320	106,229.760											
269	23-93C	2	Plant Operating Engineer Assistant	Power Engineer 3rd Class	HSC	2080	Hourly	40.958	43.090											
							Monthly	7,099.387	7,468.933											
							Annual	85,192.640	89,627.200											
270	23-12F	2	Plumber		HSC	2080	Hourly	43.741	45.039											
							Monthly	7,581.773	7,806.760											
							Annual	90,981.280	93,681.120											
271		2	Porter - RCC		RCC	1950	Hourly	18.606	19.148	19.709	20.289	20.883	21.494							
							Monthly	3,023.475	3,111.550	3,202.713	3,296.963	3,393.488	3,492.775							
							Annual	36,281.700	37,338.600	38,432.550	39,563.550	40,721.850	41,913.300							
272		2	Porter - Delivery Driver		SH	2015	Hourly	20.996	21.611	22.246	22.901	23.575	24.264							
							Monthly	3,525.578	3,628.847	3,735.474	3,845.460	3,958.300	4,074.330							
							Annual	42,306.940	43,546.165	44,825.690	46,145.515	47,499.595	48,891.960							
273		2	Post Production/Estimator		HSC	2015	Hourly	25.531	26.272	27.031	27.814	28.618	29.452							
							Monthly	4,287.080	4,411.507	4,538.955	4,670.434	4,805.439	4,945.482							
							Annual	51,444.965	52,938.080	54,467.465	56,045.210	57,665.270	59,345.780							
274		2	Press Operator 2		HSC	2015	Hourly	24.812	25.531	26.272	27.031	27.814	28.618	29.452						
							Monthly	4,166.348	4,287.080	4,411.507	4,538.955	4,670.434	4,805.439	4,945.482						
							Annual	49,996.180	51,444.965	52,938.080	54,467.465	56,045.210	57,665.270	59,345.780						

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
325		2	Secretary 3	NEW in Apr 2025	HSC	2015	Hourly 23.252 Monthly 3,904.398 Annual 46,852.780	23.936 4,019.253 48,231.040	24.640 4,137.467 49,649.600	25.367 4,259.542 51,114.505	26.114 4,384.976 52,619.710	26.882 4,513.936 54,167.230			27.420 4,604.275 55,251.300	27.968 4,696.293 56,355.520	28.807 4,837.175 58,046.105	
326		2	Secretary 3		CCMB	2015	Hourly 23.252 Monthly 3,904.398 Annual 46,852.780	23.936 4,019.253 48,231.040	24.640 4,137.467 49,649.600	25.367 4,259.542 51,114.505	26.114 4,384.976 52,619.710	26.882 4,513.936 54,167.230			27.420 4,604.275 55,251.300	27.968 4,696.293 56,355.520	28.807 4,837.175 58,046.105	
327		1	Secretary 3 SH (RCC)		RCC	1960	Hourly 23.063 Monthly 3,747.738 Annual 44,972.850	23.738 3,857.425 46,289.100	24.437 3,971.013 47,652.150	25.155 4,087.688 49,052.250	25.896 4,208.100 50,487.200			26.414 4,292.275 51,507.300	26.942 4,378.075 52,636.900	27.790 4,509.375 54,112.500		
328		2	Secretary 4		Shared Health - DSM	1960	Hourly 24.164 Monthly 3,926.650 Annual 47,119.800	24.875 4,042.188 48,506.250	25.609 4,161.463 49,937.550	26.363 4,283.988 51,407.850	27.138 4,409.925 52,919.100	27.941 4,540.413 54,484.950			28.500 4,631.250 55,575.000	29.070 4,723.875 56,686.500	29.942 4,865.575 58,386.900	
329		2	Secretary 4		CCMB	2015	Hourly 24.164 Monthly 4,057.538 Annual 48,680.460	24.875 4,176.927 50,123.125	25.609 4,300.178 51,602.135	26.363 4,426.787 53,121.445	27.138 4,556.923 54,693.070	27.941 4,691.760 56,301.115			28.500 4,785.625 57,427.500	29.070 4,881.338 58,578.050	29.942 5,027.761 60,333.130	
330		2	Secretary 4 - RCC		RCC	1960	Hourly 23.252 Monthly 3,778.450 Annual 45,341.400	23.936 3,889.600 46,675.200	24.640 4,004.000 48,048.000	25.367 4,122.138 49,465.650	26.114 4,243.525 50,922.300	26.882 4,368.325 52,419.900			27.420 4,455.750 53,469.000	27.968 4,544.800 54,537.600	28.807 4,681.138 56,173.650	
331		2	Secretary 4 (PIO)		HSC / Shared Health	1960	Hourly 24.164 Monthly 3,926.650 Annual 47,119.800	24.875 4,042.188 48,506.250	25.609 4,161.463 49,937.550	26.363 4,283.988 51,407.850	27.138 4,409.925 52,919.100	27.941 4,540.413 54,484.950			28.500 4,631.250 55,575.000	29.070 4,723.875 56,686.500	29.942 4,865.575 58,386.900	
332		1	Secretary Medical		SH	1960	Hourly 22.893 Monthly 3,720.113 Annual 44,641.350	23.563 3,828.988 45,947.850	24.258 3,941.925 47,303.100	24.970 4,057.625 48,691.500	25.704 4,176.900 50,122.800			26.218 4,260.425 51,125.100	26.742 4,345.575 52,146.900	27.544 4,475.900 53,710.800		
333			Section Chief-Information Mgmt - CPL		SH	1885	Hourly 44.002 Monthly 6,911.981 Annual 82,943.770	45.619 7,165.985 85,991.815	47.289 7,428.314 89,139.785	49.101 7,712.949 92,555.385	51.011 8,012.978 96,156.735	52.983 8,318.034 100,029.380	55.188 8,669.115 103,864.880	57.488 9,030.407 107,889.700	59.838 9,211.053 111,532.630	61.605 9,395.311 114,743.735	63.605 9,677.119 117,525.425	
334		2	Security Officer - SMHC		SMHC	2080	Hourly 21.162 Monthly 3,688.080 Annual 44,016.960	21.781 3,775.373 45,304.480	22.431 3,888.040 46,656.480	23.137 4,010.413 48,124.960	23.865 4,136.600 49,639.200	24.570 4,258.800 51,105.600			25.061 4,343.907 52,126.880	25.562 4,430.747 53,168.960	26.329 4,563.693 54,764.320	
335		2	Security Shift Supervisor - SMHC		SMHC	2080	Hourly 22.671 Monthly 3,929.640 Annual 47,155.680	23.364 4,049.760 48,567.120	24.113 4,179.587 50,155.040	24.873 4,311.320 52,892.400	25.655 4,446.867 53,682.400	26.480 4,589.867 55,078.400			27.010 4,681.733 56,180.800	27.550 4,775.333 57,304.000	28.377 4,918.680 59,024.160	
336		2	Security Supervisor		HSC - Security Officers	2080	Hourly 27.572 Monthly 4,779.147 Annual 57,349.760	28.440 4,929.600 59,155.200	29.332 5,084.213 61,010.580	30.256 5,244.373 62,932.480	31.215 5,410.600 64,927.200	32.197 5,580.813 66,968.760	33.213 5,756.920 69,083.040			33.877 5,872.013 70,464.160	34.555 5,989.533 71,874.400	35.592 6,169.280 74,031.360
337		2	Security Supervisor –ISO Security Persnl	NEW in Apr 2024	HSC	2015	Hourly 41.343 Monthly 6,942.179 Annual 83,306.145	42.569 7,148.045 85,776.535	43.833 7,360.291 88,323.495	45.135 7,578.919 90,947.025	46.478 7,804.095 93,649.140	47.856 8,035.820 96,429.840			48.813 8,196.516 98,358.195	49.789 8,360.403 100,324.345	51.283 8,611.270 103,335.245	
338		2	Security Supervisor –ISO Security Persnl		HSC	2080	Hourly 41.343 Monthly 7,166.120 Annual 85,993.440	42.569 7,378.627 88,543.520	43.833 7,597.720 91,172.640	45.135 7,823.400 93,880.800	46.478 8,055.840 96,670.080	47.856 8,295.040 99,540.480			48.813 8,460.920 101,531.040	49.789 8,630.093 103,668.640	51.283 8,899.053 106,668.640	
339		2	Senior Clerk		CCMB	2015	Hourly 22.974 Monthly 3,857.718 Annual 46,292.610	23.652 3,971.565 47,658.780	24.346 4,088.099 49,057.190	25.064 4,208.663 50,503.960	25.802 4,332.586 51,991.030	26.562 4,460.203 53,522.430			27.093 4,549.366 54,592.395	27.635 4,640.377 55,684.525	28.464 4,779.580 57,354.960	
340		2	Senior Clinical Research Professional		CCMB	2015	Hourly 38.917 Monthly 6,534.813 Annual 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895			43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435	
341		2	Senior Clinical Research Professional I-Ethics and Regulatory Affairs		CCMB	2015	Hourly 38.917 Monthly 6,534.813 Annual 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895			43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435	
342		2	Senior CRP Pediatric Research Specialist		CCMB	2015	Hourly 38.917 Monthly 6,534.813 Annual 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895			43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435	
343		2	Senior CRP Recruit/Quality Facilitator CTU		CCMB	2015	Hourly 38.917 Monthly 6,534.813 Annual 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895			43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435	
344		2	Senior File Control Clerk		CCMB	2015	Hourly 22.974 Monthly 3,857.718 Annual 46,292.610	23.652 3,971.565 47,658.780	24.346 4,088.099 49,057.190	25.064 4,208.663 50,503.960	25.802 4,332.586 51,991.030	26.562 4,460.203 53,522.430			27.093 4,549.366 54,592.395	27.635 4,640.377 55,684.525	28.464 4,779.580 57,354.960	
345		2	Senior Messenger		HSC	2015	Hourly 21.507 Monthly 3,611.384 Annual 43,336.605	22.137 3,717.171 44,606.055	22.788 3,826.485 45,917.820	23.588 3,938.989 47,267.870	24.466 4,054.516 48,654.190	25.858 4,174.073 50,088.870			26.555 4,257.527 51,090.325	26.838 4,342.661 52,111.930	26.638 4,472.964 53,675.570	
346		2	Senior Registry Education Coordinator		CCMB	2015	Hourly 50.439 Monthly 8,489.549 Annual 101,634.585	51.345 8,621.681 103,460.175	52.247 8,773.142 105,277.705	53.153 8,925.275 107,103.295	54.056 9,076.903 108,922.840	54.958 9,228.364 110,740.370			56.057 9,412.905 112,964.855	57.179 9,601.139 115,213.670	58.893 9,889.116 118,669.395	
347	23-206	2	Senior Surgical Instrument Repair Technician	Senior Surgical Instrument Repair Technician	SH	2015	Hourly 47.694 Monthly 8,008.618 Annual 96,103.410	48.312 8,112.390 97,348.680	48.924 8,215.155 98,581.880	49.522 8,327.000 100,534.150	50.090 8,442.500 101,725.500	50.620 8,565.000 102,840.000	51.150 8,693.000 104,000.000	51.680 8,834.000 105,240.000	52.200 8,979.000 106,470.000	52.720 9,119.000 107,780.000	53.250 9,269.000 109,300.000	
348		2	Service Worker 1 - SMHC		SMHC	2080	Hourly 19.079 Monthly 3,307.027 Annual 39,684.320	19.579 3,393.693 40,724.320	20.121 3,487.640 41,851.680	20.652 3,579.680 42,956.160	21.207 3,675.880 44,110.560	21.812 3,770.240 45,458.880	22.427 3,872.640 46,871.680			23.062 3,974.400 47,892.800	23.720 4,082.400 49,008.000	24.470 4,200.000 50,240.000
349		2	Service Worker 2 - SMHC		SMHC	2080	Hourly 21.998 Monthly 3,812.987 Annual 45,755.840	22.563 3,914.387 46,972.640	23.160 4,014.400 48,172.800	23.820 4,128.800 49,545.600	24.472 4,248.160 50,901.760	25.112 4,382.747 52,232.960			25.812 4,439.760 53,277.120	26.520 4,628.507 54,940.800	26.910 4,864.400 58,972.800	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
350		2	Service Worker 3 - SMHC		SMHC	2080	Hourly 23.018 Monthly 3,989.787 Annual 47,877.440	23.571 4,085.640 49,027.680	24.330 4,217.200 50,606.400	25.046 4,341.307 52,095.680	25.818 4,475.120 53,701.440	26.577 4,606.680 55,280.160			27.109 4,698.993 56,386.720	27.651 4,792.840 57,514.080	28.481 4,936.707 59,240.800
351	23-12E	2	Shift Electrician		HSC	2080	Hourly 43.741 Monthly 7,581.773 Annual 90,981.280	45.039 7,806.760 93,681.120							45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
352		2	Shift Mechanic		HSC	2080	Hourly 26.716 Monthly 4,630.773 Annual 55,569.280	27.185 4,712.067 56,544.800	27.700 4,801.333 57,616.000	28.203 4,888.520 58,662.240					28.767 4,986.280 59,835.360	29.342 5,085.947 61,031.360	30.222 5,238.480 62,861.760
353	23-12F	2	Shift Plumber/Fitter		HSC	2080	Hourly 43.741 Monthly 7,581.773 Annual 90,981.280	45.039 7,806.760 93,681.120							45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
354		2	Shipper / Receiver		RCC	1950	Hourly 22.791 Monthly 3,703.538 Annual 44,442.450	23.463 3,812.738 45,752.850	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500			26.877 4,367.513 52,410.150	27.415 4,454.938 53,459.250	28.237 4,588.513 55,062.150
355		2	Shipper / Receiver		HSC	2015	Hourly 22.792 Monthly 3,827.157 Annual 45,925.880	23.462 3,939.661 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250			26.877 4,513.096 54,157.155	27.415 4,603.435 55,241.225	28.237 4,741.463 56,897.555
356		2	Slatting Clerk		HSC	1950	Hourly 22.792 Monthly 3,703.700 Annual 44,444.400	23.462 3,812.575 45,750.900	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500			26.877 4,367.513 52,410.150	27.415 4,454.938 53,459.250	28.237 4,588.513 55,062.150
357		2	Slatting Clerk		SH	1950	Hourly 22.792 Monthly 3,703.700 Annual 44,444.400	23.462 3,812.575 45,750.900	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500			26.877 4,367.513 52,410.150	27.415 4,454.938 53,459.250	28.237 4,588.513 55,062.150
358		2	Specific Purposes Accounts Clerk		SH	1950	Hourly 23.100 Monthly 3,753.750 Annual 45,045.000	23.778 3,863.925 46,367.100	24.479 3,977.838 47,734.050	25.198 4,094.675 49,136.100	25.942 4,215.575 50,586.900	26.707 4,339.888 52,078.650			27.241 4,426.663 53,119.950	27.786 4,515.225 54,182.700	28.620 4,650.750 55,809.000
359	23-203	2	Sr Imaging Equipment Service Technologist	Senior Imaging Equipment Service Technologist	SH	2015	Hourly 43.870 Monthly 7,366.504 Annual 88,398.050	45.476 7,636.514 91,638.170	47.151 7,917.439 95,009.265	48.883 8,208.270 98,499.245	50.683 8,510.520 102,126.245			52.731 8,680.788 104,169.455	54.313 8,854.414 106,252.965	56.105 9,120.058 109,440.695	
360		2	Staff Development Spec.		SH	1885	Hourly 38.896 Monthly 6,109.913 Annual 73,318.960	40.334 6,335.799 76,029.590	41.886 6,579.593 78,955.110	43.539 6,839.251 82,071.015	45.259 7,109.435 85,313.215	47.082 7,396.798 88,749.570			48.984 7,543.770 90,525.240	50.454 7,694.570 92,334.840	52.483 7,925.483 95,105.790
361		2	Staff Scheduler		CCMB	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
362		2	Staff Scheduler - Main User		HSC	1950	Hourly 22.270 Monthly 3,618.875 Annual 43,426.500	22.926 3,725.475 44,705.700	23.599 3,834.838 46,018.050	24.294 3,947.775 47,373.300	25.009 4,063.963 48,767.550	25.745 4,183.563 50,202.750			26.260 4,267.250 51,207.000	26.785 4,352.563 52,230.750	27.589 4,483.213 53,798.550
363		2	Staff Scheduler - Short Call User		HSC	1950	Hourly 22.270 Monthly 3,618.875 Annual 43,426.500	22.926 3,725.475 44,705.700	23.599 3,834.838 46,018.050	24.294 3,947.775 47,373.300	25.009 4,063.963 48,767.550	25.745 4,183.563 50,202.750			26.260 4,267.250 51,207.000	26.785 4,352.563 52,230.750	27.589 4,483.213 53,798.550
364		2	Staffing Clerk		SH	1950	Hourly 23.217 Monthly 3,772.763 Annual 45,273.150	23.903 3,884.238 46,610.850	24.604 3,998.150 47,977.800	25.333 4,116.613 49,389.350	26.077 4,237.513 50,850.150	26.848 4,362.800 52,353.600			27.385 4,450.063 53,400.750	27.933 4,539.113 54,469.350	28.771 4,675.288 56,103.450
365		1	Steno 2 - Diagnostics		SH	1950	Hourly 22.893 Monthly 3,720.113 Annual 44,641.350	23.563 3,828.988 45,947.850	24.258 3,941.925 47,303.100	24.970 4,057.625 48,691.500	25.704 4,176.900 50,122.800			26.218 4,260.425 51,125.100	26.742 4,345.575 52,146.900	27.544 4,475.900 53,710.800	
366		1	Stenographer 2		Shared Health - DSM	1950	Hourly 22.193 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500			25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.690 4,330.625 51,967.500	
367		2	Storekeeper - CPL		SH	1885	Hourly 24.743 Monthly 3,886.713 Annual 46,640.555	25.524 4,009.395 48,112.740	26.338 4,137.261 49,647.130	27.185 4,270.310 51,243.725	28.150 4,421.896 53,062.750	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
368		2	Storekeeper - SMHC		SMHC	1885	Hourly 24.743 Monthly 3,886.713 Annual 46,640.555	25.524 4,009.395 48,112.740	26.338 4,137.261 49,647.130	27.185 4,270.310 51,243.725	28.150 4,421.896 53,062.750	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
369		2	Stores Clerk - CPL		SH	1885	Hourly 19.892 Monthly 3,124.702 Annual 37,496.420	20.425 3,208.427 38,501.125	21.010 3,300.321 39,603.850	21.695 3,407.923 40,895.075	22.367 3,513.483 42,161.795	23.008 3,614.173 43,370.080			23.468 3,686.432 44,237.180	23.937 3,760.104 45,121.245	24.655 3,872.890 46,474.675
370		2	Stores Person - Rehab Engineering		HSC	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
371			Storekeeper	NEW in Apr 2025		2015	Hourly 22.792 Monthly 3,827.157 Annual 45,925.880	23.462 3,939.661 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250			26.877 4,513.096 54,157.155	27.415 4,603.435 55,241.225	28.237 4,741.463 56,897.555
372		2	Summer Std - Biomed Technologist Helper		HSC	2015	Hourly 23.971 Monthly 4,025.130 Annual 48,301.565								24.450 4,105.563 49,266.750	24.939 4,187.674 50,252.085	25.687 4,313.275 51,759.305
373		2	Supervisor - CPL		SH	1885	Hourly 25.438 Monthly 3,995.886 Annual 47,850.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
374		2	Supervisor - Maintenance Shift		Eden Mental Health Centre	2080	Hourly 39.258 Monthly 6,804.720 Annual 81,656.640	40.422 7,006.480 84,077.760	41.621 7,214.307 86,571.680	42.855 7,428.200 89,138.400	44.127 7,648.680 91,784.160	45.439 7,876.093 94,513.120			46.348 8,033.653 96,403.840	47.275 8,194.333 98,332.000	48.693 8,440.120 101,281.440

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12

Table with 17 columns: Row, Standard Grp No., Note, Employer Classification, Standardized Title, Site, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, 15 Year, 20 Year, 25 Year. Contains 47 rows of salary data for various roles like Supervisor, Technician, Coordinator, etc.

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
400		2	Workplace Safety&Health Officer-SMHC-PIO	DISCONTINUED IN 2025	SMHC	1885											
							Hourly										
							Monthly										
							Annual										
401		1	Youth Care Worker		SH	2090	22,842	23,562	24,395	25,116	25,958				26,477	27,007	27,817
							Hourly	3,959,280	4,084,080	4,228,467	4,353,440	4,499,387			4,589,347	4,681,213	4,821,613
							Monthly	47,511,360	49,008,960	50,741,600	52,241,280	53,992,640			55,072,160	56,174,560	57,859,360
							Annual										

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% Increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1	23-93C		3rd Class Maintenance Engineer	Power Engineer 3rd Class	HSC	2080	Hourly 42.187 Monthly 7,312.413 Annual 87,748,960	44.383 7,693.053 92,316,640							45,271	46,176	47,561
2			Accounting Clerk		SH	1885	Hourly 25.676 Monthly 4,033.272 Annual 48,399,260	26.373 4,142.759 49,713.105	27.091 4,255.545 51,066,535	27.855 4,375.556 52,506,675	28.665 4,502.794 54,033,525	29.487 4,631.916 55,582,995			30,077	30,679	31,599
3			Accounting Clerk		CCMB	2015	Hourly 23.665 Monthly 3,973.748 Annual 47,684,975	24.358 4,090.114 49,081.370	25.074 4,210.343 50,524.110	25.811 4,334.097 52,009,165	26.569 4,461.378 53,536,535	27.322 4,590.660 55,062,995			27,100	27,642	28,471
4			Accounting Clerk 1 - SMHC		SMHC	1885	Hourly 26.994 Monthly 4,240.308 Annual 50,883,690	27.753 4,359.534 52,314.405	28.469 4,472.005 53,664,065	29.184 4,584.320 55,011,840	30.012 4,714.385 56,572,620	30.804 4,838.795 58,065,540			31,420	32,048	33,009
5			Accounts Payable Clerk - Level 2		SH	2015	Hourly 23.793 Monthly 3,995.241 Annual 47,942,895	24.491 4,112.447 49,349,365	25.213 4,233.683 50,804,195	25.954 4,358.109 52,297,310	26.720 4,486.733 53,840,800	27.508 4,619.052 55,428,620			28,058	28,620	29,479
6			Accounts Receivable Clerk - Level 2		SH	1950	Hourly 23.793 Monthly 3,866.363 Annual 46,396,350	24.491 3,979.788 47,757,450	25.213 4,097.113 49,165,350	25.954 4,217.525 50,610,300	26.720 4,342.000 52,104,000	27.508 4,470.050 53,640,600			28,058	28,620	29,479
7			Admin Assist - Patient Program - SMHC		SMHC	1885	Hourly 26.144 Monthly 4,106.787 Annual 49,281,440	26.826 4,213.918 50,567,010	27.564 4,329.845 51,958,140	28.301 4,445.615 53,347,385	29.061 4,564.999 54,779,985	29.833 4,686.267 56,235,205			30,429	31,038	31,969
8			Admin Assist Info Services - SMHC		SMHC	1885	Hourly 26.144 Monthly 4,106.787 Annual 49,281,440	26.826 4,213.918 50,567,010	27.564 4,329.845 51,958,140	28.301 4,445.615 53,347,385	29.061 4,564.999 54,779,985	29.833 4,686.267 56,235,205			30,429	31,038	31,969
9			Admin Assist Support Services - SMHC		SMHC	1885	Hourly 26.144 Monthly 4,106.787 Annual 49,281,440	26.826 4,213.918 50,567,010	27.564 4,329.845 51,958,140	28.301 4,445.615 53,347,385	29.061 4,564.999 54,779,985	29.833 4,686.267 56,235,205			30,429	31,038	31,969
10			Administrative Assistant - CPL		SH	1885	Hourly 26.144 Monthly 4,106.787 Annual 49,281,440	26.826 4,213.918 50,567,010	27.564 4,329.845 51,958,140	28.301 4,445.615 53,347,385	29.061 4,564.999 54,779,985	29.833 4,686.267 56,235,205			30,429	31,038	31,969
11			Administrative Assistant - SMHC		SMHC	1885	Hourly 26.144 Monthly 4,106.787 Annual 49,281,440	26.826 4,213.918 50,567,010	27.564 4,329.845 51,958,140	28.301 4,445.615 53,347,385	29.061 4,564.999 54,779,985	29.833 4,686.267 56,235,205			30,429	31,038	31,969
12			Administrative Assistant 2		SH	1950	Hourly 23.990 Monthly 3,891.875 Annual 46,702,500	24.654 4,006.275 48,075,300	25.379 4,124.088 49,489,050	26.128 4,245.800 50,949,600	26.897 4,370.763 52,449,150	27.688 4,499.300 53,991,600			28,243	28,807	29,671
13			Administrative Assistant 2 - PIO		HSC	1950	Hourly 24.107 Monthly 3,917.388 Annual 47,008,650	24.824 4,033.900 48,406,800	25.548 4,151.550 49,818,600	26.303 4,274.238 51,290,850	27.078 4,400.175 52,802,100	27.872 4,529.200 54,350,400			28,429	29,000	29,868
14			Administrative Officer		SH	1885	Hourly 29.940 Monthly 4,703.075 Annual 56,438,900	31.028 4,873.982 58,487,780	32.047 5,034.050 60,408,595	33.241 5,221.607 62,659,285	34.433 5,408.850 64,906,205	35.649 5,599.864 67,198,365			36,362	37,089	38,202
15			Administrative Secretary		SH	1950	Hourly 23.755 Monthly 3,860.188 Annual 46,322,250	24.450 3,973.125 47,677,500	25.170 4,090.125 49,081,500	25.910 4,210.375 50,524,500	26.673 4,334.363 52,012,350	27.466 4,459.999 53,536,535			27,206	27,790	28,583
16			Administrative Secretary - Eden		Eden Mental Health Centre	2015	Hourly 23.755 Monthly 3,988.860 Annual 47,866,325	24.450 4,105.563 49,266,750	25.170 4,226.463 50,717,550	25.910 4,350.721 52,208,650	26.673 4,478.841 53,746,095	27.466 4,568.341 55,262,090			27,206	27,790	28,583
17			Administrative Secretary - PIO		SH	1950	Hourly 24.056 Monthly 3,909.100 Annual 46,909,200	25.029 4,067.213 48,806,550	26.004 4,225.650 50,707,800	26.990 4,384.250 52,611,000	28.000 4,549.999 54,536,535	29.000 4,726.999 56,463,535			27,520	28,070	28,912
18			Administrative Secretary - SMHC		SMHC	1885	Hourly 26.144 Monthly 4,106.787 Annual 49,281,440	26.826 4,213.918 50,567,010	27.564 4,329.845 51,958,140	28.301 4,445.615 53,347,385	29.061 4,564.999 54,779,985	29.833 4,686.267 56,235,205			30,429	31,038	31,969
19			Administrative Secretary 2 - 1950		SH	1950	Hourly 23.792 Monthly 3,866.200 Annual 46,394,400	24.379 3,961.588 47,539,050	24.997 4,062.013 48,744,150	25.717 4,179.013 50,148,150	26.569 4,282.850 51,394,200	27.444 4,398.688 52,622,950			28,883	29,421	28,344
20			Administrative Secretary 3		SH	1885	Hourly 26.466 Monthly 4,157.368 Annual 49,888,410	27.162 4,266.698 51,200,370	27.897 4,382.154 52,585,845	28.631 4,497.453 53,969,435	29.396 4,617.622 55,411,460	30.222 4,747.373 56,968,470			30,827	31,444	32,387
21			Administrative Secretary 3 - 2015	NEW in Apr 2024	SH	2015	Hourly 26.466 Monthly 4,444.083 Annual 53,328,990	27.162 4,560.953 54,731,430	27.897 4,684.371 56,212,455	28.631 4,807.622 57,691,465	29.396 4,936.078 59,232,940	30.222 5,074.778 60,897,330			30,827	31,444	32,387
22			Admissions Clerk 4		HSC	1950	Hourly 23.665 Monthly 3,845.563 Annual 46,146,750	24.358 3,958.175 47,498,100	25.074 4,074.525 48,894,300	25.811 4,194.288 50,331,450	26.569 4,317.463 51,809,550	27.322 4,450.748 53,299,800			27,100	27,642	28,471
23			Admissions Clerk 5		HSC	1950	Hourly 23.793 Monthly 3,866.363 Annual 46,396,350	24.491 3,979.788 47,757,450	25.213 4,096.950 49,163,400	25.954 4,217.525 50,610,300	26.720 4,342.000 52,104,000	27.508 4,470.050 53,640,600			28,058	28,620	29,479
24	23-55ANESAIDE		Anesthetics Assistant	Anesthesia Aide	HSC	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942,670	26.535 4,455.669 53,468,025	27.317 4,586.980 55,043,755	28.123 4,722.320 56,667,845	28.953 4,861.691 58,340,295	29.809 5,005.428 60,065,135			30,406	31,013	31,943

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% Increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
25			Area Secretary - SMHC		SMHC	1885	Hourly 23.491 Monthly 3,690.045 Annual 44,280.535	24.073 3,781.467 45,377.605	24.654 3,872.733 46,472.790	25.425 3,963.844 47,568.125	26.017 4,054.957 48,663.260				26.537 4,146.069 49,758.435	27.067 4,237.181 50,853.610	27.579 4,328.293 51,948.785
26			Assistive Technology Technician		HSC	2015	Hourly 46.379 Monthly 7,787.807 Annual 93,453.685								7,943.634 95,323.605	8,102.483 97,229.795	8,345.626 100,147.515
27			Attendant - Crisis Services		SH	2080	Hourly 21.991 Monthly 3,811.773 Annual 45,741.280	22.631 3,922.707 47,072.480	23.300 4,038.667 48,464.000	23.961 4,156.707 49,880.480	24.687 4,279.080 51,348.960	25.411 4,404.573 52,854.880			25.919 4,492.627 53,911.520	26.437 4,582.413 54,988.960	27.230 4,719.867 56,638.400
28			Attendant - Supply Transformation		SH	2015	Hourly 21.275 Monthly 3,572.427 Annual 42,869.125	21.898 3,677.039 44,124.470	22.542 3,785.178 45,422.130	23.205 3,896.506 46,758.075	23.887 4,011.025 48,132.305	24.587 4,128.567 49,542.805			25.078 4,211.014 50,532.170	25.787 4,295.308 51,543.700	26.347 4,424.100 53,089.205
29			Attendant 2 - Printing		SH	2015	Hourly 21.698 Monthly 3,643.456 Annual 43,721.470	22.332 3,749.915 44,998.980	22.990 3,860.404 46,324.850	23.664 3,973.580 47,682.960	24.363 4,090.954 49,091.445	25.078 4,210.678 50,528.140			25.578 4,294.973 51,539.670	26.090 4,380.946 52,571.350	26.873 4,512.425 54,149.095
30			Bindery Worker		HSC	2015	Hourly 21.565 Monthly 3,621.123 Annual 43,453.475	22.183 3,724.895 44,698.745	22.820 3,831.858 45,982.300	23.478 3,942.348 47,308.170	24.149 4,055.020 48,680.235	24.841 4,171.218 50,054.615			25.337 4,254.505 51,054.055	25.844 4,339.638 52,075.680	26.619 4,469.774 53,637.285
31	23-200		Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	1950	Hourly 39.855 Monthly 6,476.438 Annual 77,717.250	41.532 6,748.950 80,987.400	43.283 7,033.488 84,401.850	45.186 7,342.725 88,112.700	47.060 7,647.250 91,767.000	48.179 7,829.088 93,949.050	49.454 8,036.275 96,435.300		50.443 8,196.988 98,363.850	51.452 8,360.950 100,331.400	52.996 8,611.850 103,342.200
32	23-200		Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2015	Hourly 39.855 Monthly 6,692.319 Annual 80,307.825	41.532 6,973.915 83,686.980	43.283 7,267.937 87,215.245	45.186 7,587.483 91,049.790	47.060 7,902.158 94,825.900	48.179 8,090.057 97,080.685	49.454 8,304.151 99,649.810		50.443 8,470.220 101,642.645	51.452 8,639.648 103,675.780	52.996 8,898.912 106,786.940
33	23-200		Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2080	Hourly 39.855 Monthly 6,908.200 Annual 82,898.400	41.532 7,198.880 86,386.580	43.283 7,502.387 90,028.640	45.186 7,832.240 93,986.880	47.060 8,157.067 97,884.800	48.179 8,351.027 100,212.320	49.454 8,572.027 102,864.320		50.443 8,743.453 104,921.440	51.452 8,918.347 107,020.180	52.996 9,185.973 110,231.680
34			Building Services Worker 3		Shared Health (MATC)	1950	Hourly 27.271 Monthly 4,431.538 Annual 53,178.450								28.371 4,520.263 54,243.150	29.224 4,610.613 55,327.350	29.680 4,748.900 56,986.800
35			Building Services Worker 3 - PIO		Shared Health (MATC)	1950	Hourly 28.381 Monthly 4,611.913 Annual 55,342.950	29.946 4,866.225 58,394.700	31.510 5,120.375 61,444.500	33.073 5,374.363 64,492.350	34.640 5,629.000 67,548.000				36.040 5,716.613 68,899.350	37.121 5,856.500 70,278.000	37.121 6,032.163 72,385.950
36			Building Technologist		HSC	1950	Hourly 41.891 Monthly 6,807.288 Annual 81,687.450	43.135 7,009.438 84,113.250	44.415 7,217.438 86,609.250	45.732 7,431.450 89,177.400	47.092 7,652.450 91,829.400	48.490 7,879.625 94,555.500			49.661 8,037.413 96,448.950	50.449 8,197.963 98,375.550	51.962 8,443.825 101,325.900
37			CAD Operator		HSC	1950	Hourly 29.459 Monthly 4,787.088 Annual 57,445.050	30.461 4,949.913 59,398.950	31.519 5,121.838 61,482.050	32.604 5,298.150 63,577.800	33.726 5,480.475 65,755.700	34.893 5,670.113 68,041.350	36.091 5,864.788 70,377.450		38.813 5,982.113 71,785.350	39.677 6,101.875 73,222.500	39.677 6,285.013 75,420.150
38			CADD Systems Specialist - PIO		HSC	1950	Hourly 33.882 Monthly 5,505.825 Annual 66,069.900	35.056 5,696.600 68,359.200	36.259 5,892.088 70,705.050	37.540 6,100.250 73,203.000	38.827 6,309.388 75,712.650	40.162 6,526.325 78,315.900	41.551 6,752.038 81,024.050		42.382 6,887.075 82,644.900	43.230 7,024.875 84,298.500	44.527 7,235.638 86,827.650
39			Cancer Registrar 1		CCMB	2015	Hourly 35.936 Monthly 6,034.253 Annual 72,411.040	37.003 6,213.420 74,561.045	38.099 6,397.457 76,769.485	39.225 6,586.531 79,038.375	40.390 6,782.154 81,385.850	41.590 6,983.654 83,803.850		42.423 7,123.529 85,482.345	43.271 7,265.922 87,191.065	44.569 7,483.878 89,806.535	
40			Cancer Registrar 2		CCMB	2015	Hourly 39.813 Monthly 6,685.266 Annual 80,223.195	40.994 6,883.576 82,602.910	42.210 7,087.763 85,053.150	43.463 7,298.162 87,577.945	44.752 7,514.607 90,175.280	46.080 7,737.600 92,851.200		47.002 7,892.419 94,709.030	47.942 8,050.261 96,803.130	49.380 8,291.725 99,500.700	
41	23-12H		Carpenter		HSC	2080	Hourly 40.112 Monthly 6,952.747 Annual 83,432.960	41.302 7,159.013 85,908.160							42.128 7,302.187 87,626.240	42.971 7,448.307 89,379.680	44.260 7,671.733 92,060.800
42			Cashier - Dietetics - PIO		HSC	2015	Hourly 22.166 Monthly 3,722.041 Annual 44,664.490	22.549 3,786.353 45,436.235	22.935 3,851.169 46,214.025	23.323 3,916.320 46,995.845	23.712 3,981.640 47,779.680			24.185 4,061.065 48,732.775	24.670 4,142.504 49,710.050	25.410 4,266.763 51,201.150	
43			Cashier / Information Clerk		HSC	1950	Hourly 22.117 Monthly 3,594.013 Annual 43,128.150	22.766 3,699.475 44,393.700	23.435 3,808.188 45,698.250	24.123 3,919.988 47,039.850	24.834 4,035.525 48,426.300	25.565 4,154.313 49,851.750			26.075 4,237.188 50,846.250	26.597 4,322.013 51,864.150	27.395 4,451.688 53,420.250
44			CD19 - Data Entry Clerk - CPL		SH	1885	Hourly 26.201 Monthly 4,115.740 Annual 49,388.885	26.859 4,219.101 50,629.215	27.598 4,335.186 52,022.230	28.347 4,452.841 53,434.065	29.094 4,570.183 54,842.190	29.988 4,710.615 56,527.380			30.588 4,804.865 57,658.380	31.206 4,901.000 58,812.000	32.136 5,048.030 60,576.380
45			Centralized Slatting Clerk		HSC	1950	Hourly 24.480 Monthly 3,978.000 Annual 47,736.000	25.202 4,065.325 49,143.900	25.942 4,215.575 50,586.900	26.707 4,339.888 52,078.650	27.494 4,467.775 53,613.300	28.305 4,599.563 55,194.750			28.872 4,691.700 56,300.400	29.450 4,785.625 57,427.500	30.334 4,929.275 59,151.300
46	23-201		Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2015	Hourly 50.566 Monthly 8,490.874 Annual 101,890.490	51.904 8,715.547 104,586.560	52.563 8,826.204 105,914.445					53.615 9,002.852 108,034.225	54.687 9,182.859 110,194.305	56.328 9,458.410 113,500.920	
47	23-201		Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2080	Hourly 50.566 Monthly 8,764.773 Annual 105,177.280	51.904 8,996.693 107,960.320	52.563 9,110.920 109,331.040					53.615 9,293.267 111,519.200	54.687 9,479.080 113,748.960	56.328 9,763.520 117,162.240	
48	23-Dual		Charge Clerk		CCMB	2015	Hourly 25.680 Monthly 4,312.100 Annual 51,745.200	26.439 4,439.549 53,274.585	27.216 4,570.020 54,840.240	28.020 4,705.025 56,460.300	28.845 4,843.556 58,122.675	29.699 4,985.957 59,843.485		30.293 5,086.700 61,040.395	30.899 5,188.457 62,261.485	31.826 5,344.116 64,129.380	
49	23-204		Charge Technologist-DI Tech Serv	Charge Imaging Equipment Technologist	SH	2015	Hourly 51.567 Monthly 8,658.959 Annual 103,907.505	52.932 8,888.165 106,657.980	53.658 9,010.073 108,120.870	54.924 9,222.655 110,671.860				56.022 9,407.028 112,884.330	57.142 9,595.094 115,141.130	58.856 9,882.903 118,594.840	

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Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
75			Clerk 4		CCMB	2015	Hourly 22,938 Monthly 3,851.673 Annual 46,220,070	23,614 3,965.184 47,582,210	24,307 4,081.550 48,978,605	25,023 4,201.779 50,421,345	25,759 4,325.365 51,904,385	26,517 4,452.646 53,431,755			27,048 4,541.810 54,501,720	27,589 4,632.653 55,591,835	28,471 4,711.688 57,280,255
76			Clerk 4 - HIS - Shared Health		SH	1950	Hourly 23,665 Monthly 3,845.563 Annual 46,146,750	24,358 3,958.175 47,498,100	25,074 4,074.525 48,894,300	25,811 4,194.288 50,331,450	26,569 4,317.483 51,809,550			27,100 4,403.750 52,845,000	27,642 4,491.825 53,901,900	28,471 4,626.538 55,518,450	
77			Clerk 5		HSC	1950	Hourly 23,793 Monthly 3,866.363 Annual 46,396,350	24,491 3,979.788 47,757,450	25,212 4,096.950 49,163,400	25,944 4,217.525 50,610,300	26,720 4,342.000 52,104,000	27,509 4,470.213 53,642,550			28,059 4,569.588 54,715,050	28,621 4,650.913 55,810,950	29,480 4,790.500 57,486,000
78			Clerk Typist 1		HSC	1950	Hourly 21,198 Monthly 3,444.675 Annual 41,336,100	21,823 3,546.238 42,554,850	22,459 3,649.588 43,795,050	23,115 3,756.188 45,074,250	23,794 3,866.525 46,398,300			24,270 3,943.875 47,326,500	24,755 4,022.688 48,272,250	25,498 4,143.425 49,721,100	
79			Clerk Typist 2		HSC	1950	Hourly 22,002 Monthly 3,575.325 Annual 42,903,900	22,645 3,679.813 44,157,750	23,307 3,787.388 45,448,650	23,993 3,898.863 46,786,350	24,697 4,013.263 48,159,150			25,192 4,093.700 49,124,400	25,695 4,175.438 50,105,250	26,466 4,300.725 51,608,700	
80			Clerk Typist 2		SH	1950	Hourly 22,002 Monthly 3,575.325 Annual 42,903,900	22,645 3,679.813 44,157,750	23,307 3,787.388 45,448,650	23,993 3,898.863 46,786,350	24,697 4,013.263 48,159,150			25,192 4,093.700 49,124,400	25,695 4,175.438 50,105,250	26,466 4,300.725 51,608,700	
81			Clerk Typist 2 - Eden		Eden Mental Health Centre	2015	Hourly 22,818 Monthly 3,831.523 Annual 45,978,270	23,486 3,943.691 47,324,290	24,174 4,059.218 48,710,610	24,886 4,178.774 50,145,290	25,616 4,301.353 51,618,240			26,128 4,387.327 52,847,920	26,650 4,474.979 53,699,750	27,450 4,609.313 55,311,750	
82			Clerk Typist 3		Shared Health - DSM	1950	Hourly 22,818 Monthly 3,707.925 Annual 44,495,100	23,486 3,816.475 45,797,700	24,174 3,928.275 47,139,300	24,886 4,043.975 48,527,700	25,616 4,162.600 49,951,200			26,128 4,245.800 50,949,600	26,650 4,330.625 51,967,500	27,450 4,460.625 53,527,500	
83			Clerk Typist 3		HSC	1950	Hourly 22,818 Monthly 3,707.925 Annual 44,495,100	23,486 3,816.475 45,797,700	24,174 3,928.275 47,139,300	24,886 4,043.975 48,527,700	25,616 4,162.600 49,951,200			26,128 4,245.800 50,949,600	26,650 4,330.625 51,967,500	27,450 4,460.625 53,527,500	
84			Clerk Typist 4		SH	2015	Hourly 22,002 Monthly 3,694.503 Annual 44,334,030	22,646 3,802.641 45,631,690	23,307 3,913.634 46,963,605	23,993 4,028.825 48,345,895	24,696 4,146.870 49,762,440			25,191 4,229.989 50,759,865	25,694 4,314.451 51,773,410	26,465 4,443.915 53,326,975	
85			Clerk/Receptionist - BHC		SH	1950	Hourly 23,664 Monthly 3,845.400 Annual 46,144,800	24,358 3,958.175 47,498,100	25,073 4,074.363 48,892,350	25,810 4,194.125 49,329,000	26,567 4,317.138 51,805,650			27,098 4,403.425 52,841,100	27,640 4,491.500 53,901,500	28,469 4,626.213 55,518,500	
86			Client Support Unit Clerk - CPL		SH	1885	Hourly 26,201 Monthly 4,115.740 Annual 49,388,885	26,859 4,219.101 50,629,215	27,598 4,335.186 52,022,230	28,347 4,452.841 53,434,065	29,094 4,570.183 54,842,190	29,968 4,710.615 56,527,380			30,588 4,804.865 57,658,380	31,200 4,901.000 58,812,000	32,136 5,048.030 60,576,380
87			Client Support Unit Supervisor - CPL		SH	1885	Hourly 30,682 Monthly 4,819.631 Annual 57,835,570	31,397 4,931.945 59,183,345	32,258 5,067.194 60,806,330	33,029 5,188.305 62,259,665	33,968 5,335.807 64,029,680	34,883 5,479.538 65,754,455			35,580 5,589.025 67,068,300	36,292 5,700.868 68,410,420	37,381 5,871.932 70,463,185
88			Clinic Assistant		RCC	1950	Hourly 22,475 Monthly 3,652.188 Annual 43,826,250	23,136 3,759.600 45,115,200	23,816 3,870.100 46,441,200	24,515 3,983.688 47,804,250	25,238 4,101.175 49,214,100	25,982 4,222.075 50,664,900			26,742 4,306.575 51,678,900	27,432 4,392.700 52,712,400	27,843 4,524.488 54,293,850
89			Clinical Research Professional		CCMB	2015	Hourly 33,960 Monthly 5,702.450 Annual 68,429,400	34,698 5,826.373 69,916,470	35,448 5,952.310 71,427,720	36,218 6,081.606 72,979,270	37,007 6,214.092 74,569,105	37,881 6,360.851 76,330,215			38,639 6,488.132 77,657,585	39,412 6,617.932 79,415,180	40,594 6,816.409 81,796,910
90			Clinical Technician		RCC	1950	Hourly 29,169 Monthly 4,739.963 Annual 56,879,550	30,029 4,879.713 58,556,550	30,915 5,023.688 60,284,250	31,827 5,171.888 62,062,650	32,768 5,324.800 63,897,800	33,740 5,482.750 65,793,000			34,414 5,592.275 67,107,300	35,102 5,704.075 68,448,900	36,155 5,875.188 70,502,250
91			Clinical Technologist		RCC	1950	Hourly 39,042 Monthly 6,344.325 Annual 76,131,900	40,688 6,611.800 79,341,600	42,459 6,899.588 82,795,050	44,311 7,070.538 84,846,450	44,710 7,265.375 87,184,500			45,604 7,410.650 88,927,800	46,511 7,559.013 90,708,150	47,913 7,785.863 93,430,350	
92			Coding Technologist		HSC	1950	Hourly 35,936 Monthly 5,839.600 Annual 70,075,200	37,003 6,012.988 72,155,850	38,099 6,191.088 74,293,050	39,225 6,374.063 76,488,750	40,390 6,563.375 78,760,500	41,590 6,758.375 81,100,500			42,423 6,893.738 82,724,850	43,271 7,031.538 84,378,450	44,569 7,242.483 86,909,550
93			Communication Systems Technologist		HSC	2080	Hourly 40,682 Monthly 7,053.280 Annual 84,639,360	42,448 7,357.653 88,291,840	44,361 7,689.240 92,270,880	45,488 7,884.067 94,608,800	46,379 8,039.027 96,468,320			47,307 8,199.880 98,398,560	48,283 8,363.853 100,368,240	49,701 8,614.840 103,378,080	
94			Communications & Special Events Officer		HSC	1950	Hourly 27,440 Monthly 4,459.000 Annual 53,508,000	28,591 4,646.038 55,752,450	29,704 4,826.900 57,922,800	30,925 5,025.313 60,303,750	32,114 5,218.525 62,622,300	33,393 5,426.363 65,116,350	34,733 5,644.113 67,729,350	36,042 5,856.825 70,281,900	37,498 5,973.988 71,687,850	38,623 6,093.425 73,121,100	39,823 6,276.238 75,314,850
95			Community Project Assistant		SH	1885	Hourly 42,204 Monthly 6,629.545 Annual 79,554,540	43,803 6,880.721 82,568,655	45,436 7,137.238 85,646,860	47,208 7,415.590 88,987,080	49,096 7,712.163 92,545,960	51,123 8,030.571 96,366,855			52,146 8,191.288 98,295,210	53,189 8,355.105 100,261,265	54,785 8,605.810 103,269,725
96			Confidential Waste Transporter		HSC	2015	Hourly 21,275 Monthly 3,572.427 Annual 42,869,125	21,898 3,677.039 44,124,470	22,542 3,785.178 45,422,130	23,205 3,896.506 46,758,075	23,887 4,011.025 48,132,305	24,587 4,128.567 49,542,805			25,078 4,211.014 50,532,170	25,580 4,295.500 51,543,700	26,347 4,424.100 53,089,205
97	23-52C		Cook - HSC 2015	Cook	HSC	2015	Hourly 24,166 Monthly 4,057.874 Annual 48,694,490	24,875 4,176.927 50,123,125	25,608 4,300.010 51,600,120	26,363 4,426.877 53,121,445	27,141 4,557.426 54,689,115	27,941 4,691.780 56,301,115			28,500 4,785.625 57,427,500	29,070 4,881.338 58,576,050	29,942 5,027.761 60,333,130
98	23-52C		Cook 1	Cook	Eden Mental Health Centre	2080	Hourly 24,166 Monthly 4,188.773 Annual 50,265,280	24,875 4,311.667 51,740,000	25,608 4,438.720 53,284,640	26,363 4,569.587 54,835,040	27,141 4,704.440 56,453,280	27,941 4,843.107 58,117,280			28,500 4,940.000 59,280,000	29,070 5,038.800 60,465,600	29,942 5,189.947 62,279,360
99	23-52C		Cook 1 - AFM	Cook	SH	2080	Hourly 24,166 Monthly 4,188.773 Annual 50,265,280	24,875 4,311.667 51,740,000	25,608 4,438.720 53,284,640	26,363 4,569.587 54,835,040	27,141 4,704.440 56,453,280	27,941 4,843.107 58,117,280			28,500 4,940.000 59,280,000	29,070 5,038.800 60,465,600	29,942 5,189.947 62,279,360

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% Increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
125	23-52DA	Dietary Aide		Diet Aide	Eden Mental Health Centre	2080	Hourly	20.352	20.949	21.562	22.192	22.842				23.300	23.765	24.478
							Monthly	3,527.680	3,631.160	3,737.413	3,846.613	3,959.280				4,038.667	4,119.267	4,242.853
							Annual	42,332.160	43,573.920	44,848.960	46,159.360	47,511.360				48,464.000	49,431.200	50,914.240
126		Dietary Maintenance Mechanic			HSC	2080	Hourly	32.854	33.620	34.418	35.200					35.905	36.623	37.722
							Monthly	5,694.693	5,827.467	5,965.787	6,101.333					6,223.533	6,347.987	6,538.480
							Annual	68,336.320	69,929.600	71,589.440	73,216.000					74,682.400	76,175.840	78,461.760
127		Director - Health Records			RCC	1950	Hourly	35.936	37.003	38.099	39.225	40.390	41.590					
							Monthly	5,839.600	6,012.988	6,191.088	6,374.063	6,563.375	6,758.375					
							Annual	70,075.200	72,155.850	74,293.050	76,488.750	78,760.500	81,100.500					
128		Dispatcher-Central Transport			SH	2015	Hourly	22.097	22.745	23.414	24.103	24.813	25.542					
							Monthly	3,710.455	3,819.265	3,931.601	4,047.295	4,166.516	4,288.928					
							Annual	44,525.455	45,831.175	47,179.210	48,567.545	49,998.195	51,467.130					
129		Driver / Maintenance Asst.			RCC	1950	Hourly	20.747	21.356	21.982	22.629	23.293	23.978					
							Monthly	3,371.388	3,470.350	3,572.075	3,677.213	3,785.113	3,896.425					
							Annual	40,456.650	41,644.200	42,864.900	44,126.550	45,421.350	46,757.100					
130		DSM Laboratory Aide		Shared Health - DSM		2015	Hourly	19.164	19.723	20.300	20.898	21.511	22.141					
							Monthly	3,217.955	3,311.820	3,408.708	3,509.123	3,612.055	3,717.843					
							Annual	38,615.460	39,741.845	40,904.500	42,109.470	43,344.665	44,614.115					
131		Duplicating Machine Operator			HSC	2015	Hourly	21.565	22.183	22.820	23.478	24.149	24.841					
							Monthly	3,621.123	3,724.895	3,831.858	3,942.348	4,055.020	4,171.218					
							Annual	43,453.475	44,698.745	45,982.300	47,308.170	48,660.235	50,054.615					
132	23-12E	Electrician			HSC	2080	Hourly	45.053	46.390									
							Monthly	7,809.187	8,040.933									
							Annual	93,710.240	96,491.200									
133		Electronic Technician			HSC	2080	Hourly	43.364	44.159	44.993	46.379							
							Monthly	7,516.427	7,654.227	7,796.787	8,039.027							
							Annual	90,197.120	91,850.720	93,585.440	96,468.320							
134		Environmental Control Technician			HSC	2080	Hourly	46.379										
							Monthly	8,039.027										
							Annual	96,468.320										
135		Equipment & Supply Coord			SH	2015	Hourly	25.187	25.931	26.693	27.482	28.291	29.127					
							Monthly	4,229.317	4,354.247	4,482.200	4,614.686	4,750.530	4,890.909					
							Annual	50,751.805	52,250.965	53,786.395	55,376.230	57,006.365	58,690.905					
136		External Interface Analyst - CPL			SH	1885	Hourly	38.439	39.835	41.254	42.773	44.338	46.094	47.802	49.602	50.994	51.605	53.153
							Monthly	6,038.126	6,257.415	6,480.316	6,718.925	6,964.761	7,240.599	7,508.898	7,791.648	7,947.474	8,106.285	8,349.450
							Annual	72,457.515	75,088.975	77,763.790	80,627.105	83,577.130	86,887.190	90,106.770	93,499.770	95,369.690	97,275.425	100,193.405
137		Facilities Manager			SH	1885	Hourly	40.063	41.544	43.143	44.854	46.617	48.494	50.455	52.455	54.455	56.455	
							Monthly	6,293.230	6,525.870	6,777.046	7,044.402	7,322.754	7,617.599	7,924.127	8,243.483	8,574.830	8,918.300	
							Annual	75,518.755	78,310.440	81,324.555	84,532.825	87,873.045	91,411.190	95,241.525	99,105.790	103,059.680	107,099.800	
138		Facility Manager - CPL			SH	2080	Hourly	31.496	32.559	33.745	34.961	36.202						
							Monthly	5,459.307	5,643.560	5,849.133	6,069.907	6,243.987						
							Annual	65,511.680	67,722.720	70,189.600	72,838.880	74,927.840						
139		Financial Reporting Assistant			SH	1950	Hourly	24.243	24.949	25.673	26.429	27.202	27.996	28.830				
							Monthly	3,939.488	4,054.213	4,171.863	4,294.713	4,420.325	4,549.350	4,684.875				
							Annual	47,273.850	48,650.550	50,062.350	51,536.550	53,043.900	54,592.200	56,218.500				
140		Fire Safety Officer			HSC	2015	Hourly	40.554	41.759	42.995	44.274	45.589	46.938					
							Monthly	6,809.693	7,012.032	7,219.577	7,434.343	7,655.153	7,881.673					
							Annual	81,716.310	84,144.385	86,634.925	89,212.110	91,861.835	94,580.070					
141		Float Clerk			CCMB	2015	Hourly	23.665	24.358	25.074	25.811	26.569						
							Monthly	3,973.748	4,090.114	4,210.343	4,334.097	4,461.378						
							Annual	47,684.975	49,081.370	50,524.110	52,009.165	53,536.535						
142		Flooring Applicator			HSC	2080	Hourly	33.770										
							Monthly	5,853.467										
							Annual	70,241.600										
143		Florist			HSC	2015	Hourly	20.472	21.073	21.692	22.327	22.984	23.660					
							Monthly	3,437.590	3,538.508	3,642.448	3,749.075	3,859.397	3,972.908					
							Annual	41,251.080	42,462.095	43,709.380	44,988.905	46,312.760	47,674.900					
144		Forms Management Clerk			SH	2015	Hourly	21.949	22.593	23.256	23.938	24.634	25.331					
							Monthly	3,685.603	3,793.741	3,905.070	4,019.589	4,137.299	4,219.914					
							Annual	44,227.235	45,524.895	46,860.840	48,235.070	49,647.585	50,638.965					
145		Gift Shop Clerk			HSC	2015	Hourly	19.164	19.723	20.300	20.898	21.511	22.141					
							Monthly	3,217.955	3,311.820	3,408.708	3,509.123	3,612.055	3,717.843					
							Annual	38,615.460	39,741.845	40,904.500	42,109.470	43,344.665	44,614.115					
146		Groundskeeper			HSC	2080	Hourly	28.690	29.307	29.945								
							Monthly	4,972.933	5,079.880	5,190.467								
							Annual	59,675.200	60,958.560	62,285.600								
147		Health Information Analyst			HSC	1950	Hourly	38.694	39.849	41.028	42.245	43.495	44.785					
							Monthly	6,287.775	6,475.463	6,667.050	6,864.813	7,067.938	7,277.563					
							Annual	75,453.300	77,705.550	80,004.600	82,377.750	84,815.250	87,330.750					
148		Health Information Analyst			CCMB	2015	Hourly	38.694	39.849	41.028	42.245	43.495	44.785					
							Monthly	6,497.368	6,691.311	6,889.285	7,093.640	7,303.535	7,520.148					
							Annual	77,968.410	80,295.735	82,671.420	85,123.675	87,642.425	90,241.775					
149		Health Information Correspondent			HSC	1950	Hourly	37.096	38.192	39.325	40.492	41.691	42.927					
							Monthly	6,028.100	6,206.200	6,390.313	6,579.950	6,774.788	6,975.638					
							Annual	72,337.200	74,474.400	76,683.750	78,959.400	81,297.450	83,707.650					

CUPE Shared Health Employer Organization
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Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
175			Language Access Interpreter		SH	1950	Hourly 29,641 Monthly 4,816.663 Annual 57,799.950	31,536 5,124.600 61,495.200	33,557 5,453.013 65,436.150	35,709 5,802.713 69,632.550					36,423 5,918.738 71,024.850	37,151 6,037.038 72,444.450	38,266 6,218.225 74,618.700	
176	23-12HL		Lead Hand - Carpentry		HSC	2080	Hourly 43,442 Monthly 7,529.947 Annual 90,359.360	44,731 7,753.373 93,040.480							45,628 7,908.507 94,902.080	46,538 8,066.587 96,799.040	47,934 8,308.560 99,702.720	
177			Lead Hand - Comm. Systems Technologist		HSC	2080	Hourly 48,378 Monthly 8,385.520 Annual 100,626.240	49,040 8,500.267 102,003.200		49,710 8,616.400 103,396.800					50,704 8,788.693 105,484.320	51,718 8,964.453 107,573.440	53,270 9,233.467 110,801.600	
178	23-12EL		Lead Hand - Electrical		HSC	2080	Hourly 48,275 Monthly 8,367.667 Annual 100,412.000	49,710 8,616.400 103,396.800							50,704 8,788.693 105,484.320	51,718 8,964.453 107,573.440	53,270 9,233.467 110,801.600	
179			Lead Hand - Electronics		HSC	2080	Hourly 48,378 Monthly 8,385.520 Annual 100,626.240	49,040 8,500.267 102,003.200		49,710 8,616.400 103,396.800					50,704 8,788.693 105,484.320	51,718 8,964.453 107,573.440	53,270 9,233.467 110,801.600	
180	23-53HALH		Lead Hand - Housekeeping	Housekeeping Lead Hand	HSC	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505		25,290 4,246.613 50,959.350				26,033 4,371.375 52,456.495	27,086 4,548.859 54,578.290	27,899 4,684.707 56,216.485	
181			Lead Hand - Industrial Mechanic		HSC	2080	Hourly 47,175 Monthly 8,177.000 Annual 98,124.000	47,832 8,290.880 99,490.560		48,507 8,407.880 100,894.560					49,477 8,576.013 102,912.160	50,467 8,747.613 104,971.360	51,981 9,010.040 108,120.480	
182			Lead Hand - ISO Security Personnel		HSC	2080	Hourly 39,646 Monthly 6,871.973 Annual 82,463.680	40,820 7,075.467 84,905.600	42,030 7,285.200 87,422.400		43,279 7,501.693 90,020.320	44,564 7,724.427 92,693.120	45,884 7,953.227 95,438.720		46,802 8,112.347 97,348.160	47,738 8,274.587 99,295.040	49,170 8,522.800 102,273.600	
183			Lead Hand - ISO Security Personnel	NEW In Apr 2024	HSC, SH	2080	Hourly 39,646 Monthly 6,871.973 Annual 82,463.680	40,820 7,075.467 84,905.600	42,030 7,285.200 87,422.400		43,279 7,501.693 90,020.320	44,564 7,724.427 92,693.120	45,884 7,953.227 95,438.720		46,802 8,112.347 97,348.160	47,738 8,274.587 99,295.040	49,170 8,522.800 102,273.600	
184	23-54LALH		Lead Hand - Linen Services	Laundry Aide Lead Hand	HSC	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505		25,290 4,246.613 50,959.350				26,033 4,371.375 52,456.495	27,086 4,548.859 54,578.290	27,899 4,684.707 56,216.485	
185	23-55MDRL		Lead Hand - Medical Device Reprocessing	MDR Lead Hand	HSC	2015	Hourly 28,881 Monthly 4,813.768 Annual 54,165.215	27,675 4,647.094 55,765.125	28,489 4,783.778 57,405.335		29,331 4,925.164 59,101.965	30,198 5,070.748 60,848.970	31,091 5,220.697 62,648.365		31,713 5,325.141 63,901.695	32,347 5,431.600 65,179.205	33,317 5,594.480 67,133.755	
186	23-12GL		Lead Hand - Painter		HSC	2080	Hourly 40,287 Monthly 6,983.080 Annual 83,796.960	41,483 7,190.387 86,284.640							42,313 7,334.253 88,011.040	43,160 7,481.067 89,772.800	44,455 7,705.533 92,466.400	
187	23-12FL		Lead Hand - Plumber		HSC	2080	Hourly 48,275 Monthly 8,367.667 Annual 100,412.000	49,710 8,616.400 103,396.800							50,704 8,788.693 105,484.320	51,718 8,964.453 107,573.440	53,270 9,233.467 110,801.600	
188	23-52DALH		Lead Hand - Retail Services	Dietary Lead Land	HSC	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505		25,290 4,246.613 50,959.350				26,033 4,371.375 52,456.495	27,086 4,548.859 54,578.290	27,899 4,684.707 56,216.485	
189			Lead Hand - Warehouse Operations		HSC	2015	Hourly 24,480 Monthly 4,110.600 Annual 49,327.200	25,202 4,231.836 50,782.030	25,942 4,356.094 52,273.130		26,707 4,484.550 53,814.905	27,494 4,616.701 55,400.110	28,305 4,752.881 57,034.575		28,782 4,848.090 58,177.080	29,450 4,945.146 59,341.750	30,334 5,093.584 61,123.010	
190			Library Technician 1		HSC	1950	Hourly 23,712 Monthly 3,853.200 Annual 46,238.400	24,408 3,966.300 47,595.600	25,129 4,083.463 49,001.550		25,869 4,203.713 50,444.550	26,630 4,327.375 51,928.500	27,413 4,454.613 53,455.350		27,981 4,543.663 54,523.950	28,521 4,634.663 55,615.950	29,377 4,773.763 57,285.150	
191			Library Technician 2		SH	1885	Hourly 29,418 Monthly 4,621.078 Annual 55,452.930	30,159 4,737.476 56,849.715	30,993 4,868.484 58,421.805		31,816 4,997.763 59,973.160	32,639 5,127.043 61,524.515	33,564 5,272.345 63,268.140		34,235 5,377.748 64,532.975	34,920 5,485.350 65,824.200	35,968 5,649.973 67,799.680	
192	23-54LA2		Linen Service Aide	Laundry Aide 2	HSC	2015	Hourly 21,823 Monthly 3,664.445 Annual 43,973.345	22,459 3,771.240 45,254.885	23,115 3,881.394 46,576.725		23,794 3,995.409 47,944.910	24,491 4,112.447 49,349.365		24,982 4,194.894 50,338.730	25,481 4,278.685 51,344.215	26,245 4,406.973 52,883.675		
193	23-12LJ		Locksmith		HSC	2080	Hourly 37,228 Monthly 6,452.853 Annual 77,434.240	38,331 6,644.040 79,728.480							39,098 6,776.987 81,323.840	39,880 6,912.533 82,950.400	41,078 7,119.840 85,438.080	
194			Machinist 1		CCMB	2015	Hourly 27,251 Monthly 4,575.897 Annual 54,910.765	28,738 4,825.589 57,907.070							29,313 4,922.141 59,065.695	29,899 5,020.540 60,246.485	30,796 5,171.162 62,053.940	
195			Machinist 2		CCMB	2015	Hourly 33,770 Monthly 5,670.546 Annual 68,046.550	35,230 5,915.704 70,988.450	36,746 6,170.266 74,043.190		38,349 6,439.436 77,273.235	39,408 6,719.689 80,636.270	40,018 7,013.543 84,162.520	41,768 7,320.327 87,843.925	43,595 7,651.123 90,014.080	45,565 7,804.263 91,813.475	47,477 8,038.339 93,651.155	49,371 8,291.593 96,460.065
196			Mail Attendant		SH	2015	Hourly 20,545 Monthly 3,449.848 Annual 41,398.175	21,146 3,550.766 42,609.190	21,771 3,655.714 43,868.565		22,408 3,762.677 45,152.120	23,066 3,873.166 46,477.990	23,743 3,986.845 47,842.145		24,217 4,066.438 48,797.255	24,701 4,147.710 49,772.515	25,442 4,272.136 51,265.630	
197			Mail Room - Print Shop Clerk		SH	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505		25,290 4,246.613 50,959.350				26,033 4,371.375 52,456.495	27,086 4,548.859 54,578.290	27,899 4,684.707 56,216.485	
198			Mail Supply & Distribution Clerk		CCMB	2015	Hourly 23,187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505		25,290 4,246.613 50,959.350				26,033 4,371.375 52,456.495	27,086 4,548.859 54,578.290	27,899 4,684.707 56,216.485	
199			Mailroom Clerk - Finance		SH	2015	Hourly 21,197 Monthly 3,559.330 Annual 42,711.955	21,823 3,664.445 43,973.345	22,459 3,771.240 45,254.885		23,117 3,881.730 46,580.755	23,799 3,995.409 47,944.910		24,270 4,075.338 48,904.050	24,755 4,156.777 49,881.325	25,498 4,281.539 51,378.470		

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Table with columns: Row, Standard Grp No., Note, Employer Classification, Standardized Title, Site, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, 15 Year, 20 Year, 25 Year. Rows 200-224 include various roles like Maintenance, Logistics Coordinator, Manager, Security Services, and Material Handler.

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Table with 18 columns: Row, Standard Grp No., Note, Employer Classification, Standardized Title, Site, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, 15 Year, 20 Year, 25 Year. It lists various roles like Secretary 3, Security Officer, Security Supervisor, and Senior Clerk with their respective salaries for 2025, 2026, and 2027.

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Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
350			Service Worker 3 - SMHC		SMHC	2080	Hourly 23.709 Monthly 4,109.560 Annual 49,314.720	24.278 4,208.187 50,498.240	25.060 4,343.733 52,124.800	25.797 4,471.480 53,657.760	26.593 4,609.453 55,313.440	27.374 4,744.827 56,937.920			27.922 4,839.813 58,077.760	28.481 4,936.707 59,240.480	29.335 5,084.733 61,016.800
351	23-12E		Shift Electrician		HSC	2080	Hourly 45.053 Monthly 7,809.187 Annual 93,710.240	46.390 8,040.933 96,491.200							47.318 8,201.787 98,421.440	48.265 8,365.933 100,391.200	49.713 8,616.920 103,403.040
352			Shift Mechanic		HSC	2080	Hourly 27.517 Monthly 4,769.613 Annual 57,235.360	28.001 4,853.507 58,242.080	28.531 4,945.373 59,344.480	29.049 5,035.160 60,421.920					29.630 5,135.867 61,630.400	30.222 5,238.480 62,861.760	31.129 5,395.893 64,748.320
353	23-12F		Shift Plumber/Fitter		HSC	2080	Hourly 45.053 Monthly 7,809.187 Annual 93,710.240	46.390 8,040.933 96,491.200							47.318 8,201.787 98,421.440	48.265 8,365.933 100,391.200	49.713 8,616.920 103,403.040
354			Shipper / Receiver		RCC	1950	Hourly 23.475 Monthly 3,814.688 Annual 45,778.250	24.167 3,927.138 47,125.650	24.875 4,042.188 48,506.250	25.608 4,161.300 49,935.600	26.363 4,283.988 51,407.850	27.141 4,410.413 52,924.950			27.683 4,498.488 53,981.850	28.237 4,588.513 55,062.150	29.084 4,726.150 56,713.800
355			Shipper / Receiver		HSC	2015	Hourly 23.476 Monthly 3,942.012 Annual 47,304.140	24.166 4,057.874 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115			27.683 4,648.437 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.888 58,604.260
356			Slatting Clerk		HSC	1950	Hourly 23.476 Monthly 3,814.850 Annual 45,778.200	24.166 3,926.975 47,123.700	24.875 4,042.188 48,506.250	25.608 4,161.300 49,935.600	26.363 4,283.988 51,407.850	27.141 4,410.413 52,924.950			27.683 4,498.488 53,981.850	28.237 4,588.513 55,062.150	29.084 4,726.150 56,713.800
357			Slatting Clerk		SH	1950	Hourly 23.476 Monthly 3,814.850 Annual 45,778.200	24.166 3,926.975 47,123.700	24.875 4,042.188 48,506.250	25.608 4,161.300 49,935.600	26.363 4,283.988 51,407.850	27.141 4,410.413 52,924.950			27.683 4,498.488 53,981.850	28.237 4,588.513 55,062.150	29.084 4,726.150 56,713.800
358			Specific Purposes Accounts Clerk		SH	1950	Hourly 23.793 Monthly 3,866.363 Annual 46,396.350	24.491 3,979.788 47,757.450	25.213 4,097.113 49,155.350	25.954 4,217.525 50,610.300	26.720 4,342.000 52,104.000	27.508 4,470.050 53,640.600			28.058 4,559.425 54,713.100	28.620 4,650.750 55,809.000	29.479 4,790.338 57,484.050
359	23-203		Sr Imaging Equipment Service Technologist	Senior Imaging Equipment Service Technologist	SH	2015	Hourly 45.186 Monthly 7,587.483 Annual 91,049.790	46.842 7,865.553 94,386.630	48.566 8,155.041 97,880.490	50.349 8,454.436 101,453.235	52.203 8,765.754 105,189.045	54.313 9,077.067 109,440.695			55.942 9,412.058 113,273.130	58.150 9,795.483 117,221.500	60.950 10,203.590 121,334.300
360			Staff Development Spec.		SH	1885	Hourly 40.063 Monthly 6,293.230 Annual 75,518.755	41.544 6,525.870 78,310.440	43.143 6,777.046 81,324.555	44.845 7,044.402 84,532.825	46.817 7,322.754 87,873.045	48.494 7,617.599 91,411.190			49.465 7,720.127 93,241.525	51.968 7,925.483 95,105.790	54.960 8,163.307 97,959.880
361			Staff Scheduler		CCMB	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730			26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
362			Staff Scheduler - Main User		HSC	1950	Hourly 22.938 Monthly 3,727.425 Annual 44,729.100	23.614 3,837.275 46,047.300	24.174 3,949.888 47,398.650	25.023 4,066.238 48,794.850	25.759 4,185.838 50,230.050	26.517 4,309.013 51,708.150			27.048 4,395.300 52,743.600	27.589 4,483.213 53,798.550	28.417 4,617.763 55,413.150
363			Staff Scheduler - Short Call User		HSC	1950	Hourly 22.938 Monthly 3,727.425 Annual 44,729.100	23.614 3,837.275 46,047.300	24.174 3,949.888 47,398.650	25.023 4,066.238 48,794.850	25.759 4,185.838 50,230.050	26.517 4,309.013 51,708.150			27.048 4,395.300 52,743.600	27.589 4,483.213 53,798.550	28.417 4,617.763 55,413.150
364			Staffing Clerk		SH	1950	Hourly 23.914 Monthly 3,886.025 Annual 46,632.300	24.620 4,000.750 48,009.000	25.342 4,118.075 49,416.900	26.093 4,240.113 50,881.350	26.859 4,364.588 52,375.050	27.653 4,493.613 53,923.350			28.207 4,583.638 55,003.650	28.771 4,675.288 56,103.450	29.634 4,815.525 57,786.300
365			Steno 2 - Diagnostics		SH	1950	Hourly 23.580 Monthly 3,831.750 Annual 45,981.000	24.270 3,943.875 47,326.500	24.986 4,060.225 48,722.700	25.719 4,179.338 50,152.050	26.475 4,302.188 51,626.250	27.544 4,430.188 53,152.500			27.905 4,388.313 54,659.750	28.544 4,475.900 56,170.800	29.370 4,610.125 58,321.500
366			Stenographer 2		Shared Health - DSM	1950	Hourly 22.818 Monthly 3,707.925 Annual 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200	26.516 4,283.988 51,365.700			26.828 4,245.800 50,949.600	27.450 4,330.625 51,967.500	28.450 4,460.625 53,527.500
367			Storekeeper - CPL		SH	1885	Hourly 25.485 Monthly 4,003.269 Annual 48,039.225	26.290 4,129.721 49,556.650	27.128 4,261.357 51,136.280	28.001 4,398.490 52,781.885	28.995 4,554.631 54,655.575	29.988 4,710.615 56,527.380			30.588 4,804.865 57,658.380	31.200 4,901.000 58,812.000	32.136 5,048.030 60,576.360
368			Storekeeper - SMHC		SMHC	1885	Hourly 25.485 Monthly 4,003.269 Annual 48,039.225	26.290 4,129.721 49,556.650	27.128 4,261.357 51,136.280	28.001 4,398.490 52,781.885	28.995 4,554.631 54,655.575	29.988 4,710.615 56,527.380			30.588 4,804.865 57,658.380	31.200 4,901.000 58,812.000	32.136 5,048.030 60,576.360
369			Stores Clerk - CPL		SH	1885	Hourly 20.489 Monthly 3,218.480 Annual 38,621.765	21.038 3,304.719 39,656.630	21.640 3,399.283 40,791.400	22.346 3,510.184 42,122.210	23.098 3,618.886 43,426.630	23.698 3,722.561 44,670.730			24.172 3,797.018 45,564.220	24.655 3,872.890 46,474.675	25.395 3,989.315 47,869.575
370			Stores Person - Rehab Engineering		HSC	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730			26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
371			Storeskeeper	NEW in Apr 2025		2015	Hourly 23.476 Monthly 3,942.012 Annual 47,304.140	24.166 4,057.874 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115			27.683 4,648.437 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.888 58,604.260
372			Summer Std - Biomed Technologist Helper		HSC	2015	Hourly 24.690 Monthly 4,145.863 Annual 49,750.350	25.184 4,228.813 50,745.760	25.687 4,313.275 51,759.305	26.347 4,401.883 52,811.190	27.094 4,494.183 53,924.950	27.988 4,594.615 55,139.040			28.237 4,588.513 54,469.480	28.789 4,683.923 56,077.520	29.684 4,815.525 58,103.645
373			Supervisor - CPL		SH	1885	Hourly 4.115.740 Monthly 49,388.885 Annual 50,629.215	4.219.101 50,629.215 52,022.230	4.335.186 52,022.230 53,434.095	4.452.841 53,434.095 54,842.190	4.570.183 54,842.190 56,272.380	4.710.615 56,272.380 57,658.380			4.804.865 57,658.380 58,812.000	4,901.000 58,812.000 60,576.360	5,048.030 60,576.360 62,442.739
374			Supervisor - Maintenance Shift		Eden Mental Health Centre	2080	Hourly 7,008.907 Monthly 84,106.880 Annual 86,600.800	7,216.733 86,600.800 89,169.600	7,430.800 89,169.600 91,813.280	7,651.107 91,813.280 94,538.080	7,878.173 94,538.080 97,348.160	8,112.347 97,348.160 100,244.400			8,274.587 99,295.040 101,281.440	8,440.120 101,281.440 103,312.870	8,693.380 103,312.870 105,432.320

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
400			Workplace Safety&Health Officer-SMHC-PIO	DISCONTINUED IN 2025	SMHC	1885	Hourly										
							Monthly										
							Annual										
401			Youth Care Worker		SH	2080	Hourly	23,527	24,269	25,127	25,969	26,737			27,271	27,817	28,652
							Monthly	4,078,013	4,206,627	4,355,347	4,483,960	4,634,413			4,726,973	4,821,613	4,966,347
							Annual	48,936,160	50,479,520	52,264,160	53,807,520	55,612,960			56,723,680	57,859,360	59,586,160

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1	23-93C	2	3rd Class Maintenance Engineer	Power Engineer 3rd Class	HSC	2080	Hourly 42,637 Monthly 3,553.08 Annual 42,637	44,833 7,771.053 88,684.960							45,730	46,645	48,044
2		2	Accounting Clerk		SH	1885	Hourly 26,126 Monthly 4,103.969 Annual 49,247.510	26,823 4,213.446 50,561.355	27,541 4,326.232 51,914.785	28,305 4,446.244 53,354.925	29,115 4,573.481 54,881.775	29,937 4,702.604 56,431.245			30,536	31,147	32,081
3		1	Accounting Clerk		CCMB	2015	Hourly 24,165 Monthly 4,057.706 Annual 48,692.475	24,858 4,174.073 50,888.870	25,574 4,294.301 51,531.610	26,311 4,418.055 53,016.665	27,069 4,545.336 54,544.035			27,810	28,162	29,007	
4		2	Accounting Clerk 1 - SMHC		SMHC	1885	Hourly 27,444 Monthly 4,310.995 Annual 51,731.940	28,203 4,430.221 53,162.655	28,919 4,542.693 54,512.315	29,634 4,655.008 55,890.090	30,462 4,785.073 57,420.870	31,254 4,908.483 58,913.790			31,879	32,310	33,493
5		2	Accounts Payable Clerk - Level 2		SH	2015	Hourly 24,243 Monthly 4,070.804 Annual 48,849.645	24,941 4,188.010 50,256.115	25,663 4,309.245 51,710.945	26,404 4,433.672 53,204.060	27,170 4,562.296 54,747.550	27,958 4,694.614 56,335.370			28,517	29,087	29,960
6		2	Accounts Receivable Clerk - Level 2		SH	1950	Hourly 24,243 Monthly 3,939.488 Annual 47,273.850	24,941 4,052.913 48,634.950	25,663 4,170.238 50,042.850	26,404 4,290.650 51,487.800	27,170 4,415.125 52,981.500	27,958 4,543.175 54,518.100			28,517	29,087	29,960
7		2	Admin Assist - Patent Program - SMHC		SMHC	1885	Hourly 26,594 Monthly 4,177.474 Annual 50,129.690	27,276 4,284.605 51,415.260	28,014 4,400.533 52,806.390	28,751 4,516.303 54,195.635	29,511 4,635.686 55,628.235	30,283 4,756.955 57,083.455			30,889	31,507	32,452
8		2	Admin Assist Info Services - SMHC		SMHC	1885	Hourly 26,594 Monthly 4,177.474 Annual 50,129.690	27,276 4,284.605 51,415.260	28,014 4,400.533 52,806.390	28,751 4,516.303 54,195.635	29,511 4,635.686 55,628.235	30,283 4,756.955 57,083.455			30,889	31,507	32,452
9		2	Admin Assist Support Services - SMHC		SMHC	1885	Hourly 26,594 Monthly 4,177.474 Annual 50,129.690	27,276 4,284.605 51,415.260	28,014 4,400.533 52,806.390	28,751 4,516.303 54,195.635	29,511 4,635.686 55,628.235	30,283 4,756.955 57,083.455			30,889	31,507	32,452
10		2	Administrative Assistant - CPL		SH	1885	Hourly 26,594 Monthly 4,177.474 Annual 50,129.690	27,276 4,284.605 51,415.260	28,014 4,400.533 52,806.390	28,751 4,516.303 54,195.635	29,511 4,635.686 55,628.235	30,283 4,756.955 57,083.455			30,889	31,507	32,452
11		2	Administrative Assistant - SMHC		SMHC	1885	Hourly 26,594 Monthly 4,177.474 Annual 50,129.690	27,276 4,284.605 51,415.260	28,014 4,400.533 52,806.390	28,751 4,516.303 54,195.635	29,511 4,635.686 55,628.235	30,283 4,756.955 57,083.455			30,889	31,507	32,452
12		2	Administrative Assistant 2		SH	1950	Hourly 24,400 Monthly 3,965.000 Annual 47,580.000	25,104 4,079.400 48,952.800	25,829 4,197.213 50,366.550	26,578 4,318.925 51,827.100	27,347 4,443.888 53,326.650	28,138 4,572.425 54,869.100			28,701	29,275	30,153
13		1	Administrative Assistant 2 - PIO		HSC	1950	Hourly 24,607 Monthly 3,998.638 Annual 47,983.650	25,324 4,115.150 49,381.800	26,048 4,232.800 50,793.600	26,788 4,355.488 52,265.850	27,578 4,481.425 53,777.100	28,372 4,610.450 55,325.400			28,939	29,518	30,404
14		2	Administrative Officer		SH	1885	Hourly 30,390 Monthly 4,773.763 Annual 57,285.150	31,478 4,944.069 59,336.030	32,497 5,104.737 61,256.845	33,691 5,292.295 63,507.535	34,883 5,479.538 65,754.458	36,099 5,670.551 68,046.615			36,821	37,557	38,684
15		1	Administrative Secretary		SH	1950	Hourly 24,255 Monthly 3,941.438 Annual 47,287.250	24,950 4,054.375 48,652.500	25,670 4,171.375 50,056.500	26,410 4,291.625 51,499.500	27,173 4,415.613 52,987.350	27,958 4,543.175 54,046.200			27,716	28,270	29,118
16		1	Administrative Secretary - Eden		Eden Mental Health Centre	2015	Hourly 24,255 Monthly 4,072.819 Annual 48,873.825	24,950 4,189.521 50,274.250	25,670 4,310.421 51,725.050	26,410 4,434.679 53,216.150	27,173 4,562.800 54,753.595	27,958 4,694.614 56,335.370			27,716	28,270	29,118
17		1	Administrative Secretary - PIO		SH	1950	Hourly 24,556 Monthly 3,990.350 Annual 47,884.200	25,329 4,148.463 49,781.550	26,104 4,306.900 51,682.800	26,904 4,465.500 53,586.000	27,480 4,581.000 55,258.000	28,099 4,694.614 57,122.000			27,958	28,517	29,076
18		2	Administrative Secretary - SMHC		SMHC	1885	Hourly 26,594 Monthly 4,177.474 Annual 50,129.690	27,276 4,284.605 51,415.260	28,014 4,400.533 52,806.390	28,751 4,516.303 54,195.635	29,511 4,635.686 55,628.235	30,283 4,756.955 57,083.455			30,889	31,507	32,452
19		1	Administrative Secretary 2 - 1950		SH	1950	Hourly 24,292 Monthly 3,947.450 Annual 47,369.400	24,879 4,042.838 48,514.050	25,497 4,143.263 49,719.150	26,217 4,260.263 51,123.150	26,856 4,384.100 52,369.200	27,511 4,503.850 53,416.350			27,393	27,991	28,779
20		2	Administrative Secretary 3		SH	1885	Hourly 26,916 Monthly 4,228.055 Annual 50,736.660	27,612 4,337.385 52,048.620	28,347 4,452.841 53,434.065	29,081 4,568.140 54,817.885	29,846 4,688.309 56,259.710	30,672 4,818.060 57,816.720			31,285	31,911	32,868
21		2	Administrative Secretary 3 - 2015	NEW in Apr 2024	SH	2015	Hourly 26,916 Monthly 4,519.645 Annual 54,235.740	27,612 4,636.515 55,638.180	28,347 4,759.934 57,119.205	29,081 4,883.185 58,598.215	29,846 5,011.641 60,139.690	30,672 5,150.340 61,804.080			31,285	31,911	32,868
22		1	Admissions Clerk 4		HSC	1950	Hourly 24,165 Monthly 3,926.813 Annual 47,121.750	24,858 4,039.425 48,473.100	25,574 4,155.775 49,869.300	26,311 4,275.538 51,306.450	27,069 4,398.713 52,784.550	27,810 4,486.625 54,359.500			27,610	28,162	29,007
23		2	Admissions Clerk 5		HSC	1950	Hourly 24,243 Monthly 3,939.488 Annual 47,273.850	24,941 4,052.913 48,634.950	25,663 4,170.075 50,040.900	26,404 4,290.650 51,487.800	27,170 4,415.125 52,981.500	27,958 4,543.175 54,518.100			28,517	29,087	29,960
24	23-55ANESAIDE	2	Anesthetics Assistant	Anesthesia Aide	HSC	2015	Hourly 26,228 Monthly 4,404.118 Annual 52,849.420	26,985 4,531.231 54,374.775	27,767 4,662.542 55,950.505	28,573 4,797.883 57,574.595	29,403 4,937.254 59,247.045	30,259 5,080.990 60,971.885			30,864	31,481	32,425

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
25		1	Area Secretary - SMHC		SMHC	1885	Hourly 23.991 Monthly 3,768.586 Annual 45,223.035	24.573 3,860.009 46,320.105	25.154 3,951.274 47,415.290	25.925 4,072.385 48,868.625	26.517 4,165.379 49,984.545				27.047 4,248.633 50,983.595	27.588 4,333.610 52,003.380	28.416 4,463.680 53,564.160
26		2	Assistive Technology Technician		HSC	2015	Hourly 46.829 Monthly 7,863.370 Annual 94,360.435								47.766 8,020.708 96,246.450	48.721 8,181.068 98,172.815	50.183 8,426.562 101,118.745
27		2	Attendant - Crisis Services		SH	2080	Hourly 22.441 Monthly 3,889.773 Annual 46,677.280	23.081 4,000.707 48,008.480	23.750 4,116.667 49,400.000	24.431 4,234.707 50,816.480	25.137 4,357.080 52,284.960	25.861 4,482.573 53,790.880			26.378 4,572.187 54,886.240	26.906 4,663.707 55,964.480	27.713 4,803.587 57,643.040
28		2	Attendant - Supply Transformation		SH	2015	Hourly 21.725 Monthly 3,647.990 Annual 43,775.875	22.348 3,752.602 45,031.220	22.992 3,860.740 46,328.880	23.655 3,972.069 47,664.825	24.337 4,086.588 49,039.055	25.037 4,204.130 50,449.555			25.538 4,288.256 51,459.070	26.049 4,374.061 52,488.735	26.809 4,505.204 54,062.450
29		2	Attendant 2 - Printing		SH	2015	Hourly 22.148 Monthly 3,719.018 Annual 44,628.220	22.782 3,825.478 45,905.730	23.440 3,935.967 47,231.600	24.114 4,049.143 48,589.710	24.813 4,166.516 49,986.195	25.526 4,286.241 51,434.890			26.037 4,372.046 52,464.555	26.558 4,459.531 53,514.370	27.355 4,593.360 55,120.325
30		2	Bindery Worker		HSC	2015	Hourly 22.015 Monthly 3,696.685 Annual 44,360.225	22.633 3,800.458 45,605.495	23.270 3,907.421 46,889.050	23.928 4,017.910 48,214.920	24.599 4,130.582 49,586.985	25.291 4,246.780 50,961.365			25.797 4,331.746 51,980.955	26.313 4,418.391 53,020.695	27.102 4,550.878 54,610.530
31	23-200	2	Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	1950	Hourly 40.305 Monthly 6,549.563 Annual 78,594.750	41.982 6,822.075 81,864.900	43.733 7,106.613 85,279.350	45.636 7,415.850 88,990.200	47.510 7,720.375 92,644.500	49.904 7,902.213 94,826.550	49.904 8,109.400 97,312.800		50.902 8,271.575 99,258.900	51.920 8,437.000 101,244.000	53.478 8,690.175 104,282.100
32	23-200	2	Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2015	Hourly 40.305 Monthly 6,767.881 Annual 81,214.575	41.982 7,049.478 84,593.730	43.733 7,343.500 88,121.995	45.636 7,663.045 91,866.540	47.510 7,977.721 95,732.650	49.904 8,165.620 97,987.435	49.904 8,379.713 100,556.580		50.902 8,547.294 102,587.530	51.920 8,718.233 104,818.800	53.478 8,979.948 107,758.170
33	23-200	2	Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	2080	Hourly 40.305 Monthly 6,986.200 Annual 83,834.400	41.982 7,276.880 87,322.560	43.733 7,580.387 90,964.640	45.636 7,910.240 94,922.880	47.510 8,235.067 98,820.800	49.904 8,429.027 101,148.320	49.904 8,650.027 103,800.320		50.902 8,823.013 105,876.160	51.920 8,999.467 107,993.600	53.478 9,289.520 111,234.240
34		2	Building Services Worker 3		Shared Health (MATC)	1950	Hourly 27.721 Monthly 4,504.663 Annual 54,055.950								28.275 4,594.688 55,136.250	28.841 4,686.663 56,239.950	29.706 4,827.225 57,926.700
35		2	Building Services Worker 3 - PIO		Shared Health (MATC)	1950	Hourly 28.831 Monthly 4,685.038 Annual 56,220.450	30.396 4,939.350 59,272.200	31.960 5,193.500 62,322.000	33.523 5,447.488 65,369.850	35.090 5,702.125 68,425.500				35.792 5,816.200 69,794.400	36.508 5,932.550 71,190.600	37.603 6,110.488 73,325.850
36		2	Building Technologist		HSC	1950	Hourly 42.341 Monthly 6,880.413 Annual 82,564.950	43.585 7,082.563 84,990.750	44.865 7,290.563 87,486.750	46.182 7,504.575 90,054.900	47.542 7,725.575 92,706.900	48.940 7,952.750 95,433.000			49.919 8,111.838 97,342.050	50.917 8,274.013 99,288.150	52.445 8,522.313 102,267.750
37		2	CAD Operator		HSC	1950	Hourly 29.909 Monthly 4,860.213 Annual 58,322.550	30.911 5,023.038 60,276.450	31.969 5,194.963 62,339.550	33.054 5,371.275 64,455.300	34.176 5,553.600 66,643.200	36.541 5,743.238 68,918.850	36.541 5,937.913 71,254.950		37.272 6,066.700 72,680.400	38.017 6,177.763 74,133.150	39.158 6,363.175 76,358.100
38		2	CADD Systems Specialist - PIO		HSC	1950	Hourly 34.332 Monthly 5,578.950 Annual 66,947.400	35.506 5,769.725 69,236.700	36.709 5,965.213 71,582.550	37.990 6,173.375 74,080.500	39.277 6,382.513 76,590.150	40.612 6,599.450 79,193.400	42.001 6,825.163 81,901.950		42.841 6,961.663 83,539.950	43.698 7,100.925 85,211.100	45.009 7,313.963 87,767.560
39		2	Cancer Registrar 1		CCMB	2015	Hourly 36.386 Monthly 6,109.816 Annual 73,317.790	37.453 6,288.983 75,467.795	38.549 6,473.020 77,676.235	39.675 6,662.094 79,945.125	40.840 6,857.717 82,292.600	42.040 7,058.217 84,710.600		42.881 7,200.435 86,405.215	43.739 7,344.507 88,134.085	45.051 7,564.814 90,777.765	
40		2	Cancer Registrar 2		CCMB	2015	Hourly 40.263 Monthly 6,780.829 Annual 81,129.945	41.444 6,959.138 83,509.660	42.660 7,163.325 85,959.900	43.913 7,373.725 88,484.695	45.202 7,590.169 91,082.030	46.530 7,813.163 93,757.950		47.461 7,969.493 95,633.915	48.862 8,128.846 97,546.150	49.862 8,372.661 100,471.930	
41	23-12H	2	Carpenter		HSC	2080	Hourly 40.562 Monthly 7,030.747 Annual 84,368.960	41.752 7,237.013 86,844.160							42.987 7,381.747 88,580.960	43.439 7,529.427 90,353.120	44.742 7,755.280 93,063.360
42		1	Cashier - Dietetics - PIO		HSC	2015	Hourly 22.666 Monthly 3,805.999 Annual 45,671.990	23.049 3,870.311 46,443.735	23.435 3,935.127 47,221.525	23.823 4,000.279 48,003.345	24.212 4,065.598 48,787.180			24.696 4,146.870 49,762.440	25.190 4,229.821 50,757.850	25.946 4,356.766 52,281.190	
43		2	Cashier / Information Clerk		HSC	1950	Hourly 22.567 Monthly 3,667.138 Annual 44,005.650	23.216 3,772.600 45,271.200	23.885 3,881.313 46,575.750	24.573 3,993.113 47,917.350	25.284 4,108.650 49,303.800	26.015 4,227.438 50,729.250		26.535 4,311.938 51,743.250	27.066 4,398.225 52,778.700	27.878 4,530.175 54,362.100	
44		2	CD19 - Data Entry Clerk - CPL		SH	1885	Hourly 26.651 Monthly 4,186.428 Annual 50,237.135	27.309 4,289.789 51,477.485	28.048 4,405.873 52,870.480	28.797 4,523.529 54,282.345	29.544 4,640.870 55,690.440	30.438 4,781.303 56,894.180			31.047 4,876.968 58,523.585	31.668 4,974.515 59,894.180	32.618 5,123.744 61,484.930
45		2	Centralized Slatting Clerk		HSC	1950	Hourly 24.930 Monthly 4,051.125 Annual 48,613.500	25.652 4,168.450 50,021.400	26.392 4,288.700 51,464.400	27.157 4,413.013 52,956.150	27.944 4,540.900 54,490.800	28.755 4,672.688 56,072.250			29.330 4,766.125 57,193.500	29.917 4,861.513 58,338.150	30.815 5,007.688 60,089.250
46	23-201	2	Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2015	Hourly 51.016 Monthly 8,566.437 Annual 102,797.240	52.354 8,791.109 105,493.310	53.013 8,901.766 106,821.195					54.073 9,079.758 108,967.095	55.154 9,261.276 111,135.310	56.809 9,539.178 114,470.135	
47	23-201	2	Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	2080	Hourly 51.016 Monthly 8,842.773 Annual 106,113.280	52.354 9,074.693 108,896.320	53.013 9,188.920 110,267.040					54.073 9,372.653 112,421.840	55.154 9,560.027 114,720.320	56.809 9,846.893 118,162.720	
48	23-Dual	2	Charge Clerk		CCMB	2015	Hourly 26.130 Monthly 4,387.663 Annual 52,651.950	26.889 4,515.111 54,181.335	27.666 4,645.583 55,746.990	28.470 4,780.588 57,367.050	29.295 4,919.119 59,029.425	30.149 5,062.520 60,750.235		30.752 5,163.773 61,965.280	31.367 5,267.042 63,204.505	32.308 5,425.052 65,100.620	
49	23-204	2	Charge Technologist-DI Tech Serv	Charge Imaging Equipment Technologist	SH	2015	Hourly 52.017 Monthly 8,734.521 Annual 104,814.255	53.382 8,963.728 107,564.730	54.108 9,085.635 109,027.620	55.374 9,298.218 111,578.610				56.481 9,484.101 113,809.215	57.611 9,673.847 116,086.165	59.339 9,964.007 119,568.085	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
50		2	Chemical Tank Transporter		HSC	2015	Hourly 24,496 Monthly 4,113.287 Annual 49,359.440	24,884 4,178.438 50,141.260	25,269 4,243.086 50,917.035	25,658 4,308.406 51,700.870	26,046 4,373.558 52,482.690	26,432 4,438.373 53,260.480			26,961 4,527.201 54,326.15	27,500 4,617.708 55,412.500	28,325 4,756.240 57,074.875
51		1	Clerk - Cardiac Sciences		SH	2015	Hourly 23,318 Monthly 3,915.481 Annual 46,985.770	23,986 4,027.649 48,331.790	24,674 4,143.176 49,718.110	25,386 4,262.733 51,152.790	26,116 4,385.312 52,623.740			26,638 4,472.964 53,675.570	27,171 4,562.464 54,749.565	27,986 4,699.316 56,391.790	
52		1	Clerk - Records Control		CCMB	2015	Hourly 23,318 Monthly 3,915.481 Annual 46,985.770	23,986 4,027.649 48,331.790	24,674 4,143.176 49,718.110	25,386 4,262.733 51,152.790	26,116 4,385.312 52,623.740			26,638 4,472.964 53,675.570	27,171 4,562.464 54,749.565	27,986 4,699.316 56,391.790	
53		1	Clerk - Records Processing		CCMB	2015	Hourly 23,318 Monthly 3,915.481 Annual 46,985.770	23,986 4,027.649 48,331.790	24,674 4,143.176 49,718.110	25,386 4,262.733 51,152.790	26,116 4,385.312 52,623.740			26,638 4,472.964 53,675.570	27,171 4,562.464 54,749.565	27,986 4,699.316 56,391.790	
54		1	Clerk 1		Shared Health - DSM	1950	Hourly 21,698 Monthly 3,525.925 Annual 42,311.100	22,323 3,627.488 43,529.850	22,959 3,730.838 44,770.050	23,615 3,837.438 46,049.250	24,294 3,947.775 47,373.300			24,780 4,026.750 48,321.000	25,276 4,107.350 49,288.200	26,034 4,230.525 50,768.300	
55		1	Clerk 1		HSC	1950	Hourly 21,698 Monthly 3,525.925 Annual 42,311.100	22,323 3,627.488 43,529.850	22,959 3,730.838 44,770.050	23,615 3,837.438 46,049.250	24,294 3,947.775 47,373.300			24,780 4,026.750 48,321.000	25,276 4,107.350 49,288.200	26,034 4,230.525 50,768.300	
56		1	Clerk 2		SH	1885	Hourly 23,022 Monthly 3,816.373 Annual 43,396.470	23,582 3,704.339 44,452.070	24,223 3,805.030 45,680.355	24,813 3,897.709 46,772.505	25,497 4,005.154 48,061.845			26,007 4,085.266 49,023.195	26,527 4,166.950 50,003.985	27,323 4,291.988 51,503.855	
57		1	Clerk 2		HSC	1950	Hourly 22,502 Monthly 3,656.575 Annual 43,878.900	23,145 3,761.063 45,132.750	23,807 3,868.638 46,423.650	24,493 3,980.113 47,761.350	25,197 4,094.513 49,134.150			25,701 4,176.413 50,119.950	26,215 4,259.938 51,119.250	27,001 4,387.663 52,651.950	
58		1	Clerk 2 - Cervical Screening		CCMB	2015	Hourly 22,502 Monthly 3,778.461 Annual 45,341.530	23,145 3,886.431 46,637.175	23,807 3,997.592 47,971.105	24,493 4,112.783 49,353.395	25,197 4,230.996 50,771.955			25,701 4,315.626 51,787.515	26,215 4,401.935 52,823.225	27,001 4,533.918 54,407.015	
59		1	Clerk 2 - Data Entry Clerk		CCMB	2015	Hourly 21,698 Monthly 3,643.456 Annual 43,721.470	22,323 3,748.404 44,980.845	22,959 3,855.199 46,262.385	23,615 3,965.352 47,584.225	24,294 4,079.368 48,952.410			24,780 4,160.975 49,931.700	25,276 4,244.262 50,931.140	26,034 4,371.543 52,458.510	
60		1	Clerk 2 - Diagnostic Imaging		Shared Health - DSM	1950	Hourly 22,502 Monthly 3,656.575 Annual 43,878.900	23,145 3,761.063 45,132.750	23,807 3,868.638 46,423.650	24,493 3,980.113 47,761.350	25,197 4,094.513 49,134.150			25,701 4,176.413 50,119.950	26,215 4,259.938 51,119.250	27,001 4,387.663 52,651.950	
61		1	Clerk 2 - Receptionist		CCMB	2015	Hourly 21,698 Monthly 3,643.456 Annual 43,721.470	22,323 3,748.404 44,980.845	22,959 3,855.199 46,262.385	23,615 3,965.352 47,584.225	24,294 4,079.368 48,952.410			24,780 4,160.975 49,931.700	25,276 4,244.262 50,931.140	26,034 4,371.543 52,458.510	
62		1	Clerk 3		SH	1950	Hourly 23,318 Monthly 3,789.175 Annual 45,470.100	23,986 3,897.725 46,772.700	24,674 4,009.383 48,112.350	25,386 4,125.225 49,502.700	26,116 4,243.688 50,924.250			26,638 4,328.513 51,942.150	27,171 4,415.125 52,981.500	27,986 4,547.563 54,570.750	
63		1	Clerk 3		SH	1950	Hourly 23,318 Monthly 3,789.175 Annual 45,470.100	23,986 3,897.725 46,772.700	24,674 4,009.383 48,112.350	25,386 4,125.225 49,502.700	26,116 4,243.688 50,924.250			26,638 4,328.513 51,942.150	27,171 4,415.125 52,981.500	27,986 4,547.563 54,570.750	
64		1	Clerk 3		Shared Health - DSM	1950	Hourly 23,318 Monthly 3,789.175 Annual 45,470.100	23,986 3,897.725 46,772.700	24,674 4,009.383 48,112.350	25,386 4,125.225 49,502.700	26,116 4,243.688 50,924.250			26,638 4,328.513 51,942.150	27,171 4,415.125 52,981.500	27,986 4,547.563 54,570.750	
65		1	Clerk 3		HSC / Shared Health	1950	Hourly 23,318 Monthly 3,789.175 Annual 45,470.100	23,986 3,897.725 46,772.700	24,674 4,009.383 48,112.350	25,386 4,125.225 49,502.700	26,116 4,243.688 50,924.250			26,638 4,328.513 51,942.150	27,171 4,415.125 52,981.500	27,986 4,547.563 54,570.750	
66		1	Clerk 3		CCMB	2015	Hourly 23,318 Monthly 3,915.481 Annual 46,985.770	23,986 4,027.649 48,331.790	24,674 4,143.176 49,718.110	25,386 4,262.733 51,152.790	26,116 4,385.312 52,623.740			26,638 4,472.964 53,675.570	27,171 4,562.464 54,749.565	27,986 4,699.316 56,391.790	
67		1	Clerk 3 Bethesda		SH	2015	Hourly 23,318 Monthly 3,915.481 Annual 46,985.770	23,986 4,027.649 48,331.790	24,674 4,143.176 49,718.110	25,386 4,262.733 51,152.790	26,116 4,385.312 52,623.740			26,638 4,472.964 53,675.570	27,171 4,562.464 54,749.565	27,986 4,699.316 56,391.790	
68		1	Clerk 3 PMH		SH	1950	Hourly 23,687 Monthly 3,849.138 Annual 46,189.650	24,387 3,959.638 47,515.650	25,067 4,073.388 48,880.650	25,790 4,190.875 50,290.500	26,533 4,311.613 51,739.350			27,064 4,397.900 52,774.800	28,433 4,485.813 53,829.750	28,433 4,620.363 55,444.350	
69		1	Clerk 3 - 2015		HSC	2015	Hourly 23,318 Monthly 3,915.481 Annual 46,985.770	23,986 4,027.649 48,331.790	24,674 4,143.176 49,718.110	25,386 4,262.733 51,152.790	26,116 4,385.312 52,623.740			26,638 4,472.964 53,675.570	27,171 4,562.464 54,749.565	27,986 4,699.316 56,391.790	
70		2	Clerk 3 - CPL		SH	1885	Hourly 26,651 Monthly 4,186.428 Annual 50,237.135	27,309 4,289.789 51,477.465	28,048 4,405.873 52,870.480	28,797 4,523.529 54,282.345	29,544 4,640.870 55,680.440	30,438 4,781.303 57,375.630			31,047 4,876.966 58,523.595	31,668 4,974.515 59,694.180	32,618 5,123.744 61,484.930
71		1,3	Clerk 3 (Flin Flon, The Pas & Thomp)		SH (Northern Scale)	2015	Hourly 24,431 Monthly 4,102.372 Annual 49,228.465	25,135 4,220.585 50,847.025	25,858 4,341.969 52,103.870	26,605 4,467.423 53,609.075	27,371 4,596.047 55,152.565			27,918 4,687.898 56,254.770	28,476 4,781.595 57,379.140	29,330 4,924.996 59,099.590	
72		1	Clerk 4		HSC	1950	Hourly 24,165 Monthly 3,926.813 Annual 47,121.750	24,858 4,039.425 48,473.100	25,574 4,155.775 49,869.300	26,311 4,275.538 51,306.450	27,069 4,398.713 52,784.550			27,610 4,486.625 53,839.500	28,162 4,576.325 54,915.900	29,007 4,713.638 56,563.650	
73		1	Clerk 4		Shared Health - DSM	1950	Hourly 24,165 Monthly 3,926.813 Annual 47,121.750	24,858 4,039.425 48,473.100	25,574 4,155.775 49,869.300	26,311 4,275.538 51,306.450	27,069 4,398.713 52,784.550			27,610 4,486.625 53,839.500	28,162 4,576.325 54,915.900	29,007 4,713.638 56,563.650	
74		1	Clerk 4		SH	2015	Hourly 22,502 Monthly 3,778.461 Annual 45,341.530	23,146 3,886.599 46,639.190	23,807 3,997.592 47,971.105	24,493 4,112.783 49,353.395	25,197 4,230.828 50,789.940			25,700 4,315.458 51,785.500	26,214 4,401.768 52,821.210	27,000 4,533.750 54,405.000	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
75		2	Clerk 4		CCMB	2015	Hourly 23.388 Monthly 3,927.235 Annual 47,126.820	24.064 4,040.747 48,488.960	24.757 4,157.113 49,885.355	25.473 4,277.341 51,328.095	26.209 4,400.928 52,811.135	26.967 4,528.209 54,338.505			27.506 4,618.716 55,424.560	28.056 4,711.070 56,532.840	28.898 4,852.456 58,229.470
76		1	Clerk 4 - HIS - Shared Health		SH	1950	Hourly 24.165 Monthly 3,926.813 Annual 47,121.750	24.858 4,039.425 48,473.100	25.574 4,155.775 49,869.300	26.311 4,275.538 51,306.450	27.069 4,398.713 52,784.550			27.810 4,486.625 53,839.500	28.162 4,576.325 54,815.900	29.007 4,713.638 56,563.650	
77		2	Clerk 5		HSC	1950	Hourly 24.243 Monthly 3,939.488 Annual 47,273.850	24.941 4,052.913 48,634.950	25.662 4,170.075 50,040.900	26.404 4,290.650 51,487.800	27.170 4,415.125 52,981.500	27.959 4,543.338 54,520.050			28.518 4,634.175 55,610.100	29.088 4,726.800 56,721.600	29.961 4,868.663 58,423.950
78		1	Clerk Typist 1		HSC	1950	Hourly 21.698 Monthly 3,525.925 Annual 42,311.100	22.323 3,627.488 43,529.850	22.959 3,730.838 44,770.050	23.615 3,837.438 46,049.250	24.294 3,947.775 47,373.300			24.780 4,026.750 48,321.000	25.276 4,107.350 49,288.200	26.300 4,230.525 50,766.300	
79		1	Clerk Typist 2		HSC	1950	Hourly 22.502 Monthly 3,656.575 Annual 43,878.900	23.145 3,761.063 45,132.750	23.807 3,868.638 46,423.650	24.493 3,980.113 47,761.350	25.197 4,094.513 49,134.150			25.701 4,176.413 50,116.950	26.215 4,259.938 51,119.250	27.001 4,387.663 52,651.950	
80		1	Clerk Typist 2		SH	1950	Hourly 22.502 Monthly 3,656.575 Annual 43,878.900	23.145 3,761.063 45,132.750	23.807 3,868.638 46,423.650	24.493 3,980.113 47,761.350	25.197 4,094.513 49,134.150			25.701 4,176.413 50,116.950	26.215 4,259.938 51,119.250	27.001 4,387.663 52,651.950	
81		1	Clerk Typist 2 - Eden		Eden Mental Health Centre	2015	Hourly 23.318 Monthly 3,915.481 Annual 46,985.770	23.986 4,027.649 48,331.790	24.674 4,143.176 49,718.110	25.386 4,262.733 51,152.790	26.116 4,385.312 52,623.740			26.638 4,472.964 53,675.570	27.171 4,562.464 54,749.565	27.986 4,699.316 56,391.790	
82		1	Clerk Typist 3		Shared Health - DSM	1950	Hourly 23.318 Monthly 3,789.175 Annual 45,470.100	23.986 3,897.725 46,772.700	24.674 4,009.525 48,114.300	25.386 4,125.225 49,502.700	26.116 4,243.850 50,926.200			26.638 4,328.675 51,944.100	27.171 4,415.288 52,983.450	27.986 4,547.725 54,572.700	
83		1	Clerk Typist 3		HSC	1950	Hourly 23.318 Monthly 3,789.175 Annual 45,470.100	23.986 3,897.725 46,772.700	24.674 4,009.525 48,114.300	25.386 4,125.225 49,502.700	26.116 4,243.850 50,926.200			26.638 4,328.675 51,944.100	27.171 4,415.288 52,983.450	27.986 4,547.725 54,572.700	
84		1	Clerk Typist 4		SH	2015	Hourly 22.502 Monthly 3,778.461 Annual 45,341.530	23.146 3,886.599 46,639.190	23.807 3,997.592 47,971.105	24.493 4,112.783 49,353.395	25.196 4,230.828 50,789.940			25.700 4,315.458 51,785.500	26.214 4,401.768 52,821.210	27.000 4,533.750 54,405.000	
85		1	Clerk/Receptionist - BHC		SH	1950	Hourly 24.164 Monthly 3,926.690 Annual 47,119.800	24.858 4,039.425 48,473.100	25.573 4,155.613 49,867.350	26.310 4,275.375 51,304.500	27.067 4,398.388 52,780.650			27.808 4,486.300 53,835.600	28.160 4,576.000 54,912.000	29.005 4,713.313 56,559.750	
86		2	Client Support Unit Clerk - CPL		SH	1885	Hourly 26.651 Monthly 4,186.428 Annual 50,237.135	27.309 4,289.789 51,477.465	28.048 4,405.873 52,870.480	28.797 4,523.529 54,282.345	29.544 4,640.870 55,690.440	30.438 4,781.303 57,375.630			31.047 4,876.966 58,523.585	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930
87		2	Client Support Unit Supervisor - CPL		SH	1885	Hourly 31.132 Monthly 4,890.318 Annual 58,683.820	31.847 5,002.633 60,031.595	32.708 5,137.882 61,654.580	33.479 5,258.993 63,107.915	34.418 5,406.494 64,877.930	35.333 5,550.225 66,802.705			36.040 5,661.283 67,935.400	36.761 5,774.540 69,294.485	37.864 5,947.803 71,373.640
88		2	Clinic Assistant		RCC	1950	Hourly 22.925 Monthly 3,725.313 Annual 44,703.750	23.586 3,832.725 45,992.700	24.266 3,943.225 47,318.700	24.965 4,056.813 48,681.750	25.688 4,174.300 50,091.600	26.432 4,295.200 51,542.400			26.961 4,381.163 52,573.950	27.500 4,468.750 53,625.000	28.325 4,602.813 55,233.750
89		2	Clinical Research Professional		CCMB	2015	Hourly 34.410 Monthly 5,778.013 Annual 69,336.150	35.148 5,901.935 70,823.220	35.898 6,027.873 72,334.470	36.668 6,157.168 73,886.020	37.457 6,289.655 75,475.855	38.331 6,436.414 77,236.965			39.088 6,565.206 78,782.470	39.880 6,696.517 80,358.200	41.076 6,897.345 82,768.140
90		2	Clinical Technician		RCC	1950	Hourly 29.619 Monthly 4,813.088 Annual 57,757.050	30.479 4,952.838 59,434.050	31.365 5,096.813 61,161.750	32.277 5,245.013 62,940.150	33.211 5,397.925 64,775.100	34.190 5,555.875 66,670.500			34.874 5,667.025 68,004.300	35.771 5,780.288 69,363.450	36.638 5,953.675 71,444.100
91		2	Clinical Technologist		RCC	1950	Hourly 39.492 Monthly 6,417.450 Annual 77,009.400	41.138 6,684.925 80,219.100	42.909 6,972.713 83,672.550	43.961 7,143.663 85,723.950	45.160 7,338.500 88,062.000	42.040 7,338.500 88,062.000			46.063 7,485.238 89,822.850	46.984 7,634.900 91,618.800	48.394 7,864.025 94,368.300
92		2	Coding Technologist		HSC	1950	Hourly 36.386 Monthly 5,912.725 Annual 70,952.700	37.453 6,086.113 73,033.350	38.549 6,264.213 75,170.550	39.675 6,447.188 77,386.250	40.840 6,636.500 79,638.000	42.040 6,831.500 81,978.000			42.881 6,968.163 83,617.950	43.739 7,107.588 85,291.050	45.051 7,320.788 87,849.450
93		2	Communication Systems Technologist		HSC	2080	Hourly 41.142 Monthly 7,131.280 Annual 85,575.360	42.898 7,435.653 89,227.840	44.811 7,767.240 93,206.880	45.835 7,962.067 95,544.800	46.829 8,117.027 97,404.320			47.768 8,279.440 99,353.280	48.721 8,444.973 101,339.680	50.183 8,698.387 104,380.640	
94		2	Communications & Special Events Officer		HSC	1950	Hourly 27.890 Monthly 4,532.125 Annual 54,385.500	29.041 4,719.163 56,629.950	30.154 4,900.025 58,800.300	31.375 5,098.438 61,181.250	32.564 5,291.650 63,499.800	33.843 5,499.488 65,993.850	35.183 5,719.950 68,606.850	36.492 5,929.950 71,159.400	37.222 6,048.575 72,582.900	37.966 6,169.475 74,033.700	39.105 6,354.563 76,254.750
95		2	Community Project Assistant		SH	1885	Hourly 42.654 Monthly 6,700.233 Annual 80,402.790	44.253 6,951.409 83,416.905	45.886 7,207.926 86,495.110	47.658 7,486.278 89,635.330	49.546 7,782.851 93,394.210	51.573 8,101.259 97,215.105			52.604 8,263.212 99,158.540	53.656 8,428.463 101,141.560	55.266 8,681.368 104,178.410
96		2	Confidential Waste Transporter		HSC	2015	Hourly 21.725 Monthly 3,647.990 Annual 43,775.875	22.348 3,752.602 45,031.220	22.992 3,860.740 46,328.880	23.655 3,972.069 47,664.825	24.337 4,086.588 49,039.055	25.037 4,204.130 50,449.555			25.537 4,288.256 51,459.070	26.049 4,374.061 52,488.735	26.830 4,505.204 54,062.450
97	23-52C	2	Cook - HSC 2015	Cook	HSC	2015	Hourly 24.616 Monthly 4,133.437 Annual 49,601.240	25.325 4,252.490 51,029.875	26.058 4,375.573 52,506.870	26.813 4,502.350 54,028.195	27.591 4,632.989 55,595.865	28.391 4,767.322 57,207.865			28.959 4,862.699 58,352.385	29.538 4,959.923 59,519.070	30.424 5,108.697 61,304.380
98	23-52C	2	Cook 1	Cook	Eden Mental Health Centre	2080	Hourly 24.616 Monthly 4,266.773 Annual 51,201.280	25.325 4,389.667 52,676.000	26.058 4,516.720 54,200.640	26.813 4,647.587 55,771.040	27.591 4,782.440 57,389.280	28.391 4,921.107 59,053.280			28.959 5,019.560 60,234.720	29.538 5,119.920 61,438.040	30.424 5,273.493 63,281.920
99	23-52C	2	Cook 1 - AFM	Cook	SH	2080	Hourly 24.616 Monthly 4,266.773 Annual 51,201.280	25.325 4,389.667 52,676.000	26.058 4,516.720 54,200.640	26.813 4,647.587 55,771.040	27.591 4,782.440 57,389.280	28.391 4,921.107 59,053.280			28.959 5,019.560 60,234.720	29.538 5,119.920 61,438.040	30.424 5,273.493 63,281.920

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
125	23-52DA	1	Dietary Aide	Diet Aide	Eden Mental Health Centre	2080	Hourly 20.852 Monthly 3,614.347 Annual 43,372.160	21.449 3,717.827 44,613.920	22.062 3,824.080 45,888.960	22.692 3,933.280 47,199.360	23.342 4,045.947 48,551.360				23.809 4,126.893 49,522.720	24.285 4,209.400 50,712.800	25.014 4,335.760 52,029.120
126		2	Dietary Maintenance Mechanic		HSC	2080	Hourly 33.304 Monthly 5,772.693 Annual 69,272.320	34.070 5,905.467 70,865.600	34.868 6,043.787 72,525.440	35.650 6,179.333 74,152.000					36.363 6,302.920 75,635.040	37.090 6,428.933 77,147.200	38.203 6,621.853 79,662.240
127		2	Director - Health Records		RCC	1950	Hourly 36.386 Monthly 5,912.725 Annual 70,952.700	37.453 6,086.113 73,033.350	38.549 6,264.213 75,170.550	39.675 6,447.188 77,386.250	40.840 6,636.500 79,638.000	42.040 6,831.500 81,978.000			42.881 6,968.163 83,617.950	43.739 7,107.588 85,291.050	45.051 7,320.788 87,849.450
128		2	Dispatcher-Central Transport		SH	2015	Hourly 22.547 Monthly 3,786.017 Annual 45,432.205	23.195 3,894.827 46,737.925	23.864 4,007.163 48,085.980	24.553 4,122.858 49,474.295	25.263 4,242.079 50,904.945	25.992 4,364.490 52,373.880			26.512 4,451.807 53,421.680	27.042 4,540.803 54,489.630	27.853 4,676.983 56,123.795
129		2	Driver / Maintenance Asst.		RCC	1950	Hourly 21.197 Monthly 3,444.513 Annual 41,334.150	21.806 3,543.475 42,521.700	22.432 3,645.200 43,742.400	23.079 3,750.338 45,004.050	23.743 3,858.238 46,298.550	24.428 3,969.550 47,634.800			24.917 4,049.013 48,588.150	25.415 4,129.938 49,589.250	26.177 4,253.763 51,045.150
130		2	DSM Laboratory Aide		Shared Health - DSM	2015	Hourly 19.614 Monthly 3,293.518 Annual 39,522.210	20.173 3,387.383 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865			23.043 3,869.304 46,431.645	23.504 3,946.713 47,380.560	24.209 4,065.095 48,781.135
131		2	Duplicating Machine Operator		HSC	2015	Hourly 22.015 Monthly 3,696.685 Annual 44,360.225	22.633 3,800.458 45,605.495	23.270 3,907.421 46,889.050	23.928 4,017.910 48,214.920	24.599 4,130.582 49,586.985	25.291 4,246.780 50,961.365			25.797 4,331.746 51,989.955	26.313 4,418.391 53,020.695	27.102 4,550.878 54,610.530
132	23-12E	2	Electrician		HSC	2080	Hourly 45.503 Monthly 7,887.187 Annual 94,646.240	46.840 8,116.933 97,427.200							47.777 8,261.347 99,376.160	48.733 8,447.053 101,364.640	50.195 8,700.467 104,405.600
133		2	Electronic Technician		HSC	2080	Hourly 43.814 Monthly 7,594.427 Annual 91,133.120	44.609 7,732.227 92,786.720	45.443 7,876.787 94,521.440	46.829 8,117.027 97,404.320					47.766 8,279.440 99,353.280	48.721 8,444.973 101,339.680	50.183 8,698.387 104,380.640
134		2	Environmental Control Technician		HSC	2080	Hourly 46.829 Monthly 8,117.027 Annual 97,404.320								47.766 8,279.440 99,353.280	48.721 8,444.973 101,339.680	50.183 8,698.387 104,380.640
135		2	Equipment & Supply Coord		SH	2015	Hourly 25.637 Monthly 4,304.880 Annual 51,658.555	26.381 4,429.810 53,157.715	27.143 4,557.762 54,693.145	27.932 4,690.248 56,282.900	28.741 4,826.093 57,913.115	29.577 4,966.471 59,597.655			30.169 5,065.878 60,790.535	30.772 5,167.132 62,005.580	31.695 5,322.119 63,865.425
136		2	External Interface Analyst - CPL		SH	1885	Hourly 38.889 Monthly 6,108.814 Annual 73,305.765	40.285 6,328.102 75,937.225	41.704 6,551.003 78,612.040	43.223 6,789.613 81,475.355	44.788 7,035.448 84,425.380	46.544 7,311.287 87,735.440	48.252 7,579.585 90,955.020	50.052 7,862.335 94,348.020	51.053 8,019.575 96,234.905	52.074 8,179.958 98,259.580	53.636 8,425.322 101,103.880
137		2	Facilities Manager		SH	1885	Hourly 40.513 Monthly 6,363.917 Annual 76,367.005	41.994 6,596.558 79,158.690	43.593 6,847.734 82,172.905	45.295 7,115.090 85,381.075	47.067 7,393.441 88,721.295	48.944 7,688.287 92,259.440			49.923 7,842.071 94,923.500	50.921 7,998.840 98,058.085	52.499 8,238.864 98,866.365
138		2	Facility Manager - CPL		SH	2080	Hourly 31.946 Monthly 5,537.307 Annual 66,447.680	33.009 5,721.560 68,658.720	34.195 5,927.133 71,125.600	35.411 6,137.907 73,654.880	36.473 6,321.987 75,863.840			37.202 6,448.347 77,380.160	37.946 6,577.307 79,272.680	39.084 6,774.560 81,294.720	
139		2	Financial Reporting Assistant		SH	1950	Hourly 24.693 Monthly 4,012.613 Annual 48,151.350	25.399 4,127.338 49,528.050	26.123 4,244.988 50,939.850	26.879 4,367.838 52,414.050	27.652 4,493.450 53,921.400	28.446 4,622.475 55,469.700	29.280 4,758.000 57,096.000		29.866 4,853.225 58,238.700	30.463 4,950.238 59,402.850	31.377 5,098.763 61,185.150
140		2	Fire Safety Officer		HSC	2015	Hourly 41.004 Monthly 6,885.255 Annual 82,629.060	42.209 7,087.595 85,051.135	43.445 7,295.140 87,541.675	44.724 7,509.905 90,118.880	46.039 7,730.715 92,768.585	47.388 7,957.235 95,486.820			48.336 8,116.420 97,307.040	49.303 8,278.795 99,345.545	50.782 8,527.144 102,325.730
141		1	Float Clerk		CCMB	2015	Hourly 24.165 Monthly 4,057.706 Annual 48,692.475	24.858 4,174.073 50,088.870	25.574 4,294.301 51,531.610	26.311 4,418.055 53,016.665	27.069 4,545.336 54,544.035			27.610 4,636.179 55,634.150	28.162 4,728.869 56,746.430	29.007 4,870.759 58,449.105	
142		2	Flooring Applicator		HSC	2080	Hourly 34.220 Monthly 5,931.467 Annual 71,177.600								34.904 6,050.027 72,600.320	35.602 6,171.013 74,052.160	36.670 6,356.133 76,273.600
143		2	Florist		HSC	2015	Hourly 20.922 Monthly 3,513.153 Annual 42,157.830	21.523 3,614.070 43,368.845	22.142 3,718.011 44,616.130	22.777 3,824.638 45,895.655	23.434 3,934.959 47,219.510	24.110 4,048.471 48,581.650			24.592 4,129.407 49,552.880	25.084 4,212.022 50,544.260	25.837 4,338.463 52,061.555
144		1	Forms Management Clerk		SH	2015	Hourly 22.449 Monthly 3,769.561 Annual 45,234.735	23.093 3,877.700 46,532.395	23.756 3,989.028 47,868.340	24.438 4,103.548 49,242.570	25.139 4,221.257 50,655.085			25.642 4,305.719 51,688.630	26.155 4,391.860 52,702.325	26.940 4,523.675 54,284.100	
145		2	Gift Shop Clerk		HSC	2015	Hourly 19.614 Monthly 3,293.518 Annual 39,522.210	20.173 3,387.383 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865			23.043 3,869.304 46,431.645	23.504 3,946.713 47,380.560	24.209 4,065.095 48,781.135
146		1	Groundskeeper		HSC	2080	Hourly 29.190 Monthly 5,059.600 Annual 60,715.200	29.907 5,166.547 61,998.560	30.445 5,277.133 63,325.600						31.054 5,382.693 64,592.320	31.675 5,490.333 65,884.000	32.625 5,655.000 67,860.000
147		2	Health Information Analyst		HSC	1950	Hourly 39.144 Monthly 6,360.900 Annual 76,330.800	40.299 6,548.588 78,583.050	41.478 6,740.175 80,882.100	42.695 6,937.938 83,255.250	43.945 7,141.063 85,692.750	45.235 7,350.688 88,208.250			46.140 7,497.750 89,973.000	47.063 7,647.738 91,772.850	48.475 7,877.188 94,526.250
148		2	Health Information Analyst		CCMB	2015	Hourly 39.144 Monthly 6,572.930 Annual 78,875.160	40.299 6,766.874 81,202.485	41.478 6,964.848 83,578.170	42.695 7,169.202 86,030.425	43.945 7,379.098 88,549.175	45.235 7,595.710 91,148.525			46.140 7,747.675 92,972.100	47.063 7,902.662 94,831.945	48.475 8,139.780 97,677.125
149		2	Health Information Correspondent		HSC	1950	Hourly 37.546 Monthly 6,101.225 Annual 73,214.700	38.642 6,279.325 75,351.900	39.775 6,463.438 77,561.250	40.942 6,653.075 79,836.900	42.141 6,847.913 82,174.950	43.377 7,048.763 84,585.150			44.245 7,189.813 86,277.750	45.130 7,333.625 88,003.500	46.484 7,553.650 90,643.800

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
175		2	Language Access Interpreter		SH	1950	Hourly 30.091 Monthly 4,889.788 Annual 58,677.450	31.986 5,197.725 62,372.700	34.007 5,526.138 66,313.650	36.159 5,875.838 70,510.050					36.882 5,993.325 71,919.900	37.620 6,113.250 73,359.000	38.749 6,296.713 75,560.550
176	23-12HL	2	Lead Hand - Carpentry		HSC	2080	Hourly 43.892 Monthly 7,607.947 Annual 91,295.360	45.181 7,831.373 93,976.480							46.085 7,988.067 95,856.800	47.007 8,147.880 97,774.560	48.417 8,392.280 100,707.360
177		2	Lead Hand - Comm. Systems Technologist		HSC	2080	Hourly 48.828 Monthly 8,463.520 Annual 101,562.240	49.490 8,578.267 102,939.200	50.160 8,694.400 104,332.800						51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
178	23-12EL	2	Lead Hand - Electrical		HSC	2080	Hourly 48.725 Monthly 8,445.667 Annual 101,348.000	50.160 8,694.400 104,332.800							51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
179		2	Lead Hand - Electronics		HSC	2080	Hourly 48.828 Monthly 8,463.520 Annual 101,562.240	49.490 8,578.267 102,939.200	50.160 8,694.400 104,332.800						51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
180	23-53HALH	1	Lead Hand - Housekeeping	Housekeeping Lead Hand	HSC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,483.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
181		2	Lead Hand - Industrial Mechanic		HSC	2080	Hourly 47.625 Monthly 8,255.000 Annual 99,060.000	48.282 8,368.880 100,428.560	49.957 8,485.880 101,830.560						49.936 8,655.573 103,866.880	50.935 8,828.733 105,944.800	52.493 9,093.587 108,123.040
182		2	Lead Hand - ISO Security Personnel		HSC	2080	Hourly 40.096 Monthly 6,949.973 Annual 83,399.680	41.270 7,153.467 85,841.600	42.480 7,363.200 88,358.400	43.729 7,579.693 90,956.320	45.014 7,802.427 93,629.120	46.334 8,031.227 96,374.720			47.261 8,191.907 98,302.880	48.206 8,355.707 100,268.480	49.652 8,606.347 103,276.160
183		2	Lead Hand - ISO Security Personnel	NEW in Apr 2024	HSC, SH	2080	Hourly 40.096 Monthly 6,949.973 Annual 83,399.680	41.270 7,153.467 85,841.600	42.480 7,363.200 88,358.400	43.729 7,579.693 90,956.320	45.014 7,802.427 93,629.120	46.334 8,031.227 96,374.720			47.261 8,191.907 98,302.880	48.206 8,355.707 100,268.480	49.652 8,606.347 103,276.160
184	23-54LALH	1	Lead Hand - Linen Services	Laundry Aide Lead Hand	HSC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,483.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
185	23-55MDRL	2	Lead Hand - Medical Device Reprocessing	MDR Lead Hand	HSC	2015	Hourly 27.331 Monthly 4,589.330 Annual 55,071.965	28.125 4,722.656 56,871.875	29.939 4,859.340 58,312.085	29.781 5,000.726 60,008.715	30.648 5,146.310 61,755.720	31.541 5,296.260 63,555.115			32.172 5,402.215 64,826.580	32.815 5,510.185 66,122.225	33.799 5,675.415 68,104.985
186	23-12GL	2	Lead Hand - Painter		HSC	2080	Hourly 40.737 Monthly 7,061.080 Annual 84,732.960	41.933 7,268.387 87,220.640							42.772 7,413.813 88,965.760	43.627 7,562.013 90,744.160	44.936 7,788.907 93,466.880
187	23-12FL	2	Lead Hand - Plumber		HSC	2080	Hourly 48.725 Monthly 8,445.667 Annual 101,348.000	50.160 8,694.400 104,332.800							51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
188	23-52DALH	1	Lead Hand - Retail Services	Dietary Lead Land	HSC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,483.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
189		2	Lead Hand - Warehouse Operations		HSC	2015	Hourly 24.930 Monthly 4,186.163 Annual 50,233.950	25.652 4,307.398 51,688.780	26.392 4,431.657 53,179.880	27.157 4,560.113 54,721.355	27.944 4,692.263 56,307.160	28.755 4,828.444 57,941.325			29.330 4,924.996 59,099.950	29.917 5,023.563 60,282.755	30.815 5,174.352 62,092.225
190		2	Library Technician 1		HSC	1950	Hourly 24.162 Monthly 3,926.325 Annual 47,115.900	24.858 4,038.425 48,473.100	25.579 4,156.588 49,879.050	26.319 4,276.838 51,322.050	27.080 4,400.500 52,806.000	27.863 4,527.738 54,332.850			28.420 4,618.250 55,419.000	29.858 4,710.550 56,526.600	29.858 4,851.925 58,223.100
191		2	Library Technician 2		SH	1885	Hourly 29.868 Monthly 4,691.765 Annual 56,301.180	30.609 4,808.164 57,697.965	31.443 4,939.171 59,270.055	32.266 5,068.451 60,821.410	33.089 5,197.730 62,372.765	34.014 5,343.033 64,116.390			34.694 5,449.849 65,398.190	35.388 5,558.865 66,706.380	36.450 5,725.688 68,708.250
192	23-54LA2	1	Linen Service Aide	Laundry Aide 2	HSC	2015	Hourly 22.323 Monthly 3,748.404 Annual 44,980.845	22.959 3,855.199 46,262.385	23.615 3,965.352 47,584.225	24.294 4,079.368 48,952.410	24.991 4,196.405 50,356.865			25.491 4,280.364 51,364.365	26.001 4,366.001 52,392.015	26.781 4,496.976 53,963.715	
193	23-12J	2	Locksmith		HSC	2080	Hourly 37.678 Monthly 6,530.853 Annual 78,370.240	38.781 6,722.040 80,864.480							39.557 6,856.547 82,278.560	40.348 6,993.653 83,923.840	41.558 7,203.387 86,440.640
194		2	Machinist 1		CCMB	2015	Hourly 27.701 Monthly 4,651.460 Annual 55,817.515	29.188 4,901.152 58,813.820							29.772 4,999.215 59,990.580	30.367 5,099.125 61,189.505	31.278 5,252.098 63,025.170
195		2	Machinist 2		CCMB	2015	Hourly 34.220 Monthly 5,746.108 Annual 68,953.300	35.680 5,991.267 71,885.200	37.196 6,245.828 74,949.840	38.799 6,514.999 78,179.985	39.758 6,795.262 81,543.020	40.468 7,089.106 85,069.270	42.218 7,395.890 88,750.675	44.045 7,578.736 90,920.830	45.122 7,728.197 92,738.360	46.224 7,882.680 94,592.160	46.944 8,119.107 97,429.280
196		2	Mail Attendant		SH	2015	Hourly 20.995 Monthly 3,525.410 Annual 42,304.925	21.596 3,626.328 43,515.940	22.221 3,731.276 44,775.315	22.558 3,838.239 46,058.870	23.516 3,948.728 47,384.740	24.193 4,062.408 48,748.895			24.677 4,143.680 49,724.155	25.171 4,226.630 50,719.565	25.928 4,353.408 52,240.890
197		1	Mail Room - Print Shop Clerk		SH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,483.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
198		1	Mail Supply & Distribution Clerk		CCMB	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,483.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
199		1	Mailroom Clerk - Finance		SH	2015	Hourly 21.697 Monthly 3,643.288 Annual 43,719.455	22.323 3,748.404 44,980.845	22.959 3,855.199 46,262.385	23.617 3,965.688 47,588.255	24.294 4,079.368 48,952.410				24.780 4,160.975 49,931.700	25.276 4,244.262 50,931.140	26.034 4,371.543 52,458.510

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
200	1		Maintenance		SH	1885	Hourly 22,512 Monthly 3,536.260 Annual 42,435.120	23,172 3,639.935 43,679.220	23,843 3,745.338 44,944.055	24,596 3,863.622 46,363.460	25,337 3,980.202 47,780.245				25,844 4,069.662 48,715.940	26,361 4,140.874 49,690.485	27,152 4,265.127 51,181.520
201	1		Maintenance (Eden)		Eden Mental Health Centre	2080	Hourly 24,005 Monthly 4,160.867 Annual 49,930.400	24,697 4,280.813 51,369.760	25,406 4,403.707 52,844.480	26,139 4,530.760 54,369.120	26,892 4,661.280 55,935.360				27,430 4,754.533 57,054.400	27,979 4,849.693 58,196.320	28,818 4,965.120 59,941.440
202	1		Maintenance Assistant - SMHC		SMHC	2080	Hourly 24,852 Monthly 4,307.680 Annual 51,892.160	25,601 4,437.507 53,250.080	26,394 4,574.960 54,899.520	27,255 4,724.200 56,690.400	28,172 4,883.147 58,597.760				28,735 4,980.733 59,788.800	29,310 5,080.400 60,864.800	30,189 5,232.760 62,793.120
203	2		Maintenance Dispatcher 2		HSC	2080	Hourly 27,624 Monthly 4,788.160 Annual 57,457.920	28,428 4,927.520 59,130.240	29,240 5,068.267 60,819.200	30,096 5,216.640 62,599.680	30,972 5,368.480 64,421.760	31,864 5,523.083 66,277.120	32,800 5,685.333 68,224.000		33,456 5,799.040 69,588.480	34,125 5,915.000 70,980.000	35,149 6,062.493 73,109.920
204	2		Maintenance Dispatcher I		HSC	2080	Hourly 24,699 Monthly 4,281.160 Annual 51,373.920	25,411 4,404.573 52,854.880	26,145 4,531.800 54,381.600	26,897 4,662.147 55,945.760	27,683 4,798.387 57,580.640	28,490 4,938.267 59,259.200	29,312 5,080.747 60,968.960		29,898 5,182.320 62,187.840	30,496 5,285.973 63,431.680	31,411 5,444.573 65,334.880
205	2		Maintenance Logistics Coordinator	DISCONTINUED IN 2025	HSC	2080	Hourly 26,747 Monthly 4,636.147 Annual 55,633.760	27,785 4,816.067 57,792.800	28,870 5,004.133 60,049.600	29,995 5,199.133 62,389.600	31,152 5,399.680 64,796.640	32,358 5,608.720 67,304.640	33,622 5,827.813 69,933.760		34,294 5,944.293 71,331.520	34,980 6,063.200 72,758.400	36,029 6,245.027 74,940.000
207	2		Maintenance Logistics Storesperson 1		HSC	2080	Hourly 23,490 Monthly 4,071.600 Annual 48,859.200	24,213 4,196.920 50,363.040	24,959 4,326.227 51,914.720	25,713 4,456.920 53,483.040	26,517 4,596.280 55,155.360	27,353 4,741.187 56,894.240	28,199 4,887.827 58,653.920		28,763 4,965.587 59,827.040	29,338 5,065.253 61,023.040	30,218 5,237.787 62,853.440
208	2		Maintenance Project Coordinator		HSC	2080	Hourly 42,408 Monthly 7,350.720 Annual 88,208.640	43,837 7,598.413 91,180.960	45,324 7,856.160 94,273.920	46,862 8,122.747 97,472.960					47,799 8,285.160 99,421.920	48,755 8,450.867 101,410.400	50,218 8,704.453 104,453.440
209	2		Maintenance Technician		HSC	2080	Hourly 27,906 Monthly 4,837.040 Annual 58,044.480	28,669 4,969.293 59,631.520	29,433 5,101.720 61,220.640						29,433 5,203.813 62,445.760	30,222 5,307.813 63,893.760	31,541 5,467.107 65,605.280
210	2		Maintenance Tradesperson - SMHC		SMHC	2080	Hourly 28,919 Monthly 5,012.627 Annual 60,151.520	29,869 5,177.293 62,127.520	30,953 5,365.187 64,382.240	31,946 5,537.307 66,447.680	32,887 5,700.413 68,404.960				33,545 5,814.467 69,773.600	34,216 5,930.773 71,169.280	35,242 6,108.613 73,301.360
211	2		Manager, Security Services - SMHC		SMHC	1885	Hourly 36,709 Monthly 5,766.372 Annual 69,196.465	38,005 5,969.952 71,639.425	39,346 6,180.601 74,167.210	40,765 6,403.502 76,842.025	42,364 6,654.678 79,856.140	43,984 6,909.153 82,908.840	45,604 7,163.628 85,963.540		46,516 7,306.888 87,862.660	47,446 7,452.976 89,435.710	48,889 7,676.505 91,180.065
212	2		Material Handler		HSC	2015	Hourly 22,925 Monthly 3,849.490 Annual 46,193.875	23,586 3,960.483 47,526.790	24,266 4,074.666 48,895.990	24,965 4,192.040 49,939.055	25,688 4,313.443 51,781.320	26,432 4,438.373 53,260.480		26,961 4,527.201 54,326.415	27,500 4,617.708 55,412.500	28,325 4,756.240 56,459.070	29,225 4,874.515 57,648.785
213	2		Material Handler		SH	2015	Hourly 22,925 Monthly 3,849.490 Annual 46,193.875	23,586 3,960.483 47,526.790	24,266 4,074.666 48,895.990	24,965 4,192.040 49,939.055	25,688 4,313.443 51,781.320	26,432 4,438.373 53,260.480		26,961 4,527.201 54,326.415	27,500 4,617.708 55,412.500	28,325 4,756.240 56,459.070	29,225 4,874.515 57,648.785
214	2		Material Handler - CHL		SH (Northern Scale)	2015	Hourly 24,026 Monthly 4,034.366 Annual 48,412.380	24,721 4,151.068 49,812.815	25,434 4,270.793 51,249.510	26,167 4,393.875 52,726.505	26,927 4,521.492 54,257.955	27,708 4,652.635 55,831.620		28,262 4,745.661 56,947.930	28,827 4,840.534 58,689.405	29,692 4,985.782 59,829.380	
215	2		Material Transporter		HSC	2015	Hourly 21,725 Monthly 3,647.990 Annual 43,775.875	22,348 3,752.602 45,031.220	22,992 3,860.740 46,328.880	23,655 3,972.069 47,684.825	24,337 4,086.588 49,039.055	25,037 4,204.130 50,449.555		25,538 4,288.256 51,459.070	26,049 4,374.061 52,488.735	26,830 4,505.204 54,062.450	
216	2		Material Transporter - Linen		HSC	2015	Hourly 21,725 Monthly 3,647.990 Annual 43,775.875	22,348 3,752.602 45,031.220	22,992 3,860.740 46,328.880	23,655 3,972.069 47,684.825	24,337 4,086.588 49,039.055	25,037 4,204.130 50,449.555		25,538 4,288.256 51,459.070	26,049 4,374.061 52,488.735	26,830 4,505.204 54,062.450	
217	2		Material Transporter - PIO		HSC	2015	Hourly 23,334 Monthly 3,918.168 Annual 47,018.010	23,722 3,983.319 47,799.830	24,110 4,048.471 48,581.650	24,496 4,113.287 49,359.440	24,884 4,178.438 50,141.260	25,289 4,243.086 50,817.035		25,289 4,327.884 51,934.610	25,289 4,414.361 52,972.335	25,289 4,546.848 54,562.170	
218	2		Materials Dispatcher		HSC	2015	Hourly 25,658 Monthly 4,308.406 Annual 51,700.870	26,432 4,373.558 52,482.690	26,432 4,438.373 53,260.480	26,432 4,503.357 54,040.285	26,432 4,568.005 54,816.060	26,432 4,632.989 55,595.865		27,204 4,725.679 58,708.145	27,591 4,820.216 59,742.590	28,049 4,964.792 60,869.505	
219	2		Materials Management Float		SH	2015	Hourly 23,928 Monthly 4,017.574 Annual 48,210.890	24,616 4,133.437 49,601.240	25,325 4,252.490 51,029.875	26,058 4,375.573 52,506.870	26,813 4,502.350 54,028.195	27,591 4,632.989 55,595.865		28,143 4,725.679 58,708.145	28,796 4,820.216 59,842.590	29,567 4,964.792 60,869.505	
220	2		Maternal Serum Screening Assist - CPL		SH	1885	Hourly 31,132 Monthly 4,890.318 Annual 58,683.820	32,847 5,002.633 60,031.595	32,708 5,137.882 61,654.580	33,479 5,258.993 63,107.815	34,418 5,406.494 64,877.930	35,333 5,550.225 66,802.705		36,404 5,661.283 67,935.400	37,861 5,774.540 69,294.485	38,864 5,947.803 71,373.840	
221	2		Med Records Tech - MRT		Eden Mental Health Centre	2015	Hourly 27,624 Monthly 4,638.530 Annual 55,662.360	28,428 4,773.199 57,278.390	29,251 4,911.730 58,940.765	30,103 5,054.795 60,657.545	30,972 5,201.723 62,420.670	31,879 5,353.015 64,236.185		32,517 5,460.146 65,521.755	33,167 5,569.292 66,815.505	34,162 5,736.369 68,836.430	
222	23-55UMDR	2	Medical Device Reprocessing Aide	Uncertified MDR Aide	HSC	2015	Hourly 20,995 Monthly 3,525.410 Annual 42,304.925	21,596 3,626.328 43,515.940	22,221 3,731.276 44,775.315	22,858 3,838.239 46,058.870	23,516 3,948.728 47,384.740	24,193 4,062.408 48,748.895		24,677 4,143.680 49,724.155	25,926 4,226.630 50,719.565	25,926 4,353.408 52,240.890	
223	23-55MDR1	2	Medical Device Reprocessing Technician 1	MDR Technician I	HSC	2015	Hourly 25,126 Monthly 4,219.074 Annual 50,628.890	25,854 4,341.318 52,095.810	26,601 4,466.751 53,601.015	27,369 4,595.711 55,148.535	28,165 4,729.373 56,752.475	28,983 4,866.729 58,400.745		29,563 4,964.120 59,569.445	30,154 5,063.359 60,780.310	31,059 5,215.324 62,583.885	
224	23-55MDR2	2	Medical Device Reprocessing Technician 2	MDR Technician II	HSC	2015	Hourly 26,228 Monthly 4,404.118 Annual 52,849.420	26,985 4,531.231 54,374.775	27,767 4,662.542 55,950.505	28,573 4,797.883 57,574.595	29,403 4,937.254 59,247.045	30,259 5,080.990 60,971.885		30,864 5,182.580 62,190.960	31,481 5,286.185 63,434.215	32,425 5,444.698 65,336.375	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
225		2	Medical Editor/Transcriptionist		SH	1950	Hourly 23.307 Monthly 3,787.388 Annual 45,448.650	23.978 3,896.425 46,757.100	24.668 4,005.550 48,102.600	25.383 4,124.738 49,496.850	26.118 4,244.175 50,930.100	26.874 4,367.025 52,404.300			27.411 4,544.288 53,511.305	27.959 4,543.338 54,526.500	28.798 4,679.675 56,156.100	
226		2	Medical Equipment Technician - SMHC		SMHC	1885	Hourly 28.036 Monthly 4,403.988 Annual 52,847.860	28.975 4,551.490 54,617.875	29.869 4,691.922 56,303.065	30.908 4,855.132 58,261.580	31.960 5,020.383 60,244.800	33.032 5,188.777 62,265.320			33.693 5,292.609 63,511.305	34.367 5,398.483 64,781.795	35.398 5,560.438 66,725.230	
227		2	Medical Legal Correspondent		CCMB	2015	Hourly 37.546 Monthly 6,304.599 Annual 75,655.190	38.942 6,488.636 77,863.630	39.775 6,678.885 80,146.625	40.942 6,874.844 82,498.130	42.141 7,076.176 84,914.115	43.377 7,283.721 87,404.655			44.245 7,429.473 89,153.675	45.130 7,578.079 90,936.960	46.484 7,805.438 93,665.260	
228		2	Medical Records Technician - SMHC		SMHC	1885	Hourly 35.009 Monthly 5,499.330 Annual 65,991.965	36.034 5,660.341 67,924.090	37.088 5,825.907 69,910.880	38.171 5,996.028 71,952.335	39.290 6,171.804 74,061.650	40.444 6,353.078 76,236.940			41.253 6,480.159 77,761.905	42.078 6,609.753 79,317.030	43.280 6,807.992 81,695.900	
229		1	Medical Secretary		Shared Health - DSM	1950	Hourly 24.080 Monthly 3,913.000 Annual 46,956.000	24.770 4,025.125 48,301.500	25.485 4,141.313 49,697.700	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250			27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650		
230		1	Medical Transcriptionist		HSC / Shared Health	1950	Hourly 24.080 Monthly 3,913.000 Annual 46,956.000	24.770 4,025.125 48,301.500	25.486 4,141.475 49,697.700	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250			27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650		
231		1	Medical Transcriptionist		Shared Health - DSM	1950	Hourly 24.080 Monthly 3,913.000 Annual 46,956.000	24.770 4,025.125 48,301.500	25.486 4,141.475 49,697.700	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250			27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650		
232		1	Medical Transcriptionist		SH	2015	Hourly 24.080 Monthly 4,043.433 Annual 48,521.200	24.770 4,159.296 49,911.550	25.485 4,279.356 51,352.275	26.219 4,402.607 52,831.285	26.975 4,529.552 54,354.625			27.515 4,620.227 55,442.725	28.065 4,712.581 56,560.975	28.907 4,853.967 58,247.605		
233		2	Messenger		HSC	2015	Hourly 21.772 Monthly 3,655.882 Annual 43,870.580	22.400 3,761.333 45,136.000	23.043 3,869.304 46,431.645	23.705 3,980.465 47,765.575	24.391 4,096.655 49,147.865	25.096 4,214.037 50,568.440			25.998 4,298.331 51,579.970	26.110 4,384.304 52,611.650	26.893 4,515.783 54,189.360	
234		2	Messenger		SH	2015	Hourly 19.840 Monthly 3,331.467 Annual 39,977.600	20.405 3,426.340 41,116.075	20.991 3,524.739 42,296.865	21.591 3,625.489 43,505.865	22.216 3,730.437 44,765.240	22.854 3,837.568 46,050.810			23.311 3,914.305 46,971.665	23.771 3,992.555 47,810.655	24.490 4,112.729 49,347.350	
235		2	Messenger		SH	2015	Hourly 20.854 Monthly 3,301.734 Annual 42,020.810	21.455 3,602.652 43,231.825	22.070 3,705.921 44,471.050	22.704 3,812.380 45,748.560	23.358 3,922.198 47,066.370	24.033 4,035.541 48,426.495			24.514 4,116.309 49,395.710	25.004 4,198.588 50,383.060	25.754 4,324.526 51,894.310	
236		2	Mngr - Quality, Risk & Innovation - SMHC		SMHC	1885	Hourly 46.476 Monthly 7,300.605 Annual 87,607.260	48.252 7,579.585 90,955.020	50.074 7,865.791 94,389.490	52.153 8,192.367 98,308.405	54.298 8,529.311 102,351.730	56.556 8,884.005 106,808.060	58.948 9,259.748 111,116.980			60.127 9,444.950 113,339.365	61.330 9,633.921 115,607.500	63.170 9,922.954 119,075.450
237		2	Monitor Room Operator		HSC - Security Officers	2090	Hourly 23.349 Monthly 4,047.160 Annual 48,565.920	24.043 4,167.453 50,009.440	24.811 4,300.573 51,606.880	25.626 4,441.840 53,302.080	26.464 4,587.093 55,045.120	27.336 4,738.240 56,858.880	28.232 4,893.547 58,722.560			28.797 4,991.480 59,897.760	29.373 5,091.320 61,095.840	30.254 5,244.027 62,928.320
238	23-55MDR1	2	Multi-Skilled Worker	MDR Technician I	HSC	2015	Hourly 25.126 Monthly 4,219.074 Annual 50,628.890	25.854 4,341.318 52,065.810	26.601 4,466.751 53,601.015	27.369 4,595.711 55,148.535	28.165 4,729.373 56,752.475	28.983 4,866.729 58,400.745			29.963 4,964.120 59,569.445	30.154 5,063.395 60,760.310	31.059 5,215.324 62,583.885	
239	23-135A	2	Nuclear Electronics Technologist	Nuclear Electronics Technologist	CCMB	2015	Hourly 44.541 Monthly 7,479.176 Annual 89,750.115	46.197 7,757.246 93,086.955	47.919 8,046.399 96,556.785	49.705 8,346.298 100,155.575	51.558 8,657.448 103,889.370			52.589 8,830.570 105,966.835	53.641 9,007.218 108,068.615	55.250 9,277.396 111,328.750		
240	23-135B	2	Nuclear Electronics Technologist Senior	Senior Nuclear Electronics Technologist	CCMB	2015	Hourly 52.017 Monthly 8,734.521 Annual 104,814.255	53.382 8,963.728 107,564.730	54.108 9,085.635 109,027.620	55.108 9,298.218 111,578.610	55.374 9,413.013 112,833.450	56.125 9,540.900 114,734.250			56.481 9,653.547 115,895.360	57.611 9,873.847 118,068.165	59.339 9,964.007 119,568.065	
241		2	Office Administrator - SMHC		SMHC	1885	Hourly 31.411 Monthly 4,934.145 Annual 59,209.735	32.272 5,069.393 60,832.720	33.220 5,218.308 62,619.700	34.228 5,376.648 64,519.780	35.457 5,569.704 66,836.445	36.719 5,767.943 69,215.315			37.453 5,883.242 70,598.905	38.202 6,000.898 72,010.770	39.348 6,180.915 74,170.980	
242		2	Office Assistant 2		SH	1885	Hourly 25.456 Monthly 3,998.713 Annual 47,984.560	26.082 4,097.048 49,164.570	26.798 4,209.519 50,514.230	27.470 4,315.079 51,780.950	28.234 4,435.091 53,221.090	29.091 4,569.711 54,836.535			29.673 4,661.134 55,933.605	30.266 4,754.284 57,051.410	31.174 4,896.916 58,762.990	
243		2	Office Assistant 3 PIO		SH	1885	Hourly 27.563 Monthly 4,329.688 Annual 51,956.255	28.305 4,446.244 53,354.925	29.035 4,560.915 54,730.975	29.776 4,677.313 56,127.760	30.645 4,813.819 57,765.825	31.478 4,944.669 59,336.030			32.108 5,043.632 60,523.580	32.750 5,144.479 61,733.750	33.733 5,296.892 63,586.705	
244		2	Office Supervisor Pathology		Shared Health - DSM	1950	Hourly 24.930 Monthly 4,051.125 Annual 48,613.500	25.651 4,168.288 50,019.450	26.392 4,288.700 51,464.400	27.157 4,413.013 52,966.150	27.945 4,540.900 54,490.800	28.753 4,672.363 56,068.350			29.288 4,765.800 57,189.600	29.915 4,861.188 58,334.250	30.812 5,006.950 60,083.400	
245	23-17B	2	Orthotic Footwear Technician	Orthotic Technician - Unregistered	HSC	2015	Hourly 26.248 Monthly 4,407.477 Annual 52,889.720	27.721 4,654.818 55,857.815	29.281 4,916.768 59,001.215	30.933 5,194.166 62,329.995	32.680 5,487.517 65,850.200			33.334 5,597.334 67,168.010	34.001 5,709.335 68,512.015	35.021 5,880.610 70,567.315		
246	23-17C	2	Orthotic Technician (Registered) 1950	Orthotic Technician - Registered	RCC	1950	Hourly 33.625 Monthly 5,044.063 Annual 60,528.750	35.199 5,191.838 62,380.050	36.851 5,368.298 64,649.450	38.575 5,628.438 68,734.650	40.387 5,862.888 71,166.100			41.195 6,030.250 73,007.925	42.019 6,268.098 75,059.500	43.280 7,033.000 84,396.000		
247	23-17C	2	Orthotic Technician (Registered) 2015	Orthotic Technician - Registered	HSC	2015	Hourly 33.628 Monthly 5,044.063 Annual 60,528.750	35.199 5,191.838 62,380.050	36.851 5,368.298 64,649.450	38.575 5,628.438 68,734.650	40.387 5,862.888 71,166.100			41.195 6,030.250 73,007.925	42.019 6,268.098 75,059.500	43.280 7,033.000 84,396.000		
248	23-17B	2	Orthotic Technician (Unregistered) 1950	Orthotic Technician - Unregistered	RCC	1950	Hourly 26.248 Monthly 4,265.300 Annual 51,183.600	27.721 4,504.663 54,055.950	29.281 4,758.163 57,097.950	30.933 5,026.613 60,319.350	32.680 5,310.500 63,726.000			33.334 5,416.775 65,001.300	34.001 5,525.163 66,301.950	35.021 5,690.913 68,290.950		
249	23-17B	2	Orthotic Technician (Unregistered) 2015	Orthotic Technician - Unregistered	HSC	2015	Hourly 26.248 Monthly 4,407.477 Annual 52,889.720	27.721 4,654.818 55,857.815	29.281 4,916.768 59,001.215	30.933 5,194.166 62,329.995	32.680 5,487.517 65,850.200			33.334 5,597.334 67,168.010	34.001 5,709.335 68,512.015	35.021 5,880.610 70,567.315		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Standardized Title, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, 15 Year, 20 Year, 25 Year. Contains salary data for various roles such as Preventive Maintenance Coordinator, Primary Care Assistant, Printer, etc.

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
400		2	Workplace Safety&Health Officer-SMHC-PIO	DISCONTINUED IN 2025	SMHC	1885											
							Hourly										
							Monthly										
							Annual										
401		1	Youth Care Worker		SH	2090	24,027	24,769	25,627	26,369	27,237				27,782	28,338	29,188
							Monthly	4,164,680	4,293,293	4,442,013	4,570,627	4,721,080			4,815,547	4,911,920	5,059,253
							Annual	49,976,160	51,519,520	53,304,160	54,847,520	56,652,960			57,786,560	58,943,040	60,711,040

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with 17 columns: Row, Standard Grp No., Note, Employer Classification, Standardized Title, Site, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, 15 Year, 20 Year, 25 Year. Rows 126-150 contain salary data for various roles like Dietary Maintenance Mechanic, Director - Health Records, Dispatcher-Central Transport, etc.

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
176	23-12HL	2	Lead Hand - Carpentry		HSC	2080	Hourly 46,958 Monthly 8,139,560 Annual 97,674,720	48,286 8,369,573 100,434,880							49,252 8,537,013 102,444,160	50,237 8,707,747 104,492,960	51,744 8,968,960 107,627,520
177		2	Lead Hand - Comm. Systems Technologist		HSC	2080	Hourly 52,043 Monthly 9,020,787 Annual 108,249,440	52,725 9,139,000 109,668,000	53,415 9,258,600 111,103,200						54,483 9,443,720 113,324,640	55,573 9,632,653 115,591,840	57,240 9,921,600 119,059,200
178	23-12EL	2	Lead Hand - Electrical		HSC	2080	Hourly 51,937 Monthly 9,002,413 Annual 108,028,960	53,415 9,258,600 111,103,200							54,483 9,443,720 113,324,640	55,573 9,632,653 115,591,840	57,240 9,921,600 119,059,200
179		2	Lead Hand - Electronics		HSC	2080	Hourly 52,043 Monthly 9,020,787 Annual 108,249,440	52,725 9,139,000 109,668,000	53,415 9,258,600 111,103,200						54,483 9,443,720 113,324,640	55,573 9,632,653 115,591,840	57,240 9,921,600 119,059,200
180	23-53HALH	1	Lead Hand - Housekeeping	Housekeeping Lead Hand	HSC	2015	Hourly 26,398 Monthly 4,432,664 Annual 53,191,970	27,098 4,550,206 54,602,470	27,819 4,671,274 56,055,285	28,564 4,796,372 57,556,460	29,329 4,924,828 59,097,935				29,916 5,023,395 60,280,740	30,514 5,123,809 61,485,710	31,429 5,277,453 63,329,435
181		2	Lead Hand - Industrial Mechanic		HSC	2080	Hourly 50,804 Monthly 8,806,027 Annual 105,672,320	51,480 8,923,200 107,078,400	52,176 9,043,840 108,526,080						53,220 9,224,800 110,697,600	54,284 9,409,227 112,910,720	55,913 9,691,587 116,299,040
182		2	Lead Hand - ISO Security Personnel		HSC	2080	Hourly 43,049 Monthly 7,461,827 Annual 89,541,920	44,258 7,671,387 92,056,640	45,504 7,887,360 94,648,320	46,791 8,110,440 97,325,280	48,114 8,339,760 100,077,120	49,474 8,575,493 102,905,920			50,463 8,746,920 104,963,040	51,472 8,921,813 107,061,760	53,016 9,189,440 110,273,280
183		2	Lead Hand - ISO Security Personnel	NEW in Apr 2024	HSC, SH	2080	Hourly 43,049 Monthly 7,461,827 Annual 89,541,920	44,258 7,671,387 92,056,640	45,504 7,887,360 94,648,320	46,791 8,110,440 97,325,280	48,114 8,339,760 100,077,120	49,474 8,575,493 102,905,920			50,463 8,746,920 104,963,040	51,472 8,921,813 107,061,760	53,016 9,189,440 110,273,280
184	23-54LALH	1	Lead Hand - Linen Services	Laundry Aide Lead Hand	HSC	2015	Hourly 26,398 Monthly 4,432,664 Annual 53,191,970	27,098 4,550,206 54,602,470	27,819 4,671,274 56,055,285	28,564 4,796,372 57,556,460	29,329 4,924,828 59,097,935			29,916 5,023,395 60,280,740	30,514 5,123,809 61,485,710	31,429 5,277,453 63,329,435	
185	23-55MDRL	2	Lead Hand - Medical Device Reprocessing	MDR Lead Hand	HSC	2015	Hourly 29,901 Monthly 5,020,876 Annual 60,250,515	30,719 5,158,232 61,898,785	31,557 5,298,946 63,587,355	32,424 5,444,530 65,334,360	33,317 5,694,480 67,133,755	34,237 5,749,963 68,987,555			34,922 5,863,986 70,367,830	35,620 5,961,192 71,774,300	36,689 6,160,695 73,928,335
186	23-12GL	2	Lead Hand - Painter		HSC	2080	Hourly 43,709 Monthly 7,576,227 Annual 90,914,720	44,941 7,789,773 93,477,280							45,840 7,945,600 95,347,200	46,757 8,104,547 97,254,560	48,160 8,347,733 100,172,800
187	23-12FL	2	Lead Hand - Plumber		HSC	2080	Hourly 51,937 Monthly 9,002,413 Annual 108,028,960	53,415 9,258,600 111,103,200							54,483 9,443,720 113,324,640	55,573 9,632,653 115,591,840	57,240 9,921,600 119,059,200
188	23-52DALH	1	Lead Hand - Retail Services	Dietary Lead Land	HSC	2015	Hourly 26,398 Monthly 4,432,664 Annual 53,191,970	27,098 4,550,206 54,602,470	27,819 4,671,274 56,055,285	28,564 4,796,372 57,556,460	29,329 4,924,828 59,097,935			29,916 5,023,395 60,280,740	30,514 5,123,809 61,485,710	31,429 5,277,453 63,329,435	
189		2	Lead Hand - Warehouse Operations		HSC	2015	Hourly 27,428 Monthly 4,605,618 Annual 55,267,420	28,172 4,730,548 56,766,580	28,934 4,858,501 58,302,010	29,722 4,990,819 59,889,830	30,532 5,126,832 61,521,980	31,368 5,267,210 63,206,520			31,995 5,372,494 64,469,925	32,635 5,479,960 65,759,525	33,614 5,644,351 67,732,210
190		2	Library Technician 1		HSC	1950	Hourly 26,637 Monthly 4,328,513 Annual 51,942,150	27,354 4,445,025 53,340,300	28,096 4,565,600 54,787,200	28,859 4,689,588 56,275,050	29,642 4,816,825 58,011,900	30,449 4,947,963 59,375,550			31,058 5,046,925 60,563,100	31,679 5,147,838 61,774,050	32,629 5,302,213 63,626,550
191		2	Library Technician 2		SH	1885	Hourly 32,514 Monthly 5,107,408 Annual 61,288,890	33,277 5,227,262 62,727,145	34,136 5,362,197 64,346,360	34,984 5,495,403 65,944,840	35,832 5,628,610 67,543,320	36,784 5,778,153 69,337,840			37,520 5,893,767 70,725,200	38,270 6,011,579 72,138,950	39,418 6,191,911 74,302,930
192	23-54LA2	1	Linen Service Aide	Laundry Aide 2	HSC	2015	Hourly 24,993 Monthly 4,196,741 Annual 50,360,895	25,648 4,306,727 51,680,720	26,323 4,420,070 53,040,845	27,023 4,537,612 54,451,345	27,741 4,658,176 55,898,115			28,296 4,751,370 57,016,440	28,862 4,846,411 58,156,930	29,728 4,991,827 59,901,920	
193	23-12J	2	Locksmith		HSC	2080	Hourly 40,558 Monthly 7,030,053 Annual 84,360,640	41,694 7,226,960 86,723,520							42,528 7,371,520 88,458,240	43,379 7,519,027 90,228,320	44,680 7,744,533 92,934,400
194		2	Mechinist 1		CCMB	2015	Hourly 30,282 Monthly 5,084,853 Annual 61,018,230	31,814 5,342,101 64,105,210							32,450 5,448,896 65,386,750	33,099 5,557,874 66,694,485	34,092 5,724,615 68,695,380
195		2	Mechinist 2		CCMB	2015	Hourly 36,997 Monthly 6,212,413 Annual 74,548,955	38,500 6,464,792 77,577,500	40,062 6,727,078 80,724,930	41,713 7,004,308 84,051,695	43,432 7,292,957 87,515,480	45,235 7,595,710 91,148,525	47,116 7,911,562 94,938,740	48,226 8,097,949 97,175,390	49,191 8,259,989 99,119,865	50,175 8,425,219 101,102,625	51,680 8,677,933 104,135,200
196		2	Mail Attendant		SH	2015	Hourly 23,375 Monthly 3,925,052 Annual 47,100,625	23,994 4,028,993 48,347,910	24,638 4,137,131 49,645,570	25,294 4,247,284 50,967,410	25,971 4,360,964 52,331,565	26,669 4,478,170 53,738,035			27,202 4,567,669 54,812,030	27,746 4,659,016 55,908,190	28,578 4,798,723 57,584,670
197		1	Mail Room - Print Shop Clerk		SH	2015	Hourly 26,398 Monthly 4,432,664 Annual 53,191,970	27,098 4,550,206 54,602,470	27,819 4,671,274 56,055,285	28,564 4,796,372 57,556,460	29,329 4,924,828 59,097,935			29,916 5,023,395 60,280,740	30,514 5,123,809 61,485,710	31,429 5,277,453 63,329,435	
198		1	Mail Supply & Distribution Clerk		CCMB	2015	Hourly 26,398 Monthly 4,432,664 Annual 53,191,970	27,098 4,550,206 54,602,470	27,819 4,671,274 56,055,285	28,564 4,796,372 57,556,460	29,329 4,924,828 59,097,935			29,916 5,023,395 60,280,740	30,514 5,123,809 61,485,710	31,429 5,277,453 63,329,435	
199		1	Mailroom Clerk - Finance		SH	2015	Hourly 24,348 Monthly 4,088,435 Annual 49,061,220	24,993 4,196,741 50,360,895	25,648 4,306,727 51,680,720	26,326 4,420,574 53,046,890	27,023 4,537,612 54,451,345			27,563 4,628,287 55,539,445	28,114 4,720,809 56,649,710	28,957 4,862,363 58,248,355	
200		1	Maintenance		SH	1885	Hourly 25,187 Monthly 3,956,458 Annual 47,477,495	25,867 4,063,275 48,759,295	26,558 4,171,819 50,061,830	27,334 4,293,716 51,524,590	28,097 4,413,570 52,962,845			28,659 4,501,851 54,022,215	29,322 4,591,860 55,102,320	30,109 4,729,622 56,755,465	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
301	2		Regional Clinical Engineer (Masters)	Regional Clinical Engineer (Masters)	SH	2015	Hourly 52,289 Monthly 8,780.195 Annual 105,362.335	55,142 9,259.261 111,111.130	58,159 9,765.865 117,190.385	61,486 10,324.524 123,894.290	64,815 10,883.519 130,602.225	68,142 11,442.178 137,306.130			69,505 11,671.048 140,052.575	70,895 11,904.452 142,853.425	73,022 12,261.611 147,139.330	
302	2		Registry Senior Quality Control Tech		CCMB	2015	Hourly 55,724 Monthly 9,356.988 Annual 112,283.860	56,685 9,518.356 114,220.275	57,642 9,679.053 116,148.630	58,604 9,840.588 118,087.060	59,562 10,001.453 120,017.430	60,519 10,162.149 121,945.785			61,729 10,365.328 124,383.935	62,964 10,572.705 126,872.460	64,853 10,889.900 130,678.795	
303	2		Rehabilitation Electronic Technologist		HSC	2015	Hourly 46,394 Monthly 7,790.326 Annual 93,483.910	47,613 7,995.016 95,940.195	48,847 8,202.225 99,426.705	50,130 8,417.663 101,011.950	51,434 8,636.226 103,639.510			52,463 8,809.412 105,712.945	53,512 8,985.557 107,826.680	55,117 9,255.063 111,060.755		
304	2		Rehabilitation Mechanical Specialist		HSC	2080	Hourly 47,615 Monthly 8,253.267 Annual 99,039.200	48,867 8,470.280 101,643.360	50,135 8,690.067 104,280.800	51,454 8,918.693 107,024.320	52,794 9,150.960 109,811.520			53,850 9,334.000 112,008.000	54,927 9,520.680 114,248.160	56,575 9,806.333 117,676.000		
305	2		Relaxation Centre Coordinator		HSC	1950	Hourly 32,273 Monthly 5,244.363 Annual 62,932.350	33,161 5,388.663 64,663.950	34,073 5,536.863 66,442.350	35,019 5,690.588 68,287.050	35,984 5,847.400 70,168.800	36,985 6,010.063 72,120.750			37,725 6,130.313 73,563.750	38,480 6,253.000 75,036.000	39,634 6,440.525 77,286.300	
306	2		Research Assistant - MS Clinic		HSC	2015	Hourly 31,941 Monthly 5,363.426 Annual 64,361.115	33,055 5,550.485 66,605.825	34,015 5,711.685 68,540.225	35,257 5,920.238 71,042.855	36,394 6,111.159 73,333.910	37,585 6,311.148 75,733.775	38,895 6,531.119 78,734.425	40,203 6,750.754 81,009.045	41,007 6,885.759 82,629.105	41,827 7,023.450 84,281.405	43,082 7,234.186 86,810.230	
307	2		Research Assistant - Generic		HSC	1950	Hourly 23,393 Monthly 3,801.363 Annual 45,616.350								23,861 3,977.413 46,528.950	24,338 3,954.925 47,459.100	25,068 4,073.500 48,882.600	
308	2		Research Protocol Officer		HSC	1950	Hourly 31,749 Monthly 5,159.213 Annual 61,910.550	32,886 5,343.975 64,127.700	34,077 5,537.513 66,450.150	35,250 5,728.125 68,737.500	36,509 5,932.713 71,192.550	37,835 6,148.188 73,778.520	39,228 6,374.550 76,494.600			40,013 6,502.113 78,025.350	41,813 6,831.013 81,972.150	42,037 6,831.013 81,972.150
309	2		Safety & Training Coordinator		HSC	2080	Hourly 40,162 Monthly 6,961.413 Annual 83,536.960	41,292 7,157.280 85,887.360	42,445 7,357.133 88,285.600	43,638 7,563.920 90,767.040	44,868 7,777.120 93,325.440	46,133 7,996.387 95,956.640			47,056 8,156.373 97,876.480	49,997 8,319.480 99,833.760	49,437 8,569.800 102,828.960	
310	2		Scheduling Clerk		SH	1885	Hourly 29,541 Monthly 4,640.399 Annual 55,684.785	30,231 4,748.786 56,985.435	31,001 4,869.740 58,436.885	31,746 4,986.768 59,841.210	32,531 5,110.078 61,320.935	33,483 5,259.621 63,115.455			34,153 5,364.867 64,378.405	34,836 5,472.155 65,665.860	35,881 5,636.307 67,635.685	
311	2		Scheduling Clerk - 2015	NEW in Apr 2024	SH	2015	Hourly 29,541 Monthly 4,960.426 Annual 59,525.115	30,231 5,076.289 60,915.465	31,001 5,205.585 62,467.015	31,746 5,330.683 63,968.190	32,531 5,462.497 65,549.965	33,483 5,622.354 67,468.245			34,153 5,734.858 68,818.295	34,836 5,849.545 70,194.540	35,881 6,025.018 72,300.215	
312	2		Scheduling Clerk - DI		SH	1950	Hourly 25,840 Monthly 4,199.000 Annual 50,388.000	26,536 4,312.100 51,745.200	27,250 4,428.125 53,137.500	27,987 4,547.888 54,574.650	28,745 4,671.063 56,052.750	29,526 4,797.975 57,575.700			30,117 4,894.013 58,728.150	30,719 4,991.838 59,902.050	31,641 5,141.663 61,699.950	
313	2		Scheduling Clerk - SMHC		SMHC	1885	Hourly 29,201 Monthly 4,586.990 Annual 55,043.885	29,878 4,693.336 56,320.030	30,639 4,812.876 57,754.515	31,411 4,934.145 59,209.735	32,180 5,054.942 60,659.300	33,101 5,199.615 62,395.385			33,763 5,303.605 63,643.255	34,438 5,409.636 64,915.630	35,471 5,571.903 66,862.835	
314	1		Secretary		SH	2015	Hourly 26,983 Monthly 4,530.895 Annual 54,370.745	27,699 4,651.124 55,813.485	28,440 4,775.550 57,306.600	29,202 4,903.503 58,842.030	29,988 5,035.485 60,425.820			30,588 5,136.235 61,634.820	31,200 5,239.000 62,868.000	32,136 5,396.170 64,754.040		
315	1		Secretary		SH	2015	Hourly 26,983 Monthly 4,530.895 Annual 54,370.745	27,699 4,651.124 55,813.485	28,440 4,775.550 57,306.600	29,202 4,903.503 58,842.030	29,988 5,035.485 60,425.820			30,588 5,136.235 61,634.820	31,200 5,239.000 62,868.000	32,136 5,396.170 64,754.040		
316	1		Secretary - Hope, CIO, Info Services		CCMB	2015	Hourly 26,983 Monthly 4,530.895 Annual 54,370.745	27,699 4,651.124 55,813.485	28,440 4,775.550 57,306.600	29,202 4,903.503 58,842.030	29,988 5,035.485 60,425.820			30,588 5,136.235 61,634.820	31,200 5,239.000 62,868.000	32,136 5,396.170 64,754.040		
317	1		Secretary 1		SH	1885	Hourly 26,983 Monthly 4,238.580 Annual 50,882.955	27,699 4,351.051 52,212.615	28,440 4,467.450 53,609.400	29,202 4,587.148 55,045.770	29,988 4,710.615 56,527.380			30,588 4,804.865 57,658.380	31,200 4,901.000 58,812.000	32,136 5,048.030 60,576.360		
318	1		Secretary 1		SH	1950	Hourly 26,983 Monthly 4,384.738 Annual 52,616.850	27,699 4,501.088 54,013.050	28,440 4,621.500 55,458.000	29,202 4,745.325 56,943.900	29,988 4,873.050 58,476.600			30,588 4,970.550 59,646.600	31,200 5,070.000 60,840.000	32,136 5,222.100 62,665.200		
319	1		Secretary 1		CCMB	2015	Hourly 26,062 Monthly 4,376.244 Annual 52,514.930	26,751 4,491.939 53,903.265	27,463 4,611.495 55,337.945	28,194 4,734.243 56,810.910	28,951 4,861.355 58,336.265			29,530 4,958.579 59,502.850	30,121 5,057.818 60,693.815	31,025 5,209.615 62,515.375		
320	1		Secretary 2		HSC	1950	Hourly 26,983 Monthly 4,384.738 Annual 52,616.850	27,699 4,501.088 54,013.050	28,440 4,621.500 55,458.000	29,202 4,745.325 56,943.900	29,988 4,873.050 58,476.600			30,588 4,970.550 59,646.600	31,200 5,070.000 60,840.000	32,136 5,222.100 62,665.200		
321	1		Secretary 2		CCMB	2015	Hourly 26,983 Monthly 4,530.895 Annual 54,370.745	27,699 4,651.124 55,813.485	28,440 4,775.550 57,306.600	29,202 4,903.503 58,842.030	29,988 5,035.485 60,425.820			30,588 5,136.235 61,634.820	31,200 5,239.000 62,868.000	32,136 5,396.170 64,754.040		
322	1		Secretary 2 - IP & C		HSC	1950	Hourly 26,983 Monthly 4,384.738 Annual 52,616.850	27,699 4,501.088 54,013.050	28,440 4,621.500 55,458.000	29,202 4,745.325 56,943.900	29,988 4,873.050 58,476.600			30,588 4,970.550 59,646.600	31,200 5,070.000 60,840.000	32,136 5,222.100 62,665.200		
323	1		Secretary 2 - SH (RCC)		RCC	1950	Hourly 26,061 Monthly 4,234.913 Annual 50,818.950	26,753 4,347.363 52,168.350	27,463 4,462.738 53,552.850	28,194 4,581.525 54,978.300	28,951 4,704.538 56,454.450			29,530 4,798.625 57,583.500	30,121 4,894.663 58,735.950	31,025 5,041.563 60,498.750		
324	2		Secretary 3		HSC / Shared Health	1950	Hourly 26,882 Monthly 4,368.325 Annual 52,419.900	27,607 4,486.138 53,833.650	28,354 4,607.525 55,290.300	29,125 4,732.813 56,793.750	29,917 4,861.513 58,338.150	30,732 4,993.950 59,827.400			31,347 5,093.888 61,126.650	31,974 5,195.775 62,349.300	32,933 5,351.613 64,219.350	
325	2		Secretary 3	NEW in Apr 2025	HSC	2015	Hourly 26,882 Monthly 4,513.936 Annual 54,167.230	27,607 4,635.675 55,628.105	28,354 4,761.109 57,133.310	29,125 4,890.573 58,686.875	29,917 5,023.563 60,282.755	30,732 5,160.415 61,924.980			31,347 5,263.684 63,164.205	31,974 5,368.968 64,427.610	32,933 5,530.000 66,359.995	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
326		2	Secretary 3		CCMB	2015	Hourly 26.882 Monthly 4,513.936 Annual 54,167.230	27.607 4,635.675 55,628.105	28.354 4,761.109 57,133.310	29.125 4,890.573 58,686.875	29.917 5,023.563 60,282.755	30.732 5,160.415 61,924.980			31.347 5,263.684 63,164.205	31.974 5,368.968 64,427.610	32.933 5,530.000 66,359.995	
327		1	Secretary 3 SH (RCC)		RCC	1950	Hourly 26.983 Monthly 4,384.738 Annual 52,616.850	27.699 4,501.088 54,013.050	28.440 4,621.500 55,458.000	29.202 4,745.325 56,943.900	29.988 4,873.050 58,476.600			30.588 4,970.550 59,646.600	31.200 5,070.000 60,840.000	32.136 5,222.100 62,665.200		
328		2	Secretary 4		Shared Health - DSM	1950	Hourly 27.849 Monthly 4,525.463 Annual 54,305.550	28.603 4,647.988 55,775.850	29.382 4,774.575 57,294.900	30.182 4,904.575 58,854.900	31.004 5,038.150 60,457.800	31.856 5,176.600 62,119.200			32.493 5,280.113 63,361.350	33.143 5,385.738 64,628.850	34.137 5,547.263 66,567.150	
329		2	Secretary 4		CCMB	2015	Hourly 27.849 Monthly 4,676.311 Annual 56,115.735	28.603 4,802.920 57,635.045	29.382 4,933.728 59,204.730	30.182 5,068.061 60,816.730	31.004 5,206.088 62,473.060	31.856 5,349.153 64,189.840			32.493 5,456.116 65,473.395	33.143 5,565.262 66,783.145	34.137 5,732.171 68,786.055	
330		2	Secretary 4 - RCC		RCC	1950	Hourly 26.882 Monthly 4,368.325 Annual 52,419.900	27.607 4,486.138 53,833.650	28.354 4,607.525 55,290.300	29.125 4,732.813 56,793.750	29.917 4,861.513 58,338.150	30.732 4,993.950 59,927.400			31.347 5,093.888 61,126.650	31.974 5,195.775 62,349.300	32.933 5,351.613 64,219.350	
331		2	Secretary 4 (PIO)		HSC / Shared Health	1950	Hourly 27.849 Monthly 4,525.463 Annual 54,305.550	28.603 4,647.988 55,775.850	29.382 4,774.575 57,294.900	30.182 4,904.575 58,854.900	31.004 5,038.150 60,457.800	31.856 5,176.600 62,119.200			32.493 5,280.113 63,361.350	33.143 5,385.738 64,628.850	34.137 5,547.263 66,567.150	
332		1	Secretary Medical		SH	1950	Hourly 26.802 Monthly 4,355.325 Annual 52,263.900	27.513 4,470.863 53,650.350	28.291 4,590.788 55,089.450	29.066 4,713.475 56,561.700	29.864 4,839.900 58,078.800			30.588 4,936.750 59,241.000	30.988 5,035.550 60,426.600	31.918 5,186.675 62,240.100		
333		2	Section Chief-Information Mgmt - CPL		SH	1885	Hourly 48.895 Monthly 7,680.590 Annual 92,167.075	50.611 7,950.145 95,401.735	52.383 8,228.496 98,741.955	54.305 8,530.410 102,364.925	56.331 8,848.661 106,183.935	58.392 9,172.410 110,068.920	60.763 9,544.855 114,538.255	63.203 9,928.138 119,137.655	64.467 10,126.691 121,520.295	65.776 10,329.172 123,950.060	67.729 10,639.097 127,669.165	
334		2	Security Officer - SMHC		SMHC	2080	Hourly 24.664 Monthly 4,275.093 Annual 51,301.120	25.321 4,398.973 52,667.680	26.011 4,508.573 54,102.880	26.759 4,638.227 55,658.720	27.532 4,772.213 57,266.560	28.280 4,901.867 58,822.400			28.846 4,999.973 59,999.680	29.423 5,099.987 61,199.840	30.366 5,253.040 63,036.480	
335		2	Security Shift Supervisor - SMHC		SMHC	2080	Hourly 26.265 Monthly 4,552.600 Annual 54,631.200	27.000 4,680.000 56,160.000	27.795 4,817.800 57,813.600	28.601 4,957.507 59,490.080	29.431 5,101.373 61,216.480	30.306 5,253.040 63,036.480			30.912 5,358.080 64,296.960	31.530 5,465.200 65,582.400	32.476 5,629.173 67,550.080	
336		2	Security Supervisor		HSC - Security Officers	2080	Hourly 31.464 Monthly 5,453.760 Annual 65,445.120	32.385 5,613.400 67,360.800	33.332 5,777.547 69,330.560	34.312 5,947.413 71,369.960	35.329 6,123.693 73,484.320	36.371 6,304.307 75,651.680	37.449 6,491.160 77,893.920			38.198 6,620.987 79,451.840	38.962 6,753.413 81,040.960	40.131 6,956.040 83,472.480
337		2	Security Supervisor -ISO Security Persnl	NEW in Apr 2024	HSC	2015	Hourly 46.074 Monthly 7,736.593 Annual 92,839.110	47.375 7,955.052 95,460.625	48.716 8,180.228 98,162.740	50.097 8,412.121 100,945.455	51.520 8,651.067 103,812.800	52.984 8,896.897 106,762.760			54.044 9,074.888 108,898.660	55.125 9,256.400 111,076.875	56.779 9,534.140 114,409.685	
338		2	Security Supervisor -ISO Security Persnl		HSC	2080	Hourly 46.074 Monthly 7,986.160 Annual 95,833.920	47.375 8,211.667 98,540.000	48.716 8,444.107 101,329.280	50.097 8,683.480 104,201.780	51.520 8,930.133 107,161.600	52.984 9,183.893 110,206.720			54.044 9,367.627 112,411.520	55.125 9,555.000 114,660.000	56.779 9,841.693 118,100.320	
339		2	Senior Clerk		CCMB	2015	Hourly 26.586 Monthly 4,464.233 Annual 53,570.790	27.306 4,585.133 55,021.590	28.042 4,708.719 56,504.630	28.804 4,836.672 58,040.060	29.587 4,968.150 59,617.805	30.393 5,103.491 61,241.895			31.001 5,205.585 62,467.015	31.621 5,309.693 63,716.315	32.570 5,469.046 65,628.550	
340		2	Senior Clinical Research Professional		CCMB	2015	Hourly 43.501 Monthly 7,304.543 Annual 87,654.515	44.236 7,427.962 89,135.540	44.974 7,551.884 90,622.610	45.713 7,675.975 92,111.695	46.452 7,800.065 93,600.780	47.188 7,923.652 95,083.820			48.132 8,082.165 96,985.980	48.095 8,243.869 98,926.425	50.568 8,491.210 101,894.520	
341		2	Senior Clinical Research Professional -Ethics and Regulatory Affairs		CCMB	2015	Hourly 43.501 Monthly 7,304.543 Annual 87,654.515	44.236 7,427.962 89,135.540	44.974 7,551.884 90,622.610	45.713 7,675.975 92,111.695	46.452 7,800.065 93,600.780	47.188 7,923.652 95,083.820			48.132 8,082.165 96,985.980	48.095 8,243.869 98,926.425	50.568 8,491.210 101,894.520	
342		2	Senior CRP Pediatric Research Specialist		CCMB	2015	Hourly 43.501 Monthly 7,304.543 Annual 87,654.515	44.236 7,427.962 89,135.540	44.974 7,551.884 90,622.610	45.713 7,675.975 92,111.695	46.452 7,800.065 93,600.780	47.188 7,923.652 95,083.820			48.132 8,082.165 96,985.980	48.095 8,243.869 98,926.425	50.568 8,491.210 101,894.520	
343		2	Senior CRP Recruit/Quality Facilitator CTU		CCMB	2015	Hourly 43.501 Monthly 7,304.543 Annual 87,654.515	44.236 7,427.962 89,135.540	44.974 7,551.884 90,622.610	45.713 7,675.975 92,111.695	46.452 7,800.065 93,600.780	47.188 7,923.652 95,083.820			48.132 8,082.165 96,985.980	48.095 8,243.869 98,926.425	50.568 8,491.210 101,894.520	
344		2	Senior File Control Clerk		CCMB	2015	Hourly 26.586 Monthly 4,464.233 Annual 53,570.790	27.306 4,585.133 55,021.590	28.042 4,708.719 56,504.630	28.804 4,836.672 58,040.060	29.587 4,968.150 59,617.805	30.393 5,103.491 61,241.895			31.001 5,205.585 62,467.015	31.621 5,309.693 63,716.315	32.570 5,469.046 65,628.550	
345		2	Senior Messenger		HSC	2015	Hourly 25.030 Monthly 4,202.954 Annual 50,435.450	25.699 4,315.290 51,783.485	26.390 4,431.321 53,175.850	27.100 4,550.542 54,606.500	27.830 4,673.121 56,077.450	28.586 4,800.066 57,600.790			29.158 4,896.114 58,753.370	29.741 4,994.010 59,928.115	30.633 5,143.791 61,725.495	
346		2	Senior Registry Education Coordinator		CCMB	2015	Hourly 55.724 Monthly 9,356.988 Annual 112,283.860	56.685 9,518.356 114,220.275	57.642 9,679.053 116,148.630	58.604 9,840.588 118,087.060	59.562 10,001.453 120,017.430	60.519 10,162.149 121,945.785			61.729 10,365.328 124,383.935	62.964 10,572.705 126,872.460	64.853 10,889.900 130,678.795	
347	23-206	2	Senior Surgical Instrument Repair Technician	Senior Surgical Instrument Repair Technician	SH	2015	Hourly 52.812 Monthly 8,868.015 Annual 106,416.180	53.667 8,978.000 107,736.005	54.117 9,087.146 109,045.755						55.199 9,268.832 111,225.985	56.303 9,454.212 113,450.545	57.992 9,737.823 116,853.880	
348		2	Service Worker 1 - SMHC		SMHC	2080	Hourly 22.454 Monthly 3,892.027 Annual 46,704.320	22.984 3,983.893 47,806.720	23.560 4,083.733 49,804.800	24.124 4,181.493 50,177.920	24.712 4,283.413 51,400.960			25.206 4,369.040 52,428.480	25.710 4,456.400 53,476.800	26.481 4,590.040 55,080.480		
349		2	Service Worker 2 - SMHC		SMHC	2080	Hourly 25.551 Monthly 4,428.840 Annual 53,146.080	26.171 4,536.307 54,435.680	26.784 4,642.560 55,710.720	27.485 4,764.067 57,168.800	28.176 4,883.840 58,606.080	28.854 5,001.360 60,016.320			29.431 5,101.373 61,216.480	30.020 5,203.467 62,441.600	30.921 5,359.640 64,315.680	
350		2	Service Worker 3 - SMHC		SMHC	2080	Hourly 26.634 Monthly 4,616.560 Annual 55,398.720	27.220 4,718.133 56,617.600	28.025 4,857.667 58,292.000	28.784 4,989.227 59,870.720	29.604 5,131.360 61,576.320	30.409 5,270.893 63,250.720			31.017 5,376.280 64,515.360	31.637 5,483.747 65,804.960	32.586 5,648.240 67,778.880	

**CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Standardized Title	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
401		1	Youth Care Worker		SH	2080	Hourly 26.748	27.512	28.396	29.160	30.054				30.655	31.268	32.206
							Monthly 4,636.320	4,768.747	4,921.973	5,054.400	5,209.360				5,313.533	5,419.787	5,582.373
							Annual 55,635.840	57,224.960	59,063.680	60,652.800	62,512.320				63,762.400	65,037.440	66,988.480

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with
¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027
² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027
³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1		Activity / Recreation Aide (Certified)	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839			
					Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799			
					Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	49,556.910	50,548.290	52,065.585					
2		Activity / Recreation Coordinator	2015	2015	Hourly	21.967	22.625	23.306	24.006	24.724	25.465			25.974	26.493	27.288			
					Monthly	3,688.625	3,799.115	3,913.466	4,031.008	4,151.572	4,275.998			4,361.468	4,448.616	4,582.110			
					Annual	44,263.505	45,589.375	46,961.590	48,372.090	49,818.860	51,311.975	52,337.610	53,383.395	54,985.320					
3		Activity / Recreation Supervisor	2015	2015	Hourly	22.877	23.565	24.272	24.998	25.752	26.521			27.051	27.592	28.420			
					Monthly	3,841.430	3,956.956	4,075.673	4,197.581	4,324.190	4,453.318			4,542.314	4,633.157	4,772.192			
					Annual	46,097.155	47,483.475	48,908.080	50,370.970	51,890.280	53,439.815	54,507.765	55,597.880	57,266.300					
4		Activity / Recreation Worker - (Certified)	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839			
					Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799			
					Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	49,556.910	50,548.290	52,065.585					
5		Activity Worker (Certified)	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839			
					Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799			
					Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	49,556.910	50,548.290	52,065.585					
6		Adult Day Program Worker (Certified)	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839			
					Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799			
					Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	49,556.910	50,548.290	52,065.585					
7		Adult Day Program Worker (Uncertified)	2015	2015	Hourly	18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799			
					Monthly	3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332			
					Annual	36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125	43,727.515	44,602.025	45,939.985					
8		Audiometrist	1885	2015	Hourly	21.914	22.593	23.290	24.014	24.756	25.520	26.311			26.837	27.374	28.195		
					Monthly	3,679.726	3,793.741	3,910.779	4,032.351	4,156.945	4,285.233	4,418.055			4,506.380	4,596.551	4,734.410		
					Annual	44,156.710	45,524.895	46,929.350	48,388.210	49,883.340	51,422.800	53,016.665	54,076.555	55,158.610	56,812.925				
9	23-63CW	Crisis Worker	1885	2015	Hourly	22.435	23.133	23.926	24.748	25.582	26.402			26.930	27.469	28.293			
					Monthly	3,767.210	3,884.416	4,017.574	4,155.602	4,295.644	4,433.336			4,521.996	4,612.503	4,750.866			
					Annual	45,206.525	46,612.995	48,210.890	49,867.220	51,547.730	53,200.030	54,263.950	55,350.035	57,010.395					
10	23-13CERT	Health Care Aide	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836			25.333	25.840	26.615		
					Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378			4,253.833	4,338.967	4,469.102		
					Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540	51,045.995	52,067.600	53,629.225				
11	23-13UNCERT	Health Care Aide (Uncertified)	2015	2015	Hourly	20.193								20.597	21.009	21.639			
					Monthly	3,390.741											3,458.580	3,527.761	3,633.549
					Annual	40,688.895											41,502.955	42,333.135	43,602.585
12		Health Corner Worker	1885	2015	Hourly	21.018	21.544	22.082	22.633	23.199	23.781	24.372	24.982	25.482	25.992	26.772			
					Monthly	3,529.273	3,617.597	3,707.936	3,800.458	3,895.499	3,993.226	4,092.465	4,194.894	4,278.853	4,364.490	4,495.465			
					Annual	42,351.270	43,411.160	44,495.230	45,605.495	46,745.985	47,918.715	49,109.580	50,338.730	51,346.230	52,373.880	53,945.580			
13	23-13UNCERT	Home Care Attendant 1 - Uncertified	2080	2080	Hourly	20.193								20.597	21.009	21.639			
					Monthly	3,500.120											3,570.147	3,641.560	3,750.760
					Annual	42,001.440											42,841.760	43,698.720	45,009.120
14	23-13CERT	Home Care Attendant 2 - Certified	2080	2080	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836			25.333	25.840	26.615		
					Monthly	3,604.987	3,713.320	3,824.600	3,939.173	4,057.560	4,179.413	4,304.907			4,391.053	4,478.933	4,613.267		
					Annual	43,259.840	44,559.840	45,895.200	47,270.080	48,690.720	50,152.960	51,658.880	52,692.640	53,747.200	55,359.200				
15	23-50	Home Visitor 1	1885	2015	Hourly	21.733	22.228	22.723	23.177	23.644	24.117			24.599	25.091	25.844			
					Monthly	3,649.333	3,732.452	3,815.570	3,891.805	3,970.222	4,049.646			4,130.582	4,213.197	4,339.638			
					Annual	43,791.995	44,789.420	45,786.845	46,701.655	47,642.660	48,595.755	49,566.985	50,558.365	52,075.660					
16	23-50	Home Visitor 2	1885	2015	Hourly	21.733	22.228	22.723	23.177	23.644	24.117			24.599	25.091	25.844			
					Monthly	3,649.333	3,732.452	3,815.570	3,891.805	3,970.222	4,049.646			4,130.582	4,213.197	4,339.638			
					Annual	43,791.995	44,789.420	45,786.845	46,701.655	47,642.660	48,595.755	49,566.985	50,558.365	52,075.660					

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Previous Annual Hours	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
17		Indigenous Support Worker	1885	2015	Hourly	19.171	19.733	20.285	20.858	21.423	21.998			22.438	22.887	23.574		
					Monthly	3,219.130	3,313.500	3,406.190	3,502.406	3,597.279	3,693.831			3,767.714	3,843.109	3,958.468		
					Annual	38,629.565	39,761.995	40,874.275	42,028.870	43,167.345	44,325.970			45,212.570	46,117.305	47,501.610		
18	23-51A	Mental Health - Proctor 2	2080	2080	Hourly	19.171	19.733	20.285	20.858	21.423	21.998			22.438	22.887	23.574		
					Monthly	3,322.973	3,420.387	3,516.067	3,615.387	3,713.320	3,812.987			3,889.253	3,967.080	4,086.160		
					Annual	39,875.680	41,044.640	42,192.800	43,384.640	44,559.840	45,755.840			46,671.040	47,604.960	49,033.920		
19	23-51B	Mental Health - Proctor 3	2080	2080	Hourly	21.733	22.228	22.723	23.177	23.644	24.117			24.599	25.091	25.844		
					Monthly	3,767.053	3,852.853	3,938.653	4,017.347	4,098.293	4,180.280			4,263.827	4,349.107	4,479.627		
					Annual	45,204.640	46,234.240	47,263.840	48,208.160	49,179.520	50,163.360			51,165.920	52,189.280	53,755.520		
20	23-55ORA	Operating Room Assistant	2015	2015	Hourly	25.166	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263		
					Monthly	4,225.791	4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579		
					Annual	50,709.490	52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945		
21	23-47CERT	Rehabilitation Aide	2015	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946		
					Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599		
					Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190		
22		Resident Assistant (Trained)	2015	2015	Hourly	21.422	22.066	22.727	23.408	24.111	24.836	25.581		26.093	26.615	27.413		
					Monthly	3,597.111	3,705.249	3,816.242	3,930.593	4,048.639	4,170.378	4,295.476		4,381.450	4,469.102	4,603.100		
					Annual	43,165.330	44,462.990	45,794.905	47,167.120	48,583.665	50,044.540	51,545.715		52,577.395	53,629.225	55,237.195		
23		Resident Assistant (Untrained)	2015	2015	Hourly	20.193								20.597	21.009	21.639		
					Monthly	3,390.741										3,458.580	3,527.761	3,633.549
					Annual	40,688.895										41,502.955	42,333.135	43,602.585
24		Senior Activity Worker	2015	2015	Hourly	21.967	22.625	23.306	24.006	24.724	25.465			25.974	26.493	27.288		
					Monthly	3,688.625	3,799.115	3,913.466	4,031.008	4,151.572	4,275.998			4,361.468	4,448.616	4,582.110		
					Annual	44,263.505	45,589.375	46,961.590	48,372.090	49,818.860	51,311.975			52,337.610	53,383.395	54,985.320		

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

¹ Standardized to 2015 Annual Hours effective September 2023

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year									
1	1		Activity / Recreation Aide (Certified)	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549								
					Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.422	4,328.220	4,458.020								
					Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,496.235								
2	1		Activity / Recreation Coordinator	2015	Hourly	23.247	23.947	24.666	25.404	26.165				26.688	27.222	28.039								
					Monthly	3,903.559	4,021.100	4,141.833	4,265.755	4,393.540				4,481.360	4,571.028	4,708.215								
					Annual	46,842.705	48,253.205	49,701.990	51,189.060	52,722.475				53,776.320	54,852.330	56,498.585								
3	1		Activity / Recreation Supervisor	2015	Hourly	24.213	24.939	25.685	26.460	27.250				27.795	28.351	29.202								
					Monthly	4,065.766	4,187.674	4,312.940	4,443.075	4,575.729				4,667.244	4,760.605	4,903.503								
					Annual	48,789.195	50,252.085	51,755.275	53,316.900	54,908.750				56,006.925	57,127.265	58,842.030								
4	1		Activity / Recreation Worker - (Certified)	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549								
					Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.422	4,328.220	4,458.020								
					Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,496.235								
5	1		Activity Worker (Certified)	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549								
					Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.422	4,328.220	4,458.020								
					Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,496.235								
6	1		Adult Day Program Worker (Certified)	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549								
					Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.422	4,328.220	4,458.020								
					Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,496.235								
7	1		Adult Day Program Worker (Uncertified)	2015	Hourly	19.424	20.006	20.607	21.224	21.860				22.297	22.743	23.425								
					Monthly	3,261.613	3,359.341	3,460.259	3,563.863	3,670.658				3,744.038	3,818.929	3,933.448								
					Annual	39,139.360	40,312.090	41,523.105	42,766.360	44,047.900				44,928.455	45,827.145	47,201.375								
8			Audiometrist	2015	Hourly	22.517	23.214	23.930	24.674	25.437	26.222	27.035			27.575	28.127	28.970							
					Monthly	3,780.980	3,898.018	4,018.246	4,143.176	4,271.296	4,403.111	4,539.627			4,630.302	4,722.992	4,864.546							
					Annual	45,371.755	46,776.210	48,218.950	49,718.110	51,255.555	52,837.330	54,475.525			55,563.625	56,675.905	58,374.550							
9	23-63CW		Crisis Worker	2015	Hourly	23.052	23.769	24.584	25.429	26.286	27.128				27.671	28.224	29.071							
					Monthly	3,870.815	3,991.211	4,128.063	4,269.953	4,413.858	4,555.243				4,646.422	4,739.280	4,881.505							
					Annual	46,449.780	47,894.535	49,536.760	51,239.435	52,966.290	54,662.920				55,757.065	56,871.360	58,578.065							
10	23-13CERT	1	Health Care Aide	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519				26.029	26.550	27.347							
					Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065				4,370.703	4,458.188	4,592.017							
					Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785				52,448.435	53,498.250	55,104.205							
11	23-13UNCERT	1	Health Care Aide (Uncertified)	2015	Hourly	20.748									21.163	21.587	22.234							
					Monthly	3,483.935												3,553.620	3,624.817	3,733.459				
					Annual	41,807.220												42,643.445	43,497.805	44,801.510				
12			Health Corner Worker	2015	Hourly	21.596	22.136	22.689	23.255	23.837	24.435	25.042	25.669			26.183	26.707	27.508						
					Monthly	3,626.328	3,717.003	3,809.861	3,904.902	4,002.630	4,103.044	4,204.969	4,310.253					4,396.562	4,484.550	4,619.052				
					Annual	43,515.940	44,604.040	45,718.335	46,858.825	48,031.555	49,236.525	50,459.630	51,723.035					52,758.745	53,814.605	55,428.620				
13	23-13UNCERT	1	Home Care Attendant 1 - Uncertified	2080	Hourly	20.748										21.163	21.587	22.234						
					Monthly	3,596.320															3,668.253	3,741.747	3,853.893	
					Annual	43,155.840																44,019.040	44,900.960	46,246.720
14	23-13CERT	1	Home Care Attendant 2 - Certified	2080	Hourly	22.012	22.672	23.351	24.053	24.775	25.519				26.029	26.550	27.347							
					Monthly	3,815.413	3,929.813	4,047.507	4,169.187	4,294.333	4,423.293										4,511.693	4,602.000	4,740.147	
					Annual	45,784.960	47,157.760	48,570.080	50,030.240	51,532.000	53,079.520											54,140.320	55,224.000	56,881.760
15	23-50	1	Home Visitor 1	2015	Hourly	22.839	23.348	23.814	24.294	24.780						25.276	25.782	26.555						
					Monthly	3,835.049	3,920.518	3,998.768	4,079.368	4,160.975												4,244.262	4,329.228	4,459.027
					Annual	46,020.585	47,046.220	47,985.210	48,952.410	49,931.700													50,931.140	51,950.730
16	23-50	1	Home Visitor 2	2015	Hourly	22.839	23.348	23.814	24.294	24.780						25.276	25.782	26.555						
					Monthly	3,835.049	3,920.518	3,998.768	4,079.368	4,160.975												4,244.262	4,329.228	4,459.027
					Annual	46,020.585	47,046.220	47,985.210	48,952.410	49,931.700													50,931.140	51,950.730

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
17			Indigenous Support Worker	2015	Hourly	19.698	20.276	20.843	21.432	22.012	22.603			23.055	23.516	24.222			
					Monthly	3,307.623	3,404.678	3,499.887	3,598.790	3,696.182	3,795.420			3,871.319	3,948.728	4,067.278			
					Annual	39,691.470	40,856.140	41,998.645	43,185.480	44,354.180	45,545.045			46,455.825	47,384.740	48,807.330			
18	23-51A	1	Mental Health - Proctor 2	2080	Hourly	20.276	20.843	21.432	22.012	22.603				23.055	23.516	24.221			
					Monthly	3,514.507	3,612.787	3,714.880	3,815.413	3,917.853				3,996.200	4,076.107	4,198.307			
					Annual	42,174.080	43,353.440	44,578.560	45,784.960	47,014.240				47,954.400	48,913.280	50,379.680			
19	23-51B	1	Mental Health - Proctor 3	2080	Hourly	22.839	23.348	23.814	24.294	24.780				25.276	25.782	26.555			
					Monthly	3,958.760	4,046.987	4,127.760	4,210.960	4,295.200				4,381.173	4,468.880	4,602.867			
					Annual	47,505.120	48,563.840	49,533.120	50,531.520	51,542.400				52,574.080	53,626.560	55,234.400			
20	23-55ORA		Operating Room Assistant	2015	Hourly	25.858	26.635	27.434	28.254	29.105	29.976			30.575	31.187	32.123			
					Monthly	4,341.989	4,472.460	4,606.626	4,744.318	4,887.215	5,033.470				5,134.052	5,236.817	5,393.987		
					Annual	52,103.870	53,669.525	55,279.510	56,931.810	58,646.575	60,401.640				61,608.625	62,841.805	64,727.845		
21	23-47CERT	1	Rehabilitation Aide	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795			27.331	27.878	28.714			
					Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327				4,589.330	4,681.181	4,821.559		
					Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925				55,071.965	56,174.170	57,858.710		
22		1	Resident Assistant (Trained)	2015	Hourly	22.673	23.352	24.052	24.774	25.519	26.284			26.810	27.346	28.166			
					Monthly	3,807.175	3,921.190	4,038.732	4,159.968	4,285.065	4,413.522				4,501.846	4,591.849	4,729.541		
					Annual	45,686.095	47,054.280	48,464.780	49,919.610	51,420.785	52,962.260				54,022.150	55,102.190	56,754.490		
23		1	Resident Assistant (Untrained)	2015	Hourly	20.748								21.163	21.587	22.234			
					Monthly	3,483.935											3,553.620	3,624.817	3,733.459
					Annual	41,807.220											42,643.445	43,497.805	44,801.510
24		1	Senior Activity Worker	2015	Hourly	23.247	23.947	24.666	25.404	26.165				26.688	27.222	28.039			
					Monthly	3,903.559	4,021.100	4,141.833	4,265.755	4,393.540							4,481.360	4,571.028	4,708.215
					Annual	46,842.705	48,253.205	49,701.990	51,189.060	52,722.475							53,776.320	54,852.330	56,498.585

***Effective April 1, 2024, new 15, 20 and 25 Year Steps have been created. The 15 Year Step is 2% greater than the top of scale; the new 20 Year Step is 2% greater than the 15 Year Step, and the 25 Year Step is 3% higher than the 20 Year Step.

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1		1	Activity / Recreation Aide (Certified)	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086			
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191			
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290			
2		1	Activity / Recreation Coordinator	2015	Hourly	23.747	24.447	25.166	25.904	26.665				27.198	27.742	28.574			
					Monthly	3,987.517	4,105.059	4,225.791	4,349.713	4,477.498				4,566.998	4,658.344	4,798.051			
					Annual	47,850.205	49,260.705	50,709.490	52,196.560	53,729.975				54,803.970	55,900.130	57,576.610			
3		1	Activity / Recreation Supervisor	2015	Hourly	24.713	25.439	26.185	26.960	27.750				28.305	28.871	29.737			
					Monthly	4,149.725	4,271.632	4,396.898	4,527.033	4,659.688				4,752.881	4,847.922	4,993.338			
					Annual	49,796.695	51,259.585	52,762.775	54,324.400	55,916.250				57,034.575	58,175.065	59,920.055			
4		1	Activity / Recreation Worker - (Certified)	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086			
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191			
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290			
5		1	Activity Worker (Certified)	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086			
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191			
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290			
6		1	Adult Day Program Worker (Certified)	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086			
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191			
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290			
7		1	Adult Day Program Worker (Uncertified)	2015	Hourly	19.924	20.506	21.107	21.724	22.360				22.807	23.263	23.961			
					Monthly	3,345.572	3,443.299	3,544.217	3,647.822	3,754.617				3,829.675	3,906.245	4,023.451			
					Annual	40,146.860	41,319.590	42,530.605	43,773.860	45,055.400				45,956.105	46,874.945	48,281.415			
8		2	Audiometrist	2015	Hourly	22.967	23.664	24.380	25.124	25.887	26.672	27.485			28.035	28.596	29.454		
					Monthly	3,856.542	3,973.580	4,093.808	4,218.738	4,346.859	4,478.673	4,615.190			4,707.544	4,801.745	4,945.818		
					Annual	46,278.505	47,682.960	49,125.700	50,624.860	52,162.305	53,744.080	55,382.275			56,490.525	57,620.940	59,349.810		
9	23-63CW	2	Crisis Worker	2015	Hourly	23.502	24.219	25.034	25.879	26.736	27.578				28.130	28.693	29.554		
					Monthly	3,946.378	4,066.774	4,203.626	4,345.515	4,489.420	4,630.806				4,723.496	4,818.033	4,962.609		
					Annual	47,356.530	48,801.285	50,443.510	52,146.185	53,873.040	55,569.670				56,681.950	57,816.395	59,551.310		
10	23-13CERT	1	Health Care Aide	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019				26.539	27.070	27.882		
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024				4,456.340	4,545.504	4,681.853		
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285				53,476.085	54,546.050	56,182.230		
11	23-13UNCERT	1	Health Care Aide (Uncertified)	2015	Hourly	21.248								21.673	22.106	22.769			
					Monthly	3,567.893											3,639.258	3,711.966	3,823.295
					Annual	42,814.720											43,671.095	44,543.590	45,879.535
12		2	Health Comer Worker	2015	Hourly	22.046	22.586	23.139	23.705	24.287	24.885	25.492	26.119		26.641	27.174	27.989		
					Monthly	3,701.891	3,792.566	3,885.424	3,980.465	4,078.192	4,178.606	4,280.532	4,385.815		4,473.468	4,562.968	4,699.820		
					Annual	44,422.690	45,510.790	46,625.085	47,765.575	48,938.305	50,143.275	51,366.380	52,629.785		53,681.615	54,755.610	56,397.835		
13	23-13UNCERT	1	Home Care Attendant 1 - Uncertified	2080	Hourly	21.248									21.673	22.106	22.769		
					Monthly	3,682.987											3,756.653	3,831.707	3,946.627
					Annual	44,195.840											45,079.840	45,980.480	47,359.520
14	23-13CERT	1	Home Care Attendant 2 - Certified	2080	Hourly	22.512	23.172	23.851	24.553	25.275	26.019				26.539	27.070	27.882		
					Monthly	3,902.080	4,016.480	4,134.173	4,255.853	4,381.000	4,509.960				4,600.093	4,692.133	4,832.880		
					Annual	46,824.960	48,197.760	49,610.080	51,070.240	52,572.000	54,119.520				55,201.120	56,305.600	57,994.560		
15	23-50	1	Home Visitor 1	2015	Hourly	23.339	23.848	24.314	24.794	25.280					25.786	26.302	27.091		
					Monthly	3,919.007	4,004.477	4,082.726	4,163.326	4,244.933					4,329.899	4,416.544	4,549.030		
					Annual	47,028.085	48,053.720	48,992.710	49,959.910	50,939.200					51,958.790	52,998.530	54,588.365		
16	23-50	1	Home Visitor 2	2015	Hourly	23.339	23.848	24.314	24.794	25.280					25.786	26.302	27.091		
					Monthly	3,919.007	4,004.477	4,082.726	4,163.326	4,244.933					4,329.899	4,416.544	4,549.030		
					Annual	47,028.085	48,053.720	48,992.710	49,959.910	50,939.200					51,958.790	52,998.530	54,588.365		

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
17		2	Indigenous Support Worker	2015	Hourly	20.148	20.726	21.293	21.882	22.462	23.053			23.514	23.984	24.704
					Monthly	3,383.185	3,480.241	3,575.450	3,674.353	3,771.744	3,870.983			3,948.393	4,027.313	4,148.213
					Annual	40,598.220	41,762.890	42,905.395	44,092.230	45,260.930	46,451.795			47,380.710	48,327.760	49,778.560
18	23-51A	1	Mental Health - Proctor 2	2080	Hourly	20.776	21.343	21.932	22.512	23.103				23.565	24.036	24.757
					Monthly	3,601.173	3,699.453	3,801.547	3,902.080	4,004.520				4,084.600	4,166.240	4,291.213
					Annual	43,214.080	44,393.440	45,618.560	46,824.960	48,054.240				49,015.200	49,994.880	51,494.560
19	23-51B	1	Mental Health - Proctor 3	2080	Hourly	23.339	23.848	24.314	24.794	25.280				25.786	26.302	27.091
					Monthly	4,045.427	4,133.653	4,214.427	4,297.627	4,381.867				4,469.573	4,559.013	4,695.773
					Annual	48,545.120	49,603.840	50,573.120	51,571.520	52,582.400				53,634.880	54,708.160	56,349.280
20	23-55ORA	2	Operating Room Assistant	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426			31.035	31.656	32.606
					Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033			5,211.294	5,315.570	5,475.091
					Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390			62,535.525	63,786.840	65,701.090
21	23-47CERT	1	Rehabilitation Aide	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
					Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
					Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
22		1	Resident Assistant (Trained)	2015	Hourly	23.173	23.852	24.552	25.274	26.019	26.784			27.320	27.866	28.702
					Monthly	3,891.133	4,005.148	4,122.690	4,243.926	4,369.024	4,497.480			4,587.483	4,679.166	4,819.544
					Annual	46,693.595	48,061.780	49,472.280	50,927.110	52,428.285	53,969.760			55,049.800	56,149.990	57,834.530
23		1	Resident Assistant (Untrained)	2015	Hourly	21.248								21.673	22.106	22.769
					Monthly	3,567.893								3,639.258	3,711.966	3,823.295
					Annual	42,814.720								43,671.095	44,543.590	45,879.535
24		1	Senior Activity Worker	2015	Hourly	23.747	24.447	25.166	25.904	26.665				27.198	27.742	28.574
					Monthly	3,987.517	4,105.059	4,225.791	4,349.713	4,477.498				4,566.998	4,658.344	4,798.051
					Annual	47,850.205	49,260.705	50,709.490	52,196.560	53,729.975				54,803.970	55,900.130	57,576.610

***Effective April 1, 2024, new 15, 20 and 25 Year Steps have been created. The 15 Year Step is 2% greater than the top of scale; the new 20 Year Step is 2% greater than the 15 Year Step, and the 25 Year Step is 3% higher than the 20 Year Step.

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1		Activity / Recreation Aide (Certified)	2015	Hourly	23.187	23.867	24.567	25.290	26.033			26.554	27.086	27.899			
				Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375			4,458.859	4,548.191	4,684.707			
				Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495			53,506.310	54,578.290	56,216.485			
2		Activity / Recreation Coordinator	2015	Hourly	24.459	25.180	25.921	26.681	27.465			28.014	28.574	29.431			
				Monthly	4,107.074	4,228.142	4,352.568	4,480.185	4,611.831			4,704.018	4,798.051	4,941.955			
				Annual	49,284.885	50,737.700	52,230.815	53,762.215	55,341.975			56,448.210	57,576.610	59,303.465			
3		Activity / Recreation Supervisor	2015	Hourly	25.454	26.202	26.971	27.769	28.583			29.154	29.737	30.629			
				Monthly	4,274.151	4,399.753	4,528.880	4,662.878	4,799.562			4,895.443	4,993.338	5,143.120			
				Annual	51,289.810	52,797.030	54,346.565	55,954.535	57,594.745			58,745.310	59,920.055	61,717.435			
4		Activity / Recreation Worker - (Certified)	2015	Hourly	23.187	23.867	24.567	25.290	26.033			26.554	27.086	27.899			
				Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375			4,458.859	4,548.191	4,684.707			
				Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495			53,506.310	54,578.290	56,216.485			
5		Activity Worker (Certified)	2015	Hourly	23.187	23.867	24.567	25.290	26.033			26.554	27.086	27.899			
				Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375			4,458.859	4,548.191	4,684.707			
				Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495			53,506.310	54,578.290	56,216.485			
6		Adult Day Program Worker (Certified)	2015	Hourly	23.187	23.867	24.567	25.290	26.033			26.554	27.086	27.899			
				Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375			4,458.859	4,548.191	4,684.707			
				Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495			53,506.310	54,578.290	56,216.485			
7		Adult Day Program Worker (Uncertified)	2015	Hourly	20.522	21.121	21.740	22.376	23.031			23.491	23.961	24.680			
				Monthly	3,445.986	3,546.568	3,650.508	3,757.303	3,867.289			3,944.530	4,023.451	4,144.183			
				Annual	41,351.830	42,558.815	43,806.100	45,087.640	46,407.465			47,334.365	48,281.415	49,730.200			
8		Audiometrist	2015	Hourly	23.656	24.374	25.111	25.878	26.664	27.472	28.310		28.876	29.454	30.338		
				Monthly	3,972.237	4,092.801	4,216.555	4,345.348	4,477.330	4,613.007	4,753.721		4,848.762	4,945.818	5,094.256		
				Annual	47,666.840	49,113.610	50,598.665	52,144.170	53,727.960	55,356.080	57,044.650		58,185.140	59,349.810	61,131.070		
9	23-63CW	Crisis Worker	2015	Hourly	24.207	24.946	25.785	26.655	27.538	28.405			28.974	29.554	30.441		
				Monthly	4,064.759	4,188.849	4,329.731	4,475.819	4,624.089	4,769.673			4,865.218	4,962.609	5,111.551		
				Annual	48,777.105	50,266.190	51,956.775	53,709.825	55,489.070	57,236.075			58,382.610	59,551.310	61,338.615		
10	23-13CERT	Health Care Aide	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718		
				Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231		
				Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770		
11	23-13UNCERT	Health Care Aide (Uncertified)	2015	Hourly	21.885								22.323	22.769	23.452		
				Monthly	3,674.856										3,748.404	3,823.295	3,937.982
				Annual	44,098.275										44,980.845	45,879.535	47,255.780
12		Health Corner Worker	2015	Hourly	22.707	23.264	23.833	24.416	25.016	25.632	26.257	26.903	27.440	27.989	28.829		
				Monthly	3,812.884	3,906.413	4,001.958	4,099.853	4,200.603	4,304.040	4,408.988	4,517.462	4,607.633	4,699.820	4,840.870		
				Annual	45,754.605	46,876.960	48,023.495	49,198.240	50,407.240	51,648.480	52,907.855	54,209.545	55,291.600	56,397.835	58,090.435		
13	23-13UNCERT	Home Care Attendant 1 - Uncertified	2080	Hourly	21.885								22.323	22.769	23.452		
				Monthly	3,793.400										3,869.320	3,946.627	4,065.013
				Annual	45,520.800										46,431.840	47,359.520	48,780.160
14	23-13CERT	Home Care Attendant 2 - Certified	2080	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718		
				Monthly	4,019.080	4,136.947	4,258.280	4,383.600	4,512.387	4,645.333			4,738.067	4,832.880	4,977.787		
				Annual	48,228.960	49,643.360	51,099.360	52,603.200	54,148.640	55,744.000			56,856.800	57,994.560	59,733.440		
15	23-50	Home Visitor 1	2015	Hourly	24.039	24.563	25.043	25.538	26.038			26.560	27.091	27.904			
				Monthly	4,036.549	4,124.537	4,205.137	4,288.256	4,372.214			4,459.867	4,549.030	4,685.547			
				Annual	48,438.585	49,494.445	50,461.645	51,459.070	52,466.570			53,518.400	54,588.365	56,226.560			
16	23-50	Home Visitor 2	2015	Hourly	24.039	24.563	25.043	25.538	26.038			26.560	27.091	27.904			
				Monthly	4,036.549	4,124.537	4,205.137	4,288.256	4,372.214			4,459.867	4,549.030	4,685.547			
				Annual	48,438.585	49,494.445	50,461.645	51,459.070	52,466.570			53,518.400	54,588.365	56,226.560			

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

Row	Standard Grp No.	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
17		Indigenous Support Worker	2015	Hourly	20.752	21.348	21.932	22.538	23.136	23.745			24.219	24.704	25.445		
				Monthly	3,484.607	3,584.685	3,682.748	3,784.506	3,884.920	3,987.181			4,066.774	4,148.213	4,272.640		
				Annual	41,815.280	43,016.220	44,192.980	45,414.070	46,619.040	47,846.175			48,801.285	49,778.560	51,271.675		
18	23-51A	Mental Health - Proctor 2	2080	Hourly	21.399	21.983	22.590	23.187	23.796				24.272	24.757	25.500		
				Monthly	3,709.160	3,810.387	3,915.600	4,019.080	4,124.640			4,207.147	4,291.213	4,420.000			
				Annual	44,509.920	45,724.640	46,987.200	48,228.960	49,495.680			50,485.760	51,494.560	53,040.000			
19	23-51B	Mental Health - Proctor 3	2080	Hourly	24.039	24.563	25.043	25.538	26.038				26.560	27.091	27.904		
				Monthly	4,166.760	4,257.587	4,340.787	4,426.587	4,513.253			4,603.733	4,695.773	4,836.693			
				Annual	50,001.120	51,091.040	52,089.440	53,119.040	54,159.040			55,244.800	56,349.280	58,040.320			
20	23-55ORA	Operating Room Assistant	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339			31.966	32.606	33.584		
				Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340			5,367.624	5,475.091	5,639.313		
				Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085			64,411.490	65,701.090	67,671.760		
21	23-47CERT	Rehabilitation Aide	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128		
				Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993		
				Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920		
22		Resident Assistant (Trained)	2015	Hourly	23.868	24.568	25.289	26.032	26.800	27.588			28.140	28.702	29.563		
				Monthly	4,007.835	4,125.377	4,246.445	4,371.207	4,500.167	4,632.485			4,725.175	4,819.544	4,964.120		
				Annual	48,094.020	49,504.520	50,957.335	52,454.480	54,002.000	55,589.820			56,702.100	57,834.530	59,569.445		
23		Resident Assistant (Untrained)	2015	Hourly	21.885								22.323	22.769	23.452		
				Monthly	3,674.856										3,748.404	3,823.295	3,937.982
				Annual	44,098.275										44,980.845	45,879.535	47,255.780
24		Senior Activity Worker	2015	Hourly	24.459	25.180	25.921	26.681	27.465				28.014	28.574	29.431		
				Monthly	4,107.074	4,228.142	4,352.568	4,480.185	4,611.831						4,704.018	4,798.051	4,941.955
				Annual	49,284.885	50,737.700	52,230.815	53,762.215	55,341.975						56,448.210	57,576.610	59,303.465

***Effective April 1, 2024, new 15, 20 and 25 Year Steps have been created. The 15 Year Step is 2% greater than the top of scale; the new 20 Year Step is 2% greater than the 15 Year Step, and the 25 Year Step is 3% higher than the 20 Year Step.

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		1	Activity / Recreation Aide (Certified)	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495	
2		1	Activity / Recreation Coordinator	2015	Hourly	24.959	25.680	26.421	27.181	27.965			28.524	29.094	29.967	
					Monthly	4,191.032	4,312.100	4,436.526	4,564.143	4,695.790			4,789.655	4,885.368	5,031.959	
					Annual	50,292.385	51,745.200	53,238.315	54,769.715	56,349.475			57,475.860	58,624.410	60,383.505	
3		1	Activity / Recreation Supervisor	2015	Hourly	25.954	26.702	27.471	28.269	29.083			29.665	30.258	31.166	
					Monthly	4,358.109	4,483.711	4,612.839	4,746.836	4,883.520			4,981.248	5,080.823	5,233.291	
					Annual	52,297.310	53,804.530	55,354.065	56,962.035	58,602.245			59,774.975	60,969.870	62,799.490	
4		1	Activity / Recreation Worker - (Certified)	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495	
5		1	Activity Worker (Certified)	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495	
6		1	Adult Day Program Worker (Certified)	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495	
7		1	Adult Day Program Worker (Uncertified)	2015	Hourly	21.022	21.621	22.240	22.876	23.531			24.002	24.482	25.216	
					Monthly	3,529.944	3,630.526	3,734.467	3,841.262	3,951.247			4,030.336	4,110.936	4,234.187	
					Annual	42,359.330	43,566.315	44,813.600	46,095.140	47,414.965			48,364.030	49,331.230	50,810.240	
8	23-63CW	2	Audiometrist	2015	Hourly	24.106	24.824	25.561	26.328	27.114	27.922	28.760	29.335	29.922	30.820	
					Monthly	4,047.799	4,168.363	4,292.118	4,420.910	4,552.893	4,688.569	4,829.283	4,925.835	5,024.403	5,175.192	
					Annual	48,573.590	50,020.360	51,505.415	53,050.920	54,634.710	56,262.830	57,951.400	59,110.025	60,292.830	62,102.300	
9	23-13CERT	2	Crisis Worker	2015	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922	
					Monthly	4,140.321	4,264.412	4,405.294	4,551.381	4,699.652	4,845.235		4,942.123	5,041.026	5,192.319	
					Annual	49,683.855	51,172.940	52,863.525	54,616.575	56,395.820	58,142.825		59,305.480	60,492.315	62,307.830	
10	23-13UNCERT	1	Health Care Aide	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300		27.846	28.403	29.255	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125		4,675.808	4,769.337	4,912.402	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500		56,109.690	57,232.045	58,948.825	
11	23-13UNCERT	1	Health Care Aide (Uncertified)	2015	Hourly	22.385							22.833	23.290	23.989	
					Monthly	3,758.815							3,834.041	3,910.779	4,028.153	
					Annual	45,105.775							46,008.495	46,929.350	48,337.835	
12	23-13UNCERT	2	Health Comer Worker	2015	Hourly	23.157	23.714	24.283	24.866	25.466	26.082	26.707	27.353	27.900	28.458	29.312
					Monthly	3,888.446	3,981.976	4,077.520	4,175.416	4,276.166	4,379.603	4,484.550	4,593.025	4,684.875	4,778.573	4,921.973
					Annual	46,661.355	47,783.710	48,930.245	50,104.990	51,313.990	52,555.230	53,814.605	55,116.295	56,218.500	57,342.870	59,063.680
13	23-50	1	Home Care Attendant 1 - Uncertified	2080	Hourly	22.385							22.833	23.290	23.989	
					Monthly	3,880.067							3,957.720	4,036.933	4,158.093	
					Annual	46,560.800							47,492.640	48,443.200	49,897.120	
14	23-13CERT	1	Home Care Attendant 2 - Certified	2080	Hourly	23.687	24.367	25.067	25.790	26.533	27.300		27.846	28.403	29.255	
					Monthly	4,105.747	4,223.613	4,344.947	4,470.267	4,599.053	4,732.000		4,826.640	4,923.187	5,070.867	
					Annual	49,268.960	50,683.360	52,139.360	53,643.200	55,188.640	56,784.000		57,919.680	59,078.240	60,850.400	
15	23-50	1	Home Visitor 1	2015	Hourly	24.539	25.063	25.543	26.038	26.538			27.069	27.610	28.438	
					Monthly	4,120.507	4,208.495	4,289.095	4,372.214	4,456.173			4,545.336	4,636.179	4,775.214	
					Annual	49,446.085	50,501.945	51,469.145	52,466.570	53,474.070			54,544.035	55,634.150	57,302.570	
16	23-50	1	Home Visitor 2	2015	Hourly	24.539	25.063	25.543	26.038	26.538			27.069	27.610	28.438	
					Monthly	4,120.507	4,208.495	4,289.095	4,372.214	4,456.173			4,545.336	4,636.179	4,775.214	
					Annual	49,446.085	50,501.945	51,469.145	52,466.570	53,474.070			54,544.035	55,634.150	57,302.570	

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
17		2	Indigenous Support Worker	2015	Hourly	21.202	21.798	22.382	22.988	23.586	24.195			24.679	25.173	25.928		
					Monthly	3,560.169	3,660.248	3,758.311	3,860.068	3,960.483	4,062.744			4,144.015	4,226.966	4,353.743		
					Annual	42,722.030	43,922.970	45,099.730	46,320.820	47,525.790	48,752.925			49,728.185	50,723.595	52,244.920		
18	23-51A	1	Mental Health - Proctor 2	2080	Hourly	21.899	22.483	23.090	23.687	24.296			24.782	25.278	26.036			
					Monthly	3,795.827	3,897.053	4,002.267	4,105.747	4,211.307			4,295.547	4,381.520	4,512.907			
					Annual	45,549.920	46,764.640	48,027.200	49,268.960	50,535.680			51,546.560	52,578.240	54,154.880			
19	23-51B	1	Mental Health - Proctor 3	2080	Hourly	24.539	25.063	25.543	26.038	26.538			27.069	27.610	28.438			
					Monthly	4,253.427	4,344.253	4,427.453	4,513.253	4,599.920			4,691.960	4,785.733	4,929.253			
					Annual	51,041.120	52,131.040	53,129.440	54,159.040	55,199.040			56,303.520	57,428.800	59,151.040			
20	23-55ORA	2	Operating Room Assistant	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789			32.425	33.074	34.066		
					Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903			5,444.698	5,553.676	5,720.249		
					Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835			65,336.375	66,644.110	68,642.990		
21	23-47CERT	1	Rehabilitation Aide	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614			29.186	29.770	30.663		
					Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768			4,900.816	4,998.879	5,148.829		
					Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210			58,809.790	59,986.550	61,785.945		
22		1	Resident Assistant (Trained)	2015	Hourly	24.368	25.068	25.789	26.532	27.300	28.088			28.650	29.223	30.100		
					Monthly	4,091.793	4,209.335	4,330.403	4,455.165	4,584.125	4,716.443			4,810.813	4,907.029	5,054.292		
					Annual	49,101.520	50,512.020	51,964.835	53,461.980	55,009.500	56,597.320			57,729.750	58,884.345	60,651.500		
23		1	Resident Assistant (Untrained)	2015	Hourly	22.385								22.833	23.290	23.989		
					Monthly	3,758.815										3,834.041	3,910.779	4,028.153
					Annual	45,105.775										46,008.495	46,929.350	48,337.835
24		1	Senior Activity Worker	2015	Hourly	24.959	25.680	26.421	27.181	27.965			28.524	29.094	29.967			
					Monthly	4,191.032	4,312.100	4,436.526	4,564.143	4,695.790			4,789.655	4,885.368	5,031.959			
					Annual	50,292.385	51,745.200	53,238.315	54,769.715	56,349.475			57,475.860	58,624.410	60,383.505			

***Effective April 1, 2024, new 15, 20 and 25 Year Steps have been created. The 15 Year Step is 2% greater than the top of scale; the new 20 Year Step is 2% greater than the 15 Year Step, and the 25 Year Step is 3% higher than the 20 Year Step.

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase and a further Minimum Wage Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1		1	Activity / Recreation Aide (Certified)	2015	Hourly	26.398	27.098	27.819	28.564	29.329			29.916	30.514	31.429				
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828			5,023.395	5,123.809	5,277.453				
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935			60,280.740	61,485.710	63,329.435				
2		1	Activity / Recreation Coordinator	2015	Hourly	27.708	28.450	29.214	29.996	30.804			31.420	32.048	33.009				
					Monthly	4,652.635	4,777.229	4,905.518	5,036.828	5,172.505			5,275.942	5,381.393	5,542.761				
					Annual	55,831.620	57,326.750	58,866.210	60,441.940	62,070.060			63,311.300	64,576.720	66,513.135				
3		1	Activity / Recreation Supervisor	2015	Hourly	28.733	29.503	30.295	31.117	31.955			32.594	33.246	34.243				
					Monthly	4,824.750	4,954.045	5,087.035	5,225.063	5,365.777			5,473.076	5,582.558	5,749.970				
					Annual	57,896.995	59,448.545	61,044.425	62,700.755	64,389.325			65,676.910	66,990.690	68,999.645				
4		1	Activity / Recreation Worker - (Certified)	2015	Hourly	26.398	27.098	27.819	28.564	29.329			29.916	30.514	31.429				
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828			5,023.395	5,123.809	5,277.453				
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935			60,280.740	61,485.710	63,329.435				
5		1	Activity Worker (Certified)	2015	Hourly	26.398	27.098	27.819	28.564	29.329			29.916	30.514	31.429				
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828			5,023.395	5,123.809	5,277.453				
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935			60,280.740	61,485.710	63,329.435				
6		1	Adult Day Program Worker (Certified)	2015	Hourly	26.398	27.098	27.819	28.564	29.329			29.916	30.514	31.429				
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828			5,023.395	5,123.809	5,277.453				
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935			60,280.740	61,485.710	63,329.435				
7		1	Adult Day Program Worker (Uncertified)	2015	Hourly	23.653	24.270	24.907	25.562	26.237			26.762	27.297	28.116				
					Monthly	3,971.733	4,075.338	4,182.300	4,292.286	4,405.630			4,493.786	4,583.621	4,721.145				
					Annual	47,660.795	48,904.050	50,187.605	51,507.430	52,867.555			53,925.430	55,003.455	56,653.740				
8		2	Audiometrist	2015	Hourly	26.579	27.319	28.078	28.868	29.677	30.510	31.373	32.000	32.640	33.619				
					Monthly	4,463.057	4,587.315	4,714.764	4,847.418	4,983.263	5,123.138	5,268.050	5,373.333	5,480.800	5,645.190				
					Annual	53,556.685	55,047.785	56,577.170	58,169.020	59,799.155	61,477.650	63,216.595	64,480.000	65,769.600	67,742.285				
9	23-63CW	2	Crisis Worker	2015	Hourly	27.147	27.908	28.772	29.668	30.578	31.471			32.100	32.742	33.724			
					Monthly	4,558.434	4,686.218	4,831.298	4,981.752	5,134.556	5,284.505			5,390.125	5,497.928	5,662.822			
					Annual	54,701.205	56,234.620	57,975.580	59,781.020	61,614.670	63,414.065			64,681.500	65,975.130	67,953.860			
10	23-13CERT	1	Health Care Aide	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275			
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510			
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125			
11	23-13UNCERT	1	Health Care Aide (Uncertified)	2015	Hourly	25.057								25.558	26.069	26.851			
					Monthly	4,207.488											4,291.614	4,377.420	4,508.730
					Annual	50,489.855											51,499.370	52,529.035	54,104.765
12		2	Health Comer Worker	2015	Hourly	25.602	26.175	26.761	27.362	27.980	28.614	29.258	29.924	30.522	31.132	32.066			
					Monthly	4,299.003	4,395.219	4,493.618	4,594.536	4,698.308	4,804.768	4,912.906	5,024.738	5,125.153	5,227.582	5,384.416			
					Annual	51,588.030	52,742.625	53,923.415	55,134.430	56,379.700	57,657.210	58,954.870	60,296.860	61,501.830	62,730.980	64,612.990			
13	23-13UNCERT	1	Home Care Attendant 1 - Uncertified	2080	Hourly	25.057								25.558	26.069	26.851			
					Monthly	4,343.213											4,430.053	4,518.627	4,654.173
					Annual	52,118.560											53,160.640	54,223.520	55,850.080
14	23-13CERT	1	Home Care Attendant 2 - Certified	2080	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275			
					Monthly	4,575.653	4,696.987	4,821.960	4,951.093	5,083.693	5,220.627			5,324.973	5,431.400	5,594.333			
					Annual	54,907.840	56,363.840	57,863.520	59,413.120	61,004.320	62,647.520			63,899.680	65,176.800	67,132.000			
15	23-50	1	Home Visitor 1	2015	Hourly	27.275	27.815	28.309	28.819	29.334			29.921	30.519	31.435				
					Monthly	4,579.927	4,670.602	4,753.553	4,839.190	4,925.668			5,024.235	5,124.649	5,278.460				
					Annual	54,959.125	56,047.225	57,042.635	58,070.285	59,108.010			60,290.815	61,495.785	63,341.525				
16	23-50	1	Home Visitor 2	2015	Hourly	27.275	27.815	28.309	28.819	29.334			29.921	30.519	31.435				
					Monthly	4,579.927	4,670.602	4,753.553	4,839.190	4,925.668			5,024.235	5,124.649	5,278.460				
					Annual	54,959.125	56,047.225	57,042.635	58,070.285	59,108.010			60,290.815	61,495.785	63,341.525				

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase and a further Minimum Wage Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
17		2	Indigenous Support Worker	2015	Hourly	23.588	24.202	24.803	25.428	26.044	26.671		27.204	27.748	28.580			
					Monthly	3,960.818	4,063.919	4,164.837	4,269.785	4,373.222	4,478.505		4,568.005	4,659.352	4,799.058			
					Annual	47,529.820	48,767.030	49,978.045	51,237.420	52,478.660	53,742.065		54,816.060	55,912.220	57,588.700			
18	23-51A	1	Mental Health - Proctor 2	2080	Hourly	24.556	25.157	25.783	26.398	27.025			27.566	28.117	28.961			
					Monthly	4,256.373	4,360.547	4,469.053	4,575.653	4,684.333			4,778.107	4,873.613	5,019.907			
					Annual	51,076.480	52,326.560	53,628.640	54,907.840	56,212.000			57,337.280	58,483.360	60,238.880			
19	23-51B	1	Mental Health - Proctor 3	2080	Hourly	27.275	27.815	28.309	28.819	29.334			29.921	30.519	31.435			
					Monthly	4,727.667	4,821.267	4,906.893	4,995.293	5,084.560			5,186.307	5,289.960	5,448.733			
					Annual	56,732.000	57,855.200	58,882.720	59,943.520	61,014.720			62,235.680	63,479.520	65,384.800			
20	23-55ORA	2	Operating Room Assistant	2015	Hourly	30.123	30.948	31.796	32.665	33.569	34.493		35.183	35.887	36.964			
					Monthly	5,058.154	5,196.685	5,339.078	5,484.998	5,636.795	5,791.950		5,907.812	6,026.025	6,206.872			
					Annual	60,697.845	62,360.220	64,068.940	65,819.975	67,641.535	69,503.395		70,893.745	72,312.305	74,482.460			
21	23-47CERT	1	Rehabilitation Aide	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472		32.101	32.743	33.725			
					Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673		5,390.293	5,498.095	5,662.990			
					Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080		64,683.515	65,977.145	67,955.875			
22		1	Resident Assistant (Trained)	2015	Hourly	27.099	27.820	28.563	29.328	30.119	30.931		31.550	32.181	33.146			
					Monthly	4,550.374	4,671.442	4,796.204	4,924.660	5,057.482	5,193.830		5,297.771	5,403.726	5,565.766			
					Annual	54,604.485	56,057.300	57,554.445	59,095.920	60,689.785	62,325.965		63,573.250	64,844.715	66,789.190			
23		1	Resident Assistant (Untrained)	2015	Hourly	25.057							25.558	26.069	26.851			
					Monthly	4,207.488										4,291.614	4,377.420	4,508.730
					Annual	50,489.855										51,499.370	52,529.035	54,104.765
24		1	Senior Activity Worker	2015	Hourly	27.708	28.450	29.214	29.996	30.804			31.420	32.048	33.009			
					Monthly	4,652.635	4,777.229	4,905.518	5,036.828	5,172.505			5,275.942	5,381.393	5,542.761			
					Annual	55,831.620	57,326.750	58,866.210	60,441.940	62,070.060			63,311.300	64,576.720	66,513.135			

***Effective April 1, 2024, new 15, 20 and 25 Year Steps have been created. The 15 Year Step is 2% greater than the top of scale; the new 20 Year Step is 2% greater than the 15 Year Step, and the 25 Year Step is 3% higher than the 20 Year Step.

² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93D		4th Class Power Engineer	2015	2015	Hourly	36.574	38.501						39.271	40.056	41.258	
						Monthly	6,141.384	6,464.960					6,594.255	6,726.070	6,927.906		
						Annual	73,696.610	77,579.515					79,131.065	80,712.840	83,134.870		
2	1		Accountant	1885	2015	Hourly	30.772	31.695	32.645	33.625	34.635	35.675			36.389	37.117	38.231
						Monthly	5,167.132	5,322.119	5,481.640	5,646.198	5,815.794	5,990.427	6,110.320	6,232.563	6,419.622		
						Annual	62,005.580	63,865.425	65,779.675	67,754.375	69,789.525	71,885.125	73,323.835	74,790.755	77,035.465		
3	1		Accounting Clerk	1885	2015	Hourly	25.031	25.697	26.397	27.079	27.860	28.644			29.217	29.801	30.695
						Monthly	4,203.122	4,314.955	4,432.496	4,547.015	4,678.158	4,809.805	4,906.021	5,004.085	5,154.202		
						Annual	50,347.465	51,779.455	53,189.955	54,564.185	56,137.900	57,717.660	58,872.255	60,049.015	61,850.425		
4			Accounting Clerk	2015	2015	Hourly	22.505	23.179	23.875	24.592	25.329	26.088			26.610	27.142	27.956
						Monthly	3,778.965	3,892.140	4,009.010	4,129.407	4,253.161	4,380.610	4,468.263	4,557.594	4,694.278		
						Annual	45,347.575	46,705.685	48,108.125	49,552.880	51,037.935	52,567.320	53,619.150	54,691.130	56,331.340		
5			Admin Secretary	2015	2015	Hourly	21.320	21.959	22.616	23.296	23.995	24.716			25.210	25.714	26.485
						Monthly	3,579.983	3,687.282	3,797.603	3,911.787	4,029.160	4,150.228	4,233.179	4,317.809	4,447.273		
						Annual	42,959.800	44,247.385	45,571.240	46,941.440	48,349.925	49,802.740	50,798.150	51,813.710	53,367.275		
6	1		Admin. Secretary 2	1885	2015	Hourly	21.187	21.670	22.219	22.783	23.434	24.031			24.512	25.002	25.752
						Monthly	3,557.650	3,638.754	3,730.940	3,825.645	3,934.959	4,035.205	4,115.973	4,198.253	4,324.190		
						Annual	42,691.805	43,665.050	44,771.285	45,907.745	47,219.510	48,422.465	49,391.680	50,379.030	51,890.280		
7	1		Admin. Secretary 3	1885	2015	Hourly	24.196	24.849	25.533	26.215	26.930	27.678			28.232	28.797	29.661
						Monthly	4,062.912	4,172.561	4,287.416	4,401.935	4,521.996	4,647.598	4,740.623	4,835.496	4,980.576		
						Annual	48,754.940	50,070.735	51,448.995	52,823.225	54,263.950	55,771.170	56,887.480	58,025.955	59,766.915		
8			Admitting Clerk	2015	2015	Hourly	21.236	21.874	22.529	23.206	23.902	24.618			25.110	25.612	26.380
						Monthly	3,565.878	3,673.009	3,782.995	3,896.674	4,013.544	4,133.773	4,216.388	4,300.682	4,429.642		
						Annual	42,790.540	44,076.110	45,395.935	46,760.090	48,162.530	49,605.270	50,596.650	51,608.180	53,155.700		
9	23-52UC		Assistant Cook (Uncertified)	2015	2015	Hourly	19.544	20.133	20.735	21.355	21.996	22.655			23.108	23.780	24.277
						Monthly	3,281.763	3,380.666	3,481.752	3,585.860	3,693.495	3,804.152	3,880.218	3,957.796	4,076.513		
						Annual	39,381.160	40,567.995	41,781.025	43,030.325	44,321.940	45,649.825	46,562.620	47,493.550	48,918.155		
10	23-12H		Carpenter	2015	2015	Hourly	37.464	38.588						39.360	40.147	41.351	
						Monthly	6,290.830	6,479.568					6,609.200	6,741.350	6,943.522		
						Annual	75,489.960	77,754.820					79,310.400	80,896.205	83,322.265		
11			Clerical Support / Accounts Receivable	2015	2015	Hourly	22.505	23.179	23.875	24.592	25.329	26.088			26.610	27.142	27.956
						Monthly	3,778.965	3,892.140	4,009.010	4,129.407	4,253.161	4,380.610	4,468.263	4,557.594	4,694.278		
						Annual	45,347.575	46,705.685	48,108.125	49,552.880	51,037.935	52,567.320	53,619.150	54,691.130	56,331.340		
12			Clerk 1	2015	2015	Hourly	18.975	19.544	20.133	20.735	21.355	21.996			22.436	22.885	23.572
						Monthly	3,186.219	3,281.763	3,380.666	3,481.752	3,585.860	3,693.495	3,767.378	3,842.773	3,958.132		
						Annual	38,234.625	39,381.160	40,567.995	41,781.025	43,030.325	44,321.940	45,208.540	46,113.275	47,497.580		
13			Clerk 2 - Facilities	2015	2015	Hourly	19.709	20.303	20.910	21.536	22.184	22.850			23.307	23.773	24.486
						Monthly	3,309.470	3,409.212	3,511.138	3,616.253	3,725.063	3,836.896	3,913.634	3,991.883	4,111.608		
						Annual	39,713.635	40,910.545	42,133.650	43,395.040	44,700.780	46,042.750	46,963.605	47,902.595	49,339.290		
14	1		Clerk 2 - Regional	1885	2015	Hourly	19.991	20.469	20.988	21.586	22.137	22.783			23.239	23.704	24.415
						Monthly	3,356.822	3,437.086	3,524.235	3,624.649	3,717.171	3,825.645	3,902.215	3,980.297	4,099.685		
						Annual	40,281.865	41,245.035	42,290.820	43,495.790	44,606.055	45,907.745	46,826.585	47,763.560	49,196.225		
15			Clerk 3	2015	2015	Hourly	20.460	21.073	21.705	22.355	23.028	23.718			24.192	24.676	25.416
						Monthly	3,435.575	3,538.508	3,644.631	3,753.777	3,866.785	3,982.648	4,062.240	4,143.512	4,267.770		
						Annual	41,226.900	42,462.095	43,735.575	45,045.325	46,401.420	47,791.770	48,746.880	49,722.140	51,213.240		
16	1		Clerk 4	1950	2015	Hourly	21.236	21.874	22.529	23.206	23.902	24.618			25.110	25.612	26.380
						Monthly	3,565.878	3,673.009	3,782.995	3,896.674	4,013.544	4,133.773	4,216.388	4,300.682	4,429.642		
						Annual	42,790.540	44,076.110	45,395.935	46,760.090	48,162.530	49,605.270	50,596.650	51,608.180	53,155.700		
17	1		Clerk 5	1950	2015	Hourly	22.044	22.704	23.385	24.086	24.810	25.555			26.066	26.587	27.385
						Monthly	3,701.555	3,812.380	3,926.731	4,044.441	4,166.013	4,291.110	4,376.916	4,464.400	4,598.398		
						Annual	44,418.660	45,748.560	47,120.775	48,533.290	49,992.150	51,493.325	52,522.990	53,572.805	55,180.775		
18			Communicable Disease Technician	2015	2015	Hourly	25.880	26.779	27.723	28.646	29.722	30.726	31.826	32.817	33.473	34.142	35.166
						Monthly	4,345.683	4,496.640	4,655.154	4,810.141	4,990.819	5,159.408	5,344.116	5,510.521	5,620.675	5,733.011	5,904.958
						Annual	52,148.200	53,959.685	55,861.845	57,721.690	59,889.830	61,912.890	64,129.390	66,126.255	67,448.095	68,796.130	70,859.490

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
19	Q		Control Systems Specialist	2015	2015	Hourly	44.855								45.752	46.667	48.067			
						Monthly	7,531.902											7,682.523	7,833.167	8,071.250
						Annual	90,382.825												92,190.280	94,034.005
20	23-52C		Cook - Ville Youville	2015	2015	Hourly	22.396	23.066	23.759	24.472	25.207	25.963			26.482	27.012	27.822			
						Monthly	3,760.662	3,873.166	3,989.532	4,109.257	4,232.675	4,359.620						4,446.769	4,535.765	4,671.778
						Annual	45,127.940	46,477.990	47,874.385	49,311.080	50,792.105	52,315.445							53,361.230	54,429.180
21	23-55MDRS		CSR Supervisor - MDR Supervisor	2015	2015	Hourly	29.122	29.993	30.895	31.824	32.776	33.760			34.435	35.124	36.178			
						Monthly	4,890.069	5,036.325	5,187.785	5,343.780	5,503.637	5,668.867						5,782.210	5,897.905	6,074.889
						Annual	58,680.830	60,435.895	62,253.425	64,125.360	66,043.640	68,026.400							69,386.525	70,774.860
22	23-52DA		Dietary Aide 1	2015	2015	Hourly	18.199	18.744	19.308	19.887	20.483	21.097			21.519	21.949	22.607			
						Monthly	3,055.915	3,147.430	3,242.135	3,339.359	3,439.437	3,542.538						3,613.399	3,685.603	3,796.092
						Annual	36,670.985	37,769.160	38,905.620	40,072.305	41,273.245	42,510.455							43,360.785	44,227.235
23			Dietary Clerk	2015	2015	Hourly	19.709	20.303	20.910	21.536	22.184	22.850			23.307	23.773	24.486			
						Monthly	3,309.470	3,409.212	3,511.138	3,616.253	3,725.063	3,836.896						3,913.634	3,991.883	4,111.608
						Annual	39,713.635	40,910.545	42,133.650	43,395.040	44,700.760	46,042.750							46,963.605	47,902.595
24	23-12E		Electrician	2015	2015	Hourly	42.132	43.396							44.264	45.149	46.503			
						Monthly	7,074.665	7,286.912										7,432.663	7,581.270	7,808.629
						Annual	84,895.980	87,442.940											89,191.960	90,975.235
25	23-93E		Engineer 5th Class - Lead Hand	2015	2015	Hourly	29.317	29.906							30.504	31.114	32.047			
						Monthly	4,922.813	5,021.716										5,122.130	5,224.559	5,381.225
						Annual	59,073.755	60,260.590											61,465.560	62,694.710
26	23-93E		Engineer 5th Class (Maintenance 1)	2015	2015	Hourly	29.317	29.906							30.504	31.114	32.047			
						Monthly	4,922.813	5,021.716										5,122.130	5,224.559	5,381.225
						Annual	59,073.755	60,260.590											61,465.560	62,694.710
27	23-52DS		Food Services Supervisor	2015	2015	Hourly	22.888	23.578	24.284	25.012	25.762	26.534			27.065	27.606	28.434			
						Monthly	3,843.277	3,959.139	4,077.688	4,199.932	4,325.869	4,455.501						4,544.665	4,635.508	4,774.543
						Annual	46,119.320	47,509.670	48,932.260	50,399.180	51,910.430	53,466.010							54,535.975	55,626.090
28	I	1	Health Records Analyst	1950	2015	Hourly	34.614	35.650	36.720	37.823	38.956	40.124			40.926	41.745	42.997			
						Monthly	5,812.268	5,986.229	6,165.900	6,351.112	6,541.362	6,737.488						6,872.158	7,009.681	7,219.913
						Annual	69,747.210	71,834.750	73,990.800	76,213.345	78,496.340	80,849.860							82,465.890	84,116.175
29	I		Health Records Technician	2015	2015	Hourly	33.517	34.526	35.561	36.626	37.727	38.860			39.637	40.430	41.643			
						Monthly	5,628.063	5,797.491	5,971.285	6,150.116	6,334.992	6,525.242						6,655.713	6,788.871	6,992.554
						Annual	67,536.755	69,569.890	71,655.415	73,801.390	76,019.905	78,302.900							79,868.555	81,466.450
30	I		Health Records Technician - PIO (Altona)	1950	2015	Hourly	35.483	36.689	37.877	39.336	40.668	42.151	43.704		44.578	45.470	46.834			
						Monthly	5,958.187	6,160.695	6,360.180	6,605.170	6,828.835	7,077.855	7,338.630					7,485.389	7,635.171	7,864.209
						Annual	71,498.245	73,928.335	76,322.155	79,262.040	81,946.020	84,934.265	88,063.560						89,824.670	91,622.500
31		1	Home Care Resource Coordinator	1885	2015	Hourly	27.661	28.613	29.640	30.626	31.761	32.848	34.030	35.072	35.773	36.488	37.583			
						Monthly	4,644.743	4,804.600	4,977.050	5,142.616	5,333.201	5,515.727	5,714.204	5,889.173	6,006.883	6,126.943	6,310.812			
						Annual	55,736.915	57,655.195	59,724.600	61,711.390	63,998.415	66,188.720	68,570.450	70,670.080	72,082.595	73,523.320	75,729.745			
32	23-53HA		Housekeeping Aide	2015	2015	Hourly	18.199	18.744	19.308	19.887	20.483	21.097			21.519	21.949	22.607			
						Monthly	3,055.915	3,147.430	3,242.135	3,339.359	3,439.437	3,542.538						3,613.399	3,685.603	3,796.092
						Annual	36,670.985	37,769.160	38,905.620	40,072.305	41,273.245	42,510.455							43,360.785	44,227.235
33	23-54LA		Laundry Aide	2015	2015	Hourly	18.199	18.744	19.308	19.887	20.483	21.097			21.519	21.949	22.607			
						Monthly	3,055.915	3,147.430	3,242.135	3,339.359	3,439.437	3,542.538						3,613.399	3,685.603	3,796.092
						Annual	36,670.985	37,769.160	38,905.620	40,072.305	41,273.245	42,510.455							43,360.785	44,227.235
34	23-53HALH		Lead hand Housekeeping / Laundry - PIO	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839			
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807						4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680							49,556.910	50,548.290
35			Maintenance 1 - PIO (Altona)	2015	2015	Hourly	30.950								31.569	32.200	33.166			
						Monthly	5,197.021											5,300.961	5,406.917	5,569.124
						Annual	62,364.250											63,611.535	64,883.000	66,829.490
36			Maintenance 2	2015	2015	Hourly	19.166	19.741	20.333	20.945	21.572	22.220			22.664	23.117	23.811			
						Monthly	3,218.291	3,314.843	3,414.250	3,517.015	3,622.298	3,731.108						3,805.663	3,881.730	3,998.264
						Annual	38,619.490	39,778.115	40,970.995	42,204.175	43,467.580	44,773.300							45,667.960	46,580.755

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
37			Maintenance Worker 1 (Chef de Département)	2015	2015	Hourly	21.091	21.723	22.377	23.047	23.739	24.451			24.940	25.439	26.202	
						Monthly	3,541.530	3,647.654	3,757.471	3,869.975	3,986.174	4,105.730			4,187.842	4,271.632	4,399.753	
						Annual	42,498.365	43,771.845	45,089.655	46,439.705	47,834.085	49,268.765			50,254.100	51,259.585	52,797.030	
38			Maintenance Worker 1 (Helper)	2015	2015	Hourly	19.166	19.741	20.333	20.945	21.572	22.220			22.664	23.117	23.811	
						Monthly	3,218.291	3,314.843	3,414.250	3,517.015	3,622.298	3,731.108			3,805.663	3,881.730	3,998.264	
						Annual	38,619.490	39,778.115	40,970.995	42,204.175	43,467.580	44,773.300			45,667.960	46,580.755	47,979.165	
39			Material Management Assistant	2015	2015	Hourly	23.342	24.043	24.765	25.508	26.273	27.062			27.603	28.155	29.000	
						Monthly	3,919.511	4,037.220	4,158.456	4,283.218	4,411.675	4,544.161			4,635.004	4,727.694	4,869.583	
						Annual	47,034.130	48,446.645	49,901.475	51,398.620	52,940.095	54,529.930			55,620.045	56,732.325	58,435.000	
40	1		Material Management Tech (Uncertified)	1950	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585	
41			Material Porter	2015	2015	Hourly	19.664	20.253	20.861	21.488	22.132	22.794			23.250	23.715	24.426	
						Monthly	3,301.913	3,400.816	3,502.910	3,608.193	3,716.332	3,827.493			3,904.063	3,982.144	4,101.533	
						Annual	39,622.960	40,809.795	42,034.915	43,298.320	44,595.980	45,929.910			46,848.750	47,785.725	49,218.390	
42	23-55MDRL		MDR Lead Hand	2015	2015	Hourly	24.962	25.712	26.481	27.277	28.095	28.939			29.518	30.108	31.011	
						Monthly	4,191.536	4,317.473	4,446.601	4,580.263	4,717.619	4,859.340			4,956.564	5,055.635	5,207.264	
						Annual	50,298.430	51,809.680	53,359.215	54,963.155	56,611.425	58,312.085			59,478.770	60,667.620	62,487.165	
43			Medical Records Clerk	2015	2015	Hourly	20.460	21.073	21.705	22.355	23.028	23.718			24.192	24.676	25.416	
						Monthly	3,435.575	3,538.508	3,644.631	3,753.777	3,866.785	3,982.648			4,062.240	4,143.512	4,267.770	
						Annual	41,226.900	42,462.095	43,735.575	45,045.325	46,401.420	47,791.770			48,746.880	49,722.140	51,213.240	
44	I		Medical Records Technician	2015	2015	Hourly	33.517	34.526	35.561	36.626	37.727	38.860			39.637	40.430	41.643	
						Monthly	5,628.063	5,797.491	5,971.285	6,150.116	6,334.992	6,525.242			6,655.713	6,788.871	6,992.554	
						Annual	67,536.755	69,569.890	71,655.415	73,801.390	76,019.905	78,302.900			79,868.555	81,466.450	83,910.645	
45			Mobile Bus Driver	2015	2015	Hourly	25.017	25.767	26.539	27.338	28.157	28.997			29.577	30.169	31.074	
						Monthly	4,200.771	4,326.709	4,456.340	4,590.506	4,728.030	4,869.080			4,966.471	5,065.878	5,217.843	
						Annual	50,409.255	51,920.505	53,476.085	55,086.070	56,736.355	58,428.955			59,597.655	60,790.535	62,614.110	
46	1		Resource Coordinator Specialist	1885	2015	Hourly	30.267	31.305	32.416	33.666	34.891	36.190	37.620			38.372	39.139	40.313
						Monthly	5,082.334	5,256.631	5,443.187	5,653.083	5,858.780	6,076.904	6,317.025			6,443.298	6,572.090	6,769.225
						Annual	60,988.005	63,079.575	65,318.240	67,836.990	70,305.365	72,922.850	75,804.300			77,319.580	78,865.085	81,230.695
47	1		Scheduling Clerk-Home Care Program	1885	2015	Hourly	24.266	24.900	25.562	26.264	26.980	27.828			28.385	28.953	29.822	
						Monthly	4,074.666	4,181.125	4,292.286	4,410.163	4,530.392	4,672.785			4,766.315	4,861.691	5,007.611	
						Annual	48,895.990	50,173.500	51,507.430	52,921.960	54,364.700	56,073.420			57,195.775	58,340.295	60,091.330	
48			Secretary / Ward Clerk	2015	2015	Hourly	21.320	21.959	22.616	23.296	23.995	24.716			25.210	25.714	26.485	
						Monthly	3,579.983	3,687.282	3,797.603	3,911.787	4,029.160	4,150.228			4,233.179	4,317.809	4,447.273	
						Annual	42,959.800	44,247.385	45,571.240	46,941.440	48,349.925	49,802.740			50,798.150	51,813.710	53,367.275	
49	1		Secretary 1 - PIO	1950	2015	Hourly	22.074	22.525	22.983	23.452	23.931			24.410	24.898	25.645		
						Monthly	3,706.593	3,782.323	3,859.229	3,937.982	4,018.414			4,098.846	4,180.789	4,306.223		
						Annual	44,479.110	45,387.875	46,310.745	47,255.780	48,220.965			49,186.150	50,169.470	51,674.675		
50			Slaing Clerk	2015	2015	Hourly	21.744	22.396	23.066	23.759	24.472	25.207			25.711	26.225	27.012	
						Monthly	3,651.180	3,760.662	3,873.166	3,989.532	4,109.257	4,232.675			4,317.305	4,403.615	4,535.765	
						Annual	43,814.160	45,127.940	46,477.990	47,874.385	49,311.080	50,792.105			51,807.665	52,843.375	54,429.180	
51			Staffing Clerk	2015	2015	Hourly	22.158	22.825	23.508	24.217	24.941	25.691			26.205	26.729	27.531	
						Monthly	3,720.698	3,832.698	3,947.385	4,066.438	4,188.010	4,313.947			4,400.256	4,488.245	4,622.914	
						Annual	44,648.370	45,992.375	47,368.620	48,797.255	50,256.115	51,767.365			52,803.075	53,858.935	55,474.965	
52	23-55MDR1		Stores Clerk / CSR Aide - MDR Medical Device Reprocessing	2015	2015	Hourly	22.878	23.566	24.272	24.998	25.750	26.523			27.053	27.594	28.422	
						Monthly	3,841.598	3,957.124	4,075.673	4,197.581	4,323.854	4,453.654			4,542.650	4,633.493	4,772.528	
						Annual	46,099.170	47,485.490	48,908.080	50,370.970	51,886.250	53,443.845			54,511.795	55,601.910	57,270.330	
53			Supervisor / Lead Hand	2015	2015	Hourly	19.993	20.594	21.212	21.849	22.504	23.177			23.641	24.114	24.837	
						Monthly	3,357.158	3,458.076	3,561.848	3,668.811	3,778.797	3,891.805			3,969.718	4,049.143	4,170.546	
						Annual	40,285.895	41,496.910	42,742.180	44,025.735	45,345.560	46,701.655			47,636.615	48,589.710	50,046.555	
54			Transcriptionist	2015	2015	Hourly	21.161	21.794	22.446	23.122	23.815	24.529			25.020	25.286		
						Monthly	3,553.285	3,659.576	3,769.058	3,882.569	3,998.935	4,118.828			4,201.275	4,285.233	4,413.858	
						Annual	42,639.415	43,914.910	45,228.690	46,590.830	47,987.225	49,425.935			50,415.300	51,422.800	52,966.290	

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Previous Annual Hours	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
55			Unit Clerk	2015	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112		24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807		4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680		49,556.910	50,548.290	52,065.585

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

' Standardized to 2015 Annual Hours effective September 2023

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
1	23-93D		4th Class Power Engineer	2015	Hourly	37.580	39.560							40.351	41.158	42.393			
					Monthly	6,310.308	6,642.783										6,775.605	6,911.114	7,118.491
					Annual	75,723.700	79,713.400										81,307.265	82,933.370	85,421.895
2			Accountant	2015	Hourly	31.618	32.567	33.543	34.550	35.587	36.656			37.390	38.138	39.282			
					Monthly	5,309.189	5,468.542	5,632.429	5,801.521	5,975.650	6,155.153						6,278.404	6,404.006	6,596.103
					Annual	63,710.270	65,622.505	67,589.145	69,618.250	71,707.805	73,861.840						75,340.850	76,848.070	79,153.230
3			Accounting Clerk	2015	Hourly	25.719	26.404	27.123	27.824	28.626	29.432			30.020	30.621	31.539			
					Monthly	4,318.649	4,433.672	4,554.404	4,672.113	4,806.783	4,942.123						5,040.858	5,141.776	5,295.924
					Annual	51,823.785	53,204.060	54,652.845	56,065.360	57,681.390	59,305.480						60,490.300	61,701.315	63,551.085
4			Accounting Clerk	2015	Hourly	23.124	23.816	24.532	25.268	26.026	26.805			27.342	27.888	28.725			
					Monthly	3,882.905	3,999.103	4,119.332	4,242.918	4,370.199	4,501.006						4,591.178	4,682.860	4,823.406
					Annual	46,594.860	47,989.240	49,431.980	50,915.020	52,442.390	54,012.075						55,094.130	56,194.320	57,880.875
5	1		Admin Secretary	2015	Hourly	22.563	23.238	23.937	24.655	25.396			25.904	26.422	27.215				
					Monthly	3,788.704	3,902.048	4,019.421	4,139.985	4,264.412							4,349.713	4,436.694	4,569.852
					Annual	45,464.445	46,824.570	48,233.055	49,679.825	51,172.940							52,196.560	53,240.330	54,838.225
6	1		Admin. Secretary 2	2015	Hourly	22.266	22.830	23.410	24.078	24.692			25.186	25.690	26.461				
					Monthly	3,738.833	3,833.538	3,930.929	4,043.098	4,146.198							4,229.149	4,313.779	4,443.243
					Annual	44,865.990	46,002.450	47,171.150	48,517.170	49,754.380							50,749.790	51,765.350	53,318.915
7			Admin. Secretary 3	2015	Hourly	24.861	25.532	26.235	26.936	27.671	28.439		29.008	29.589	30.477				
					Monthly	4,174.576	4,287.248	4,405.294	4,523.003	4,646.422	4,775.382						4,870.927	4,968.486	5,117.596
					Annual	50,094.915	51,446.980	52,863.525	54,276.040	55,757.065	57,304.585						58,451.120	59,621.835	61,411.155
8	1		Admitting Clerk	2015	Hourly	22.476	23.149	23.844	24.559	25.295			25.801	26.317	27.107				
					Monthly	3,774.095	3,887.103	4,003.805	4,123.865	4,247.452							4,332.418	4,419.063	4,551.717
					Annual	45,289.140	46,645.235	48,045.660	49,486.385	50,969.425							51,989.015	53,028.755	54,620.605
9	23-52UC		Assistant Cook (Uncertified)	2015	Hourly	20.081	20.687	21.305	21.942	22.601	23.278		23.743	24.218	24.945				
					Monthly	3,371.935	3,473.692	3,577.465	3,684.428	3,795.085	3,908.764						3,986.845	4,066.606	4,188.681
					Annual	40,463.215	41,684.305	42,929.575	44,213.130	45,541.015	46,905.170						47,842.145	48,799.270	50,264.175
10	23-12H		Carpenter	2015	Hourly	38.494	39.649						40.442	41.251	42.488				
					Monthly	6,463.784	6,657.728										6,790.886	6,926.730	7,134.443
					Annual	77,565.410	79,892.735										81,490.630	83,120.765	85,613.320
11			Clerical Support / Accounts Receivable	2015	Hourly	23.124	23.816	24.532	25.268	26.026	26.805		27.342	27.888	28.725				
					Monthly	3,882.905	3,999.103	4,119.332	4,242.918	4,370.199	4,501.006						4,591.178	4,682.860	4,823.406
					Annual	46,594.860	47,989.240	49,431.980	50,915.020	52,442.390	54,012.075						55,094.130	56,194.320	57,880.875
12	1		Clerk 1	2015	Hourly	20.081	20.687	21.305	21.942	22.601		23.053	23.514	24.219					
					Monthly	3,371.935	3,473.692	3,577.465	3,684.428	3,795.085							3,870.983	3,948.393	4,066.774
					Annual	40,463.215	41,684.305	42,929.575	44,213.130	45,541.015							46,451.795	47,380.710	48,801.285
13	1		Clerk 2 - Facilities	2015	Hourly	20.861	21.485	22.128	22.794	23.478		23.948	24.427	25.160					
					Monthly	3,502.910	3,607.690	3,715.660	3,827.493	3,942.348							4,021.268	4,101.700	4,224.783
					Annual	42,034.915	43,292.275	44,587.920	45,929.910	47,308.170							48,255.220	49,220.405	50,697.400
14	1		Clerk 2 - Regional	2015	Hourly	21.032	21.565	22.180	22.746	23.410		23.878	24.356	25.087					
					Monthly	3,531.623	3,621.123	3,724.392	3,819.433	3,930.929							4,009.514	4,089.778	4,212.525
					Annual	42,379.480	43,453.475	44,692.700	45,833.190	47,171.150							48,114.170	49,077.340	50,550.305
15	1		Clerk 3	2015	Hourly	21.653	22.302	22.970	23.661	24.370		24.857	25.354	26.115					
					Monthly	3,635.900	3,744.878	3,857.046	3,973.076	4,092.129							4,173.905	4,257.359	4,385.144
					Annual	43,630.795	44,938.530	46,284.550	47,676.915	49,105.550							50,086.855	51,088.310	52,621.725
16	1		Clerk 4	2015	Hourly	22.476	23.149	23.844	24.559	25.295		25.801	26.317	27.107					
					Monthly	3,774.095	3,887.103	4,003.805	4,123.865	4,247.452							4,332.418	4,419.063	4,551.717
					Annual	45,289.140	46,645.235	48,045.660	49,486.385	50,969.425							51,989.015	53,028.755	54,620.605
17			Clerk 5	2015	Hourly	22.650	23.328	24.028	24.748	25.492	26.258		26.783	27.318	28.138				
					Monthly	3,803.313	3,917.160	4,034.702	4,155.602	4,280.532	4,409.156						4,497.312	4,587.148	4,724.839
					Annual	45,639.750	47,005.920	48,416.420	49,867.220	51,366.380	52,909.870						53,967.745	55,045.770	56,698.070

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
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A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

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Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
18			Communicable Disease Technician	2015	Hourly	26.592	27.515	28.485	29.434	30.539	31.571	32.701	33.719	34.394	35.081	36.133			
					Monthly	4,465.240	4,620.227	4,783.106	4,942.459	5,128.007	5,301.297	5,491.043	5,661.982	5,775.326	5,890.685	6,067.333			
					Annual	53,582.880	55,442.725	57,397.275	59,309.510	61,536.085	63,615.565	65,892.515	67,943.785	69,303.910	70,688.215	72,807.995			
19	Q		Control Systems Specialist	2015	Hourly	46.089								47.010	47.950	49.389			
					Monthly	7,739.111											7,893.763	8,051.604	8,293.236
					Annual	92,869.335											94,725.150	96,619.250	99,518.835
20	23-52C		Cook - Ville Youville	2015	Hourly	23.012	23.700	24.412	25.145	25.900	26.677			27.210	27.755	28.587			
					Monthly	3,864.098	3,979.625	4,099.182	4,222.265	4,349.042	4,479.513						4,569.013	4,660.527	4,800.234
					Annual	46,369.180	47,755.500	49,190.180	50,667.175	52,188.500	53,754.155						54,828.150	55,926.325	57,602.805
21	23-55MDRS		CSR Supervisor - MDR Supervisor	2015	Hourly	29.923	30.818	31.745	32.699	33.677	34.688			35.382	36.090	37.173			
					Monthly	5,024.570	5,174.856	5,330.515	5,490.707	5,654.930	5,824.693						5,941.228	6,060.113	6,241.966
					Annual	60,294.845	62,098.270	63,966.175	65,888.485	67,859.155	69,896.320						71,294.730	72,721.350	74,903.595
22	23-52DA	1	Dietary Aide 1	2015	Hourly	19.259	19.839	20.434	21.046	21.677			22.111	22.553	23.230				
					Monthly	3,233.907	3,331.299	3,431.209	3,533.974	3,639.930							3,712.805	3,787.025	3,900.704
					Annual	38,806.885	39,975.585	41,174.510	42,407.690	43,679.155							44,553.665	45,444.295	46,808.450
23		1	Dietary Clerk	2015	Hourly	20.861	21.485	22.128	22.794	23.478			23.948	24.427	25.160				
					Monthly	3,502.910	3,607.690	3,715.660	3,827.493	3,942.348							4,021.268	4,101.700	4,224.783
					Annual	42,034.915	43,292.275	44,587.920	45,929.910	47,308.170							48,255.220	49,220.405	50,697.400
24	23-12E		Electrician	2015	Hourly	43.291	44.589						45.481	46.391	47.782				
					Monthly	7,269.280	7,487.236										7,637.018	7,789.822	8,023.394
					Annual	87,231.365	89,846.835										91,644.215	93,477.865	96,280.730
25	23-93E		Engineer 5th Class - Lead Hand	2015	Hourly	30.123	30.728						31.343	31.970	32.928				
					Monthly	5,058.154	5,159.743										5,263.012	5,368.296	5,529.160
					Annual	60,697.845	61,916.920										63,156.145	64,419.550	66,349.920
26	23-93E		Engineer 5th Class (Maintenance 1)	2015	Hourly	30.123	30.728						31.343	31.970	32.928				
					Monthly	5,058.154	5,159.743										5,263.012	5,368.296	5,529.160
					Annual	60,697.845	61,916.920										63,156.145	64,419.550	66,349.920
27	23-52DS		Food Services Supervisor	2015	Hourly	23.517	24.226	24.952	25.700	26.470	27.264			27.809	28.365	29.216			
					Monthly	3,948.896	4,067.949	4,189.857	4,315.458	4,444.754	4,578.080						4,669.595	4,762.956	4,905.853
					Annual	47,386.755	48,815.390	50,278.280	51,785.500	53,337.050	54,936.960						56,035.135	57,155.475	58,870.240
28	I		Health Records Analyst	2015	Hourly	35.566	36.630	37.730	38.863	40.027	41.227			42.051	42.893	44.179			
					Monthly	5,972.124	6,150.788	6,335.496	6,525.745	6,721.200	6,922.700						7,061.064	7,202.450	7,418.390
					Annual	71,665.490	73,809.450	76,025.950	78,308.945	80,654.405	83,072.405						84,732.765	86,429.395	89,020.685
29	I		Health Records Technician	2015	Hourly	34.439	35.475	36.539	37.633	38.764	39.929			40.727	41.542	42.788			
					Monthly	5,782.882	5,956.844	6,135.507	6,319.208	6,509.122	6,704.745						6,838.742	6,975.594	7,184.818
					Annual	69,394.585	71,482.125	73,626.085	75,830.495	78,109.460	80,456.935						82,064.905	83,707.130	86,217.820
30	I		Health Records Technician - PIO (Altona)	2015	Hourly	36.459	37.698	38.919	40.418	41.786	43.310	44.906		45.804	46.720	48.122			
					Monthly	6,122.074	6,330.123	6,535.149	6,786.856	7,016.566	7,272.471	7,540.466					7,691.255	7,845.067	8,080.486
					Annual	73,464.885	75,961.470	78,421.785	81,442.270	84,198.790	87,269.650	90,485.590					92,295.060	94,140.800	96,965.830
31			Home Care Resource Coordinator	2015	Hourly	28.422	29.400	30.455	31.468	32.634	33.751	34.966	36.036	36.757	37.491	38.617			
					Monthly	4,772.528	4,936.750	5,113.902	5,284.002	5,479.793	5,667.355	5,871.374	6,051.045	6,172.113	6,295.364	6,484.438			
					Annual	57,270.330	59,241.000	61,366.825	63,408.020	65,757.510	68,008.265	70,456.490	72,612.540	74,065.355	75,544.365	77,813.255			
32	23-53HA	1	Housekeeping Aide	2015	Hourly	19.259	19.839	20.434	21.046	21.677			22.111	22.553	23.230				
					Monthly	3,233.907	3,331.299	3,431.209	3,533.974	3,639.930							3,712.805	3,787.025	3,900.704
					Annual	38,806.885	39,975.585	41,174.510	42,407.690	43,679.155							44,553.665	45,444.295	46,808.450
33	23-54LA	1	Laundry Aide	2015	Hourly	19.259	19.839	20.434	21.046	21.677			22.111	22.553	23.230				
					Monthly	3,233.907	3,331.299	3,431.209	3,533.974	3,639.930							3,712.805	3,787.025	3,900.704
					Annual	38,806.885	39,975.585	41,174.510	42,407.690	43,679.155							44,553.665	45,444.295	46,808.450
34	23-53HALH	1	Lead hand Housekeeping / Laundry - PIO	2015	Hourly	22.012	22.672	23.351	24.053	24.775			25.271	25.776	26.549				
					Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135							4,243.422	4,328.220	4,458.020
					Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625							50,921.065	51,938.640	53,496.235

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
35	1		Maintenance 1 - PIO (Altona)	2015	Hourly	31.801							32.437	33.086	34.078			
					Monthly	5,339.918										5,446.713	5,555.691	5,722.264
					Annual	64,079.015										65,360.555	66,668.290	68,667.170
36	1		Maintenance 2	2015	Hourly	20.284	20.892	21.521	22.165	22.831			23.288	23.754	24.467			
					Monthly	3,406.022	3,508.115	3,613.735	3,721.873	3,833.705			3,910.443	3,988.693	4,108.417			
					Annual	40,872.260	42,097.380	43,364.815	44,662.475	46,004.465			46,925.320	47,864.310	49,301.005			
37	1		Maintenance Worker 1 (Chef de Département)	2015	Hourly	22.320	22.992	23.681	24.392	25.123			25.625	26.138	26.922			
					Monthly	3,747.900	3,860.740	3,976.435	4,095.823	4,218.570			4,302.865	4,389.006	4,520.653			
					Annual	44,974.800	46,328.880	47,717.215	49,149.880	50,622.845			51,634.375	52,668.070	54,247.830			
38	1		Maintenance Worker 1 (Helper)	2015	Hourly	20.284	20.892	21.521	22.165	22.831			23.288	23.754	24.467			
					Monthly	3,406.022	3,508.115	3,613.735	3,721.873	3,833.705			3,910.443	3,988.693	4,108.417			
					Annual	40,872.260	42,097.380	43,364.815	44,662.475	46,004.465			46,925.320	47,864.310	49,301.005			
39			Material Management Assistant	2015	Hourly	23.984	24.704	25.446	26.209	26.996	27.806			28.362	28.929	29.798		
					Monthly	4,027.313	4,148.213	4,272.808	4,400.928	4,533.078	4,669.091			4,762.453	4,857.661	5,003.581		
					Annual	48,327.760	49,778.560	51,273.690	52,811.135	54,396.940	56,029.090			57,149.430	58,291.935	60,042.970		
40			Material Management Tech (Uncertified)	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775			25.270	25.776	26.550		
					Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135			4,243.254	4,328.220	4,458.188		
					Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625			50,919.050	51,938.640	53,498.250		
41			Material Porter	2015	Hourly	20.205	20.810	21.435	22.079	22.741	23.421			23.889	24.367	25.098		
					Monthly	3,392.756	3,494.346	3,599.294	3,707.432	3,818.593	3,932.776			4,011.361	4,091.625	4,214.373		
					Annual	40,713.075	41,932.150	43,191.525	44,489.185	45,823.115	47,193.315			48,136.335	49,099.505	50,572.470		
42	23-55MDRL		MDR Lead Hand	2015	Hourly	25.648	26.419	27.209	28.027	28.868	29.735			30.330	30.936	31.864		
					Monthly	4,306.727	4,436.190	4,568.845	4,706.200	4,847.418	4,993.002			5,092.913	5,194.670	5,350.497		
					Annual	51,680.720	53,234.285	54,826.135	56,474.405	58,169.020	59,916.025			61,114.950	62,336.040	64,205.960		
43	1		Medical Records Clerk	2015	Hourly	21.653	22.302	22.970	23.661	24.370			24.857	25.354	26.115			
					Monthly	3,635.900	3,744.878	3,857.046	3,973.076	4,092.129			4,173.905	4,257.359	4,385.144			
					Annual	43,630.795	44,938.530	46,284.550	47,676.915	49,105.550			50,086.855	51,088.310	52,621.725			
44	I		Medical Records Technician	2015	Hourly	34.439	35.475	36.539	37.633	38.764	39.929			40.727	41.542	42.788		
					Monthly	5,782.882	5,956.844	6,135.507	6,319.208	6,509.122	6,704.745			6,838.742	6,975.594	7,184.818		
					Annual	69,394.585	71,482.125	73,626.085	75,830.495	78,109.460	80,456.935			82,064.905	83,707.130	86,217.820		
45			Mobile Bus Driver	2015	Hourly	25.705	26.476	27.269	28.090	28.931	29.794			30.390	30.999	31.929		
					Monthly	4,316.298	4,445.762	4,578.920	4,716.779	4,857.997	5,002.909			5,102.988	5,205.249	5,361.411		
					Annual	51,795.575	53,349.140	54,947.035	56,601.350	58,295.965	60,034.910			61,235.850	62,462.985	64,336.935		
46			Resource Coordinator Specialist	2015	Hourly	31.099	32.166	33.307	34.592	35.851	37.185	38.655			39.427	40.215	41.422	
					Monthly	5,222.040	5,401.208	5,592.800	5,808.573	6,019.980	6,243.981	6,490.819			6,620.450	6,752.769	6,955.444	
					Annual	62,664.485	64,814.490	67,113.605	69,702.880	72,239.765	74,927.775	77,889.825			79,445.405	81,033.225	83,465.330	
47			Scheduling Clerk-Home Care Program	2015	Hourly	24.933	25.585	26.265	26.986	27.722	28.593			29.166	29.749	30.642		
					Monthly	4,186.666	4,296.148	4,410.331	4,531.399	4,654.986	4,801.241			4,897.458	4,995.353	5,145.303		
					Annual	50,239.995	51,553.775	52,923.975	54,376.790	55,859.830	57,614.895			58,769.490	59,944.235	61,743.630		
48	1		Secretary / Ward Clerk	2015	Hourly	22.563	23.238	23.937	24.655	25.396			25.904	26.422	27.215			
					Monthly	3,788.704	3,902.048	4,019.421	4,139.985	4,264.412			4,349.713	4,436.694	4,569.852			
					Annual	45,464.445	46,824.570	48,233.055	49,679.825	51,172.940			52,196.560	53,240.330	54,838.225			
49			Secretary 1 - PIO	2015	Hourly	22.681	23.144	23.615	24.097	24.589			25.081	25.583	26.350			
					Monthly	3,808.518	3,886.263	3,965.352	4,046.288	4,128.903			4,211.518	4,295.812	4,424.604			
					Annual	45,702.215	46,635.160	47,584.225	48,555.455	49,546.835			50,538.215	51,549.745	53,095.250			
50			Slating Clerk	2015	Hourly	22.342	23.012	23.700	24.412	25.145	25.900			26.418	26.946	27.755		
					Monthly	3,751.594	3,864.098	3,979.625	4,099.182	4,222.265	4,349.042			4,436.023	4,524.683	4,660.527		
					Annual	45,019.130	46,369.180	47,755.500	49,190.180	50,667.175	52,188.500			53,232.270	54,296.190	55,926.325		
51			Staffing Clerk	2015	Hourly	22.767	23.453	24.154	24.883	25.627	26.398			26.926	27.464	28.288		
					Monthly	3,822.959	3,938.150	4,055.859	4,178.270	4,303.200	4,432.664			4,521.324	4,611.663	4,750.027		
					Annual	45,875.505	47,257.795	48,670.310	50,139.245	51,638.405	53,191.970			54,255.890	55,339.960	57,000.320		

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
52	23-55MDR1		Stores Clerk / CSR Aide - MDR Medical Device Reprocessing	2015	Hourly	23.507	24.214	24.939	25.685	26.458	27.252								
					Monthly	3,947.217	4,065.934	4,187.674	4,312.940	4,442.739	4,576.065								
					Annual	47,366.605	48,791.210	50,252.085	51,755.275	53,312.870	54,912.780						56,010.955	57,131.295	58,846.060
53			Supervisor / Lead Hand	2015	Hourly	20.543	21.160	21.795	22.450	23.123	23.814								
					Monthly	3,449.512	3,553.117	3,659.744	3,769.729	3,882.737	3,998.768								
					Annual	41,394.145	42,637.400	43,916.925	45,236.750	46,592.845	47,985.210						48,946.365	49,925.655	51,422.800
54		1	Transcriptionist	2015	Hourly	22.393	23.063	23.758	24.470	25.204									
					Monthly	3,760.158	3,872.662	3,989.364	4,108.921	4,232.172									
					Annual	45,121.895	46,471.945	47,872.370	49,307.050	50,786.060							51,801.620	52,837.330	54,423.135
55			Unit Clerk	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775								
					Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135								
					Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625						50,919.050	51,938.640	53,498.250

* Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025, 1st Step eliminated for multi-step salary scales

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1	23-93D	2	4th Class Power Engineer	2015	Hourly	38.030	40.010						40.810	41.626	42.875			
					Monthly	6,385.871	6,718.346									6,852.679	6,989.699	7,199.427
					Annual	76,630.450	80,620.150									82,232.150	83,876.390	86,393.125
2		2	Accountant	2015	Hourly	32.068	33.017	33.993	35.000	36.037	37.106			37.848	38.605	39.763		
					Monthly	5,384.752	5,544.105	5,707.991	5,877.083	6,051.213	6,230.716					6,355.310	6,482.423	6,676.870
					Annual	64,617.020	66,529.255	68,495.895	70,525.000	72,614.555	74,768.590					76,263.720	77,789.075	80,122.445
3		2	Accounting Clerk	2015	Hourly	26.169	26.854	27.573	28.274	29.076	29.882			30.480	31.090	32.023		
					Monthly	4,394.211	4,509.234	4,629.966	4,747.676	4,882.345	5,017.686					5,118.100	5,220.529	5,377.195
					Annual	52,730.535	54,110.810	55,559.595	56,972.110	58,588.140	60,212.230					61,417.200	62,646.350	64,526.345
4		2	Accounting Clerk	2015	Hourly	23.574	24.266	24.982	25.718	26.476	27.255			27.800	28.356	29.207		
					Monthly	3,958.468	4,074.666	4,194.894	4,318.481	4,445.762	4,576.569					4,668.083	4,761.445	4,904.342
					Annual	47,501.610	48,895.990	50,338.730	51,821.770	53,349.140	54,918.825					56,017.000	57,137.340	58,852.105
5		1	Admin Secretary	2015	Hourly	23.063	23.738	24.437	25.155	25.896			26.414	26.942	27.750			
					Monthly	3,872.662	3,986.006	4,103.380	4,223.944	4,348.370						4,435.351	4,524.011	4,659.688
					Annual	46,471.945	47,832.070	49,240.555	50,687.325	52,180.440						53,224.210	54,288.130	55,916.250
6		1	Admin. Secretary 2	2015	Hourly	22.766	23.330	23.910	24.578	25.192			25.696	26.210	26.996			
					Monthly	3,822.791	3,917.496	4,014.888	4,127.056	4,230.157						4,314.787	4,401.096	4,533.078
					Annual	45,873.490	47,009.950	48,178.650	49,524.670	50,761.880						51,777.440	52,813.150	54,396.940
7		2	Admin. Secretary 3	2015	Hourly	25.311	25.982	26.685	27.386	28.121	28.889			29.467	30.056	30.958		
					Monthly	4,250.139	4,362.811	4,480.856	4,598.566	4,721.985	4,850.945					4,948.000	5,046.903	5,198.364
					Annual	51,001.665	52,353.730	53,770.275	55,182.790	56,663.815	58,211.335					59,376.005	60,562.840	62,380.370
8		1	Admitting Clerk	2015	Hourly	22.976	23.649	24.344	25.059	25.795			26.311	26.837	27.642			
					Monthly	3,858.053	3,971.061	4,087.763	4,207.824	4,331.410						4,418.055	4,506.380	4,641.553
					Annual	46,296.640	47,652.735	49,053.160	50,493.885	51,976.925						53,016.665	54,076.555	55,698.630
9	23-52UC	2	Assistant Cook (Uncertified)	2015	Hourly	20.531	21.137	21.755	22.392	23.051	23.728			24.203	24.687	25.428		
					Monthly	3,447.497	3,549.255	3,653.027	3,759.990	3,870.647	3,984.327					4,064.087	4,145.359	4,269.785
					Annual	41,369.965	42,591.055	43,836.325	45,119.880	46,447.765	47,811.920					48,769.045	49,744.305	51,237.420
10	23-12H	2	Carpenter	2015	Hourly	38.944	40.099						40.901	41.719	42.971			
					Monthly	6,539.347	6,733.290									6,867.960	7,005.315	7,215.547
					Annual	78,472.160	80,799.485									82,415.515	84,063.785	86,586.565
11		2	Clerical Support / Accounts Receivable	2015	Hourly	23.574	24.266	24.982	25.718	26.476	27.255			27.800	28.356	29.207		
					Monthly	3,958.468	4,074.666	4,194.894	4,318.481	4,445.762	4,576.569					4,668.083	4,761.445	4,904.342
					Annual	47,501.610	48,895.990	50,338.730	51,821.770	53,349.140	54,918.825					56,017.000	57,137.340	58,852.105
12		1	Clerk 1	2015	Hourly	20.581	21.187	21.805	22.442	23.101			23.563	24.034	24.755			
					Monthly	3,455.893	3,557.650	3,661.423	3,768.386	3,879.043						3,956.620	4,035.709	4,156.777
					Annual	41,470.715	42,691.805	43,937.075	45,220.630	46,548.515						47,479.445	48,428.510	49,881.325
13		1	Clerk 2 - Facilities	2015	Hourly	21.361	21.985	22.628	23.294	23.978			24.458	24.947	25.695			
					Monthly	3,586.868	3,691.648	3,799.618	3,911.451	4,026.306						4,106.906	4,189.017	4,314.619
					Annual	43,042.415	44,299.775	45,595.420	46,937.410	48,315.670						49,282.870	50,268.205	51,775.425
14		1	Clerk 2 - Regional	2015	Hourly	21.532	22.065	22.680	23.246	23.910			24.388	24.876	25.622			
					Monthly	3,615.582	3,705.081	3,808.350	3,903.391	4,014.888						4,095.152	4,177.095	4,302.361
					Annual	43,386.980	44,460.975	45,700.200	46,840.690	48,178.650						49,141.820	50,125.140	51,628.330
15		1	Clerk 3	2015	Hourly	22.153	22.802	23.470	24.161	24.870			25.367	25.874	26.650			
					Monthly	3,719.858	3,828.836	3,941.004	4,057.035	4,176.088						4,259.542	4,344.676	4,474.979
					Annual	44,638.295	45,946.030	47,292.050	48,684.415	50,113.050						51,114.505	52,136.110	53,699.750
16		1	Clerk 4	2015	Hourly	22.976	23.649	24.344	25.059	25.795			26.311	26.837	27.642			
					Monthly	3,858.053	3,971.061	4,087.763	4,207.824	4,331.410						4,418.055	4,506.380	4,641.553
					Annual	46,296.640	47,652.735	49,053.160	50,493.885	51,976.925						53,016.665	54,076.555	55,698.630
17		2	Clerk 5	2015	Hourly	23.100	23.778	24.478	25.198	25.942	26.708			27.242	27.787	28.621		
					Monthly	3,878.875	3,992.723	4,110.264	4,231.164	4,356.094	4,484.718					4,574.386	4,665.900	4,805.943
					Annual	46,546.500	47,912.670	49,323.170	50,773.970	52,273.130	53,816.620					54,892.630	55,990.805	57,671.315

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year					
18		2	Communicable Disease Technician	2015	Hourly	27.042	27.965	28.935	29.884	30.989	32.021	33.151	34.169	34.852	35.549	36.615				
					Monthly	4,540.803	4,695.790	4,858.669	5,018.022	5,203.570	5,376.860	5,566.605	5,737.545	5,852.232	5,969.270	6,148.269				
					Annual	54,489.630	56,349.475	58,304.025	60,216.260	62,442.835	64,522.315	66,799.265	68,850.535	70,226.780	71,631.235	73,779.225				
19	Q	2	Control Systems Specialist	2015	Hourly	46.539								47.470	48.419	49.872				
					Monthly	7,814.674											7,971.004	8,130.357	8,374.340	
					Annual	93,776.085											95,652.050	97,564.285	100,492.080	
20	23-52C	2	Cook - Ville Youville	2015	Hourly	23.462	24.150	24.862	25.595	26.350	27.127			27.670	28.223	29.070				
					Monthly	3,939.661	4,055.188	4,174.744	4,297.827	4,424.604	4,555.075						4,646.254	4,739.112	4,881.338	
					Annual	47,275.930	48,662.250	50,096.930	51,573.925	53,095.250	54,660.905						55,755.050	56,869.345	58,576.050	
21	23-55MDRS	2	CSR Supervisor - MDR Supervisor	2015	Hourly	30.373	31.268	32.195	33.149	34.127	35.138			35.841	36.558	37.655				
					Monthly	5,100.133	5,250.418	5,406.077	5,566.270	5,730.492	5,900.256						6,018.301	6,138.698	6,322.902	
					Annual	61,201.595	63,005.020	64,872.925	66,795.235	68,765.905	70,803.070						72,219.615	73,664.370	75,874.825	
22	23-52DA	1	Dietary Aide 1	2015	Hourly	19.759	20.339	20.934	21.546	22.177			22.621	23.073	23.765					
					Monthly	3,317.865	3,415.257	3,515.168	3,617.933	3,723.888							3,798.443	3,874.341	3,990.540	
					Annual	39,814.385	40,983.085	42,182.010	43,415.190	44,686.655							45,581.315	46,492.095	47,886.475	
23		1	Dietary Clerk	2015	Hourly	21.361	21.985	22.628	23.294	23.978			24.458	24.947	25.695					
					Monthly	3,586.868	3,691.648	3,799.618	3,911.451	4,026.306							4,106.906	4,189.017	4,314.619	
					Annual	43,042.415	44,299.775	45,595.420	46,937.410	48,315.670							49,282.870	50,268.205	51,775.425	
24	23-12E	2	Electrician	2015	Hourly	43.741	45.039						45.940	46.859	48.265					
					Monthly	7,344.843	7,562.799										7,714.092	7,868.407	8,104.498	
					Annual	88,138.115	90,753.585										92,569.100	94,420.885	97,253.975	
25	23-93E	2	Engineer 5th Class - Lead Hand	2015	Hourly	30.573	31.178						31.802	32.438	33.411					
					Monthly	5,133.716	5,235.306										5,340.086	5,446.881	5,610.264	
					Annual	61,604.595	62,823.670										64,081.030	65,362.570	67,323.165	
26	23-93E	2	Engineer 5th Class (Maintenance 1)	2015	Hourly	30.573	31.178						31.802	32.438	33.411					
					Monthly	5,133.716	5,235.306										5,340.086	5,446.881	5,610.264	
					Annual	61,604.595	62,823.670										64,081.030	65,362.570	67,323.165	
27	23-52DS	2	Food Services Supervisor	2015	Hourly	23.967	24.676	25.402	26.150	26.920	27.714			28.268	28.833	29.698				
					Monthly	4,024.459	4,143.512	4,265.419	4,391.021	4,520.317	4,653.643						4,746.668	4,841.541	4,986.789	
					Annual	48,293.505	49,722.140	51,185.030	52,692.250	54,243.800	55,843.710						56,960.020	58,098.495	59,841.470	
28	I	2	Health Records Analyst	2015	Hourly	36.016	37.080	38.180	39.313	40.477	41.677			42.511	43.361	44.662				
					Monthly	6,047.687	6,226.350	6,411.058	6,601.308	6,796.763	6,998.263						7,138.305	7,281.035	7,499.494	
					Annual	72,572.240	74,716.200	76,932.700	79,215.695	81,561.155	83,979.155						85,659.665	87,372.415	89,993.930	
29	I	2	Health Records Technician	2015	Hourly	34.889	35.925	36.989	38.083	39.214	40.379			41.187	42.011	43.271				
					Monthly	5,858.445	6,032.406	6,211.070	6,394.770	6,584.684	6,780.307						6,915.984	7,054.347	7,265.922	
					Annual	70,301.335	72,388.875	74,532.835	76,737.245	79,016.210	81,363.685						82,991.805	84,652.165	87,191.065	
30	I	2	Health Records Technician - PIO (Altona)	2015	Hourly	36.909	38.148	39.369	40.668	42.236	43.760	45.356			46.263	47.188	48.604			
					Monthly	6,197.636	6,405.685	6,610.711	6,862.418	7,092.128	7,348.033	7,616.028						7,768.329	7,923.652	8,161.422
					Annual	74,371.635	76,868.220	79,328.535	82,349.020	85,105.540	88,176.400	91,392.340						93,219.945	95,083.820	97,937.060
31		2	Home Care Resource Coordinator	2015	Hourly	28.872	29.850	30.905	31.918	33.084	34.201	35.416	36.486	37.216	37.960	39.099				
					Monthly	4,848.090	5,012.313	5,189.465	5,359.564	5,555.355	5,742.918	5,946.937	6,126.608	6,249.187	6,374.117	6,565.374				
					Annual	58,177.080	60,147.750	62,273.575	64,314.770	66,664.260	68,915.015	71,363.240	73,519.290	74,990.240	76,489.400	78,784.485				
32	23-53HA	1	Housekeeping Aide	2015	Hourly	19.759	20.339	20.934	21.546	22.177			22.621	23.073	23.765					
					Monthly	3,317.865	3,415.257	3,515.168	3,617.933	3,723.888							3,798.443	3,874.341	3,990.540	
					Annual	39,814.385	40,983.085	42,182.010	43,415.190	44,686.655							45,581.315	46,492.095	47,886.475	
33	23-54LA	1	Laundry Aide	2015	Hourly	19.759	20.339	20.934	21.546	22.177			22.621	23.073	23.765					
					Monthly	3,317.865	3,415.257	3,515.168	3,617.933	3,723.888							3,798.443	3,874.341	3,990.540	
					Annual	39,814.385	40,983.085	42,182.010	43,415.190	44,686.655							45,581.315	46,492.095	47,886.475	
34	23-53HALH	1	Lead hand Housekeeping / Laundry - PIO	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086					
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094							4,329.060	4,415.705	4,548.191	
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125							51,948.715	52,988.455	54,578.290	

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year					
35	1		Maintenance 1 - PIO (Altona)	2015	Hourly	32.301							32.947	33.606	34.614					
					Monthly	5,423.876										5,532.350	5,643.008	5,812.268		
					Annual	65,086.515										66,388.205	67,716.090	69,747.210		
36	1		Maintenance 2	2015	Hourly	20.784	21.392	22.021	22.665	23.331			23.798	24.274	25.002					
					Monthly	3,489.980	3,592.073	3,697.693	3,805.831	3,917.664						3,996.081	4,076.009	4,198.253		
					Annual	41,879.760	43,104.880	44,372.315	45,669.975	47,011.965						47,952.970	48,912.110	50,379.030		
37	1		Maintenance Worker 1 (Chef de Département)	2015	Hourly	22.820	23.492	24.181	24.892	25.623			26.135	26.658	27.458					
					Monthly	3,831.858	3,944.698	4,060.393	4,179.782	4,302.529						4,388.502	4,476.323	4,610.656		
					Annual	45,982.300	47,336.380	48,724.715	50,157.380	51,630.345						52,662.025	53,715.870	55,327.870		
38	1		Maintenance Worker 1 (Helper)	2015	Hourly	20.784	21.392	22.021	22.665	23.331			23.798	24.274	25.002					
					Monthly	3,489.980	3,592.073	3,697.693	3,805.831	3,917.664						3,996.081	4,076.009	4,198.253		
					Annual	41,879.760	43,104.880	44,372.315	45,669.975	47,011.965						47,952.970	48,912.110	50,379.030		
39	2		Material Management Assistant	2015	Hourly	24.434	25.154	25.896	26.659	27.446	28.256			28.821	29.397	30.279				
					Monthly	4,102.876	4,223.776	4,348.370	4,476.490	4,608.641	4,744.653						4,839.526	4,936.246	5,084.349	
					Annual	49,234.510	50,685.310	52,180.440	53,717.885	55,303.690	56,935.840						58,074.315	59,234.955	61,012.185	
40	2		Material Management Tech (Uncertified)	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032				
					Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698						4,320.496	4,406.973	4,539.123	
					Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375						51,845.950	52,883.675	54,469.480	
41	2		Material Porter	2015	Hourly	20.655	21.260	21.885	22.529	23.191	23.871			24.348	24.835	25.580				
					Monthly	3,468.319	3,569.908	3,674.856	3,782.995	3,894.155	4,008.339						4,088.435	4,170.210	4,295.308	
					Annual	41,619.825	42,838.900	44,098.275	45,395.935	46,737.865	48,100.065						49,061.220	50,402.525	51,543.700	
42	23-55MDRL	2	MDR Lead Hand	2015	Hourly	26.098	26.869	27.659	28.477	29.318	30.185			30.789	31.405	32.347				
					Monthly	4,382.289	4,511.753	4,644.407	4,781.763	4,922.981	5,068.565						5,169.986	5,273.423	5,431.600	
					Annual	52,587.470	54,141.035	55,732.885	57,381.155	59,075.770	60,822.775						62,039.835	63,281.075	65,179.205	
43	1		Medical Records Clerk	2015	Hourly	22.153	22.802	23.470	24.161	24.870			25.367	25.874	26.650					
					Monthly	3,719.858	3,828.836	3,941.004	4,057.035	4,176.088							4,259.542	4,344.676	4,474.979	
					Annual	44,638.295	45,946.030	47,292.050	48,684.415	50,113.050							51,114.505	52,136.110	53,699.750	
44	I	2	Medical Records Technician	2015	Hourly	34.889	35.925	36.989	38.083	39.214	40.379			41.187	42.011	43.271				
					Monthly	5,858.445	6,032.406	6,211.070	6,394.770	6,584.684	6,780.307						6,915.984	7,054.347	7,265.922	
					Annual	70,301.335	72,388.875	74,532.835	76,737.245	79,016.210	81,363.685						82,991.805	84,652.165	87,191.065	
45	2		Mobile Bus Driver	2015	Hourly	26.155	26.926	27.719	28.540	29.381	30.244			30.849	31.466	32.410				
					Monthly	4,391.860	4,521.324	4,654.482	4,792.342	4,933.560	5,078.472						5,180.061	5,283.666	5,442.179	
					Annual	52,702.325	54,255.890	55,853.785	57,508.100	59,202.715	60,941.660						62,160.735	63,403.990	65,306.150	
46	2		Resource Coordinator Specialist	2015	Hourly	31.549	32.616	33.757	35.042	36.301	37.635	39.105			39.887	40.685	41.906			
					Monthly	5,297.603	5,476.770	5,668.363	5,884.136	6,095.543	6,319.544	6,566.381						6,697.692	6,831.690	7,036.716
					Annual	63,571.235	65,721.240	68,020.355	70,609.630	73,146.515	75,834.525	78,796.575						80,372.305	81,980.275	84,440.590
47	2		Scheduling Clerk-Home Care Program	2015	Hourly	25.383	26.035	26.715	27.436	28.172	29.043			29.624	30.216	31.122				
					Monthly	4,262.229	4,371.710	4,485.894	4,606.962	4,730.548	4,876.804							4,974.363	5,073.770	5,225.903
					Annual	51,146.745	52,460.525	53,830.725	55,283.540	56,766.580	58,521.645							59,692.360	60,885.240	62,710.830
48	1		Secretary / Ward Clerk	2015	Hourly	23.063	23.738	24.437	25.155	25.896			26.414	26.942	27.750					
					Monthly	3,872.662	3,986.006	4,103.380	4,223.944	4,348.370								4,435.351	4,524.011	4,659.688
					Annual	46,471.945	47,832.070	49,240.555	50,687.325	52,180.440								53,224.210	54,288.130	55,916.250
49	2		Secretary 1 - PIO	2015	Hourly	23.131	23.594	24.065	24.547	25.039			25.540	26.051	26.833					
					Monthly	3,884.080	3,961.826	4,040.915	4,121.850	4,204.465								4,288.592	4,374.397	4,505.708
					Annual	46,608.965	47,541.910	48,490.975	49,462.205	50,453.585								51,463.100	52,492.765	54,068.495
50	2		Slaing Clerk	2015	Hourly	22.792	23.462	24.150	24.862	25.595	26.350			26.877	27.415	28.237				
					Monthly	3,827.157	3,939.661	4,055.188	4,174.744	4,297.827	4,424.604							4,513.096	4,603.435	4,741.463
					Annual	45,925.880	47,275.930	48,662.250	50,096.930	51,573.925	53,095.250							54,157.155	55,241.225	56,897.555
51	2		Staffing Clerk	2015	Hourly	23.217	23.903	24.604	25.333	26.077	26.848			27.385	27.933	28.771				
					Monthly	3,898.521	4,013.712	4,131.422	4,253.833	4,378.763	4,508.227							4,598.398	4,690.416	4,831.130
					Annual	46,782.255	48,164.545	49,577.060	51,045.995	52,545.155	54,098.720							55,180.775	56,284.995	57,973.565

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
52	23-55MDR1	2	Stores Clerk / CSR Aide - MDR Medical Device Reprocessing	2015	Hourly	23.957	24.664	25.389	26.135	26.908	27.702			28.256	28.821	29.686
					Monthly	4,022.780	4,141.497	4,263.236	4,388.502	4,518.302	4,651.628			4,744.653	4,839.526	4,984.774
					Annual	48,273.355	49,697.960	51,158.835	52,662.025	54,219.620	55,819.530			56,935.840	58,074.315	59,817.290
53		2	Supervisor / Lead Hand	2015	Hourly	20.993	21.610	22.245	22.900	23.573	24.264			24.749	25.244	26.001
					Monthly	3,525.075	3,628.679	3,735.306	3,845.292	3,958.300	4,074.330			4,155.770	4,238.888	4,366.001
					Annual	42,300.895	43,544.150	44,823.675	46,143.500	47,499.595	48,891.960			49,869.235	50,866.660	52,392.015
54		1	Transcriptionist	2015	Hourly	22.893	23.563	24.258	24.970	25.704			26.218	26.742	27.544	
					Monthly	3,844.116	3,956.620	4,073.323	4,192.879	4,316.130			4,402.439	4,490.428	4,625.097	
					Annual	46,129.395	47,479.445	48,879.870	50,314.550	51,793.560			52,829.270	53,885.130	55,501.160	
55		2	Unit Clerk	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032
					Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
					Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

⁴ Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93D		4th Class Power Engineer	2015	Hourly	39.171	41.210						42.034	42.875	44.161	
					Monthly	6,577.464	6,919.846					7,058.209	7,199.427	7,415.368		
					Annual	78,929.565	83,038.150					84,698.510	86,393.125	88,984.415		
2			Accountant	2015	Hourly	33.030	34.008	35.013	36.050	37.118	38.219			38.983	39.763	40.956
					Monthly	5,546.288	5,710.510	5,879.266	6,053.396	6,232.731	6,417.607		6,545.895	6,676.870	6,877.195	
					Annual	66,555.450	68,526.120	70,551.195	72,640.750	74,792.770	77,011.285		78,550.745	80,122.445	82,526.340	
3			Accounting Clerk	2015	Hourly	26.954	27.660	28.400	29.122	29.948	30.778			31.394	32.023	32.984
					Monthly	4,526.026	4,644.575	4,768.833	4,890.069	5,028.768	5,168.139		5,271.576	5,377.195	5,538.563	
					Annual	54,312.310	55,734.900	57,226.000	58,680.830	60,345.220	62,017.670		63,258.910	64,526.345	66,462.760	
4			Accounting Clerk	2015	Hourly	24.281	24.994	25.731	26.490	27.270	28.073			28.634	29.207	30.083
					Monthly	4,077.185	4,196.909	4,320.664	4,448.113	4,579.088	4,713.925		4,808.126	4,904.342	5,051.437	
					Annual	48,926.215	50,362.910	51,847.965	53,377.350	54,949.050	56,567.095		57,697.510	58,852.105	60,617.245	
5			Admin Secretary	2015	Hourly	23.755	24.450	25.170	25.910	26.673			27.206	27.750	28.583	
					Monthly	3,988.860	4,105.563	4,226.463	4,350.721	4,478.841		4,568.341	4,659.688	4,799.562		
					Annual	47,866.325	49,266.750	50,717.550	52,208.650	53,746.095		54,820.090	55,916.250	57,594.745		
6			Admin. Secretary 2	2015	Hourly	23.449	24.030	24.627	25.315	25.948			26.467	26.996	27.806	
					Monthly	3,937.478	4,035.038	4,135.284	4,250.810	4,357.102		4,444.250	4,533.078	4,669.091		
					Annual	47,249.735	48,420.450	49,623.405	51,009.725	52,285.220		53,331.005	54,396.940	56,029.090		
7			Admin. Secretary 3	2015	Hourly	26.070	26.761	27.486	28.208	28.965	29.756			30.351	30.958	31.887
					Monthly	4,377.588	4,493.618	4,615.358	4,736.593	4,863.706	4,996.528		5,096.439	5,198.364	5,354.359	
					Annual	52,531.050	53,923.415	55,384.290	56,839.120	58,364.475	59,958.340		61,157.265	62,380.370	64,252.305	
8			Admitting Clerk	2015	Hourly	23.665	24.358	25.074	25.811	26.569			27.100	27.642	28.471	
					Monthly	3,973.748	4,090.114	4,210.343	4,334.097	4,461.378		4,550.542	4,641.553	4,780.755		
					Annual	47,684.975	49,081.370	50,524.110	52,009.165	53,536.535		54,606.500	55,698.630	57,369.065		
9	23-52UC		Assistant Cook (Uncertified)	2015	Hourly	21.147	21.771	22.408	23.064	23.743	24.440			24.929	25.428	26.191
					Monthly	3,550.934	3,655.714	3,762.677	3,872.830	3,986.845	4,103.883		4,185.995	4,269.785	4,397.905	
					Annual	42,611.205	43,868.565	45,152.120	46,473.960	47,842.145	49,246.600		50,231.935	51,237.420	52,774.865	
10	23-12H		Carpenter	2015	Hourly	40.112	41.302						42.128	42.971	44.260	
					Monthly	6,735.473	6,935.294					7,073.993	7,215.547	7,431.992		
					Annual	80,825.680	83,223.530					84,887.920	86,586.565	89,183.900		
11			Clerical Support / Accounts Receivable	2015	Hourly	24.281	24.994	25.731	26.490	27.270	28.073			28.634	29.207	30.083
					Monthly	4,077.185	4,196.909	4,320.664	4,448.113	4,579.088	4,713.925		4,808.126	4,904.342	5,051.437	
					Annual	48,926.215	50,362.910	51,847.965	53,377.350	54,949.050	56,567.095		57,697.510	58,852.105	60,617.245	
12			Clerk 1	2015	Hourly	21.198	21.823	22.459	23.115	23.794			24.270	24.755	25.498	
					Monthly	3,559.498	3,664.445	3,771.240	3,881.394	3,995.409		4,075.338	4,156.777	4,281.539		
					Annual	42,713.970	43,973.345	45,254.885	46,576.725	47,944.910		48,904.050	49,881.325	51,378.470		
13			Clerk 2 - Facilities	2015	Hourly	22.002	22.645	23.307	23.993	24.697			25.192	25.695	26.466	
					Monthly	3,694.503	3,802.473	3,913.634	4,028.825	4,147.038		4,230.157	4,314.619	4,444.083		
					Annual	44,334.030	45,629.675	46,963.605	48,345.895	49,764.455		50,761.880	51,775.425	53,328.990		
14			Clerk 2 - Regional	2015	Hourly	22.178	22.727	23.360	23.943	24.627			25.120	25.622	26.391	
					Monthly	3,724.056	3,816.242	3,922.533	4,020.429	4,135.284		4,218.067	4,302.361	4,431.489		
					Annual	44,688.670	45,794.905	47,070.400	48,245.145	49,623.405		50,616.800	51,628.330	53,177.865		
15			Clerk 3	2015	Hourly	22.818	23.486	24.174	24.886	25.616			26.128	26.650	27.450	
					Monthly	3,831.523	3,943.691	4,059.218	4,178.774	4,301.353		4,387.327	4,474.979	4,609.313		
					Annual	45,978.270	47,324.290	48,710.610	50,145.290	51,616.240		52,647.920	53,699.750	55,311.750		
16			Clerk 4	2015	Hourly	23.665	24.358	25.074	25.811	26.569			27.100	27.642	28.471	
					Monthly	3,973.748	4,090.114	4,210.343	4,334.097	4,461.378		4,550.542	4,641.553	4,780.755		
					Annual	47,684.975	49,081.370	50,524.110	52,009.165	53,536.535		54,606.500	55,698.630	57,369.065		
17			Clerk 5	2015	Hourly	23.793	24.491	25.212	25.954	26.720	27.509			28.059	28.621	29.480
					Monthly	3,995.241	4,112.447	4,233.515	4,358.109	4,486.733	4,619.220		4,711.574	4,805.943	4,950.183	
					Annual	47,942.895	49,349.365	50,802.180	52,297.310	53,840.800	55,430.635		56,538.885	57,671.315	59,402.200	

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
18			Communicable Disease Technician	2015	Hourly	27.853	28.804	29.803	30.781	31.919	32.982	34.146	35.194	35.898	36.615	37.713			
					Monthly	4,676.983	4,836.672	5,004.420	5,168.643	5,359.732	5,538.228	5,733.683	5,909.659	6,027.873	6,148.269	6,332.641			
					Annual	56,123.795	58,040.060	60,053.045	62,023.715	64,316.785	66,458.730	68,804.190	70,915.910	72,334.470	73,779.225	75,991.695			
19	Q		Control Systems Specialist	2015	Hourly	47.935								48.894	49.872	51.368			
					Monthly	8,049.085											8,210.118	8,374.340	8,625.543
					Annual	96,589.025											98,521.410	100,492.080	103,506.520
20	23-52C		Cook - Ville Youville	2015	Hourly	24.166	24.875	25.608	26.363	27.141	27.941			28.500	29.070	29.942			
					Monthly	4,057.874	4,176.927	4,300.010	4,426.787	4,557.426	4,691.760						4,785.625	4,881.338	5,027.761
					Annual	48,694.490	50,123.125	51,600.120	53,121.445	54,689.115	56,301.115						57,427.500	58,576.050	60,333.130
21	23-55MDRS		CSR Supervisor - MDR Supervisor	2015	Hourly	31.284	32.206	33.161	34.143	35.151	36.192			36.916	37.655	38.785			
					Monthly	5,253.105	5,407.924	5,568.285	5,733.179	5,902.439	6,077.240						6,198.812	6,322.902	6,512.648
					Annual	63,037.260	64,895.090	66,819.415	68,798.145	70,829.265	72,926.880						74,385.740	75,874.825	78,151.775
22	23-52DA		Dietary Aide 1	2015	Hourly	20.352	20.949	21.562	22.192	22.842				23.300	23.765	24.478			
					Monthly	3,417.440	3,517.686	3,620.619	3,726.407	3,835.553							3,912.458	3,990.540	4,110.264
					Annual	41,009.280	42,212.235	43,447.430	44,716.880	46,026.630							46,949.500	47,886.475	49,323.170
23			Dietary Clerk	2015	Hourly	22.002	22.645	23.307	23.993	24.697				25.192	25.695	26.466			
					Monthly	3,694.503	3,802.473	3,913.634	4,028.825	4,147.038							4,230.157	4,314.619	4,444.083
					Annual	44,334.030	45,629.675	46,963.605	48,345.895	49,764.455							50,761.880	51,775.425	53,328.990
24	23-12E		Electrician	2015	Hourly	45.053	46.390							47.318	48.265	49.713			
					Monthly	7,565.150	7,789.654										7,945.481	8,104.498	8,347.641
					Annual	90,781.795	93,475.850										95,345.770	97,253.975	100,171.695
25	23-93E		Engineer 5th Class - Lead Hand	2015	Hourly	31.490	32.113							32.756	33.411	34.413			
					Monthly	5,287.696	5,392.308										5,500.278	5,610.264	5,778.516
					Annual	63,452.350	64,707.695										66,003.340	67,323.165	69,342.195
26	23-93E		Engineer 5th Class (Maintenance 1)	2015	Hourly	31.490	32.113							32.756	33.411	34.413			
					Monthly	5,287.696	5,392.308										5,500.278	5,610.264	5,778.516
					Annual	63,452.350	64,707.695										66,003.340	67,323.165	69,342.195
27	23-52DS		Food Services Supervisor	2015	Hourly	24.686	25.416	26.164	26.935	27.728	28.545			29.116	29.698	30.589			
					Monthly	4,145.191	4,267.770	4,393.372	4,522.835	4,655.993	4,793.181						4,889.062	4,986.789	5,136.403
					Annual	49,742.290	51,213.240	52,720.460	54,274.025	55,871.920	57,518.175						58,668.740	59,841.470	61,636.835
28	I		Health Records Analyst	2015	Hourly	37.096	38.192	39.325	40.492	41.691	42.927			43.786	44.662	46.002			
					Monthly	6,229.037	6,413.073	6,603.323	6,799.282	7,000.614	7,208.159						7,352.399	7,499.494	7,724.503
					Annual	74,748.440	76,956.880	79,239.875	81,591.380	84,007.365	86,497.905						88,228.790	89,993.930	92,694.030
29	I		Health Records Technician	2015	Hourly	35.936	37.003	38.099	39.225	40.390	41.590			42.423	43.271	44.569			
					Monthly	6,034.253	6,213.420	6,397.457	6,586.531	6,782.154	6,983.654						7,123.529	7,265.922	7,483.878
					Annual	72,411.040	74,561.045	76,769.485	79,038.375	81,385.850	83,803.850						85,482.345	87,191.065	89,806.535
30	I		Health Records Technician - PIO (Altona)	2015	Hourly	38.016	39.292	40.550	42.094	43.503	45.073	46.717			47.651	48.604	50.062		
					Monthly	6,383.520	6,597.782	6,809.021	7,068.284	7,304.879	7,568.508	7,844.563					8,001.397	8,161.422	8,406.244
					Annual	76,602.240	79,173.380	81,708.250	84,819.410	87,658.545	90,822.095	94,134.755					96,016.765	97,937.060	100,874.930
31			Home Care Resource Coordinator	2015	Hourly	29.738	30.746	31.832	32.876	34.077	35.227	36.478	37.581			38.332	39.099	40.272	
					Monthly	4,993.506	5,162.766	5,345.123	5,520.428	5,722.096	5,915.200	6,125.264	6,310.476				6,436.582	6,565.374	6,762.340
					Annual	59,922.070	61,953.190	64,141.480	66,245.140	68,665.155	70,982.405	73,503.170	75,725.715				77,238.980	78,784.485	81,148.080
32	23-53HA		Housekeeping Aide	2015	Hourly	20.352	20.949	21.562	22.192	22.842				23.300	23.765	24.478			
					Monthly	3,417.440	3,517.686	3,620.619	3,726.407	3,835.553							3,912.458	3,990.540	4,110.264
					Annual	41,009.280	42,212.235	43,447.430	44,716.880	46,026.630							46,949.500	47,886.475	49,323.170
33	23-54LA		Laundry Aide	2015	Hourly	20.352	20.949	21.562	22.192	22.842				23.300	23.765	24.478			
					Monthly	3,417.440	3,517.686	3,620.619	3,726.407	3,835.553							3,912.458	3,990.540	4,110.264
					Annual	41,009.280	42,212.235	43,447.430	44,716.880	46,026.630							46,949.500	47,886.475	49,323.170
34	23-53HALH		Lead hand Housekeeping / Laundry - PIO	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899			
					Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375							4,458.859	4,548.191	4,684.707
					Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495							53,506.310	54,578.290	56,216.485

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year					
35			Maintenance 1 - PIO (Altona)	2015	Hourly	33.270							33.935	34.614	35.652					
					Monthly	5,586.588										5,698.252	5,812.268	5,986.565		
					Annual	67,039.050										68,379.025	69,747.210	71,838.780		
36			Maintenance 2	2015	Hourly	21.408	22.034	22.682	23.345	24.031			24.512	25.002	25.752					
					Monthly	3,594.760	3,699.876	3,808.686	3,920.015	4,035.205						4,115.973	4,198.253	4,324.190		
					Annual	43,137.120	44,398.510	45,704.230	47,040.175	48,422.465						49,391.680	50,379.030	51,890.280		
37			Maintenance Worker 1 (Chef de Département)	2015	Hourly	23.505	24.197	24.906	25.639	26.392			26.919	27.458	28.282					
					Monthly	3,946.881	4,063.080	4,182.133	4,305.215	4,431.657						4,520.149	4,610.656	4,749.019		
					Annual	47,362.575	48,756.955	50,185.590	51,662.585	53,179.880						54,241.785	55,327.870	56,988.230		
38			Maintenance Worker 1 (Helper)	2015	Hourly	21.408	22.034	22.682	23.345	24.031			24.512	25.002	25.752					
					Monthly	3,594.760	3,699.876	3,808.686	3,920.015	4,035.205						4,115.973	4,198.253	4,324.190		
					Annual	43,137.120	44,398.510	45,704.230	47,040.175	48,422.465						49,391.680	50,379.030	51,890.280		
39			Material Management Assistant	2015	Hourly	25.167	25.909	26.673	27.459	28.269	29.104			29.686	30.279	31.187				
					Monthly	4,225.959	4,350.553	4,478.841	4,610.824	4,746.836	4,887.047						4,984.774	5,084.349	5,236.817	
					Annual	50,711.505	52,206.635	53,746.095	55,329.885	56,962.035	58,644.560						59,817.290	61,012.185	62,841.805	
40			Material Management Tech (Uncertified)	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982			26.520	27.032	27.843				
					Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811						4,450.128	4,539.123	4,675.304	
					Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730						53,401.530	54,469.480	56,103.645	
41			Material Porter	2015	Hourly	21.275	21.898	22.542	23.205	23.887	24.587			25.078	25.580	26.347				
					Monthly	3,572.427	3,677.039	3,785.178	3,896.506	4,011.025	4,128.567						4,211.014	4,295.308	4,424.100	
					Annual	42,869.125	44,124.470	45,422.130	46,758.075	48,132.305	49,542.805						50,532.170	51,543.700	53,089.205	
42	23-55MDRL		MDR Lead Hand	2015	Hourly	26.881	27.675	28.489	29.331	30.198	31.091			31.713	32.347	33.317				
					Monthly	4,513.768	4,647.094	4,783.778	4,925.164	5,070.748	5,220.697						5,325.141	5,431.600	5,594.480	
					Annual	54,165.215	55,765.125	57,405.335	59,101.965	60,848.970	62,648.365						63,901.695	65,179.205	67,133.755	
43			Medical Records Clerk	2015	Hourly	22.818	23.486	24.174	24.886	25.616			26.128	26.650	27.450					
					Monthly	3,831.523	3,943.691	4,059.218	4,178.774	4,301.353							4,387.327	4,474.979	4,609.313	
					Annual	45,978.270	47,324.290	48,710.610	50,145.290	51,616.240							52,647.920	53,699.750	55,311.750	
44	I		Medical Records Technician	2015	Hourly	35.936	37.003	38.099	39.225	40.390	41.590			42.423	43.271	44.569				
					Monthly	6,034.253	6,213.420	6,397.457	6,586.531	6,782.154	6,983.654						7,123.529	7,265.922	7,483.878	
					Annual	72,411.040	74,561.045	76,769.485	79,038.375	81,385.850	83,803.850						85,482.345	87,191.065	89,806.535	
45			Mobile Bus Driver	2015	Hourly	26.940	27.734	28.551	29.396	30.262	31.151			31.774	32.410	33.382				
					Monthly	4,523.675	4,657.001	4,794.189	4,936.078	5,081.494	5,230.772						5,335.384	5,442.179	5,605.394	
					Annual	54,284.100	55,884.010	57,530.265	59,232.940	60,977.930	62,769.265						64,024.610	65,306.150	67,264.730	
46			Resource Coordinator Specialist	2015	Hourly	32.495	33.594	34.770	36.093	37.390	38.764	40.278			41.084	41.906	43.163			
					Monthly	5,456.452	5,640.993	5,838.463	6,060.616	6,278.404	6,509.122	6,763.348						6,898.688	7,036.716	7,247.787
					Annual	65,477.425	67,691.910	70,061.550	72,727.395	75,340.850	78,109.460	81,160.170						82,784.260	84,440.590	86,973.445
47			Scheduling Clerk-Home Care Program	2015	Hourly	26.144	26.816	27.516	28.259	29.017	29.914			30.513	31.122	32.056				
					Monthly	4,390.013	4,502.853	4,620.395	4,745.157	4,872.438	5,023.059						5,123.641	5,225.903	5,382.737	
					Annual	52,680.160	54,034.240	55,444.740	56,941.885	58,469.255	60,276.710						61,483.695	62,710.830	64,592.840	
48			Secretary / Ward Clerk	2015	Hourly	23.755	24.450	25.170	25.910	26.673			27.206	27.750	28.583					
					Monthly	3,988.860	4,105.563	4,226.463	4,350.721	4,478.841							4,568.341	4,659.688	4,799.562	
					Annual	47,866.325	49,266.750	50,717.550	52,208.650	53,746.095							54,820.090	55,916.250	57,594.745	
49			Secretary 1 - PIO	2015	Hourly	23.825	24.302	24.787	25.283	25.790			26.306	26.833	27.638					
					Monthly	4,000.615	4,080.711	4,162.150	4,245.437	4,330.571							4,417.216	4,505.708	4,640.881	
					Annual	48,007.375	48,968.530	49,945.805	50,945.245	51,966.850							53,006.590	54,068.495	55,690.570	
50			Slating Clerk	2015	Hourly	23.476	24.166	24.875	25.608	26.363	27.141			27.683	28.237	29.084				
					Monthly	3,942.012	4,057.874	4,176.927	4,300.010	4,426.787	4,557.426						4,648.437	4,741.463	4,883.688	
					Annual	47,304.140	48,694.490	50,123.125	51,600.120	53,121.445	54,689.115						55,781.245	56,897.555	58,604.260	
51			Staffing Clerk	2015	Hourly	23.914	24.620	25.342	26.093	26.859	27.653			28.207	28.771	29.634				
					Monthly	4,015.559	4,134.108	4,255.344	4,381.450	4,510.074	4,643.400						4,736.425	4,831.130	4,976.043	
					Annual	48,186.710	49,609.300	51,064.130	52,577.395	54,120.885	55,720.795						56,837.105	57,973.565	59,712.510	

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
52	23-55MDR1		Stores Clerk / CSR Aide - MDR Medical Device Reprocessing	2015	Hourly	24.676	25.404	26.151	26.919	27.715	28.533				
				Monthly	4,143.512	4,265.755	4,391.189	4,520.149	4,653.810	4,791.166					
				Annual	49,722.140	51,189.060	52,694.265	54,241.785	55,845.725	57,493.995	58,644.560	59,817.290	61,612.655		
53			Supervisor / Lead Hand	2015	Hourly	21.623	22.258	22.912	23.587	24.280	24.992				
				Monthly	3,630.862	3,737.489	3,847.307	3,960.650	4,077.017	4,196.573					
				Annual	43,570.345	44,849.870	46,167.680	47,527.805	48,924.200	50,358.880	51,364.365	52,392.015	53,963.715		
54			Transcriptionist	2015	Hourly	23.580	24.270	24.986	25.719	26.475					
				Monthly	3,959.475	4,075.338	4,195.566	4,318.649	4,445.594						
				Annual	47,513.700	48,904.050	50,346.790	51,823.785	53,347.125	54,415.075	55,501.160	57,165.550			
55			Unit Clerk	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982				
				Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811					
				Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730	53,401.530	54,469.480	56,103.645		

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93D	2	4th Class Power Engineer	2015	Hourly	39.621	41.660						42.493	43.343	44.643	
					Monthly	6,653.026	6,995.408					7,135.283	7,278.012	7,496.304		
					Annual	79,836.315	83,944.900					85,623.395	87,336.145	89,955.645		
2		2	Accountant	2015	Hourly	33.480	34.458	35.463	36.500	37.568	38.669			39.442	40.231	41.438
					Monthly	5,621.850	5,786.073	5,954.829	6,128.958	6,308.293	6,493.170			6,622.969	6,755.455	6,958.131
					Annual	67,462.200	69,432.870	71,457.945	73,547.500	75,699.520	77,918.035			79,475.630	81,065.465	83,497.570
3		2	Accounting Clerk	2015	Hourly	27.404	28.110	28.850	29.572	30.398	31.228			31.853	32.490	33.465
					Monthly	4,601.588	4,720.138	4,844.396	4,965.632	5,104.331	5,243.702			5,348.650	5,455.613	5,619.331
					Annual	55,219.060	56,641.650	58,132.750	59,587.580	61,251.970	62,924.420			64,183.795	65,467.350	67,431.975
4		2	Accounting Clerk	2015	Hourly	24.731	25.444	26.181	26.940	27.720	28.523			29.093	29.675	30.565
					Monthly	4,152.747	4,272.472	4,396.226	4,523.675	4,654.650	4,789.487			4,885.200	4,982.927	5,132.373
					Annual	49,832.965	51,269.660	52,754.715	54,284.100	55,855.800	57,473.845			58,622.395	59,795.125	61,588.475
5		1	Admin Secretary	2015	Hourly	24.255	24.950	25.670	26.410	27.173			27.716	28.270	29.118	
					Monthly	4,072.819	4,189.521	4,310.421	4,434.679	4,562.800			4,653.978	4,747.004	4,889.398	
					Annual	48,873.825	50,274.250	51,725.050	53,216.150	54,753.595			55,847.740	56,964.050	58,672.770	
6		1	Admin. Secretary 2	2015	Hourly	23.949	24.530	25.127	25.815	26.448			26.977	27.517	28.343	
					Monthly	4,021.436	4,118.996	4,219.242	4,334.769	4,441.060			4,529.888	4,620.563	4,759.262	
					Annual	48,257.235	49,427.950	50,630.905	52,017.225	53,292.720			54,358.655	55,446.755	57,111.145	
7		2	Admin. Secretary 3	2015	Hourly	26.520	27.211	27.936	28.658	29.415	30.206			30.810	31.426	32.369
					Monthly	4,453.150	4,569.180	4,690.920	4,812.156	4,939.269	5,072.091			5,173.513	5,276.949	5,435.295
					Annual	53,437.800	54,830.165	56,291.040	57,745.870	59,271.225	60,865.090			62,082.150	63,323.390	65,223.535
8		1	Admitting Clerk	2015	Hourly	24.165	24.858	25.574	26.311	27.069			27.610	28.162	29.007	
					Monthly	4,057.706	4,174.073	4,294.301	4,418.055	4,545.336			4,636.179	4,728.869	4,870.759	
					Annual	48,692.475	50,088.870	51,531.610	53,016.665	54,544.035			55,634.150	56,746.430	58,449.105	
9	23-52UC	2	Assistant Cook (Uncertified)	2015	Hourly	21.597	22.221	22.858	23.514	24.193	24.890			25.388	25.896	26.738
					Monthly	3,626.496	3,731.276	3,838.239	3,948.393	4,062.408	4,179.446			4,263.068	4,348.370	4,478.841
					Annual	43,517.955	44,775.315	46,058.870	47,380.710	48,748.895	50,153.350			51,156.820	52,180.440	53,746.095
10	23-12H	2	Carpenter	2015	Hourly	40.562	41.752						42.587	43.439	44.742	
					Monthly	6,811.036	7,010.857						7,151.067	7,294.132	7,512.928	
					Annual	81,732.430	84,130.280						85,812.805	87,529.585	90,155.130	
11		2	Clerical Support / Accounts Receivable	2015	Hourly	24.731	25.444	26.181	26.940	27.720	28.523			29.093	29.675	30.565
					Monthly	4,152.747	4,272.472	4,396.226	4,523.675	4,654.650	4,789.487			4,885.200	4,982.927	5,132.373
					Annual	49,832.965	51,269.660	52,754.715	54,284.100	55,855.800	57,473.845			58,622.395	59,795.125	61,588.475
12		1	Clerk 1	2015	Hourly	21.698	22.323	22.959	23.615	24.294			24.780	25.276	26.034	
					Monthly	3,643.456	3,748.404	3,855.199	3,965.352	4,079.368			4,160.975	4,244.262	4,371.543	
					Annual	43,721.470	44,980.845	46,262.385	47,584.225	48,952.410			49,931.700	50,931.140	52,458.510	
13		1	Clerk 2 - Facilities	2015	Hourly	22.502	23.145	23.807	24.493	25.197			25.701	26.215	27.001	
					Monthly	3,778.461	3,886.431	3,997.592	4,112.783	4,230.996			4,315.626	4,401.935	4,533.918	
					Annual	45,341.530	46,637.175	47,971.105	49,353.395	50,771.955			51,787.515	52,823.225	54,407.015	
14		1	Clerk 2 - Regional	2015	Hourly	22.678	23.227	23.860	24.443	25.127			25.630	26.143	26.927	
					Monthly	3,808.014	3,900.200	4,006.492	4,104.387	4,219.242			4,303.704	4,389.845	4,521.492	
					Annual	45,696.170	46,802.405	48,077.900	49,252.645	50,630.905			51,644.450	52,678.145	54,257.905	
15		1	Clerk 3	2015	Hourly	23.318	23.986	24.674	25.386	26.116			26.638	27.171	27.986	
					Monthly	3,915.481	4,027.649	4,143.176	4,262.733	4,385.312			4,472.964	4,562.464	4,699.316	
					Annual	46,985.770	48,331.790	49,718.110	51,152.790	52,623.740			53,675.570	54,749.565	56,391.790	
16		1	Clerk 4	2015	Hourly	24.165	24.858	25.574	26.311	27.069			27.610	28.162	29.007	
					Monthly	4,057.706	4,174.073	4,294.301	4,418.055	4,545.336			4,636.179	4,728.869	4,870.759	
					Annual	48,692.475	50,088.870	51,531.610	53,016.665	54,544.035			55,634.150	56,746.430	58,449.105	
17		2	Clerk 5	2015	Hourly	24.243	24.941	25.662	26.404	27.170	27.959			28.518	29.088	29.961
					Monthly	4,070.804	4,188.010	4,309.078	4,433.672	4,562.296	4,694.782			4,788.648	4,884.360	5,030.951
					Annual	48,849.645	50,256.115	51,708.930	53,204.060	54,747.550	56,337.385			57,463.770	58,612.320	60,371.415

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
18		2	Communicable Disease Technician	2015	Hourly	28.303	29.254	30.253	31.231	32.369	33.432	34.596	35.644	36.357	37.084	38.197		
					Monthly	4,752.545	4,912.234	5,079.983	5,244.205	5,435.295	5,613.790	5,809.245	5,985.222	6,104.946	6,227.022	6,413.913		
					Annual	57,030.545	58,946.810	60,959.795	62,930.465	65,223.535	67,365.480	69,710.940	71,822.660	73,259.355	74,724.260	76,966.955		
19	Q	2	Control Systems Specialist	2015	Hourly	48.385								49.353	50.340	51.850		
					Monthly	8,124.648										8,287.191	8,452.925	8,706.479
					Annual	97,495.775										99,446.295	101,435.100	104,477.750
20	23-52C	2	Cook - Ville Youville	2015	Hourly	24.616	25.325	26.058	26.813	27.591	28.391			28.959	29.538	30.424		
					Monthly	4,133.437	4,252.490	4,375.573	4,502.350	4,632.989	4,767.322			4,862.699	4,959.923	5,108.697		
					Annual	49,601.240	51,029.875	52,506.870	54,028.195	55,595.865	57,207.865			58,352.385	59,519.070	61,304.360		
21	23-55MDRS	2	CSR Supervisor - MDR Supervisor	2015	Hourly	31.734	32.656	33.611	34.593	35.601	36.642			37.375	38.123	39.267		
					Monthly	5,328.668	5,483.487	5,643.847	5,808.741	5,978.001	6,152.803			6,275.885	6,401.487	6,593.584		
					Annual	63,944.010	65,801.840	67,726.165	69,704.895	71,736.015	73,833.630			75,310.625	76,817.845	79,123.005		
22	23-52DA	1	Dietary Aide 1	2015	Hourly	20.852	21.449	22.062	22.692	23.342			23.809	24.285	25.014			
					Monthly	3,501.398	3,601.645	3,704.578	3,810.365	3,919.511			3,997.928	4,077.856	4,200.268			
					Annual	42,016.780	43,219.735	44,454.930	45,724.380	47,034.130			47,975.135	48,934.275	50,403.210			
23		1	Dietary Clerk	2015	Hourly	22.502	23.145	23.807	24.493	25.197			25.701	26.215	27.001			
					Monthly	3,778.461	3,886.431	3,997.592	4,112.783	4,230.996			4,315.626	4,401.935	4,533.918			
					Annual	45,341.530	46,637.175	47,971.105	49,353.395	50,771.955			51,787.515	52,823.225	54,407.015			
24	23-12E	2	Electrician	2015	Hourly	45.503	46.840						47.777	48.733	50.195			
					Monthly	7,640.712	7,865.217						8,022.555	8,183.083	8,428.577			
					Annual	91,688.545	94,382.600						96,270.655	98,196.995	101,142.925			
25	23-93E	2	Engineer 5th Class - Lead Hand	2015	Hourly	31.940	32.563						33.214	33.878	34.894			
					Monthly	5,363.258	5,467.870						5,577.184	5,688.681	5,859.284			
					Annual	64,359.100	65,614.445						66,926.210	68,264.170	70,311.410			
26	23-93E	2	Engineer 5th Class (Maintenance 1)	2015	Hourly	31.940	32.563						33.214	33.878	34.894			
					Monthly	5,363.258	5,467.870						5,577.184	5,688.681	5,859.284			
					Annual	64,359.100	65,614.445						66,926.210	68,264.170	70,311.410			
27	23-52DS	2	Food Services Supervisor	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995			29.575	30.167	31.072		
					Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744			4,966.135	5,065.542	5,217.507		
					Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925			59,593.625	60,786.505	62,610.080		
28	I	2	Health Records Analyst	2015	Hourly	37.546	38.642	39.775	40.942	42.141	43.377			44.245	45.130	46.484		
					Monthly	6,304.599	6,488.636	6,678.885	6,874.844	7,076.176	7,283.721			7,429.473	7,578.079	7,805.438		
					Annual	75,655.190	77,863.630	80,146.625	82,498.130	84,914.115	87,404.655			89,153.675	90,936.950	93,665.260		
29	I	2	Health Records Technician	2015	Hourly	36.386	37.453	38.549	39.675	40.840	42.040			42.881	43.739	45.051		
					Monthly	6,109.816	6,288.983	6,473.020	6,662.094	6,857.717	7,059.217			7,200.435	7,344.507	7,564.814		
					Annual	73,317.790	75,467.795	77,676.235	79,945.125	82,292.600	84,710.600			86,405.215	88,134.085	90,777.765		
30	I	2	Health Records Technician - PIO (Altona)	2015	Hourly	38.466	39.742	41.000	42.544	43.953	45.523	47.167			48.110	49.072	50.544	
					Monthly	6,459.083	6,673.344	6,884.583	7,143.847	7,380.441	7,644.070	7,920.125			8,078.471	8,240.007	8,487.180	
					Annual	77,508.990	80,080.130	82,615.000	85,726.160	88,565.295	91,728.845	95,041.505			96,941.650	98,880.080	101,846.160	
31		2	Home Care Resource Coordinator	2015	Hourly	30.188	31.196	32.282	33.326	34.527	35.677	36.928	38.031	38.792	39.568	40.755		
					Monthly	5,069.068	5,238.328	5,420.686	5,595.991	5,797.659	5,990.763	6,200.827	6,386.039	6,513.823	6,644.127	6,843.444		
					Annual	60,828.820	62,859.940	65,048.230	67,151.890	69,571.905	71,889.155	74,409.920	76,632.465	78,165.880	79,729.520	82,121.325		
32	23-53HA	1	Housekeeping Aide	2015	Hourly	20.852	21.449	22.062	22.692	23.342			23.809	24.285	25.014			
					Monthly	3,501.398	3,601.645	3,704.578	3,810.365	3,919.511			3,997.928	4,077.856	4,200.268			
					Annual	42,016.780	43,219.735	44,454.930	45,724.380	47,034.130			47,975.135	48,934.275	50,403.210			
33	23-54LA	1	Laundry Aide	2015	Hourly	20.852	21.449	22.062	22.692	23.342			23.809	24.285	25.014			
					Monthly	3,501.398	3,601.645	3,704.578	3,810.365	3,919.511			3,997.928	4,077.856	4,200.268			
					Annual	42,016.780	43,219.735	44,454.930	45,724.380	47,034.130			47,975.135	48,934.275	50,403.210			
34	23-53HALH	1	Lead hand Housekeeping / Laundry - PIO	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433			
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375			
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495			

CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
35	1		Maintenance 1 - PIO (Altona)	2015	Hourly	33.770								34.445	35.134	36.188			
					Monthly	5,670.546											5,783.890	5,899.584	6,076.568
					Annual	68,046.550											69,406.675	70,795.010	72,918.820
36	1		Maintenance 2	2015	Hourly	21.908	22.534	23.182	23.845	24.531				25.022	25.522	26.288			
					Monthly	3,678.718	3,783.834	3,892.644	4,003.973	4,119.164							4,201.611	4,285.569	4,414.193
					Annual	44,144.620	45,406.010	46,711.730	48,047.675	49,429.965							50,419.330	51,426.830	52,970.320
37	1		Maintenance Worker 1 (Chef de Département)	2015	Hourly	24.005	24.697	25.406	26.139	26.892				27.430	27.979	28.818			
					Monthly	4,030.840	4,147.038	4,266.091	4,389.174	4,515.615							4,605.954	4,698.140	4,839.023
					Annual	48,370.075	49,764.455	51,193.090	52,670.085	54,187.380							55,271.450	56,377.685	58,068.270
38	1		Maintenance Worker 1 (Helper)	2015	Hourly	21.908	22.534	23.182	23.845	24.531				25.022	25.522	26.288			
					Monthly	3,678.718	3,783.834	3,892.644	4,003.973	4,119.164							4,201.611	4,285.569	4,414.193
					Annual	44,144.620	45,406.010	46,711.730	48,047.675	49,429.965							50,419.330	51,426.830	52,970.320
39	2		Material Management Assistant	2015	Hourly	25.617	26.359	27.123	27.909	28.719	29.554			30.145	30.748	31.670			
					Monthly	4,301.521	4,426.115	4,554.404	4,686.386	4,822.399	4,962.609						5,061.848	5,163.102	5,317.921
					Annual	51,618.255	53,113.385	54,652.845	56,236.635	57,868.785	59,551.310						60,742.175	61,957.220	63,815.050
40	2		Material Management Tech (Uncertified)	2015	Hourly	22.925	23.586	24.268	24.965	25.688	26.432			26.961	27.500	28.325			
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373						4,527.201	4,617.708	4,756.240
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480						54,326.415	55,412.500	57,074.875
41	2		Material Porter	2015	Hourly	21.725	22.348	22.992	23.655	24.337	25.037			25.538	26.049	26.830			
					Monthly	3,647.990	3,752.602	3,860.740	3,972.069	4,086.588	4,204.130						4,288.256	4,374.061	4,505.204
					Annual	43,775.875	45,031.220	46,328.880	47,664.825	49,039.055	50,449.555						51,459.070	52,488.735	54,062.450
42	23-55MDRL	2	MDR Lead Hand	2015	Hourly	27.331	28.125	28.939	29.781	30.648	31.541			32.172	32.815	33.799			
					Monthly	4,589.330	4,722.656	4,859.340	5,000.726	5,146.310	5,296.260						5,402.215	5,510.185	5,675.415
					Annual	55,071.965	56,671.875	58,312.085	60,008.715	61,755.720	63,555.115						64,826.580	66,122.225	68,104.985
43	1		Medical Records Clerk	2015	Hourly	23.318	23.986	24.674	25.386	26.116			26.638	27.171	27.986				
					Monthly	3,915.481	4,027.649	4,143.176	4,262.733	4,385.312							4,472.964	4,562.464	4,699.316
					Annual	46,985.770	48,331.790	49,718.110	51,152.790	52,623.740							53,675.570	54,749.565	56,391.790
44	I	2	Medical Records Technician	2015	Hourly	36.386	37.453	38.549	39.675	40.840	42.040			42.881	43.739	45.051			
					Monthly	6,109.816	6,288.983	6,473.020	6,662.094	6,857.717	7,059.217						7,200.435	7,344.507	7,564.814
					Annual	73,317.790	75,467.795	77,676.235	79,945.125	82,292.600	84,710.600						86,405.215	88,134.085	90,777.765
45	2		Mobile Bus Driver	2015	Hourly	27.390	28.184	29.001	29.846	30.712	31.601			32.233	32.878	33.864			
					Monthly	4,599.238	4,732.563	4,869.751	5,011.641	5,157.057	5,306.335						5,412.458	5,520.764	5,686.330
					Annual	55,190.850	56,790.760	58,437.015	60,139.690	61,884.680	63,676.015						64,949.495	66,249.170	68,235.960
46	2		Resource Coordinator Specialist	2015	Hourly	32.945	34.044	35.220	36.543	37.840	39.214	40.728		41.543	42.374	43.645			
					Monthly	5,532.015	5,716.555	5,914.025	6,136.179	6,353.967	6,584.684	6,838.910					6,975.762	7,115.301	7,328.723
					Annual	66,384.175	68,598.660	70,968.300	73,634.145	76,247.600	79,016.210	82,066.920					83,709.145	85,383.610	87,944.675
47	2		Scheduling Clerk-Home Care Program	2015	Hourly	26.594	27.266	27.966	28.709	29.467	30.364		30.971	31.590	32.538				
					Monthly	4,465.576	4,578.416	4,695.958	4,820.720	4,948.000	5,098.622						5,200.547	5,304.488	5,463.673
					Annual	53,586.910	54,940.990	56,351.490	57,848.635	59,376.005	61,183.460						62,406.565	63,653.850	65,564.070
48	1		Secretary / Ward Clerk	2015	Hourly	24.255	24.950	25.670	26.410	27.173			27.716	28.270	29.118				
					Monthly	4,072.819	4,189.521	4,310.421	4,434.679	4,562.800							4,653.978	4,747.004	4,889.398
					Annual	48,873.825	50,274.250	51,725.050	53,216.150	54,753.595							55,847.740	56,964.050	58,672.770
49	2		Secretary 1 - PIO	2015	Hourly	24.275	24.752	25.237	25.733	26.240			26.765	27.300	28.119				
					Monthly	4,076.177	4,156.273	4,237.713	4,321.000	4,406.133							4,494.290	4,584.125	4,721.649
					Annual	48,914.125	49,875.280	50,852.555	51,851.995	52,873.600							53,931.475	55,009.500	56,659.785
50	2		Slaing Clerk	2015	Hourly	23.926	24.616	25.325	26.058	26.813	27.591		28.143	28.706	29.567				
					Monthly	4,017.574	4,133.437	4,252.490	4,375.573	4,502.350	4,632.989						4,725.679	4,820.216	4,964.792
					Annual	48,210.890	49,601.240	51,029.875	52,506.870	54,028.195	55,595.865						56,708.145	57,842.590	59,577.505
51	2		Staffing Clerk	2015	Hourly	24.364	25.070	25.792	26.543	27.309	28.103		28.665	29.238	30.115				
					Monthly	4,091.122	4,209.671	4,330.907	4,457.012	4,585.636	4,718.962						4,813.331	4,909.548	5,056.810
					Annual	49,093.460	50,516.050	51,970.880	53,484.145	55,027.635	56,627.545						57,759.975	58,914.570	60,681.725

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
52	23-55MDR1	2	Stores Clerk / CSR Aide - MDR Medical Device Reprocessing	2015	Hourly	25.126	25.854	26.601	27.369	28.165	28.983			29.563	30.154	31.059
					Monthly	4,219.074	4,341.318	4,466.751	4,595.711	4,729.373	4,866.729			4,964.120	5,063.359	5,215.324
					Annual	50,628.890	52,095.810	53,601.015	55,148.535	56,752.475	58,400.745			59,569.445	60,760.310	62,583.885
53		2	Supervisor / Lead Hand	2015	Hourly	22.073	22.708	23.362	24.037	24.730	25.442			25.951	26.470	27.264
					Monthly	3,706.425	3,813.052	3,922.869	4,036.213	4,152.579	4,272.136			4,357.605	4,444.754	4,578.080
					Annual	44,477.095	45,756.620	47,074.430	48,434.555	49,830.950	51,265.630			52,291.265	53,337.050	54,936.960
54		1	Transcriptionist	2015	Hourly	24.080	24.770	25.486	26.219	26.975			27.515	28.065	28.907	
					Monthly	4,043.433	4,159.296	4,279.524	4,402.607	4,529.552			4,620.227	4,712.581	4,853.967	
					Annual	48,521.200	49,911.550	51,354.290	52,831.285	54,354.625			55,442.725	56,550.975	58,247.605	
55		2	Unit Clerk	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432			26.961	27.500	28.325
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373			4,527.201	4,617.708	4,756.240
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480			54,326.415	55,412.500	57,074.875

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

⁴ Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93D	2	4th Class Power Engineer	2015	Hourly	42.560	44.660						45.553	46.464	47.858	
					Monthly	7,146.533	7,499.158					7,649.108	7,802.080	8,036.156		
					Annual	85,758.400	89,989.900					91,789.295	93,624.960	96,433.870		
2		2	Accountant	2015	Hourly	36.234	37.242	38.277	39.345	40.445	41.579			42.411	43.259	44.557
					Monthly	6,084.293	6,253.553	6,427.346	6,606.681	6,791.390	6,981.807			7,121.514	7,263.907	7,481.863
					Annual	73,011.510	75,042.630	77,128.155	79,280.175	81,496.675	83,781.685			85,458.165	87,166.885	89,782.355
3		2	Accounting Clerk	2015	Hourly	29.976	30.703	31.466	32.209	33.060	33.915			34.593	35.285	36.344
					Monthly	5,033.470	5,155.545	5,283.666	5,408.428	5,551.325	5,694.894			5,808.741	5,924.940	6,102.763
					Annual	60,401.640	61,866.545	63,403.990	64,901.135	66,615.900	68,338.725			69,704.895	71,099.275	73,233.160
4		2	Accounting Clerk	2015	Hourly	27.223	27.957	28.716	29.498	30.302	31.129			31.752	32.387	33.359
					Monthly	4,571.195	4,694.446	4,821.895	4,953.206	5,088.211	5,227.078			5,331.690	5,438.317	5,601.532
					Annual	54,854.345	56,333.355	57,862.740	59,438.470	61,058.530	62,724.935			63,980.280	65,259.805	67,218.385
5		1	Admin Secretary	2015	Hourly	26.983	27.699	28.440	29.202	29.988			30.588	31.200	32.136	
					Monthly	4,530.895	4,651.124	4,775.550	4,903.503	5,035.485			5,136.235	5,239.000	5,396.170	
					Annual	54,370.745	55,813.485	57,306.600	58,842.030	60,425.820			61,634.820	62,868.000	64,754.040	
6		1	Admin. Secretary 2	2015	Hourly	26.667	27.266	27.881	28.589	29.241			29.826	30.423	31.336	
					Monthly	4,477.834	4,578.416	4,681.685	4,800.570	4,910.051			5,008.283	5,108.529	5,261.837	
					Annual	53,734.005	54,940.990	56,180.215	57,606.835	58,920.615			60,099.390	61,302.345	63,142.040	
7		2	Admin. Secretary 3	2015	Hourly	29.066	29.777	30.524	31.268	32.047	32.862			33.519	34.189	35.215
					Monthly	4,880.666	5,000.055	5,125.488	5,250.418	5,381.225	5,518.078			5,628.399	5,740.903	5,913.185
					Annual	58,567.990	60,000.655	61,505.860	63,005.020	64,574.705	66,216.930			67,540.785	68,890.835	70,958.225
8		1	Admitting Clerk	2015	Hourly	26.890	27.604	28.341	29.100	29.881			30.479	31.089	32.022	
					Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518			5,117.932	5,220.361	5,377.028	
					Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215			61,415.185	62,644.335	64,524.330	
9	23-52UC	2	Assistant Cook (Uncertified)	2015	Hourly	23.995	24.638	25.294	25.969	26.669	27.387			27.935	28.494	29.349
					Monthly	4,029.160	4,137.131	4,247.284	4,360.628	4,478.170	4,598.734			4,690.752	4,784.618	4,928.186
					Annual	48,349.925	49,645.570	50,967.410	52,327.535	53,738.035	55,184.805			56,289.025	57,415.410	59,138.235
10	23-12H	2	Carpenter	2015	Hourly	43.529	44.755						45.650	46.563	47.960	
					Monthly	7,309.245	7,515.110						7,665.396	7,818.704	8,053.283	
					Annual	87,710.935	90,181.325						91,984.750	93,824.445	96,639.400	
11		2	Clerical Support / Accounts Receivable	2015	Hourly	27.223	27.957	28.716	29.498	30.302	31.129			31.752	32.387	33.359
					Monthly	4,571.195	4,694.446	4,821.895	4,953.206	5,088.211	5,227.078			5,331.690	5,438.317	5,601.532
					Annual	54,854.345	56,333.355	57,862.740	59,438.470	61,058.530	62,724.935			63,980.280	65,259.805	67,218.385
12		1	Clerk 1	2015	Hourly	24.349	24.993	25.648	26.323	27.023			27.563	28.114	28.957	
					Monthly	4,088.603	4,196.741	4,306.727	4,420.070	4,537.612			4,628.287	4,720.809	4,862.363	
					Annual	49,063.235	50,360.895	51,680.720	53,040.845	54,451.345			55,539.445	56,649.710	58,348.355	
13		1	Clerk 2 - Facilities	2015	Hourly	25.177	25.839	26.521	27.228	27.953			28.512	29.082	29.954	
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775			4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295			57,451.680	58,600.230	60,357.310	
14		1	Clerk 2 - Regional	2015	Hourly	25.358	25.924	26.576	27.176	27.881			28.439	29.008	29.878	
					Monthly	4,258.031	4,353.072	4,462.553	4,563.303	4,681.685			4,775.382	4,870.927	5,017.014	
					Annual	51,096.370	52,236.860	53,550.640	54,759.640	56,180.215			57,304.585	58,451.120	60,204.170	
15		1	Clerk 3	2015	Hourly	26.018	26.706	27.414	28.148	28.899			29.477	30.067	30.969	
					Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624			4,949.680	5,048.750	5,200.211	
					Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485			59,396.155	60,585.005	62,402.535	
16		1	Clerk 4	2015	Hourly	26.890	27.604	28.341	29.100	29.881			30.479	31.089	32.022	
					Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518			5,117.932	5,220.361	5,377.028	
					Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215			61,415.185	62,644.335	64,524.330	
17		2	Clerk 5	2015	Hourly	26.720	27.439	28.182	28.946	29.735	30.548			31.159	31.782	32.735
					Monthly	4,486.733	4,607.465	4,732.228	4,860.516	4,993.002	5,129.518			5,232.115	5,336.728	5,496.752
					Annual	53,840.800	55,289.585	56,786.730	58,326.190	59,916.025	61,554.220			62,785.385	64,040.730	65,961.025

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
18		2	Communicable Disease Technician	2015	Hourly	30.902	31.882	32.911	33.918	35.090	36.185	37.384	38.463	39.232	40.017	41.218			
					Monthly	5,188.961	5,353.519	5,526.305	5,695.398	5,892.196	6,076.065	6,277.397	6,458.579	6,587.707	6,719.521	6,921.189			
					Annual	62,267.530	64,242.230	66,315.665	68,344.770	70,706.350	72,912.775	75,328.760	77,502.945	79,052.480	80,634.255	83,054.270			
19	Q	2	Control Systems Specialist	2015	Hourly	51.587								52.619	53.671	55.281			
					Monthly	8,662.317											8,835.607	9,012.255	9,282.601
					Annual	103,947.805											106,027.285	108,147.065	111,391.215
20	23-52C	2	Cook - Ville Youville	2015	Hourly	27.104	27.835	28.590	29.367	30.169	30.993			31.613	32.245	33.212			
					Monthly	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878	5,204.241						5,308.350	5,414.473	5,576.848
					Annual	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535	62,450.895						63,700.195	64,973.675	66,922.180
21	23-55MDRS	2	CSR Supervisor - MDR Supervisor	2015	Hourly	34.436	35.386	36.369	37.381	38.419	39.491			40.281	41.087	42.320			
					Monthly	5,782.378	5,941.899	6,106.961	6,276.893	6,451.190	6,631.197						6,763.851	6,899.192	7,106.233
					Annual	69,388.540	71,302.790	73,283.535	75,322.715	77,414.285	79,574.365						81,166.215	82,790.305	85,274.800
22	23-52DA	1	Dietary Aide 1	2015	Hourly	23.478	24.092	24.724	25.373	26.042				26.563	27.094	27.907			
					Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886							4,460.370	4,549.534	4,686.050
					Annual	47,308.170	48,545.380	49,818.860	51,126.550	52,474.630							53,524.445	54,594.410	56,232.605
23		1	Dietary Clerk	2015	Hourly	25.177	25.839	26.521	27.228	27.953				28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775							4,787.640	4,883.353	5,029.776
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295							57,451.680	58,600.230	60,357.310
24	23-12E	2	Electrician	2015	Hourly	48.618	49.995							50.995	52.015	53.575			
					Monthly	8,163.773	8,394.994										8,562.910	8,734.185	8,996.135
					Annual	97,965.270	100,739.925										102,754.925	104,810.225	107,953.625
25	23-93E	2	Engineer 5th Class - Lead Hand	2015	Hourly	34.648	35.290							35.996	36.716	37.817			
					Monthly	5,817.977	5,925.779										6,044.328	6,165.228	6,350.105
					Annual	69,815.720	71,109.350										72,531.940	73,982.740	76,201.255
26	23-93E	2	Engineer 5th Class (Maintenance 1)	2015	Hourly	34.648	35.290							35.996	36.716	37.817			
					Monthly	5,817.977	5,925.779										6,044.328	6,165.228	6,350.105
					Annual	69,815.720	71,109.350										72,531.940	73,982.740	76,201.255
27	23-52DS	2	Food Services Supervisor	2015	Hourly	27.640	28.392	29.162	29.957	30.773	31.615			32.247	32.892	33.879			
					Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685						5,414.809	5,523.115	5,688.849
					Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225						64,977.705	66,277.380	68,266.185
28	I	2	Health Records Analyst	2015	Hourly	40.422	41.551	42.718	43.920	45.155	46.428			47.357	48.304	49.753			
					Monthly	6,787.528	6,977.105	7,173.064	7,374.900	7,582.277	7,796.035						7,952.030	8,111.047	8,354.358
					Annual	81,450.330	83,725.265	86,076.770	88,498.800	90,987.325	93,552.420						95,424.355	97,332.560	100,252.295
29	I	2	Health Records Technician	2015	Hourly	39.228	40.327	41.455	42.615	43.815	45.051			45.952	46.871	48.277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814						7,716.107	7,870.422	8,106.513
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765						92,593.280	94,445.065	97,278.155
30	I	2	Health Records Technician - PIO (Altona)	2015	Hourly	41.370	42.684	43.980	45.570	47.022	48.639	50.332			51.339	52.366	53.937		
					Monthly	6,946.713	7,167.355	7,384.975	7,651.963	7,895.778	8,167.299	8,451.582					8,620.674	8,793.124	9,056.921
					Annual	83,360.550	86,008.260	88,619.700	91,823.550	94,749.330	98,007.585	101,418.980					103,448.085	105,517.490	108,683.055
31		2	Home Care Resource Coordinator	2015	Hourly	32.844	33.882	35.000	36.076	37.313	38.497	39.786	40.922			41.740	42.575	43.852	
					Monthly	5,515.055	5,689.353	5,877.083	6,057.762	6,265.475	6,464.288	6,680.733	6,871.486				7,008.842	7,149.052	7,363.482
					Annual	66,180.660	68,272.230	70,525.000	72,693.140	75,185.695	77,571.455	80,168.790	82,457.830				84,106.100	85,788.625	88,361.780
32	23-53HA	1	Housekeeping Aide	2015	Hourly	23.478	24.092	24.724	25.373	26.042				26.563	27.094	27.907			
					Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886							4,460.370	4,549.534	4,686.050
					Annual	47,308.170	48,545.380	49,818.860	51,126.550	52,474.630							53,524.445	54,594.410	56,232.605
33	23-54LA	1	Laundry Aide	2015	Hourly	23.478	24.092	24.724	25.373	26.042				26.563	27.094	27.907			
					Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886							4,460.370	4,549.534	4,686.050
					Annual	47,308.170	48,545.380	49,818.860	51,126.550	52,474.630							53,524.445	54,594.410	56,232.605
34	23-53HALH	1	Lead hand Housekeeping / Laundry - PIO	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429			
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828							5,023.395	5,123.809	5,277.453
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935							60,280.740	61,485.710	63,329.435

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
35	1		Maintenance 1 - PIO (Altona)	2015	Hourly	36.783								37.519	38.269	39.417			
					Monthly	6,176.479											6,300.065	6,426.003	6,618.771
					Annual	74,117.745											75,600.785	77,112.035	79,425.255
36	1		Maintenance 2	2015	Hourly	24.565	25.210	25.877	26.560	27.267				27.812	28.368	29.219			
					Monthly	4,124.873	4,233.179	4,345.180	4,459.867	4,578.584							4,670.098	4,763.460	4,906.357
					Annual	49,498.475	50,798.150	52,142.155	53,518.400	54,943.005							56,041.180	57,161.520	58,876.285
37	1		Maintenance Worker 1 (Chef de Département)	2015	Hourly	26.725	27.438	28.168	28.923	29.699				30.293	30.899	31.826			
					Monthly	4,487.573	4,607.298	4,729.877	4,856.654	4,986.957							5,086.700	5,188.457	5,344.116
					Annual	53,850.875	55,287.570	56,758.520	58,279.845	59,843.485							61,040.395	62,261.485	64,129.390
38	1		Maintenance Worker 1 (Helper)	2015	Hourly	24.565	25.210	25.877	26.560	27.267				27.812	28.368	29.219			
					Monthly	4,124.873	4,233.179	4,345.180	4,459.867	4,578.584							4,670.098	4,763.460	4,906.357
					Annual	49,498.475	50,798.150	52,142.155	53,518.400	54,943.005							56,041.180	57,161.520	58,876.285
39	2		Material Management Assistant	2015	Hourly	28.136	28.900	29.687	30.496	31.331	32.191			32.835	33.492	34.497			
					Monthly	4,724.503	4,852.792	4,984.942	5,120.787	5,260.997	5,405.405						5,513.544	5,623.865	5,792.621
					Annual	56,694.040	58,233.500	59,819.305	61,449.440	63,131.965	64,864.865						66,162.525	67,486.380	69,511.455
40	2		Material Management Tech (Uncertified)	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975			29.555	30.146	31.050			
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385						4,962.777	5,062.016	5,213.813
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625						59,553.325	60,744.190	62,565.750
41	2		Material Porter	2015	Hourly	24.127	24.768	25.432	26.115	26.817	27.538			28.089	28.651	29.511			
					Monthly	4,051.325	4,158.960	4,270.457	4,385.144	4,503.021	4,624.089						4,716.611	4,810.980	4,955.389
					Annual	48,615.905	49,907.520	51,245.480	52,621.725	54,036.255	55,489.070						56,599.335	57,731.765	59,464.665
42	23-55MDRL	2	MDR Lead Hand	2015	Hourly	29.901	30.719	31.557	32.424	33.317	34.237			34.922	35.620	36.689			
					Monthly	5,020.876	5,158.232	5,298.946	5,444.530	5,594.480	5,748.963						5,863.986	5,981.192	6,160.695
					Annual	60,250.515	61,898.785	63,587.355	65,334.360	67,133.755	68,987.555						70,367.830	71,774.300	73,928.335
43	1		Medical Records Clerk	2015	Hourly	26.018	26.706	27.414	28.148	28.899				29.477	30.067	30.969			
					Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624							4,949.680	5,048.750	5,200.211
					Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485							59,396.155	60,585.005	62,402.535
44	1	2	Medical Records Technician	2015	Hourly	39.228	40.327	41.455	42.615	43.815	45.051			45.952	46.871	48.277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814						7,716.107	7,870.422	8,106.513
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765						92,593.280	94,445.065	97,278.155
45	2		Mobile Bus Driver	2015	Hourly	29.962	30.780	31.621	32.491	33.383	34.299			34.985	35.685	36.756			
					Monthly	5,031.119	5,168.475	5,309.693	5,455.780	5,605.562	5,759.374						5,874.565	5,992.106	6,171.945
					Annual	60,373.430	62,021.700	63,716.315	65,469.365	67,266.745	69,112.485						70,494.775	71,905.275	74,063.340
46	2		Resource Coordinator Specialist	2015	Hourly	35.683	36.815	38.027	39.389	40.725	42.140	43.700		44.574	45.465	46.829			
					Monthly	5,991.770	6,181.852	6,385.367	6,614.070	6,838.406	7,076.008	7,337.958					7,484.718	7,634.331	7,863.370
					Annual	71,901.245	74,182.225	76,624.405	79,368.835	82,060.875	84,912.100	88,055.500					89,816.610	91,611.975	94,360.435
47	2		Scheduling Clerk-Home Care Program	2015	Hourly	29.142	29.834	30.555	31.320	32.101	33.025			33.686	34.360	35.391			
					Monthly	4,893.428	5,009.626	5,130.694	5,259.150	5,390.293	5,545.448						5,656.441	5,769.617	5,942.739
					Annual	58,721.130	60,115.510	61,568.325	63,109.800	64,683.515	66,545.375						67,877.290	69,235.400	71,312.865
48	1		Secretary / Ward Clerk	2015	Hourly	26.983	27.699	28.440	29.202	29.988				30.588	31.200	32.136			
					Monthly	4,530.895	4,651.124	4,775.550	4,903.503	5,035.485							5,136.235	5,239.000	5,396.170
					Annual	54,370.745	55,813.485	57,306.600	58,842.030	60,425.820							61,634.820	62,868.000	64,754.040
49	2		Secretary 1 - PIO	2015	Hourly	26.753	27.245	27.744	28.255	28.777				29.353	29.940	30.838			
					Monthly	4,492.275	4,574.890	4,658.680	4,744.485	4,832.138							4,928.858	5,027.425	5,178.214
					Annual	53,907.295	54,898.675	55,904.160	56,933.825	57,985.655							59,146.295	60,329.100	62,138.570
50	2		Slating Clerk	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169			30.772	31.387	32.329			
					Monthly	4,431.993	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878						5,167.132	5,270.400	5,428.578
					Annual	53,183.910	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535						62,005.580	63,244.805	65,142.935
51	2		Staffing Clerk	2015	Hourly	26.845	27.572	28.316	29.089	29.875	30.696			31.310	31.936	32.894			
					Monthly	4,507.723	4,629.798	4,754.728	4,884.528	5,017.014	5,154.370						5,257.471	5,362.587	5,523.451
					Annual	54,092.675	55,557.580	57,056.740	58,614.335	60,204.170	61,852.440						63,089.650	64,351.040	66,281.410

**CUPE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
52	23-55MDR1	2	Stores Clerk / CSR Aide - MDR Medical Device Reprocessing	2015	Hourly	27.630	28.380	29.149	29.940	30.760	31.602			32.234	32.879	33.865
					Monthly	4,639.538	4,765.475	4,894.603	5,027.425	5,165.117	5,306.503			5,412.626	5,520.932	5,686.498
					Annual	55,674.450	57,185.700	58,735.235	60,329.100	61,981.400	63,678.030			64,951.510	66,251.185	68,237.975
53		2	Supervisor / Lead Hand	2015	Hourly	24.485	25.139	25.813	26.508	27.222	27.955			28.514	29.084	29.957
					Monthly	4,111.440	4,221.257	4,334.433	4,451.135	4,571.028	4,694.110			4,787.976	4,883.688	5,030.280
					Annual	49,337.275	50,655.085	52,013.195	53,413.620	54,852.330	56,329.325			57,455.710	58,604.260	60,363.355
54		1	Transcriptionist	2015	Hourly	26.802	27.513	28.251	29.006	29.784			30.380	30.988	31.918	
					Monthly	4,500.503	4,619.891	4,743.814	4,870.591	5,001.230			5,101.308	5,203.402	5,359.564	
					Annual	54,006.030	55,438.695	56,925.765	58,447.090	60,014.760			61,215.700	62,440.820	64,314.770	
55		2	Unit Clerk	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975			29.555	30.146	31.050
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385			4,962.777	5,062.016	5,213.813
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625			59,553.325	60,744.190	62,565.750

¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
1			Activity Aide (Uncertified)	HF	2015	Hourly	18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799	
						Monthly	3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332	
						Annual	36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985	
2			Activity Aide 1 (Trained)	HF	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585	
3	1,2		Activity Worker	CHL (Northern Scale)	1950	Hourly	19.271	19.849	20.445	21.058	21.689	22.339			22.786	23.242	23.939	
						Monthly	3,131.538	3,225.463	3,322.313	3,421.925	3,524.463	3,630.088			3,702.725	3,776.825	3,890.088	
						Annual	37,578.450	38,705.550	39,867.750	41,063.100	42,293.550	43,561.050			44,432.700	45,321.900	46,681.050	
4			Activity Worker (Certified)	FDL	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585	
5			Activity Worker (Uncertified)	FDL	2015	Hourly	18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799	
						Monthly	3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332	
						Annual	36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985	
6			Adult Day Centre Attendant	RHC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839	
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799	
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585	
7			Adult Day Centre Coordinator	RHC	2015	Hourly	31.813	32.768	33.750	34.764	35.805	36.881			37.619	38.371	39.522	
						Monthly	5,341.933	5,502.293	5,667.188	5,837.455	6,012.256	6,192.935			6,316.857	6,443.130	6,636.403	
						Annual	64,103.195	66,027.520	68,006.250	70,049.460	72,147.075	74,315.215			75,802.285	77,317.565	79,636.830	
8			Aide	MHC	2015	Hourly	22.878	23.565	24.271	24.998	25.750	26.523			27.053	27.594	28.422	
						Monthly	3,841.598	3,956.956	4,075.505	4,197.581	4,323.854	4,453.654			4,542.650	4,633.493	4,772.528	
						Annual	46,099.170	47,483.475	48,906.065	50,370.970	51,886.250	53,443.845			54,511.795	55,601.910	57,270.330	
9	23-DUAL		Aide - Clerk	GH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078			26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931			4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170			53,599.000	54,670.980	56,311.190
10			Bright Start Programmer	NWC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447	
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638	
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650	
11			Camp Leader	SOGH	2080	Hourly	16.357	16.357							16.684	17.018	17.529	
						Monthly	2,835.213	2,835.213							2,891.893	2,949.787	3,038.360	
						Annual	34,022.560	34,022.560							34,702.720	35,397.440	36,460.320	
12			Child Minder	WHC	2080	Hourly	16.357	16.357	16.357	16.357	16.357	16.412			16.740	17.075	17.587	
						Monthly	2,835.213	2,835.213	2,835.213	2,835.213	2,835.213	2,844.747			2,901.600	2,959.667	3,048.413	
						Annual	34,022.560	34,022.560	34,022.560	34,022.560	34,022.560	34,136.960			34,819.200	35,516.000	36,580.960	
13			Community Action & Engagement Programmer	NWC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447	
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638	
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650	
14			Community Chef	NWC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447	
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638	
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650	
15			Community Development Programmer	NWC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447	
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638	
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650	
16			Community Health Worker	Com	2015	Hourly	22.865	23.220	23.573	23.926	24.292	24.646			25.139	25.642	26.411	
						Monthly	3,839.415	3,899.025	3,958.300	4,017.574	4,079.032	4,138.474			4,221.257	4,305.719	4,434.847	
						Annual	46,072.975	46,788.300	47,499.595	48,210.890	48,948.380	49,661.690			50,655.085	51,668.630	53,218.165	
17			Community Outreach Worker	MCC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447	
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638	
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650	
18	1		Community Services Coordinator	Com	1885	Hourly	27.666	28.623	29.635	30.623	31.771	32.845	34.020	35.078	35.780	36.496	37.591	
						Monthly	4,345.868	4,496.668	4,655.165	4,810.363	4,990.695	5,159.402	5,343.975	5,510.169	5,620.442	5,732.913	5,904.920	
						Annual	52,150.410	53,960.010	55,861.975	57,724.355	59,888.335	61,912.825	64,127.700	66,122.030	67,445.300	68,794.960	70,859.035	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19			Cooking and Food Skills Programmer	NWC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
20			Cultural Support Worker	NCC	2015	Hourly	23.716	24.430	25.162	25.914	26.694	27.497			28.047	28.608	29.466
						Monthly	3,982.312	4,102.204	4,225.119	4,351.393	4,482.368	4,617.205			4,709.559	4,803.760	4,947.833
						Annual	47,787.740	49,226.450	50,701.430	52,216.710	53,788.410	55,406.455			56,514.705	57,645.120	59,373.990
21			Cultural Support Worker - PIO	NCC	2015	Hourly	25.814	26.170	26.525	26.881	27.236	27.591			28.143	28.706	29.567
						Monthly	4,334.601	4,394.379	4,453.990	4,513.768	4,573.378	4,632.989			4,725.679	4,820.216	4,964.792
						Annual	52,015.210	52,732.550	53,447.875	54,165.215	54,880.540	55,595.865			56,708.145	57,842.590	59,577.505
22			Day Program Worker	HF	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
23			Diagnostic Imaging Assistant	VGH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
24			Diagnostic Imaging Assistant	MHC	2015	Hourly	20.805	21.164	21.504	21.828	22.143			23.402	23.870	24.586	
						Monthly	3,493.506	3,553.788	3,610.880	3,707.600	3,852.512			3,929.586	4,008.171	4,128.399	
						Annual	41,922.075	42,645.460	43,330.560	44,491.200	46,230.145			47,155.030	48,098.050	49,540.790	
25			Dialysis Aide	SOGH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
26	23-50	1,2	Family First Home Visitor	CHL (Northern Scale)	1950	Hourly	22.820	23.339	23.859	24.336	24.826	25.323			25.829	26.346	27.136
						Monthly	3,708.250	3,792.588	3,877.088	3,954.600	4,034.225	4,114.988			4,197.213	4,281.225	4,409.600
						Annual	44,499.000	45,511.050	46,525.050	47,455.200	48,410.700	49,379.850			50,366.550	51,374.700	52,915.200
27			Financial Empowerment Programmer	NWC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
28			Garden and Food Skills Programmer	NWC	1950	Hourly	24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly	3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual	47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
29	23-13CERT		Health Care Aide	SBH, LPCH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
30	23-13CERT		Health Care Aide	CRS	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
31	23-13CERT		Health Care Aide	GH, SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
32	23-13CERT		Health Care Aide	CH, HSC, SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
33	23-13CERT		Health Care Aide	SOGH, SH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
34	23-13CERT		Health Care Aide	PAC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
35	23-13CERT		Health Care Aide	DLC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
36	23-13CERT		Health Care Aide	RHC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
37	23-13CERT		Health Care Aide	RPG	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378	4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540	51,045.995	52,067.600	53,629.225
38	23-13CERT		Health Care Aide	MH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378	4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540	51,045.995	52,067.600	53,629.225
39	23-13CERT	3	Health Care Aide	DM	1950	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,379.675	3,481.238	3,585.563	3,692.975	3,803.963	3,918.200	4,035.850	4,116.613	4,199.000	4,324.938
						Annual	40,556.100	41,774.850	43,026.750	44,315.700	45,647.550	47,018.400	48,430.200	49,399.350	50,388.000	51,899.250
40	23-13UNCERT		Health Care Aide - Uncertified	VGH	2015	Hourly	20.193							20.597	21.009	21.639
						Monthly	3,390.741							3,458.580	3,527.761	3,633.549
						Annual	40,688.895							41,502.955	42,333.135	43,602.585
41	23-13UNCERT		Health Care Aide - Uncertified	CH	2015	Hourly	20.193							20.597	21.009	21.639
						Monthly	3,390.741							3,458.580	3,527.761	3,633.549
						Annual	40,688.895							41,502.955	42,333.135	43,602.585
42	23-13UNCERT		Health Care Aide - Uncertified	MHC	2015	Hourly	20.193							20.597	21.009	21.639
						Monthly	3,390.741							3,458.580	3,527.761	3,633.549
						Annual	40,688.895							41,502.955	42,333.135	43,602.585
43	23-13UNCERT		Health Care Aide - Uncertified	RHC	2015	Hourly	20.193							20.597	21.009	21.639
						Monthly	3,390.741							3,458.580	3,527.761	3,633.549
						Annual	40,688.895							41,502.955	42,333.135	43,602.585
44	23-13UNCERT		Health Care Aide - Uncertified	DLC	2015	Hourly	20.193							20.597	21.009	21.639
						Monthly	3,390.741							3,458.580	3,527.761	3,633.549
						Annual	40,688.895							41,502.955	42,333.135	43,602.585
45	23-13CERT		Health Care Aide & Aide Porter	MHC	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378	4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540	51,045.995	52,067.600	53,629.225
46	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,379.675	3,481.238	3,585.563	3,692.975	3,803.963	3,918.200	4,035.850	4,116.613	4,199.000	4,324.938
						Annual	40,556.100	41,774.850	43,026.750	44,315.700	45,647.550	47,018.400	48,430.200	49,399.350	50,388.000	51,899.250
47	23-13CERT		Health Care Aide (Certified)	PPCH	1950	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,379.675	3,481.238	3,585.563	3,692.975	3,803.963	3,918.200	4,035.850	4,116.613	4,199.000	4,324.938
						Annual	40,556.100	41,774.850	43,026.750	44,315.700	45,647.550	47,018.400	48,430.200	49,399.350	50,388.000	51,899.250
48	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378	4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540	51,045.995	52,067.600	53,629.225
49	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly	20.193							20.597	21.009	21.639
						Monthly	3,281.363							3,347.013	3,413.963	3,516.338
						Annual	39,376.350							40,164.150	40,967.550	42,196.050
50	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly	20.193							20.597	21.009	21.639
						Monthly	3,390.741							3,458.580	3,527.761	3,633.549
						Annual	40,688.895							41,502.955	42,333.135	43,602.585
51	23-47CERT		Health Care Aide 3/Rehab Aide	MH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078	26.600	27.132	27.946
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931	4,466.583	4,555.915	4,692.599
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170	53,599.000	54,670.980	56,311.190
52	23-13CERT	2	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly	21.838	22.495	23.169	23.862	24.580	25.318	26.077	26.599	27.131	27.945
						Monthly	3,785.253	3,899.133	4,015.960	4,136.080	4,260.533	4,388.453	4,520.013	4,610.493	4,702.707	4,843.800
						Annual	45,423.040	46,789.600	48,191.520	49,632.960	51,126.400	52,661.440	54,240.160	55,325.920	56,432.480	58,125.600
53	23-13UNCERT	2	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly	21.202							21.626	22.059	22.721
						Monthly	3,675.013							3,748.507	3,823.560	3,938.307
						Annual	44,100.160							44,982.080	45,882.720	47,259.680
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836	25.333	25.840	26.615
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378	4,253.833	4,338.967	4,469.102
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540	51,045.995	52,067.600	53,629.225

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
55	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly Monthly Annual	20.193 3,500.120 42,001.440							20.597 3,570.147 42,841.760	21.009 3,641.560 43,698.720	21.639 3,750.760 45,009.120
56	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly Monthly Annual	20.193 3,500.120 42,001.440							20.597 3,570.147 42,841.760	21.009 3,641.560 43,698.720	21.639 3,750.760 45,009.120
57	23-13CERT		Home Care Attendant 2	Com	2080	Hourly Monthly Annual	20.798 3,604.987 43,259.840	21.423 3,713.320 44,559.840	22.065 3,824.600 45,895.200	22.726 3,939.173 47,270.080	23.409 4,057.560 48,690.720	24.112 4,179.413 50,152.960	24.836 4,304.907 51,658.880	25.333 4,391.053 52,692.640	25.840 4,478.933 53,747.200	26.615 4,613.267 55,359.200
58	23-50	1	Home Visitor 2	Com	1885	Hourly Monthly Annual	21.733 3,413.892 40,966.705	22.228 3,491.648 41,899.780	22.723 3,569.405 42,832.855	23.177 3,640.720 43,688.645	23.644 3,714.078 44,568.940	24.117 3,788.379 45,460.545		24.599 3,864.093 46,369.115	25.091 3,941.378 47,296.535	25.844 4,059.662 48,715.940
59			Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	22.976 3,982.507 47,790.080	23.665 4,101.933 49,223.200	24.375 4,225.000 50,700.000	25.107 4,351.880 52,222.560	25.860 4,482.400 53,788.800	26.635 4,616.733 55,400.800		27.168 4,709.120 56,509.440	27.711 4,803.240 57,638.880	28.542 4,947.280 59,367.360
60			InSight Mentor	NWC	1950	Hourly Monthly Annual	26.607 4,323.638 51,883.650	27.218 4,422.925 53,075.100	27.776 4,513.600 54,163.200	28.436 4,620.850 55,450.200				29.005 4,713.313 56,559.750	29.585 4,807.563 57,690.750	30.473 4,951.863 59,422.350
61	23-48		Integrated Support Worker	Com	2080	Hourly Monthly Annual	21.422 3,713.147 44,557.760	22.066 3,824.773 45,897.280	22.727 3,939.347 47,272.160	23.408 4,057.387 48,688.640	24.111 4,179.240 50,150.880	24.836 4,304.907 51,658.880	25.581 4,434.040 53,208.480	26.093 4,522.787 54,273.440	26.615 4,613.267 55,359.200	27.413 4,751.587 57,019.040
62			IOT Outreach Mentor	NWC	1950	Hourly Monthly Annual	26.607 4,323.638 51,883.650	27.218 4,422.925 53,075.100	27.776 4,513.600 54,163.200	28.436 4,620.850 55,450.200				29.005 4,713.313 56,559.750	29.585 4,807.563 57,690.750	30.473 4,951.863 59,422.350
63			Kids Corner Assistant	SOGH	1950	Hourly Monthly Annual	16.357 2,658.013 31,896.150	16.357 2,658.013 31,896.150	16.357 2,658.013 31,896.150	16.357 2,658.013 31,896.150	16.357 2,658.013 31,896.150			16.684 2,711.150 32,533.800	17.018 2,765.425 33,185.100	17.529 2,848.463 34,181.550
64			Lifeguard	SOGH	2015	Hourly Monthly Annual	16.357 2,746.613 32,959.355	16.357 2,746.613 32,959.355	16.776 2,816.970 33,803.640	17.614 2,957.684 35,492.210	17.981 3,019.310 36,231.715			18.341 3,079.760 36,957.115	18.708 3,141.385 37,696.620	19.269 3,235.586 38,827.035
65	23-51A		Mental Health - Proctor 2	Com	2080	Hourly Monthly Annual	19.171 3,322.973 39,875.680	19.733 3,420.387 41,044.640	20.285 3,516.067 42,192.800	20.958 3,615.387 43,384.640	21.423 3,713.320 44,559.840	21.998 3,812.987 45,755.840		22.438 3,889.253 46,671.040	22.887 3,967.080 47,604.960	23.574 4,086.160 49,033.920
66	23-51B		Mental Health - Proctor 3	Com	2080	Hourly Monthly Annual	21.733 3,767.053 45,204.640	22.228 3,852.853 46,234.240	22.723 3,938.653 47,263.840	23.177 4,017.347 48,208.160	23.644 4,098.293 49,179.520	24.117 4,180.280 50,163.360		24.599 4,263.827 51,165.920	25.091 4,349.107 52,189.280	25.844 4,479.627 53,755.520
67		1	Mental Health Support Worker	CRS	1885	Hourly Monthly Annual	22.435 3,524.165 42,289.975	23.133 3,633.809 43,605.705	23.926 3,758.376 45,100.510	24.748 3,887.498 46,649.980	25.582 4,018.506 48,222.070	26.402 4,147.314 49,767.770		26.930 4,230.254 50,763.050	27.469 4,314.922 51,779.065	28.293 4,444.359 53,332.305
68			Mental Health Support Worker	Com	2080	Hourly Monthly Annual	22.435 3,888.733 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.402 4,576.347 54,916.160		26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440
69			Nurses Aide (Uncertified)	MM	2015	Hourly Monthly Annual	16.357 2,746.613 32,959.355	16.561 2,780.868 33,370.415	17.057 2,864.155 34,369.855	17.567 2,949.792 35,397.505	18.095 3,038.452 36,461.425	18.638 3,129.631 37,555.570		19.011 3,192.264 38,307.165	19.391 3,256.072 39,072.865	19.973 3,353.800 40,245.595
70	23-13CERT		Nurses Aide (Trained)	FDL	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540	25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly Monthly Annual	21.839 3,667.132 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170	26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
73	23-13UNCERT		Nursing Assistant (Uncertified)	HF	2015	Hourly 20.193 Monthly 3,390.741 Annual 40,688.895								20.597	21.009	21.639
														3,458.580	3,527.761	3,633.549
														41,502.955	42,333.135	43,602.585
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
							3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
							45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
75			Occupational Therapy Assistant	Com	2015	Hourly 20.341 Monthly 3,415.593 Annual 40,987.115	20.946	21.578	22.222	22.889	23.573			24.044	24.525	25.261
							3,517.183	3,623.306	3,731.444	3,843.445	3,958.300			4,037.388	4,118.156	4,241.743
							42,206.190	43,479.670	44,777.330	46,121.335	47,499.595			48,448.660	49,417.875	50,900.915
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
							4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
							52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
							4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
							52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
							4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
							52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
							4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
							52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
							4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
							52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
							4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
							52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
82		1	Ophthalmic Assistant	MHC	1950	Hourly 21.082 Monthly 3,425.825 Annual 41,109.900	21.714	22.369	23.037	23.729	24.442			24.931	25.430	26.193
							3,528.525	3,634.963	3,743.513	3,855.963	3,971.825			4,051.288	4,132.375	4,256.363
							42,342.300	43,619.550	44,922.150	46,271.550	47,661.900			48,615.450	49,588.500	51,076.350
83			OR Attendant	VGH	2015	Hourly 22.878 Monthly 3,841.598 Annual 46,099.170	23.565	24.271	24.998	25.750	26.523			27.053	27.594	28.422
							3,956.956	4,075.505	4,197.581	4,323.854	4,453.654			4,542.650	4,633.493	4,772.528
							47,483.475	48,906.065	50,370.970	51,886.250	53,443.845			54,511.795	55,601.910	57,270.330
84		1	Orientation Coordinator	Com	1885	Hourly 27.380 Monthly 4,300.942 Annual 51,611.300	28.355	29.361	30.423	31.550	32.699			33.353	34.020	35.041
							4,454.098	4,612.124	4,778.946	4,955.979	5,136.468			5,239.200	5,343.975	5,504.357
							53,449.175	55,345.485	57,347.355	59,471.750	61,637.615			62,870.405	64,127.700	66,052.285
85		1	Outreach Worker	CRS	1885	Hourly 27.666 Monthly 4,345.868 Annual 52,150.410	28.626	29.635	30.623	31.771	32.845	34.020	35.078	35.780	36.496	37.591
							4,496.668	4,655.165	4,810.363	4,990.695	5,159.402	5,343.975	5,510.169	5,620.442	5,732.913	5,904.920
							53,960.010	55,861.975	57,724.355	59,888.335	61,912.825	64,127.700	66,122.030	67,445.300	68,794.960	70,859.035
86			Outreach Worker	NCC	2015	Hourly 23.716 Monthly 3,982.312 Annual 47,787.740	24.430	25.162	25.914	26.694	27.497			28.047	28.608	29.466
							4,102.204	4,225.119	4,351.393	4,482.368	4,617.205			4,709.559	4,803.760	4,947.833
							49,226.450	50,701.430	52,216.710	53,788.410	55,406.455			56,514.705	57,645.120	59,373.990
87			Outreach Worker	WHC	2080	Hourly 22.976 Monthly 3,982.507 Annual 47,790.080	23.665	24.375	25.107	25.860	26.635			27.168	27.711	28.542
							4,101.933	4,225.000	4,351.880	4,482.400	4,616.733			4,709.120	4,803.240	4,947.280
							49,223.200	50,700.000	52,222.560	53,788.800	55,400.800			56,509.440	57,638.880	59,367.360
88	23-13CERT		P.C.A. - Trained	BPCH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
							3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
							43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
89			PACT Support Worker	Com	2080	Hourly 22.435 Monthly 3,888.733 Annual 46,664.800	23.133	23.926	24.748	25.582	26.402			26.930	27.469	28.293
							4,009.720	4,147.173	4,289.653	4,434.213	4,576.347			4,667.867	4,761.293	4,904.120
							48,116.640	49,766.080	51,475.840	53,210.560	54,916.160			56,014.400	57,135.520	58,849.440
90			Peer Navigator	NWC	1950	Hourly 24.507 Monthly 3,982.388 Annual 47,788.650	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
							4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
							49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
109			Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 20.193 Monthly 3,390.741 Annual 40,688.895								20.597	21.009	21.639
110			Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
111			Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
112			Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 18.353 Monthly 3,081.775 Annual 36,981.295	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
113			Recreation Programmer (Certified)	SCPCH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
114			Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 18.353 Monthly 3,081.775 Annual 36,981.295	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
115			Recreation Worker	DLC	2015	Hourly 25.368 Monthly 4,259.710 Annual 51,116.520	26.362	27.466	28.540	29.641	30.810			31.426	32.055	33.087
116			Recreation Worker (Certified)	ASJ	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
117	23-47CERT		Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
118	23-47CERT		Rehab Assistant	RPG	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
119	23-47CERT		Rehab Assistant	Com	2080	Hourly 21.839 Monthly 3,785.427 Annual 45,425.120	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
120	23-47CERT		Rehabilitation Assistant	SBH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
121	23-47CERT		Rehabilitation Assistant	VGH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
122	23-47CERT		Rehabilitation Assistant	SOGH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
123	23-47CERT		Rehabilitation Assistant	DLC	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
124	23-47CERT		Rehabilitation Assistant	MHC	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
125	23-47CERT	1	Rehabilitation Assistant	GH	1950	Hourly 21.839 Monthly 3,548.838 Annual 42,586.050	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
126	23-47CERT		Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 21.839 Monthly 3,548.838 Annual 42,586.050	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
127	23-47CERT		Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078				
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931				
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170	53,599.000	54,670.980	56,311.190	
128	23-47CERT		Rehabilitation Attendant	RHC, LPCH	2015	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078				
						Monthly	3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931				
						Annual	44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170	53,599.000	54,670.980	56,311.190	
129			Resident Aide	GH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112	24.836				
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378				
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540	51,045.995	52,067.600	53,629.225	
130			Residential Care Worker	Com	2080	Hourly	18.845	19.458	20.092	20.728	21.405	22.128	22.851	23.584			
						Monthly	3,266.467	3,372.720	3,482.613	3,592.853	3,710.200	3,835.520	3,960.840	4,087.893	4,169.707	4,253.080	4,380.653
						Annual	39,197.600	40,472.640	41,791.360	43,114.240	44,522.400	46,026.240	47,530.080	49,054.720	50,036.480	51,036.960	52,567.840
131			Skill Development Worker	NWC	1950	Hourly	16.844	18.070	19.294	20.523							
						Monthly	2,737.150	2,936.375	3,135.275	3,334.988							
						Annual	32,845.800	35,236.500	37,623.300	40,019.850							
132			Support Worker	NWC	1950	Hourly	22.491	22.995	23.509	23.979	24.539						
						Monthly	3,654.788	3,736.688	3,820.213	3,896.588	3,987.588						
						Annual	43,857.450	44,840.250	45,842.550	46,759.050	47,851.050						
133	1		Systems Navigation Support Worker	Com	1885	Hourly	22.435	23.133	23.926	24.748	25.582	26.402					
						Monthly	3,524.165	3,633.809	3,758.376	3,887.498	4,018.506	4,147.314					
						Annual	42,289.975	43,605.705	45,100.510	46,649.980	48,222.070	49,767.770					
134	3		Therapeutic Recreation (Certified)	DM	1950	Hourly	20.470	21.085	21.716	22.368	23.037	23.731					
						Monthly	3,326.375	3,426.313	3,528.850	3,634.800	3,743.513	3,856.288					
						Annual	39,916.500	41,115.750	42,346.200	43,617.600	44,922.150	46,275.450					
135			Therapeutic Recreation Facilitator	RHC	2015	Hourly	25.368	26.362	27.466	28.540	29.641	30.810					
						Monthly	4,259.710	4,426.619	4,611.999	4,792.342	4,977.218	5,173.513					
						Annual	51,116.520	53,119.430	55,343.990	57,508.100	59,726.615	62,082.150					
136			Therapeutic Recreation Facilitator	SCPCH	2015	Hourly	20.798	21.423	22.065	22.726	23.409	24.112					
						Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807					
						Annual	41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680					
137			Transport Assistant	SOGH	2015	Hourly	19.853	20.446	21.059	21.692	22.343	23.013					
						Monthly	3,333.650	3,433.224	3,536.157	3,642.448	3,751.762	3,864.266					
						Annual	40,003.795	41,198.690	42,433.885	43,709.380	45,021.145	46,371.195					
138	23-DUAL	1	Unit Assistant	CH	1950	Hourly	21.839	22.495	23.169	23.863	24.580	25.318	26.078				
						Monthly	3,548.838	3,655.438	3,764.963	3,877.738	3,994.250	4,114.175	4,237.675				
						Annual	42,586.050	43,865.250	45,179.550	46,532.850	47,931.000	49,370.100	50,852.100	51,870.000	52,907.400	54,494.700	

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Standardized to 2015 Base Annual Hours effective October 25, 2024

‡ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

~ Standardized to 2015 Base Annual Hours effective October 6, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
39	23-13CERT	1,4	Health Care Aide	DM	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly	20.748								21.163	21.586	22.234
						Monthly	3,483.935								3,553.620	3,624.649	3,733.459
						Annual	41,807.220								42,643.445	43,495.790	44,801.510
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly	20.748								21.163	21.586	22.234
						Monthly	3,483.935								3,553.620	3,624.649	3,733.459
						Annual	41,807.220								42,643.445	43,495.790	44,801.510
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly	20.748								21.163	21.586	22.234
						Monthly	3,483.935								3,553.620	3,624.649	3,733.459
						Annual	41,807.220								42,643.445	43,495.790	44,801.510
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly	20.748								21.163	21.586	22.234
						Monthly	3,483.935								3,553.620	3,624.649	3,733.459
						Annual	41,807.220								42,643.445	43,495.790	44,801.510
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly	20.748								21.163	21.586	22.234
						Monthly	3,483.935								3,553.620	3,624.649	3,733.459
						Annual	41,807.220								42,643.445	43,495.790	44,801.510
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,576.950	3,684.200	3,794.538	3,908.613	4,025.938	4,146.838			4,229.713	4,314.375	4,443.888
						Annual	42,923.400	44,210.400	45,534.450	46,903.350	48,311.250	49,762.050			50,756.550	51,772.500	53,326.650
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,576.950	3,684.200	3,794.538	3,908.613	4,025.938	4,146.838			4,229.713	4,314.375	4,443.888
						Annual	42,923.400	44,210.400	45,534.450	46,903.350	48,311.250	49,762.050			50,756.550	51,772.500	53,326.650
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly	20.748								21.163	21.586	22.234
						Monthly	3,371.550								3,438.988	3,507.725	3,613.025
						Annual	40,458.600								41,267.850	42,092.700	43,356.300
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly	20.748								21.163	21.586	22.234
						Monthly	3,483.935								3,553.620	3,624.649	3,733.459
						Annual	41,807.220								42,643.445	43,495.790	44,801.510
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795			27.331	27.878	28.714
						Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327			4,589.330	4,681.181	4,821.559
						Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925			55,071.965	56,174.170	57,858.710
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly	23.114	23.806	24.518	25.256	26.014	26.794			27.330	27.877	28.713
						Monthly	4,006.427	4,126.373	4,249.787	4,377.707	4,509.093	4,644.293			4,737.200	4,832.013	4,976.920
						Annual	48,077.120	49,516.480	50,997.440	52,532.480	54,109.120	55,731.520			56,846.400	57,984.160	59,723.040
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly	21.785								22.221	22.665	23.345
						Monthly	3,776.067								3,851.640	3,928.600	4,046.467
						Annual	45,312.800								46,219.680	47,143.200	48,557.600
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly 20.748 Monthly 3,596.320 Annual 43,155.840								21.163 3,668.253 44,019.040	21.586 3,741.573 44,898.880	22.234 3,853.893 46,246.720
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly 20.748 Monthly 3,596.320 Annual 43,155.840								21.163 3,668.253 44,019.040	21.586 3,741.573 44,898.880	22.234 3,853.893 46,246.720
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly 22.012 Monthly 3,815.413 Annual 45,784.960	22.672 3,929.813 47,157.760	23.351 4,047.507 48,570.080	24.053 4,169.187 50,030.240	24.775 4,294.333 51,532.000	25.519 4,423.293 53,079.520			26.029 4,511.693 54,140.320	26.550 4,602.000 55,224.000	27.347 4,740.147 56,881.760
58	23-50	1, 2	Home Visitor 2	Com	2015	Hourly 22.839 Monthly 3,835.049 Annual 46,020.585	23.348 3,920.518 47,046.220	23.814 3,998.768 47,985.210	24.294 4,079.368 48,952.410	24.780 4,160.975 49,931.700				25.276 4,244.262 50,931.140	25.782 4,329.228 51,950.730	26.555 4,459.027 53,508.325
59			Indigenous Cultural Support Worker	KL	2080	Hourly 23.608 Monthly 4,092.053 Annual 49,104.640	24.316 4,214.773 50,577.280	25.045 4,341.133 52,093.600	25.797 4,471.480 53,657.760	26.571 4,605.640 55,267.680	27.367 4,743.613 56,923.360			27.915 4,838.600 58,063.200	28.473 4,935.320 59,223.840	29.327 5,083.347 61,000.160
60			InSight Mentor	NWC	1950	Hourly 27.339 Monthly 4,442.588 Annual 53,311.050	27.966 4,544.475 54,533.700	28.540 4,637.750 55,653.000	29.218 4,747.925 56,975.100					29.803 4,842.988 58,115.850	30.399 4,939.838 59,278.050	31.311 5,088.038 61,056.450
61	23-48	1	Integrated Support Worker	Com	2080	Hourly 22.673 Monthly 3,929.987 Annual 47,159.840	23.352 4,047.680 48,572.160	24.052 4,169.013 50,028.160	24.774 4,294.160 51,529.920	25.519 4,423.293 53,079.520	26.284 4,555.893 54,670.720			26.810 4,647.067 55,764.800	27.346 4,739.973 56,879.680	28.166 4,882.107 58,585.280
62			IOT Outreach Mentor	NWC	1950	Hourly 27.339 Monthly 4,442.588 Annual 53,311.050	27.966 4,544.475 54,533.700	28.540 4,637.750 55,653.000	29.218 4,747.925 56,975.100					29.803 4,842.988 58,115.850	30.399 4,939.838 59,278.050	31.311 5,088.038 61,056.450
63			Kids Corner Assistant	SOGH	1950	Hourly 16.807 Monthly 2,731.138 Annual 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650				17.143 2,785.738 33,428.850	17.486 2,841.475 34,097.700	18.011 2,926.788 35,121.450
64			Lifeguard	SOGH	2015	Hourly 16.807 Monthly 2,822.175 Annual 33,866.105	16.807 2,822.175 33,866.105	17.237 2,894.380 34,732.555	18.098 3,038.956 36,467.470	18.475 3,102.260 37,227.125				18.845 3,164.390 37,972.675	19.222 3,227.694 38,732.330	19.799 3,324.582 39,894.985
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly 20.276 Monthly 3,514.507 Annual 42,174.080	20.843 3,612.787 43,353.440	21.432 3,714.880 44,578.560	22.012 3,815.413 45,784.960	22.603 3,917.853 47,014.240				23.055 3,996.200 47,954.400	23.516 4,076.107 48,913.280	24.221 4,198.307 50,379.680
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly 22.839 Monthly 3,958.760 Annual 47,505.120	23.348 4,046.987 48,563.840	23.814 4,127.760 49,533.120	24.294 4,210.960 50,531.520	24.780 4,295.200 51,542.400				25.276 4,381.173 52,574.080	25.782 4,468.880 53,626.560	26.555 4,602.867 55,234.400
67		2	Mental Health Support Worker	CRS	2015	Hourly 23.052 Monthly 3,870.815 Annual 46,449.780	23.769 3,991.211 47,894.535	24.584 4,128.063 49,536.760	25.429 4,269.953 51,239.435	26.286 4,413.858 52,966.290	27.128 4,555.243 54,662.920			27.671 4,646.422 55,757.065	28.224 4,739.280 56,871.360	29.071 4,881.505 58,578.065
68			Mental Health Support Worker	Com	2080	Hourly 23.052 Monthly 3,995.680 Annual 47,948.160	23.769 4,119.960 49,439.520	24.584 4,261.227 51,134.720	25.429 4,407.693 52,892.320	26.286 4,556.240 54,674.880	27.128 4,702.187 56,426.240			27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly 17.016 Monthly 2,857.270 Annual 34,287.240	17.526 2,942.908 35,314.895	18.050 3,030.896 36,370.750	18.593 3,122.075 37,464.895	19.151 3,215.772 38,589.265				19.534 3,280.084 39,361.010	19.925 3,345.740 40,148.875	20.523 3,446.154 41,353.845
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
75			Occupational Therapy Assistant	Com	2015	Hourly 20.900 Monthly 3,509.458 Annual 42,113.500	21.522 3,613.903 43,366.830	22.171 3,722.880 44,674.565	22.833 3,834.041 46,008.495	23.518 3,949.064 47,388.770	24.221 4,067.110 48,805.315			24.705 4,148.381 49,780.575	25.199 4,231.332 50,775.985	25.956 4,358.445 52,301.340
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
82		2	Ophthalmic Assistant	MHC	2015	Hourly 21.662 Monthly 3,637.411 Annual 43,648.930	22.311 3,746.389 44,956.665	22.984 3,859.397 46,312.760	23.671 3,974.755 47,697.065	24.382 4,094.144 49,129.730	25.114 4,217.059 50,604.710			25.617 4,301.521 51,618.255	26.129 4,387.495 52,649.935	26.913 4,519.141 54,229.695
83		1	OR Attendant	VGH	2015	Hourly 24.213 Monthly 4,065.766 Annual 48,789.195	24.938 4,187.506 50,250.070	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780				27.797 4,667.580 56,010.955	28.353 4,760.941 57,131.295	29.204 4,903.838 58,846.060
84		2	Orientation Coordinator	Com	2015	Hourly 28.133 Monthly 4,724.000 Annual 56,687.995	29.135 4,892.252 58,707.025	30.168 5,065.710 60,788.520	31.260 5,249.075 62,988.900	32.418 5,443.523 65,322.270	33.598 5,641.664 67,699.970			34.270 5,754.504 69,054.050	34.956 5,869.695 70,436.340	36.005 6,045.840 72,550.075
85		2	Outreach Worker	CRS	2015	Hourly 28.427 Monthly 4,773.367 Annual 57,280.405	29.413 4,938.933 59,267.195	30.450 5,113.063 61,356.750	31.465 5,283.498 63,401.975	32.645 5,481.640 65,779.675	33.748 5,666.852 68,002.220	34.956 5,869.695 70,436.340	36.043 6,052.220 72,626.645	36.764 6,173.288 74,079.460	37.500 6,296.875 75,562.500	38.625 6,485.781 77,829.375
86			Outreach Worker	NCC	2015	Hourly 24.368 Monthly 4,091.793 Annual 49,101.520	25.102 4,215.044 50,580.530	25.854 4,341.318 52,095.810	26.627 4,471.117 53,653.405	27.428 4,605.618 55,267.420	28.253 4,744.150 56,929.795			28.818 4,839.023 58,068.270	29.395 4,935.910 59,230.925	30.276 5,083.845 61,006.140
87			Outreach Worker	WHC	2080	Hourly 23.608 Monthly 4,092.053 Annual 49,104.640	24.316 4,214.773 50,577.280	25.045 4,341.133 52,093.600	25.797 4,471.480 53,657.760	26.571 4,605.640 55,267.680	27.367 4,743.613 56,923.360			27.915 4,838.600 58,063.200	28.473 4,935.320 59,232.840	29.327 5,083.347 61,000.160
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
89			PACT Support Worker	Com	2080	Hourly 23.052 Monthly 3,995.680 Annual 47,948.160	23.769 4,119.960 49,439.520	24.584 4,261.227 51,134.720	25.429 4,407.693 52,892.320	26.285 4,556.240 54,674.880	27.128 4,702.187 56,426.240			27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680
90			Peer Navigator	NWC	1950	Hourly 25.181 Monthly 4,091.913 Annual 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350			29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
91			Peer Support Worker	KL	2080	Hourly	23.608	24.316	25.045	25.797	26.571	27.367			27.915	28.473	29.327
						Monthly	4,092.053	4,214.773	4,341.133	4,471.480	4,605.640	4,743.613			4,838.600	4,935.320	5,083.347
						Annual	49,104.640	50,577.280	52,093.600	53,657.760	55,267.680	56,923.360			58,063.200	59,223.840	61,000.160
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795			27.331	27.878	28.714
						Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327			4,589.330	4,681.181	4,821.559
						Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925			55,071.965	56,174.170	57,858.710
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795			27.331	27.878	28.714
						Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327			4,589.330	4,681.181	4,821.559
						Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925			55,071.965	56,174.170	57,858.710
94			Porter / Orderly	VGH	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775			25.270	25.776	26.550
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135			4,243.254	4,328.220	4,458.188
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625			50,919.050	51,938.640	53,498.250
95			Porter-Diagnostic Imaging	SBH	2015	Hourly	20.398	21.007	21.638	22.289	22.957	23.646			24.119	24.600	25.338
						Monthly	3,425.164	3,527.425	3,633.381	3,742.695	3,854.863	3,970.558			4,049.982	4,130.750	4,254.673
						Annual	41,101.970	42,329.105	43,600.570	44,912.335	46,258.355	47,646.690			48,599.785	49,569.000	51,056.070
96			Porter-Rehabilitation	SBH	2015	Hourly	20.398	21.007	21.638	22.289	22.957	23.646			24.119	24.600	25.338
						Monthly	3,425.164	3,527.425	3,633.381	3,742.695	3,854.863	3,970.558			4,049.982	4,130.750	4,254.673
						Annual	41,101.970	42,329.105	43,600.570	44,912.335	46,258.355	47,646.690			48,599.785	49,569.000	51,056.070
97	3		Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly	22.103	22.644	23.185	23.717	24.261	24.798			25.294	25.799	26.573
						Monthly	3,831.187	3,924.960	4,018.733	4,110.947	4,205.240	4,298.320			4,384.293	4,471.827	4,605.987
						Annual	45,974.240	47,099.520	48,224.800	49,331.360	50,462.880	51,579.840			52,611.520	53,661.920	55,271.840
98	3		Receiving Home Parent	CHL (Northern Scale)	2080	Hourly	20.021	20.496	20.965	21.480					21.909	22.347	23.017
						Monthly	3,470.307	3,552.640	3,633.933	3,723.200					3,797.560	3,873.480	3,989.613
						Annual	41,643.680	42,631.680	43,607.200	44,678.400					45,570.720	46,481.760	47,875.360
99	1		Recreation Coordinator	RPG	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.222	4,328.220	4,458.020
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,498.235
100	1		Recreation Coordinator	SEPCH, LPCH	2015	Hourly	23.247	23.947	24.666	25.404	26.165				26.688	27.222	28.039
						Monthly	3,903.559	4,021.100	4,141.833	4,265.755	4,393.540				4,481.360	4,571.028	4,708.215
						Annual	46,842.705	48,253.205	49,701.990	51,189.060	52,722.475				53,776.320	54,852.330	56,498.585
101	1		Recreation Facilitator	MH	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.222	4,328.220	4,458.020
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,498.235
102	1		Recreation Facilitator	MHC	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.222	4,328.220	4,458.020
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,498.235
103	1		Recreation Facilitator	RPG	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.222	4,328.220	4,458.020
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,498.235
104	1		Recreation Facilitator	SEPCH	2015	Hourly	22.012	22.672	23.351	24.053	24.775	25.519			26.029	26.550	27.347
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065			4,370.703	4,458.188	4,592.017
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785			52,448.435	53,498.250	55,104.205
105	1		Recreation Facilitator (Uncertified)	MM	2015	Hourly	17.016	17.526	18.050	18.593	19.151				19.534	19.925	20.523
						Monthly	2,857.270	2,942.908	3,030.896	3,122.075	3,215.772				3,280.084	3,345.740	3,446.154
						Annual	34,287.240	35,314.895	36,370.750	37,464.895	38,589.265				39,361.010	40,148.875	41,353.845
106	1		Recreation Facilitator - PIO	MHC	2015	Hourly	23.767	24.283	25.027	26.165					26.688	27.222	28.039
						Monthly	3,990.875	4,077.520	4,202.450	4,393.540					4,481.360	4,571.028	4,708.215
						Annual	47,890.505	48,930.245	50,429.405	52,722.475					53,776.320	54,852.330	56,498.585
107	1		Recreation Facilitator - Trained	MM	2015	Hourly	23.246	23.947	24.664	25.404	26.165				26.688	27.222	28.039
						Monthly	3,903.391	4,021.100	4,141.497	4,265.755	4,393.540				4,481.360	4,571.028	4,708.215
						Annual	46,840.690	48,253.205	49,697.960	51,189.060	52,722.475				53,776.320	54,852.330	56,498.585
108	1		Recreation Facilitator (ADP Certified)	ASB	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.222	4,328.220	4,458.020
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,498.235

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 19.424 Monthly 3,261.613 Annual 39,139.360	20.066 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 19.424 Monthly 3,261.613 Annual 39,139.360	20.066 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
115		1	Recreation Worker	DLC	2015	Hourly 27.087 Monthly 4,548.359 Annual 54,580.305	28.221 4,738.776 56,865.315	29.325 4,924.156 59,089.875	30.456 5,114.070 61,368.840	31.657 5,315.738 63,788.855				32.290 5,422.029 65,064.350	32.936 5,530.503 66,366.040	33.924 5,696.405 68,356.860
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
118	23-47CERT	1	Rehab Assistant	RPG	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
119	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 23.114 Monthly 4,006.427 Annual 48,077.120	23.806 4,126.373 49,516.480	24.519 4,249.960 50,999.520	25.256 4,377.707 52,532.480	26.014 4,509.093 54,109.120	26.795 4,644.467 55,733.600			27.331 4,737.373 56,848.480	27.878 4,832.187 57,986.240	28.714 4,977.093 59,725.120
120	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
121	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
122	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
123	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
124	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
125	23-47CERT	1, 2	Rehabilitation Assistant	GH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 23.114 Monthly 3,756.025 Annual 45,072.300	23.806 3,868.475 46,421.700	24.519 3,984.338 47,812.050	25.256 4,104.100 49,249.200	26.014 4,227.275 50,727.300	26.795 4,354.188 52,250.250			27.331 4,441.288 53,295.450	27.878 4,530.175 54,362.100	28.714 4,666.025 55,992.300

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
127	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795			27.331	27.878	28.714
						Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327			4,589.330	4,681.181	4,821.559
						Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925			55,071.965	56,174.170	57,858.710
128	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly	23.114	23.806	24.519	25.256	26.014	26.795			27.331	27.878	28.714
						Monthly	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327			4,589.330	4,681.181	4,821.559
						Annual	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925			55,071.965	56,174.170	57,858.710
129			Resident Aide	GH	2015	Hourly	21.370	22.012	22.672	23.351	24.053	24.775	25.519		26.030	26.551	27.347
						Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135	4,285.065		4,370.871	4,458.355	4,592.017
						Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625	51,420.785		52,450.450	53,500.265	55,104.205
130	1	1	Residential Care Worker	Com	2080	Hourly	19.993	20.645	21.298	21.994	22.737	23.479	24.233		24.718	25.212	25.968
						Monthly	3,465.453	3,578.467	3,691.653	3,812.293	3,941.080	4,069.693	4,200.387		4,284.453	4,370.080	4,501.120
						Annual	41,585.440	42,941.600	44,299.840	45,747.520	47,292.960	48,836.320	50,404.640		51,413.440	52,440.960	54,013.440
131			Skill Development Worker	NWC	1950	Hourly	17.307	18.567	19.825	21.087					21.509	21.939	22.598
						Monthly	2,812.388	3,017.138	3,221.563	3,426.638					3,495.213	3,565.088	3,672.175
						Annual	33,748.650	36,205.650	38,658.750	41,119.650					41,942.550	42,781.050	44,066.100
132			Support Worker	NWC	1950	Hourly	23.110	23.627	24.155	24.638	25.214				25.718	26.233	27.020
						Monthly	3,755.375	3,839.388	3,925.188	4,003.675	4,097.275				4,179.175	4,262.863	4,390.750
						Annual	45,064.500	46,072.650	47,102.250	48,044.100	49,167.300				50,150.100	51,154.350	52,689.000
133	2		Systems Navigation Support Worker	Com	2015	Hourly	23.052	23.769	24.584	25.429	26.286	27.128			27.671	28.224	29.071
						Monthly	3,870.815	3,991.211	4,128.063	4,269.953	4,413.858	4,555.243			4,646.422	4,739.280	4,881.505
						Annual	46,449.780	47,894.535	49,536.760	51,239.435	52,966.290	54,662.920			55,757.065	56,871.360	58,578.065
134	1,4		Therapeutic Recreation (Certified)	DM	2015	Hourly	21.665	22.313	22.983	23.671	24.384				24.872	25.369	26.130
						Monthly	3,637.915	3,746.725	3,859.229	3,974.755	4,094.480				4,176.423	4,259.878	4,387.663
						Annual	43,654.975	44,960.695	46,310.745	47,697.065	49,133.760				50,117.080	51,118.535	52,651.950
135	1		Therapeutic Recreation Facilitator	RHC	2015	Hourly	27.087	28.221	29.325	30.456	31.657				32.290	32.936	33.924
						Monthly	4,548.359	4,738.776	4,924.156	5,114.070	5,315.738				5,422.029	5,530.503	5,696.405
						Annual	54,580.305	56,865.315	59,089.875	61,368.840	63,788.855				65,064.350	66,366.040	68,356.860
136	1		Therapeutic Recreation Facilitator	SCPCH	2015	Hourly	22.012	22.672	23.351	24.053	24.775				25.271	25.776	26.549
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135				4,243.422	4,328.220	4,458.020
						Annual	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625				50,921.065	51,938.640	53,496.235
137			Transport Assistant	SOGH	2015	Hourly	20.399	21.008	21.638	22.289	22.957	23.646			24.119	24.600	25.338
						Monthly	3,425.332	3,527.593	3,633.381	3,742.695	3,854.863	3,970.558			4,049.982	4,130.750	4,254.673
						Annual	41,103.985	42,331.120	43,600.570	44,912.335	46,258.355	47,646.690			48,599.785	49,569.000	51,056.070
138	23-DUAL	2	Unit Assistant	CH	2015	Hourly	22.440	23.114	23.806	24.519	25.256	26.014	26.795		27.332	27.878	28.715
						Monthly	3,768.050	3,881.226	3,997.424	4,117.149	4,240.903	4,368.184	4,499.327		4,589.498	4,681.181	4,821.727
						Annual	45,216.600	46,574.710	47,969.090	49,405.785	50,890.840	52,418.210	53,991.925		55,073.980	56,174.170	57,860.725

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025 1st Step eliminated for multi-step salary scales

‡ Standardized to 2015 Base Annual Hours effective October 25, 2024

§ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

¶ Standardized to 2015 Base Annual Hours effective October 6, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	1	Activity Aide (Uncertified)	HF	2015	Hourly	19.924	20.506	21.107	21.724	22.360				22.807	23.263	23.961	
					Monthly	3,345.572	3,443.299	3,544.217	3,647.822	3,754.617				3,829.675	3,906.245	4,023.451	
					Annual	40,146.860	41,319.590	42,530.605	43,773.860	45,055.400				45,956.105	46,874.945	48,281.415	
2	1	Activity Aide 1 (Trained)	HF	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086	
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191	
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290	
3	1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly	20.895	21.507	22.137	22.785	23.453				23.922	24.400	25.132	
					Monthly	3,621.800	3,727.880	3,837.080	3,949.400	4,065.187				4,146.480	4,229.333	4,356.213	
					Annual	43,461.600	44,734.560	46,044.960	47,392.800	48,782.240				49,757.760	50,752.000	52,274.560	
4	1	Activity Worker (Certified)	FDL	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086	
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191	
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290	
5	1	Activity Worker (Uncertified)	FDL	2015	Hourly	19.924	20.506	21.107	21.724	22.360				22.807	23.263	23.961	
					Monthly	3,345.572	3,443.299	3,544.217	3,647.822	3,754.617				3,829.675	3,906.245	4,023.451	
					Annual	40,146.860	41,319.590	42,530.605	43,773.860	45,055.400				45,956.105	46,874.945	48,281.415	
6	1	Adult Day Centre Attendant	RHC	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086	
					Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191	
					Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290	
7	1	Adult Day Centre Coordinator	RHC	2015	Hourly	34.169	35.178	36.220	37.290	38.395				39.163	39.946	41.144	
					Monthly	5,737.545	5,906.973	6,081.942	6,261.613	6,447.160				6,576.120	6,707.599	6,908.763	
					Annual	68,850.535	70,883.670	72,983.300	75,139.350	77,365.925				78,913.445	80,491.190	82,905.160	
8	1	Aide	MHC	2015	Hourly	24.663	25.388	26.135	26.908	27.702				28.256	28.821	29.686	
					Monthly	4,141.329	4,263.068	4,388.502	4,518.302	4,651.628				4,744.653	4,839.526	4,984.774	
					Annual	49,695.945	51,156.820	52,662.025	54,219.620	55,819.530				56,935.840	58,074.315	59,817.290	
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245		27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890		4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675		55,996.850	57,117.190	58,829.940
10	2	Bright Start Programmer	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643				30.236	30.841	31.766
					Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988				4,913.350	5,011.663	5,161.975
					Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850				58,960.200	60,139.950	61,943.700
11	2	Camp Leader	SOGH	2080	Hourly	17.257	17.257								17.602	17.954	18.493
					Monthly	2,991.213	2,991.213								3,051.013	3,112.027	3,205.453
					Annual	35,894.560	35,894.560								36,612.160	37,344.320	38,465.440
12	2	Child Minder	WHC	2080	Hourly	17.257	17.257	17.257	17.257	17.257	17.313				17.659	18.012	18.552
					Monthly	2,991.213	2,991.213	2,991.213	2,991.213	2,991.213	3,000.920				3,060.893	3,122.080	3,215.680
					Annual	35,894.560	35,894.560	35,894.560	35,894.560	35,894.560	36,011.040				36,730.720	37,464.960	38,588.160
13	2	Community Action & Engagement Programmer	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643				30.236	30.841	31.766
					Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988				4,913.350	5,011.663	5,161.975
					Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850				58,960.200	60,139.950	61,943.700
14	2	Community Chef	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643				30.236	30.841	31.766
					Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988				4,913.350	5,011.663	5,161.975
					Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850				58,960.200	60,139.950	61,943.700
15	2	Community Development Programmer	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643				30.236	30.841	31.766
					Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988				4,913.350	5,011.663	5,161.975
					Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850				58,960.200	60,139.950	61,943.700
16	2	Community Health Worker	Com	2015	Hourly	23.944	24.309	24.671	25.034	25.410	25.774				26.289	26.815	27.619
					Monthly	4,020.597	4,081.886	4,142.672	4,203.626	4,266.763	4,327.884				4,414.361	4,502.685	4,637.690
					Annual	48,247.160	48,982.635	49,712.065	50,443.510	51,201.150	51,934.610				52,972.335	54,032.225	55,652.285
17	2	Community Outreach Worker	MCC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643				30.236	30.841	31.766
					Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988				4,913.350	5,011.663	5,161.975
					Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850				58,960.200	60,139.950	61,943.700
18	2	Community Services Coordinator	Com	2015	Hourly	28.877	29.863	30.900	31.915	33.095	34.198	35.406	36.493		37.223	37.967	39.106
					Monthly	4,848.930	5,014.495	5,188.625	5,359.060	5,557.202	5,742.414	5,945.258	6,127.783		6,250.362	6,375.292	6,566.549
					Annual	58,187.155	60,173.945	62,263.500	64,308.725	66,686.425	68,908.970	71,343.090	73,533.395		75,004.345	76,503.505	78,798.590

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19	2		Cooking and Food Skills Programmer	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643			30.236	30.841	31.766
						Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988			4,913.350	5,011.663	5,161.975
						Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850			58,960.200	60,139.950	61,943.700
20	2		Cultural Support Worker	NCC	2015	Hourly	24.818	25.552	26.304	27.077	27.878	28.703			29.277	29.863	30.759
						Monthly	4,167.356	4,290.607	4,416.880	4,546.680	4,681.181	4,819.712			4,916.096	5,014.495	5,164.949
						Annual	50,008.270	51,487.280	53,002.560	54,560.155	56,174.170	57,836.545			58,993.155	60,173.945	61,979.385
21	2		Cultural Support Worker - PIO	NCC	2015	Hourly	26.974	27.340	27.704	28.070	28.435	28.800			29.376	29.964	30.863
						Monthly	4,529.384	4,590.842	4,651.963	4,713.421	4,774.710	4,836.000			4,932.720	5,031.455	5,182.412
						Annual	54,352.610	55,090.100	55,823.560	56,561.050	57,296.525	58,032.000			59,192.640	60,377.460	62,188.945
22	1		Day Program Worker	HF	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290	
23	2		Diagnostic Imaging Assistant	VGH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480
24	2		Diagnostic Imaging Assistant	MHC	2015	Hourly	21.827	22.196	22.545	23.137	24.024			24.504	24.994	25.744	
						Monthly	3,665.117	3,727.078	3,785.681	3,885.088	4,034.030			4,114.630	4,196.909	4,322.847	
						Annual	43,981.405	44,724.940	45,428.175	46,621.055	48,408.360			49,375.560	50,362.910	51,874.160	
25	2		Dialysis Aide	SOGH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly	24.481	25.015	25.505	26.009	26.519			27.049	27.590	28.418	
						Monthly	4,110.768	4,200.435	4,282.715	4,367.345	4,452.982			4,541.978	4,632.821	4,771.856	
						Annual	49,329.215	50,405.225	51,392.575	52,408.135	53,435.785			54,503.735	55,593.850	57,262.270	
27	2		Financial Empowerment Programmer	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643			30.236	30.841	31.766
						Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988			4,913.350	5,011.663	5,161.975
						Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850			58,960.200	60,139.950	61,943.700
28	2		Garden and Food Skills Programmer	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643			30.236	30.841	31.766
						Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988			4,913.350	5,011.663	5,161.975
						Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850			58,960.200	60,139.950	61,943.700
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019			26.539	27.070	27.882
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year					
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024									
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285	26.539	27.070	27.882	4,456.340	4,545.504	4,681.853	53,476.085	54,546.050	56,182.230
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024									
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285	26.539	27.070	27.882	4,456.340	4,545.504	4,681.853	53,476.085	54,546.050	56,182.230
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024									
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285	26.539	27.070	27.882	4,456.340	4,545.504	4,681.853	53,476.085	54,546.050	56,182.230
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly	21.248														
						Monthly	3,567.893														
						Annual	42,814.720	21.673	22.106	22.769	3,639.258	3,711.966	3,823.295	43,671.095	44,543.590	45,879.535					
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly	21.248														
						Monthly	3,567.893														
						Annual	42,814.720	21.673	22.106	22.769	3,639.258	3,711.966	3,823.295	43,671.095	44,543.590	45,879.535					
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly	21.248														
						Monthly	3,567.893														
						Annual	42,814.720	21.673	22.106	22.769	3,639.258	3,711.966	3,823.295	43,671.095	44,543.590	45,879.535					
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly	21.248														
						Monthly	3,567.893														
						Annual	42,814.720	21.673	22.106	22.769	3,639.258	3,711.966	3,823.295	43,671.095	44,543.590	45,879.535					
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly	21.248														
						Monthly	3,567.893														
						Annual	42,814.720	21.673	22.106	22.769	3,639.258	3,711.966	3,823.295	43,671.095	44,543.590	45,879.535					
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024									
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285	26.539	27.070	27.882	4,456.340	4,545.504	4,681.853	53,476.085	54,546.050	56,182.230
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV,	1950	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,658.200	3,765.450	3,875.788	3,989.863	4,107.188	4,228.088									
						Annual	43,898.400	45,185.400	46,509.450	47,878.350	49,286.250	50,737.050	26.539	27.070	27.882	4,312.588	4,398.875	4,530.825	51,751.050	52,786.500	54,369.900
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,658.200	3,765.450	3,875.788	3,989.863	4,107.188	4,228.088									
						Annual	43,898.400	45,185.400	46,509.450	47,878.350	49,286.250	50,737.050	26.539	27.070	27.882	4,312.588	4,398.875	4,530.825	51,751.050	52,786.500	54,369.900
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, LH, GLL, SEPCH, MM	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024									
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285	26.539	27.070	27.882	4,456.340	4,545.504	4,681.853	53,476.085	54,546.050	56,182.230
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, CHPCH	1950	Hourly	21.248														
						Monthly	3,452.800														
						Annual	41,433.600	21.673	22.106	22.769	3,521.863	3,592.225	3,699.963	42,262.350	43,106.700	44,399.550					
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV,	2015	Hourly	21.248														
						Monthly	3,567.893														
						Annual	42,814.720	21.673	22.106	22.769	3,639.258	3,711.966	3,823.295	43,671.095	44,543.590	45,879.535					
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295									
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285									
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425	27.841	28.398	29.250	4,674.968	4,768.498	4,911.563	56,099.615	57,221.970	58,938.750
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly	23.614	24.306	25.018	25.756	26.514	27.294									
						Monthly	4,093.093	4,213.040	4,336.453	4,464.373	4,595.760	4,730.960									
						Annual	49,117.120	50,556.480	52,037.440	53,572.480	55,149.120	56,771.520	27.840	28.397	29.249	4,825.600	4,922.147	5,069.827	57,907.200	59,065.760	60,837.920
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly	22.285														
						Monthly	3,862.733														
						Annual	46,352.800	22.731	23.186	23.882	3,940.040	4,018.907	4,139.547	47,280.480	48,226.880	49,674.560					
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019									
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024									
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285	26.539	27.070	27.882	4,456.340	4,545.504	4,681.853	53,476.085	54,546.050	56,182.230

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 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly	21.248							21.673	22.106	22.769	
						Monthly	3,682.987							3,756.653	3,831.707	3,946.627	
						Annual	44,195.840							45,079.840	45,980.480	47,359.520	
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly	21.248							21.673	22.106	22.769	
						Monthly	3,682.987							3,756.653	3,831.707	3,946.627	
						Annual	44,195.840							45,079.840	45,980.480	47,359.520	
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly	22.512	23.172	23.851	24.553	25.275	26.019		26.539	27.070	27.882	
						Monthly	3,902.080	4,016.480	4,134.173	4,255.853	4,381.000	4,509.960		4,600.093	4,692.133	4,832.880	
						Annual	46,824.960	48,197.760	49,610.080	51,070.240	52,572.000	54,119.520		55,201.120	56,305.600	57,994.560	
58	23-50	1	Home Visitor 2	Com	2015	Hourly	23.339	23.848	24.314	24.794	25.280			25.786	26.302	27.091	
						Monthly	3,919.007	4,004.477	4,082.726	4,163.326	4,244.933			4,329.899	4,416.544	4,549.030	
						Annual	47,028.085	48,053.720	48,992.710	49,959.910	50,939.200			51,958.790	52,998.530	54,589.365	
59	2	Indigenous Cultural Support Worker	KL	2080	Hourly	24.058	24.766	25.495	26.247	27.021	27.817			28.373	28.940	29.808	
					Monthly	4,170.053	4,292.773	4,419.133	4,549.480	4,683.640	4,821.613		4,917.987	5,016.267	5,166.720		
					Annual	50,040.640	51,513.280	53,029.600	54,593.760	56,203.680	57,859.360		59,015.840	60,195.200	62,000.640		
60	2	InSight Mentor	NWC	1950	Hourly	27.789	28.416	28.990	29.668					30.261	30.866	31.792	
					Monthly	4,515.713	4,617.600	4,710.875	4,821.050				4,917.413	5,015.725	5,166.200		
					Annual	54,188.550	55,411.200	56,530.500	57,852.600				59,008.950	60,188.700	61,994.400		
61	23-48	1	Integrated Support Worker	Com	2080	Hourly	23.173	23.852	24.552	25.274	26.019	26.784		27.320	27.866	28.702	
						Monthly	4,016.653	4,134.347	4,255.680	4,380.827	4,509.960	4,642.560		4,735.467	4,830.107	4,975.013	
						Annual	48,199.840	49,612.160	51,068.160	52,569.920	54,119.520	55,710.720		56,825.600	57,961.280	59,700.160	
62	2	IOT Outreach Mentor	NWC	1950	Hourly	27.789	28.416	28.990	29.668					30.261	30.866	31.792	
					Monthly	4,515.713	4,617.600	4,710.875	4,821.050				4,917.413	5,015.725	5,166.200		
					Annual	54,188.550	55,411.200	56,530.500	57,852.600				59,008.950	60,188.700	61,994.400		
63	2	Kids Corner Assistant	SOGH	1950	Hourly	17.257	17.257	17.257	17.257	17.257				17.602	17.954	18.493	
					Monthly	2,804.263	2,804.263	2,804.263	2,804.263	2,804.263			2,860.325	2,917.525	3,005.113		
					Annual	33,651.150	33,651.150	33,651.150	33,651.150	33,651.150			34,323.900	35,010.300	36,061.350		
64	2	Lifeguard	SOGH	2015	Hourly	17.257	17.257	17.687	18.548	18.925				19.304	19.690	20.281	
					Monthly	2,897.738	2,897.738	2,969.942	3,114.518	3,177.823			3,241.463	3,306.279	3,405.518		
					Annual	34,772.855	34,772.855	35,639.305	37,374.220	38,133.875			38,897.560	39,675.350	40,866.215		
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly	20.776	21.343	21.932	22.512	23.103			23.565	24.036	24.757	
						Monthly	3,601.173	3,699.453	3,801.547	3,902.080	4,004.520			4,084.600	4,166.240	4,291.213	
						Annual	43,214.080	44,393.440	45,618.560	46,824.960	48,054.240			49,015.200	49,994.880	51,494.560	
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly	23.339	23.848	24.314	24.794	25.280			25.786	26.302	27.091	
						Monthly	4,045.427	4,133.653	4,214.427	4,297.627	4,381.867			4,469.573	4,559.013	4,695.773	
						Annual	48,545.120	49,603.840	50,573.120	51,571.520	52,582.400			53,634.880	54,708.160	56,349.280	
67	2	Mental Health Support Worker	CRS	2015	Hourly	23.502	24.219	25.034	25.879	26.736	27.578			28.130	28.693	29.554	
					Monthly	3,946.378	4,066.774	4,203.626	4,345.515	4,489.420	4,630.806		4,723.496	4,818.033	4,962.609		
					Annual	47,356.530	48,801.285	50,443.510	52,146.185	53,873.040	55,569.670		56,681.950	57,816.395	59,551.310		
68	2	Mental Health Support Worker	Com	2080	Hourly	23.502	24.219	25.034	25.879	26.736	27.578			28.130	28.693	29.554	
					Monthly	4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187		4,875.867	4,973.453	5,122.693		
					Annual	48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240		58,510.400	59,681.440	61,472.320		
69	1	Nurses Aide (Uncertified)	MM	2015	Hourly	17.516	18.026	18.550	19.093	19.651				20.044	20.445	21.058	
					Monthly	2,941.228	3,026.866	3,114.854	3,206.033	3,299.730			3,365.722	3,433.056	3,535.989		
					Annual	35,294.740	36,322.390	37,378.250	38,472.395	39,596.765			40,388.660	41,196.675	42,431.870		
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019		26.539	27.070	27.882	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024		4,456.340	4,545.504	4,681.853	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285		53,476.085	54,546.050	56,182.230	
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245		27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890		4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675		55,996.850	57,117.190	58,829.940
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245		27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890		4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675		55,996.850	57,117.190	58,829.940

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year					
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly	21.248								21.673	22.106	22.769				
						Monthly	3,567.893												3,639.258	3,711.966	3,823.295
						Annual	42,814.720													43,671.095	44,543.590
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245		27.790	28.346	29.196				
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890		4,666.404	4,759.766	4,902.495				
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675		55,996.850	57,117.190	58,829.940				
75		2	Occupational Therapy Assistant	Com	2015	Hourly	21.350	21.972	22.621	23.283	23.968	24.671		25.164	25.667	26.437					
						Monthly	3,585.021	3,689.465	3,798.443	3,909.604	4,024.627	4,142.672		4,225.455	4,309.917	4,439.213					
						Annual	43,020.250	44,273.580	45,581.315	46,915.245	48,295.520	49,712.065		50,705.460	51,719.005	53,270.555					
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426		31.035	31.656	32.606					
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033		5,211.294	5,315.570	5,475.091					
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390		62,535.525	63,786.840	65,701.090					
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426		31.035	31.656	32.606					
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033		5,211.294	5,315.570	5,475.091					
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390		62,535.525	63,786.840	65,701.090					
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426		31.035	31.656	32.606					
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033		5,211.294	5,315.570	5,475.091					
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390		62,535.525	63,786.840	65,701.090					
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426		31.035	31.656	32.606					
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033		5,211.294	5,315.570	5,475.091					
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390		62,535.525	63,786.840	65,701.090					
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426		31.035	31.656	32.606					
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033		5,211.294	5,315.570	5,475.091					
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390		62,535.525	63,786.840	65,701.090					
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly	26.308	27.085	27.884	28.704	29.555	30.426		31.035	31.656	32.606					
						Monthly	4,417.552	4,548.023	4,682.188	4,819.880	4,962.777	5,109.033		5,211.294	5,315.570	5,475.091					
						Annual	53,010.620	54,576.275	56,186.260	57,838.560	59,553.325	61,308.390		62,535.525	63,786.840	65,701.090					
82		2	Ophthalmic Assistant	MHC	2015	Hourly	22.112	22.761	23.434	24.121	24.832	25.564		26.075	26.597	27.395					
						Monthly	3,712.973	3,821.951	3,934.959	4,050.318	4,169.707	4,292.622		4,378.427	4,466.080	4,600.077					
						Annual	44,555.680	45,863.415	47,219.510	48,603.815	50,036.480	51,511.460		52,541.125	53,592.955	55,200.925					
83		1	OR Attendant	VGH	2015	Hourly	24.663	25.388	26.135	26.908	27.702		28.256	28.821	29.686						
						Monthly	4,141.329	4,263.068	4,388.502	4,518.302	4,651.628		4,744.653	4,839.526	4,984.774						
						Annual	49,695.945	51,156.820	52,662.025	54,219.620	55,819.530		56,935.840	58,074.315	59,817.290						
84		2	Orientation Coordinator	Com	2015	Hourly	28.583	29.585	30.618	31.710	32.868	34.048		34.729	35.424	36.487					
						Monthly	4,799.562	4,967.815	5,141.273	5,324.638	5,519.085	5,717.227		5,831.578	5,948.280	6,126.775					
						Annual	57,594.745	59,613.775	61,695.270	63,895.650	66,229.020	68,606.720		69,978.935	71,379.360	73,521.305					
85		2	Outreach Worker	CRS	2015	Hourly	28.877	29.863	30.900	31.915	33.095	34.198	35.406	36.493	37.223	37.967	39.106				
						Monthly	4,848.930	5,014.495	5,188.625	5,359.060	5,557.202	5,742.414	5,945.258	6,127.783	6,250.362	6,375.292	6,566.549				
						Annual	58,187.155	60,173.945	62,263.500	64,308.725	66,686.425	68,908.970	71,343.090	73,533.395	75,004.345	76,503.505	78,798.590				
86		2	Outreach Worker	NCC	2015	Hourly	24.818	25.552	26.304	27.077	27.878	28.703		29.277	29.863	30.759					
						Monthly	4,167.356	4,290.607	4,416.880	4,546.680	4,681.181	4,819.712		4,916.096	5,014.995	5,164.949					
						Annual	50,008.270	51,487.280	53,002.560	54,560.155	56,174.170	57,836.545		58,993.155	60,173.945	61,979.385					
87		2	Outreach Worker	WHC	2080	Hourly	24.058	24.766	25.495	26.247	27.021	27.817		28.373	28.940	29.808					
						Monthly	4,170.053	4,292.773	4,419.133	4,549.480	4,683.640	4,821.613		4,917.987	5,016.267	5,166.720					
						Annual	50,040.640	51,513.280	53,029.600	54,593.760	56,203.680	57,859.360		59,015.840	60,195.200	62,000.640					
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019		26.539	27.070	27.882					
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024		4,456.340	4,545.504	4,681.853					
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285		53,476.085	54,546.050	56,182.230					
89		2	PACT Support Worker	Com	2080	Hourly	23.502	24.219	25.034	25.879	26.736	27.578		28.130	28.693	29.554					
						Monthly	4,073.680	4,197.960	4,339.227	4,485.693	4,634.240	4,780.187		4,875.867	4,973.453	5,122.693					
						Annual	48,884.160	50,375.520	52,070.720	53,828.320	55,610.880	57,362.240		58,510.400	59,681.440	61,472.320					
90		2	Peer Navigator	NWC	1950	Hourly	25.631	26.387	27.164	27.966	28.793	29.643		30.236	30.841	31.766					
						Monthly	4,165.038	4,287.888	4,414.150	4,544.475	4,678.863	4,816.988		4,913.350	5,011.663	5,161.975					
						Annual	49,980.450	51,454.650	52,969.800	54,533.700	56,146.350	57,803.850		58,960.200	60,139.950	61,943.700					

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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COMMUNITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
91		2	Peer Support Worker	KL	2080	Hourly	24.058	24.766	25.495	26.247	27.021	27.817			28.373	28.940	29.808
						Monthly	4,170.053	4,292.773	4,419.133	4,549.480	4,683.640	4,821.613			4,917.987	5,016.267	5,166.720
						Annual	50,040.640	51,513.280	53,029.600	54,593.760	56,203.680	57,859.360			59,015.840	60,195.200	62,000.640
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
94		2	Porter / Orderly	VGH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225			25.730	26.245	27.032
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698			4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375			51,845.950	52,883.675	54,469.480
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly	20.848	21.457	22.088	22.739	23.407	24.096			24.578	25.070	25.822
						Monthly	3,500.727	3,602.988	3,708.943	3,818.257	3,930.425	4,046.120			4,127.056	4,209.671	4,335.944
						Annual	42,008.720	43,235.855	44,507.320	45,819.085	47,165.105	48,553.440			49,524.670	50,516.050	52,031.330
96		2	Porter-Rehabilitation	SBH	2015	Hourly	20.848	21.457	22.088	22.739	23.407	24.096			24.578	25.070	25.822
						Monthly	3,500.727	3,602.988	3,708.943	3,818.257	3,930.425	4,046.120			4,127.056	4,209.671	4,335.944
						Annual	42,008.720	43,235.855	44,507.320	45,819.085	47,165.105	48,553.440			49,524.670	50,516.050	52,031.330
97	2,3		Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly	22.553	23.094	23.635	24.167	24.711	25.248			25.753	26.268	27.036
						Monthly	3,909.187	4,002.960	4,096.733	4,188.947	4,283.240	4,376.320			4,463.853	4,553.120	4,689.707
						Annual	46,910.240	48,035.520	49,160.800	50,267.360	51,398.880	52,515.840			53,566.240	54,637.440	56,276.480
98	2,3		Receiving Home Parent	CHL (Northern Scale)	2080	Hourly	20.471	20.946	21.415	21.930				22.369	22.816	23.500	
						Monthly	3,548.307	3,630.640	3,711.933	3,801.200				3,877.293	3,954.773	4,073.333	
						Annual	42,579.680	43,567.680	44,543.200	45,614.400				46,527.520	47,457.280	48,880.000	
99		1	Recreation Coordinator	RPG	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290	
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly	23.747	24.447	25.166	25.904	26.665			27.198	27.742	28.574	
						Monthly	3,987.517	4,105.059	4,225.791	4,349.713	4,477.498			4,566.998	4,658.344	4,798.051	
						Annual	47,850.205	49,260.705	50,709.490	52,196.560	53,729.975			54,803.970	55,900.130	57,576.610	
101		1	Recreation Facilitator	MH	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290	
102		1	Recreation Facilitator	MHC	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290	
103		1	Recreation Facilitator	RPG	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290	
104		1	Recreation Facilitator	SEPCH	2015	Hourly	22.512	23.172	23.851	24.553	25.275	26.019		26.539	27.070	27.882	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024		4,456.340	4,545.504	4,681.853	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285		53,476.085	54,546.050	56,182.230	
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly	17.516	18.026	18.550	19.093	19.651			20.044	20.445	21.058	
						Monthly	2,941.228	3,026.866	3,114.854	3,206.033	3,299.730			3,365.722	3,433.056	3,535.989	
						Annual	35,294.740	36,322.390	37,378.250	38,472.395	39,596.765			40,388.660	41,196.675	42,431.870	
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly	24.267	24.783	25.527	26.665			27.198	27.742	28.574		
						Monthly	4,074.834	4,161.479	4,286.409	4,477.498			4,566.998	4,658.344	4,798.051		
						Annual	48,898.005	49,937.745	51,436.905	53,729.975			54,803.970	55,900.130	57,576.610		
107		1	Recreation Facilitator - Trained	MM	2015	Hourly	23.746	24.447	25.164	25.904	26.665			27.198	27.742	28.574	
						Monthly	3,987.349	4,105.059	4,225.455	4,349.713	4,477.498			4,566.998	4,658.344	4,798.051	
						Annual	47,848.190	49,260.705	50,705.460	52,196.560	53,729.975			54,803.970	55,900.130	57,576.610	
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly	22.512	23.172	23.851	24.553	25.275			25.781	26.297	27.086	
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094			4,329.060	4,415.705	4,548.191	
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125			51,948.715	52,988.455	54,578.290	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 21.248 Monthly 3,567.893 Annual 42,814.720								21.673	22.106	22.769
														3,639.258	3,711.966	3,823.295
														43,671.095	44,543.590	45,879.535
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 22.512 Monthly 3,780.140 Annual 45,361.680	23.172	23.851	24.553	25.275				25.781	26.297	27.086
							3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
							46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 22.512 Monthly 3,780.140 Annual 45,361.680	23.172	23.851	24.553	25.275				25.781	26.297	27.086
							3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
							46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 19.924 Monthly 3,345.572 Annual 40,146.860	20.506	21.107	21.724	22.360				22.807	23.263	23.961
							3,443.299	3,544.217	3,647.822	3,754.617				3,829.675	3,906.245	4,023.451
							41,319.590	42,530.605	43,773.860	45,055.400				45,956.105	46,874.945	48,281.415
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 22.512 Monthly 3,780.140 Annual 45,361.680	23.172	23.851	24.553	25.275				25.781	26.297	27.086
							3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
							46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 19.924 Monthly 3,345.572 Annual 40,146.860	20.506	21.107	21.724	22.360				22.807	23.263	23.961
							3,443.299	3,544.217	3,647.822	3,754.617				3,829.675	3,906.245	4,023.451
							41,319.590	42,530.605	43,773.860	45,055.400				45,956.105	46,874.945	48,281.415
115		1	Recreation Worker	DLC	2015	Hourly 27.587 Monthly 4,632.317 Annual 55,587.805	28.721	29.825	30.956	32.157				32.800	33.456	34.460
							5,008.115	5,198.028	5,399.696					5,507.667	5,617.820	5,786.408
							60,097.375	62,376.340	64,796.355					66,092.000	67,413.840	69,436.900
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 22.512 Monthly 3,780.140 Annual 45,361.680	23.172	23.851	24.553	25.275				25.781	26.297	27.086
							3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
							46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
118	23-47CERT	1	Rehab Assistant	RPG	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
119	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 23.614 Monthly 4,093.093 Annual 49,117.120	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,213.040	4,336.627	4,464.373	4,595.760	4,731.133			4,825.773	4,922.320	5,070.000
							50,556.480	52,039.520	53,572.480	55,149.120	56,773.600			57,909.280	59,067.840	60,840.000
120	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
121	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
122	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
123	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
124	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
125	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly 23.614 Monthly 3,965.184 Annual 47,582.210	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
							48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 23.614 Monthly 3,837.275 Annual 46,047.300	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
							3,949.725	4,065.588	4,185.350	4,308.525	4,435.438			4,524.163	4,614.675	4,753.125
							47,396.700	48,787.050	50,224.200	51,702.300	53,225.250			54,289.950	55,376.100	57,037.500

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
127	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
128	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly	23.614	24.306	25.019	25.756	26.514	27.295			27.841	28.398	29.250
						Monthly	3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual	47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
129		2	Resident Aide	GH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225	25.969		26.488	27.018	27.829
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698	4,360.628		4,447.777	4,536.773	4,672.953
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375	52,327.535		53,373.320	54,441.270	56,075.435
130		1	Residential Care Worker	Com	2080	Hourly	20.493	21.145	21.798	22.494	23.237	23.979	24.733		25.228	25.733	26.505
						Monthly	3,552.120	3,665.133	3,778.320	3,898.960	4,027.747	4,156.360	4,287.053		4,372.853	4,460.387	4,594.200
						Annual	42,625.440	43,981.600	45,339.840	46,787.520	48,332.960	49,876.320	51,444.640		52,474.240	53,524.640	55,130.400
131		2	Skill Development Worker	NWC	1950	Hourly	17.757	19.017	20.275	21.537					21.968	22.407	23.079
						Monthly	2,885.513	3,090.263	3,294.688	3,499.763					3,569.800	3,641.138	3,750.338
						Annual	34,626.150	37,083.150	39,536.250	41,997.150					42,837.600	43,693.650	45,004.050
132		2	Support Worker	NWC	1950	Hourly	23.560	24.077	24.605	25.088	25.664				26.177	26.701	27.502
						Monthly	3,828.500	3,912.513	3,998.313	4,076.800	4,170.400				4,253.763	4,338.913	4,469.075
						Annual	45,942.000	46,950.150	47,979.750	48,921.600	50,044.800				51,045.150	52,066.950	53,628.900
133		2	Systems Navigation Support Worker	Com	2015	Hourly	23.502	24.219	25.034	25.879	26.736	27.578			28.130	28.693	29.554
						Monthly	3,946.378	4,066.774	4,203.626	4,345.515	4,489.420	4,630.806			4,723.496	4,818.033	4,962.609
						Annual	47,356.530	48,801.285	50,443.510	52,146.185	53,873.040	55,569.670			56,681.950	57,816.395	59,551.310
134		1	Therapeutic Recreation (Certified)	DM	2015	Hourly	22.165	22.813	23.483	24.171	24.884				25.382	25.890	26.667
						Monthly	3,721.873	3,830.683	3,943.187	4,058.714	4,178.438				4,262.061	4,347.363	4,477.834
						Annual	44,662.475	45,968.195	47,318.245	48,704.565	50,141.260				51,144.730	52,168.350	53,734.005
135		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly	27.587	28.721	29.825	30.956	32.157				32.800	33.456	34.460
						Monthly	4,632.317	4,822.735	5,008.115	5,198.028	5,399.696				5,507.667	5,617.820	5,786.408
						Annual	55,587.805	57,872.815	60,097.375	62,376.340	64,796.355				66,092.000	67,413.840	69,436.900
136		1	Therapeutic Recreation Facilitator	SCPCH	2015	Hourly	22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly	3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual	45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
137		2	Transport Assistant	SOGH	2015	Hourly	20.849	21.458	22.088	22.739	23.407	24.096			24.578	25.070	25.822
						Monthly	3,500.895	3,603.156	3,708.943	3,818.257	3,930.425	4,046.120			4,127.056	4,209.671	4,335.944
						Annual	42,010.735	43,237.870	44,507.320	45,819.085	47,165.105	48,553.440			49,524.670	50,516.050	52,031.330
138	23-DUAL	2	Unit Assistant	CH	2015	Hourly	22.890	23.564	24.256	24.969	25.706	26.464	27.245		27.790	28.346	29.196
						Monthly	3,843.613	3,956.788	4,072.987	4,192.711	4,316.466	4,443.747	4,574.890		4,666.404	4,759.766	4,902.495
						Annual	46,123.350	47,481.460	48,875.840	50,312.535	51,797.590	53,324.960	54,898.675		55,996.850	57,117.190	58,829.940

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

‡ Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

§ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
1			Activity Aide (Uncertified)	HF	2015	Hourly	20.522	21.121	21.740	22.376	23.031				23.491	23.961	24.680	
						Monthly	3,445.986	3,546.568	3,650.508	3,757.303	3,867.289				3,944.530	4,023.451	4,144.183	
						Annual	41,351.830	42,558.815	43,806.100	45,087.640	46,407.465				47,334.365	48,281.415	49,730.200	
2			Activity Aide 1 (Trained)	HF	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485	
3	1		Activity Worker	CHL (Northern Scale)	2080	Hourly	21.522	22.152	22.801	23.469	24.157				24.640	25.132	25.886	
						Monthly	3,730.480	3,839.680	3,952.173	4,067.960	4,187.213				4,270.933	4,356.213	4,486.907	
						Annual	44,765.760	46,076.160	47,426.080	48,815.520	50,246.560				51,251.200	52,274.560	53,842.880	
4			Activity Worker (Certified)	FDL	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485	
5			Activity Worker (Uncertified)	FDL	2015	Hourly	20.522	21.121	21.740	22.376	23.031				23.491	23.961	24.680	
						Monthly	3,445.986	3,546.568	3,650.508	3,757.303	3,867.289				3,944.530	4,023.451	4,144.183	
						Annual	41,351.830	42,558.815	43,806.100	45,087.640	46,407.465				47,334.365	48,281.415	49,730.200	
6			Adult Day Centre Attendant	RHC	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485	
7			Adult Day Centre Coordinator	RHC	2015	Hourly	35.194	36.233	37.307	38.409	39.547				40.338	41.144	42.378	
						Monthly	5,909.659	6,084.125	6,264.467	6,449.511	6,640.600				6,773.423	6,908.763	7,115.973	
						Annual	70,915.910	73,009.495	75,173.605	77,394.135	79,687.205				81,281.070	82,905.160	85,391.670	
8			Aide	MHC	2015	Hourly	25.403	26.150	26.919	27.715	28.533				29.104	29.686	30.577	
						Monthly	4,265.587	4,391.021	4,520.149	4,653.810	4,791.166				4,887.047	4,984.774	5,134.388	
						Annual	51,187.045	52,692.250	54,241.785	55,845.725	57,493.995				58,644.560	59,817.290	61,612.655	
9	23-DUAL		Aide - Clerk	GH	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062		28.624	29.196	30.072	
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078		4,806.447	4,902.495	5,049.590	
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930		57,677.360	58,829.940	60,595.080	
10			Bright Start Programmer	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719	
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838	
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050	
11			Camp Leader	SOGH	2080	Hourly	17.775	17.775							18.130	18.493	19.048	
						Monthly	3,081.000	3,081.000							3,142.533	3,205.453	3,301.653	
						Annual	36,972.000	36,972.000							37,710.400	38,465.440	39,619.840	
12			Child Minder	WHC	2080	Hourly	17.775	17.775	17.775	17.775	17.775	17.832			18.189	18.552	19.109	
						Monthly	3,081.000	3,081.000	3,081.000	3,081.000	3,081.000	3,090.880			3,152.760	3,215.680	3,312.227	
						Annual	36,972.000	36,972.000	36,972.000	36,972.000	36,972.000	37,090.560			37,833.120	38,588.160	39,746.720	
13			Community Action & Engagement Programmer	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719	
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838	
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050	
14			Community Chef	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719	
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838	
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050	
15			Community Development Programmer	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719	
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838	
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050	
16			Community Health Worker	Com	2015	Hourly	24.662	25.038	25.411	25.785	26.172	26.547			27.078	27.619	28.448	
						Monthly	4,141.161	4,204.298	4,266.930	4,329.731	4,394.715	4,457.684			4,546.848	4,637.990	4,776.893	
						Annual	49,693.930	50,451.570	51,203.165	51,956.775	52,736.580	53,492.205			54,562.170	55,652.285	57,322.720	
17			Community Outreach Worker	MCC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719	
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838	
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050	
18			Community Services Coordinator	Com	2015	Hourly	29.743	30.759	31.827	32.872	34.088	35.224	36.468	37.588		38.340	39.106	40.279
						Monthly	4,994.345	5,164.949	5,344.284	5,519.757	5,723.943	5,914.697	6,123.585	6,311.652	6,437.925	6,566.549	6,763.515	
						Annual	59,932.145	61,979.385	64,131.405	66,237.080	68,687.320	70,976.360	73,483.020	75,739.820	77,255.100	78,798.590	81,162.185	

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19			Cooking and Food Skills Programmer	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
20			Cultural Support Worker	NCC	2015	Hourly	25.563	26.319	27.093	27.889	28.714	29.564			30.155	30.759	31.682
						Monthly	4,292.454	4,419.399	4,549.366	4,683.028	4,821.559	4,964.288			5,063.527	5,164.949	5,319.936
						Annual	51,509.445	53,032.785	54,592.395	56,196.335	57,858.710	59,571.460			60,762.325	61,979.385	63,839.230
21			Cultural Support Worker - PIO	NCC	2015	Hourly	27.783	28.160	28.535	28.912	29.288	29.664			30.257	30.863	31.789
						Monthly	4,665.229	4,728.533	4,791.502	4,854.807	4,917.943	4,981.080			5,080.655	5,182.412	5,337.903
						Annual	55,982.745	56,742.400	57,498.025	58,257.680	59,015.320	59,772.960			60,967.855	62,188.945	64,054.835
22			Day Program Worker	HF	2015	Hourly	23.187	23.867	24.567	25.290	26.033			26.554	27.086	27.899	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375			4,458.859	4,548.191	4,684.707	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495			53,506.310	54,578.290	56,216.485	
23			Diagnostic Imaging Assistant	VGH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
24			Diagnostic Imaging Assistant	MHC	2015	Hourly	22.482	22.862	23.221	23.561	23.891	24.211			24.521	24.831	25.141
						Monthly	3,775.103	3,838.911	3,899.193	4,001.622	4,155.098			4,238.049	4,322.847	4,452.478	
						Annual	45,301.230	46,066.930	46,790.315	48,019.465	49,861.175			50,856.585	51,874.160	53,429.740	
25			Dialysis Aide	SOGH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
26	23-50	1	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly	25.215	25.765	26.270	26.789	27.315			27.860	28.418	29.271	
						Monthly	4,234.019	4,326.373	4,411.171	4,498.320	4,586.644			4,678.158	4,771.856	4,915.089	
						Annual	50,808.225	51,916.475	52,934.050	53,979.835	55,039.725			56,137.900	57,262.270	58,981.065	
27			Financial Empowerment Programmer	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
28			Garden and Food Skills Programmer	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
29	23-13CERT		Health Care Aide	SBH, LPCH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
30	23-13CERT		Health Care Aide	CRS	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
31	23-13CERT		Health Care Aide	GH, SH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
32	23-13CERT		Health Care Aide	CH, HSC, SH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
33	23-13CERT		Health Care Aide	SOGH, SH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
34	23-13CERT		Health Care Aide	PAC	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
35	23-13CERT		Health Care Aide	DLC	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
36	23-13CERT		Health Care Aide	RHC	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
37	23-13CERT		Health Care Aide	RPG	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
38	23-13CERT		Health Care Aide	MH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
39	23-13CERT		Health Care Aide	DM	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
40	23-13UNCERT		Health Care Aide - Uncertified	VGH	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
41	23-13UNCERT		Health Care Aide - Uncertified	CH	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
42	23-13UNCERT		Health Care Aide - Uncertified	MHC	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
43	23-13UNCERT		Health Care Aide - Uncertified	RHC	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
44	23-13UNCERT		Health Care Aide - Uncertified	DLC	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
45	23-13CERT		Health Care Aide & Aide Porter	MHC	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
46	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV,	1950	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,767.888	3,878.388	3,992.138	4,109.625	4,230.363	4,355.000			4,441.938	4,530.825	4,666.675
						Annual	45,214.650	46,540.650	47,905.650	49,315.500	50,764.350	52,260.000			53,303.250	54,369.900	56,000.100
47	23-13CERT		Health Care Aide (Certified)	PPCH	1950	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,767.888	3,878.388	3,992.138	4,109.625	4,230.363	4,355.000			4,441.938	4,530.825	4,666.675
						Annual	45,214.650	46,540.650	47,905.650	49,315.500	50,764.350	52,260.000			53,303.250	54,369.900	56,000.100
48	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, LH, GLL, SEPCH, MM	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, CHPCH	1950	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,556.313								3,627.488	3,699.963	3,810.950
						Annual	42,675.750								43,529.850	44,399.550	45,731.400
50	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV,	2015	Hourly	21.885								22.323	22.769	23.452
						Monthly	3,674.856								3,748.404	3,823.295	3,937.982
						Annual	44,098.275								44,980.845	45,879.535	47,255.780
51	23-47CERT		Health Care Aide 3/Rehab Aide	MH	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
52	23-13CERT	1	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly	24.322	25.035	25.769	26.529	27.309	28.113			28.675	29.249	30.126
						Monthly	4,215.813	4,339.400	4,466.627	4,598.360	4,733.560	4,872.920			4,970.333	5,069.827	5,221.840
						Annual	50,589.760	52,072.800	53,599.520	55,180.320	56,802.720	58,475.040			59,644.000	60,837.920	62,662.080
53	23-13UNCERT	1	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly	22.954								23.413	23.882	24.598
						Monthly	3,978.693								4,058.253	4,139.547	4,263.653
						Annual	47,744.320								48,699.040	49,674.560	51,163.840
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770

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A1. Effective April 1, 2026

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
55	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly	21.885							22.323	22.769	23.452	
						Monthly	3,793.400							3,869.320	3,946.627	4,065.013	
						Annual	45,520.800							46,431.840	47,359.520	48,780.160	
56	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly	21.885							22.323	22.769	23.452	
						Monthly	3,793.400							3,869.320	3,946.627	4,065.013	
						Annual	45,520.800							46,431.840	47,359.520	48,780.160	
57	23-13CERT		Home Care Attendant 2	Com	2080	Hourly	23.187	23.867	24.567	25.290	26.033	26.800		27.335	27.882	28.718	
						Monthly	4,019.080	4,136.947	4,258.280	4,383.600	4,512.387	4,645.333		4,738.067	4,832.880	4,977.787	
						Annual	48,228.960	49,643.360	51,099.360	52,603.200	54,148.640	55,744.000		56,856.800	57,994.560	59,733.440	
58	23-50		Home Visitor 2	Com	2015	Hourly	24.039	24.563	25.043	25.538	26.038			26.560	27.091	27.904	
						Monthly	4,036.549	4,124.537	4,205.137	4,288.256	4,372.214			4,459.867	4,549.030	4,685.547	
						Annual	48,438.585	49,494.445	50,461.645	51,459.070	52,466.570			53,518.400	54,588.365	56,226.560	
59			Indigenous Cultural Support Worker	KL	2080	Hourly	24.780	25.509	26.260	27.034	27.832	28.652		29.224	29.808	30.702	
						Monthly	4,295.200	4,421.560	4,551.733	4,685.893	4,824.213	4,966.347		5,065.493	5,166.720	5,321.680	
						Annual	51,542.400	53,058.720	54,620.800	56,230.720	57,890.560	59,596.160		60,785.920	62,000.640	63,860.160	
60			InSight Mentor	NWC	1950	Hourly	28.623	29.268	29.860	30.558				31.169	31.792	32.746	
						Monthly	4,651.238	4,756.050	4,852.250	4,965.675				5,064.963	5,166.200	5,321.225	
						Annual	55,814.850	57,072.600	58,227.000	59,588.100				60,779.550	61,994.400	63,854.700	
61	23-48		Integrated Support Worker	Com	2080	Hourly	23.868	24.568	25.289	26.032	26.800	27.588		28.140	28.702	29.563	
						Monthly	4,137.120	4,258.453	4,383.427	4,512.213	4,645.333	4,781.920		4,877.600	4,975.013	5,124.253	
						Annual	49,645.440	51,101.440	52,601.120	54,146.560	55,744.000	57,383.040		58,531.200	59,700.160	61,491.040	
62			IOT Outreach Mentor	NWC	1950	Hourly	28.623	29.268	29.860	30.558				31.169	31.792	32.746	
						Monthly	4,651.238	4,756.050	4,852.250	4,965.675				5,064.963	5,166.200	5,321.225	
						Annual	55,814.850	57,072.600	58,227.000	59,588.100				60,779.550	61,994.400	63,854.700	
63			Kids Corner Assistant	SOGH	1950	Hourly	17.775	17.775	17.775	17.775	17.775			18.130	18.493	19.048	
						Monthly	2,888.438	2,888.438	2,888.438	2,888.438	2,888.438			2,946.125	3,005.113	3,095.300	
						Annual	34,661.250	34,661.250	34,661.250	34,661.250	34,661.250			35,353.500	36,061.350	37,143.600	
64			Lifeguard	SOGH	2015	Hourly	17.775	17.775	18.218	19.104	19.493			19.883	20.281	20.889	
						Monthly	2,984.719	2,984.719	3,059.106	3,207.880	3,273.200			3,338.687	3,405.518	3,507.611	
						Annual	35,816.625	35,816.625	36,709.270	38,494.560	39,278.395			40,064.245	40,866.215	42,091.335	
65	23-51A		Mental Health - Proctor 2	Com	2080	Hourly	21.399	21.983	22.590	23.187	23.796			24.272	24.757	25.500	
						Monthly	3,709.160	3,810.387	3,915.600	4,019.080	4,124.640			4,207.147	4,291.213	4,420.000	
						Annual	44,509.920	45,724.640	46,987.200	48,228.960	49,495.680			50,485.760	51,494.560	53,040.000	
66	23-51B		Mental Health - Proctor 3	Com	2080	Hourly	24.039	24.563	25.043	25.538	26.038			26.560	27.091	27.904	
						Monthly	4,166.760	4,257.587	4,340.787	4,426.587	4,513.253			4,603.733	4,695.773	4,836.693	
						Annual	50,001.120	51,091.040	52,089.440	53,119.040	54,159.040			55,244.800	56,349.280	58,040.320	
67			Mental Health Support Worker	CRS	2015	Hourly	24.207	24.946	25.785	26.655	27.538	28.405		28.974	29.554	30.441	
						Monthly	4,064.759	4,188.849	4,329.731	4,475.819	4,624.089	4,769.673		4,865.218	4,962.609	5,111.551	
						Annual	48,777.105	50,266.190	51,956.775	53,709.825	55,489.070	57,236.075		58,382.610	59,551.310	61,338.615	
68			Mental Health Support Worker	Com	2080	Hourly	24.207	24.946	25.785	26.655	27.538	28.405		28.974	29.554	30.441	
						Monthly	4,195.880	4,323.973	4,469.400	4,620.200	4,773.253	4,923.533		5,022.160	5,122.693	5,276.440	
						Annual	50,350.560	51,887.680	53,632.800	55,442.400	57,279.040	59,082.400		60,265.920	61,472.320	63,317.280	
69			Nurses Aide (Uncertified)	MM	2015	Hourly	18.041	18.567	19.107	19.666	20.241			20.645	21.058	21.690	
						Monthly	3,029.385	3,117.709	3,208.384	3,302.249	3,398.801			3,466.640	3,535.989	3,642.113	
						Annual	36,352.615	37,412.505	38,500.605	39,626.990	40,785.615			41,599.675	42,431.870	43,705.350	
70	23-13CERT		Nurses Aide (Trained)	FDL	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800		27.335	27.882	28.718	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167		4,590.002	4,681.853	4,822.231	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000		55,080.025	56,182.230	57,866.770	
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062		28.624	29.196	30.072
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078		4,806.447	4,902.495	5,049.590
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930		57,677.360	58,829.940	60,595.080
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062		28.624	29.196	30.072
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078		4,806.447	4,902.495	5,049.590
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930		57,677.360	58,829.940	60,595.080

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73	23-13UNCERT		Nursing Assistant (Uncertified)	HF	2015	Hourly	21.885							22.323	22.769	23.452	
						Monthly	3,674.856							3,748.404	3,823.295	3,937.982	
						Annual	44,098.275							44,980.845	45,879.535	47,255.780	
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062	30.072			
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078	4,806.447	4,902.495	5,049.590	
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930	57,677.360	58,829.940	60,595.080	
75			Occupational Therapy Assistant	Com	2015	Hourly	21.991	22.631	23.300	23.981	24.687	25.411		25.919	26.437	27.230	
						Monthly	3,692.655	3,800.122	3,912.458	4,026.810	4,145.359	4,266.930		4,352.232	4,439.213	4,572.371	
						Annual	44,311.865	45,601.465	46,949.500	48,321.715	49,744.305	51,203.165		52,226.785	53,270.555	54,868.450	
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339		31.966	32.606	33.584	
						Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340		5,367.624	5,475.091	5,639.313	
						Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085		64,411.490	65,701.090	67,671.760	
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339		31.966	32.606	33.584	
						Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340		5,367.624	5,475.091	5,639.313	
						Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085		64,411.490	65,701.090	67,671.760	
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339		31.966	32.606	33.584	
						Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340		5,367.624	5,475.091	5,639.313	
						Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085		64,411.490	65,701.090	67,671.760	
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339		31.966	32.606	33.584	
						Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340		5,367.624	5,475.091	5,639.313	
						Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085		64,411.490	65,701.090	67,671.760	
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339		31.966	32.606	33.584	
						Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340		5,367.624	5,475.091	5,639.313	
						Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085		64,411.490	65,701.090	67,671.760	
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly	27.097	27.898	28.721	29.565	30.442	31.339		31.966	32.606	33.584	
						Monthly	4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340		5,367.624	5,475.091	5,639.313	
						Annual	54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085		64,411.490	65,701.090	67,671.760	
82			Ophthalmic Assistant	MHC	2015	Hourly	22.775	23.444	24.137	24.845	25.577	26.331		26.857	27.395	28.217	
						Monthly	3,824.302	3,936.638	4,053.005	4,171.890	4,294.805	4,421.414		4,509.738	4,600.077	4,738.105	
						Annual	45,891.625	47,239.660	48,636.055	50,062.675	51,537.655	53,056.965		54,116.855	55,200.925	56,857.255	
83			OR Attendant	VGH	2015	Hourly	25.403	26.150	26.919	27.715	28.533		29.104	29.686	30.577		
						Monthly	4,265.587	4,391.021	4,520.149	4,653.810	4,791.166		4,887.047	4,984.774	5,134.388		
						Annual	51,187.045	52,692.250	54,241.785	55,845.725	57,493.995		58,644.560	59,817.290	61,612.655		
84			Orientation Coordinator	Com	2015	Hourly	29.440	30.473	31.537	32.661	33.854	35.069		35.771	36.487	37.582	
						Monthly	4,943.467	5,116.925	5,295.588	5,484.326	5,684.651	5,888.670		6,006.547	6,126.775	6,310.644	
						Annual	59,321.600	61,403.095	63,547.055	65,811.915	68,215.810	70,664.035		72,078.565	73,521.305	75,727.730	
85			Outreach Worker	CRS	2015	Hourly	29.743	30.759	31.827	32.872	34.088	35.224	36.468	37.588	38.340	39.106	40.279
						Monthly	4,994.345	5,164.949	5,344.284	5,519.757	5,723.943	5,914.697	6,123.585	6,311.652	6,437.925	6,566.549	6,763.515
						Annual	59,932.145	61,979.385	64,131.405	66,237.080	68,687.320	70,976.360	73,483.020	75,739.820	77,255.100	78,798.590	81,162.185
86			Outreach Worker	NCC	2015	Hourly	25.563	26.319	27.093	27.889	28.714	29.564		30.155	30.759	31.682	
						Monthly	4,292.454	4,419.399	4,549.366	4,683.028	4,821.559	4,964.288		5,063.527	5,164.949	5,319.936	
						Annual	51,509.445	53,032.785	54,592.395	56,196.335	57,858.710	59,571.460		60,762.325	61,979.385	63,839.230	
87			Outreach Worker	WHC	2080	Hourly	24.780	25.509	26.260	27.034	27.832	28.652		29.224	29.808	30.702	
						Monthly	4,295.200	4,421.560	4,551.733	4,685.893	4,824.213	4,966.347		5,065.493	5,166.720	5,321.680	
						Annual	51,542.400	53,058.720	54,620.800	56,230.720	57,890.560	59,596.160		60,785.520	62,000.640	63,860.160	
88	23-13CERT		P.C.A. - Trained	BPCH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800		27.335	27.882	28.718	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167		4,590.002	4,681.853	4,822.231	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000		55,080.025	56,182.230	57,866.770	
89			PACT Support Worker	Com	2080	Hourly	24.207	24.946	25.785	26.655	27.538	28.405		28.974	29.554	30.441	
						Monthly	4,195.880	4,323.973	4,469.400	4,620.200	4,773.253	4,923.533		5,022.160	5,122.693	5,276.440	
						Annual	50,350.560	51,887.680	53,632.800	55,442.400	57,279.040	59,082.400		60,265.920	61,472.320	63,317.280	
90			Peer Navigator	NWC	1950	Hourly	26.400	27.179	27.979	28.805	29.657	30.532		31.143	31.766	32.719	
						Monthly	4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450		5,060.738	5,161.975	5,316.838	
						Annual	51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400		60,728.850	61,943.700	63,802.050	

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
91			Peer Support Worker	KL	2080	Hourly	24.780	25.509	26.260	27.034	27.832	28.652			29.224	29.808	30.702
						Monthly	4,295.200	4,421.560	4,551.733	4,685.893	4,824.213	4,966.347			5,065.493	5,166.720	5,321.680
						Annual	51,542.400	53,058.720	54,620.800	56,230.720	57,890.560	59,596.160			60,785.920	62,000.640	63,860.160
92	23-47CERT		Physiotherapy - Rehab Aide	CH	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
93	23-47CERT		Physiotherapy Assistant	DLC	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
94			Porter / Orderly	VGH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
95			Porter-Diagnostic Imaging	SBH	2015	Hourly	21.473	22.101	22.751	23.421	24.109	24.819			25.315	25.822	26.597
						Monthly	3,605.675	3,711.126	3,820.272	3,932.776	4,048.303	4,167.524			4,250.810	4,335.944	4,466.080
						Annual	43,268.095	44,533.515	45,843.265	47,193.315	48,579.635	50,010.285			51,009.725	52,031.330	53,592.955
96			Porter-Rehabilitation	SBH	2015	Hourly	21.473	22.101	22.751	23.421	24.109	24.819			25.315	25.822	26.597
						Monthly	3,605.675	3,711.126	3,820.272	3,932.776	4,048.303	4,167.524			4,250.810	4,335.944	4,466.080
						Annual	43,268.095	44,533.515	45,843.265	47,193.315	48,579.635	50,010.285			51,009.725	52,031.330	53,592.955
97	1		Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly	23.230	23.897	24.344	24.892	25.452	26.005			26.526	27.056	27.868
						Monthly	4,026.533	4,123.080	4,219.627	4,314.613	4,411.680	4,507.533			4,597.840	4,689.707	4,830.453
						Annual	48,318.400	49,476.960	50,635.520	51,775.360	52,940.160	54,090.400			55,174.080	56,276.480	57,965.440
98	1		Receiving Home Parent	CHL (Northern Scale)	2080	Hourly	21.085	21.574	22.057	22.588					23.040	23.500	24.205
						Monthly	3,654.733	3,739.493	3,823.213	3,915.253					3,993.600	4,073.333	4,195.533
						Annual	43,856.800	44,873.920	45,878.560	46,983.040					47,923.200	48,880.000	50,346.400
99			Recreation Coordinator	RPG	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
100			Recreation Coordinator	SEPCH, LPCH	2015	Hourly	24.459	25.180	25.921	26.681	27.465				28.014	28.574	29.431
						Monthly	4,107.074	4,228.142	4,352.568	4,480.185	4,611.831				4,704.018	4,798.051	4,941.955
						Annual	49,284.885	50,737.700	52,230.815	53,762.215	55,341.975				56,448.210	57,576.610	59,303.465
101			Recreation Facilitator	MH	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
102			Recreation Facilitator	MHC	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
103			Recreation Facilitator	RPG	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
104			Recreation Facilitator	SEPCH	2015	Hourly	23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
105			Recreation Facilitator (Uncertified)	MM	2015	Hourly	18.041	18.567	19.107	19.666	20.241				20.645	21.058	21.690
						Monthly	3,029.385	3,117.709	3,208.384	3,302.249	3,398.801				3,466.640	3,535.989	3,642.113
						Annual	36,352.615	37,412.505	38,500.605	39,626.990	40,785.615				41,599.675	42,431.870	43,705.350
106			Recreation Facilitator - PIO	MHC	2015	Hourly	24.995	25.526	26.293	27.465					28.014	28.574	29.431
						Monthly	4,197.077	4,286.241	4,415.033	4,611.831					4,704.018	4,798.051	4,941.955
						Annual	50,364.925	51,434.890	52,980.395	55,341.975					56,448.210	57,576.610	59,303.465
107			Recreation Facilitator - Trained	MM	2015	Hourly	24.458	25.180	25.919	26.681	27.465				28.014	28.574	29.431
						Monthly	4,106.906	4,228.142	4,352.232	4,480.185	4,611.831				4,704.018	4,798.051	4,941.955
						Annual	49,282.870	50,737.700	52,226.785	53,762.215	55,341.975				56,448.210	57,576.610	59,303.465
108			Recreation Facilitator (ADP Certified)	ASB	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
109			Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
110			Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
111			Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
112			Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 20.522 Monthly 3,445.986 Annual 41,351.830	21.121 3,546.568 42,558.815	21.740 3,650.508 43,806.100	22.376 3,757.303 45,087.640	23.031 3,867.289 46,407.465				23.491 3,944.530 47,334.365	23.961 4,023.451 48,281.415	24.680 4,144.183 49,730.200
113			Recreation Programmer (Certified)	SCPCH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
114			Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 20.522 Monthly 3,445.986 Annual 41,351.830	21.121 3,546.568 42,558.815	21.740 3,650.508 43,806.100	22.376 3,757.303 45,087.640	23.031 3,867.289 46,407.465				23.491 3,944.530 47,334.365	23.961 4,023.451 48,281.415	24.680 4,144.183 49,730.200
115			Recreation Worker	DLC	2015	Hourly 28.415 Monthly 4,771.352 Annual 57,256.225	29.583 4,967.479 59,609.745	30.720 5,158.400 61,900.800	31.885 5,354.023 64,248.275	33.122 5,561.736 66,740.830				33.784 5,672.897 68,074.760	34.460 5,786.408 69,436.900	35.494 5,960.034 71,520.410
116			Recreation Worker (Certified)	ASJ	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
117	23-47CERT		Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
118	23-47CERT		Rehab Assistant	RPG	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
119	23-47CERT		Rehab Assistant	Com	2080	Hourly 24.322 Monthly 4,215.813 Annual 50,589.760	25.035 4,339.400 52,072.800	25.770 4,466.800 53,601.600	26.529 4,598.360 55,180.320	27.309 4,733.560 56,802.720	28.114 4,873.093 58,477.120			28.676 4,970.507 59,646.080	29.250 5,070.000 60,840.000	30.128 5,222.187 62,666.240
120	23-47CERT		Rehabilitation Assistant	SBH	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
121	23-47CERT		Rehabilitation Assistant	VGH	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
122	23-47CERT		Rehabilitation Assistant	SOGH	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
123	23-47CERT		Rehabilitation Assistant	DLC	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
124	23-47CERT		Rehabilitation Assistant	MHC	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
125	23-47CERT		Rehabilitation Assistant	GH	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
126	23-47CERT		Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 24.322 Monthly 3,952.325 Annual 47,427.900	25.035 4,068.188 48,818.250	25.770 4,187.625 50,251.500	26.529 4,310.963 51,731.550	27.309 4,437.713 53,252.550	28.114 4,568.525 54,822.300			28.676 4,659.850 55,918.200	29.250 4,753.125 57,037.500	30.128 4,895.800 58,749.600

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
127	23-47CERT		Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128	
						Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993	
						Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920	
128	23-47CERT		Rehabilitation Attendant	RHC, LPCH	2015	Hourly	24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128	
						Monthly	4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993	
						Annual	49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920	
129			Resident Aide	GH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982	26.748		27.283	27.829	28.664	
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811	4,491.435		4,581.270	4,672.953	4,813.163	
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730	53,897.220		54,975.245	56,075.435	57,757.960	
130			Residential Care Worker	Com	2080	Hourly	21.108	21.779	22.452	23.169	23.934	24.698	25.475		25.985	26.505	27.300	
						Monthly	3,658.720	3,775.027	3,891.680	4,015.960	4,148.560	4,280.987	4,415.667		4,504.067	4,594.200	4,732.000	
						Annual	43,904.640	45,300.320	46,700.160	48,191.520	49,782.720	51,371.840	52,988.000		54,048.800	55,130.400	56,784.000	
131			Skill Development Worker	NWC	1950	Hourly	18.290	19.588	20.883	22.183					22.627	23.079	23.771	
						Monthly	2,972.125	3,183.050	3,393.488	3,604.738					3,676.888	3,750.338	3,862.788	
						Annual	35,665.500	38,196.600	40,721.850	43,256.850					44,122.650	45,004.050	46,353.450	
132			Support Worker	NWC	1950	Hourly	24.267	24.799	25.343	25.841	26.434				26.962	27.502	28.327	
						Monthly	3,943.388	4,029.838	4,118.238	4,199.163	4,295.525				4,381.325	4,469.075	4,603.138	
						Annual	47,320.650	48,358.050	49,418.850	50,389.950	51,546.300				52,575.900	53,628.900	55,237.650	
133			Systems Navigation Support Worker	Com	2015	Hourly	24.207	24.946	25.785	26.655	27.538	28.405			28.974	29.554	30.441	
						Monthly	4,064.759	4,188.849	4,329.731	4,475.819	4,624.089	4,769.673			4,865.218	4,962.609	5,111.551	
						Annual	48,777.105	50,266.190	51,956.775	53,709.825	55,489.070	57,236.075			58,382.610	59,551.310	61,338.615	
134			Therapeutic Recreation (Certified)	DM	2015	Hourly	22.830	23.497	24.187	24.896	25.631				26.143	26.667	27.467	
						Monthly	3,833.538	3,945.538	4,061.400	4,180.453	4,303.872				4,389.845	4,477.834	4,612.167	
						Annual	46,002.450	47,346.455	48,736.805	50,165.440	51,646.465				52,678.145	53,734.005	55,346.005	
135			Therapeutic Recreation Facilitator	RHC	2015	Hourly	28.415	29.583	30.720	31.885	33.122				33.784	34.640	35.494	
						Monthly	4,771.352	4,967.479	5,158.400	5,354.023	5,561.736				5,672.897	5,786.408	5,960.034	
						Annual	57,256.225	59,609.745	61,900.800	64,248.275	66,740.830				68,074.760	69,436.900	71,520.410	
136			Therapeutic Recreation Facilitator	SCPCH	2015	Hourly	23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899	
						Monthly	3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707	
						Annual	46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485	
137			Transport Assistant	SOGH	2015	Hourly	21.474	22.102	22.751	23.421	24.109	24.819				25.315	25.822	26.597
						Monthly	3,605.843	3,711.294	3,820.272	3,932.776	4,048.303	4,167.524				4,250.810	4,335.944	4,466.080
						Annual	43,270.110	44,535.530	45,843.265	47,193.315	48,579.635	50,010.285				51,009.725	52,031.330	53,592.955
138	23-DUAL		Unit Assistant	CH	2015	Hourly	23.577	24.271	24.984	25.718	26.477	27.258	28.062			28.624	29.196	30.072
						Monthly	3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078			4,806.447	4,902.495	5,049.590
						Annual	47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930			57,677.360	58,829.940	60,595.080

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

' Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	1	Activity Aide (Uncertified)	HF	2015	Hourly	21.022	21.621	22.240	22.876	23.531				24.002	24.482	25.216	
					Monthly	3,529.944	3,630.526	3,734.467	3,841.262	3,951.247				4,030.336	4,110.936	4,234.187	
					Annual	42,359.330	43,566.315	44,813.600	46,095.140	47,414.965				48,364.030	49,331.230	50,810.240	
2	1	Activity Aide 1 (Trained)	HF	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495	
3	1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly	22.022	22.652	23.301	23.969	24.657				25.150	25.653	26.423	
					Monthly	3,817.147	3,926.347	4,038.840	4,154.627	4,273.880				4,359.333	4,446.520	4,579.987	
					Annual	45,805.760	47,116.160	48,466.080	49,855.520	51,286.560				52,312.000	53,358.240	54,959.840	
4	1	Activity Worker (Certified)	FDL	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495	
5	1	Activity Worker (Uncertified)	FDL	2015	Hourly	21.022	21.621	22.240	22.876	23.531				24.002	24.482	25.216	
					Monthly	3,529.944	3,630.526	3,734.467	3,841.262	3,951.247				4,030.336	4,110.936	4,234.187	
					Annual	42,359.330	43,566.315	44,813.600	46,095.140	47,414.965				48,364.030	49,331.230	50,810.240	
6	1	Adult Day Centre Attendant	RHC	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433	
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375	
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495	
7	1	Adult Day Centre Coordinator	RHC	2015	Hourly	35.694	36.733	37.807	38.909	40.047				40.848	41.665	42.915	
					Monthly	5,993.618	6,168.083	6,348.425	6,533.470	6,724.559				6,859.060	6,996.248	7,206.144	
					Annual	71,923.410	74,016.995	76,181.105	78,401.635	80,694.705				82,308.720	83,954.775	86,473.725	
8	1	Aide	MHC	2015	Hourly	25.853	26.600	27.369	28.165	28.983				29.563	30.154	31.059	
					Monthly	4,341.150	4,466.583	4,595.711	4,729.373	4,866.729				4,964.120	5,063.359	5,215.324	
					Annual	52,093.795	53,599.000	55,148.535	56,752.475	58,400.745				59,569.445	60,760.310	62,583.885	
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512		29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640		4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680		58,600.230	59,772.960	61,566.310
10	2	Bright Start Programmer	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982				31.602	32.234	33.201
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575				5,135.325	5,238.025	5,395.163
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900				61,623.900	62,856.300	64,741.950
11	2	Camp Leader	SOGH	2080	Hourly	18.225	18.225								18.590	18.962	19.531
					Monthly	3,159.000	3,159.000								3,222.267	3,286.747	3,385.373
					Annual	37,908.000	37,908.000								38,667.200	39,440.960	40,624.480
12	2	Child Minder	WHC	2080	Hourly	18.225	18.225	18.225	18.225	18.225	18.282				18.648	19.021	19.592
					Monthly	3,159.000	3,159.000	3,159.000	3,159.000	3,159.000	3,168.880				3,232.320	3,296.973	3,395.947
					Annual	37,908.000	37,908.000	37,908.000	37,908.000	37,908.000	38,026.560				38,787.840	39,563.680	40,751.360
13	2	Community Action & Engagement Programmer	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982				31.602	32.234	33.201
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575				5,135.325	5,238.025	5,395.163
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900				61,623.900	62,856.300	64,741.950
14	2	Community Chef	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982				31.602	32.234	33.201
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575				5,135.325	5,238.025	5,395.163
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900				61,623.900	62,856.300	64,741.950
15	2	Community Development Programmer	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982				31.602	32.234	33.201
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575				5,135.325	5,238.025	5,395.163
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900				61,623.900	62,856.300	64,741.950
16	2	Community Health Worker	Com	2015	Hourly	25.112	25.488	25.861	26.235	26.622	26.997				27.537	28.088	28.931
					Monthly	4,216.723	4,279.860	4,342.493	4,405.294	4,470.278	4,533.246				4,623.921	4,716.443	4,857.997
					Annual	50,600.680	51,358.320	52,109.915	52,863.525	53,643.330	54,398.955				55,487.055	56,597.320	58,295.965
17	2	Community Outreach Worker	MCC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982				31.602	32.234	33.201
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575				5,135.325	5,238.025	5,395.163
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900				61,623.900	62,856.300	64,741.950
18	2	Community Services Coordinator	Com	2015	Hourly	30.193	31.209	32.277	33.322	34.578	35.674	36.918	38.038		38.799	39.575	40.762
					Monthly	5,069.908	5,240.511	5,419.846	5,595.319	5,799.506	5,990.259	6,199.148	6,387.214		6,514.999	6,645.302	6,844.619
					Annual	60,838.895	62,886.135	65,038.155	67,143.830	69,594.070	71,883.110	74,389.770	76,646.570		78,179.985	79,743.625	82,135.430

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
19	2	Cooking and Food Skills Programmer	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982			31.602	32.234	33.201	
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575			5,135.325	5,238.025	5,395.163	
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900			61,623.900	62,856.300	64,741.950	
20	2	Cultural Support Worker	NCC	2015	Hourly	26.013	26.769	27.543	28.339	29.164	30.014			30.814	31.226	32.163	
					Monthly	4,368.016	4,494.961	4,624.929	4,758.590	4,897.122	5,039.851			5,140.601	5,243.366	5,400.704	
					Annual	52,416.195	53,939.535	55,499.145	57,103.085	58,765.460	60,478.210			61,687.210	62,920.390	64,808.445	
21	2	Cultural Support Worker - PIO	NCC	2015	Hourly	28.233	28.610	28.985	29.362	29.738	30.114			30.716	31.330	32.270	
					Monthly	4,740.791	4,804.096	4,867.065	4,930.369	4,993.506	5,056.643			5,157.728	5,260.829	5,418.671	
					Annual	56,889.495	57,649.150	58,404.775	59,164.430	59,922.070	60,679.710			61,892.740	63,129.950	65,024.050	
22	1	Day Program Worker	HF	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433		
					Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375		
					Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495		
23	2	Diagnostic Imaging Assistant	VGH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432			26.961	27.500	28.325	
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373			4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480			54,326.415	55,412.500	57,074.875	
24	2	Diagnostic Imaging Assistant	MHC	2015	Hourly	22.932	23.312	23.671	24.281	25.195			25.699	26.213	26.999		
					Monthly	3,850.665	3,914.473	3,974.755	4,077.185	4,230.660			4,315.290	4,401.600	4,533.582		
					Annual	46,207.980	46,973.680	47,697.065	48,926.215	50,767.925			51,783.485	52,819.195	54,402.985		
25	2	Dialysis Aide	SOGH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432			26.961	27.500	28.325	
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373			4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480			54,326.415	55,412.500	57,074.875	
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly	25.715	26.265	26.770	27.289	27.815			28.371	28.938	29.806	
						Monthly	4,317.977	4,410.331	4,495.129	4,582.278	4,670.602			4,763.964	4,859.173	5,004.924	
						Annual	51,815.725	52,923.975	53,941.550	54,987.335	56,047.225			57,167.565	58,310.070	60,059.090	
27	2	Financial Empowerment Programmer	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982			31.602	32.234	33.201	
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575			5,135.325	5,238.025	5,395.163	
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900			61,623.900	62,856.300	64,741.950	
28	2	Garden and Food Skills Programmer	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982			31.602	32.234	33.201	
					Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575			5,135.325	5,238.025	5,395.163	
					Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900			61,623.900	62,856.300	64,741.950	
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly	22.385								22.833	23.290	23.989
						Monthly	3,758.815								3,834.041	3,910.779	4,028.153
						Annual	45,105.775								46,008.495	46,929.350	48,337.835
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly	22.385								22.833	23.290	23.989
						Monthly	3,758.815								3,834.041	3,910.779	4,028.153
						Annual	45,105.775								46,008.495	46,929.350	48,337.835
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly	22.385								22.833	23.290	23.989
						Monthly	3,758.815								3,834.041	3,910.779	4,028.153
						Annual	45,105.775								46,008.495	46,929.350	48,337.835
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly	22.385								22.833	23.290	23.989
						Monthly	3,758.815								3,834.041	3,910.779	4,028.153
						Annual	45,105.775								46,008.495	46,929.350	48,337.835
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly	22.385								22.833	23.290	23.989
						Monthly	3,758.815								3,834.041	3,910.779	4,028.153
						Annual	45,105.775								46,008.495	46,929.350	48,337.835
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV,	1950	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,849.138	3,959.638	4,073.388	4,190.875	4,311.613	4,436.250			4,524.975	4,615.488	4,753.938
						Annual	46,189.650	47,515.650	48,880.650	50,290.500	51,739.350	53,235.000			54,299.700	55,385.850	57,047.250
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,849.138	3,959.638	4,073.388	4,190.875	4,311.613	4,436.250			4,524.975	4,615.488	4,753.938
						Annual	46,189.650	47,515.650	48,880.650	50,290.500	51,739.350	53,235.000			54,299.700	55,385.850	57,047.250
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, LH, GLL, SEPCH, MM	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, CHPCH	1950	Hourly	22.385								22.833	23.290	23.989
						Monthly	3,637.563								3,710.363	3,784.625	3,898.213
						Annual	43,650.750								44,524.350	45,415.500	46,778.550
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV,	2015	Hourly	22.385								22.833	23.290	23.989
						Monthly	3,758.815								3,834.041	3,910.779	4,028.153
						Annual	45,105.775								46,008.495	46,929.350	48,337.835
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614			29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768			4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210			58,809.790	59,986.550	61,785.945
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly	24.822	25.535	26.269	27.029	27.809	28.613			29.185	29.769	30.662
						Monthly	4,302.480	4,426.067	4,553.293	4,685.027	4,820.227	4,959.587			5,058.733	5,159.960	5,314.747
						Annual	51,629.760	53,112.800	54,639.520	56,220.320	57,842.720	59,515.040			60,704.800	61,919.520	63,776.960
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly	23.454								23.923	24.401	25.133
						Monthly	4,065.360								4,146.653	4,229.507	4,356.387
						Annual	48,784.320								49,759.840	50,754.800	52,276.640
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly	22.385							22.833	23.290	23.989	
						Monthly	3,880.067							3,957.720	4,036.933	4,158.093	
						Annual	46,560.800							47,492.640	48,443.200	49,897.120	
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly	22.385							22.833	23.290	23.989	
						Monthly	3,880.067							3,957.720	4,036.933	4,158.093	
						Annual	46,560.800							47,492.640	48,443.200	49,897.120	
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly	23.687	24.367	25.067	25.790	26.533	27.300		27.846	28.403	29.255	
						Monthly	4,105.747	4,223.613	4,344.947	4,470.267	4,599.053	4,732.000		4,826.640	4,923.187	5,070.867	
						Annual	49,268.960	50,683.360	52,139.360	53,643.200	55,188.640	56,784.000		57,919.680	59,078.240	60,850.400	
58	23-50	1	Home Visitor 2	Com	2015	Hourly	24.539	25.063	25.543	26.038	26.538			27.069	27.610	28.438	
						Monthly	4,120.507	4,208.495	4,289.095	4,372.214	4,456.173			4,545.336	4,636.179	4,775.214	
						Annual	49,446.085	50,501.945	51,469.145	52,466.570	53,474.070			54,544.035	55,634.150	57,302.570	
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly	25.230	25.959	26.710	27.484	28.282	29.102		29.684	30.278	31.186	
						Monthly	4,373.200	4,499.560	4,629.733	4,763.893	4,902.213	5,044.347		5,145.227	5,248.187	5,405.573	
						Annual	52,478.400	53,994.720	55,556.800	57,166.720	58,826.560	60,532.160		61,742.720	62,978.240	64,866.880	
60		2	InSight Mentor	NWC	1950	Hourly	29.073	29.718	30.310	31.008				31.628	32.261	33.229	
						Monthly	4,724.363	4,829.175	4,925.375	5,038.800				5,139.550	5,242.413	5,399.713	
						Annual	56,692.350	57,950.100	59,104.500	60,465.600				61,674.600	62,908.950	64,796.550	
61	23-48	1	Integrated Support Worker	Com	2080	Hourly	24.368	25.068	25.789	26.532	27.300	28.088		28.650	29.223	30.100	
						Monthly	4,223.787	4,345.120	4,470.093	4,598.880	4,732.000	4,868.587		4,966.000	5,065.320	5,217.333	
						Annual	50,685.440	52,141.440	53,641.120	55,186.560	56,784.000	58,423.040		59,592.000	60,783.840	62,608.000	
62		2	IOT Outreach Mentor	NWC	1950	Hourly	29.073	29.718	30.310	31.008				31.628	32.261	33.229	
						Monthly	4,724.363	4,829.175	4,925.375	5,038.800				5,139.550	5,242.413	5,399.713	
						Annual	56,692.350	57,950.100	59,104.500	60,465.600				61,674.600	62,908.950	64,796.550	
63		2	Kids Corner Assistant	SOGH	1950	Hourly	18.225	18.225	18.225	18.225	18.225			18.590	18.962	19.531	
						Monthly	2,961.563	2,961.563	2,961.563	2,961.563	2,961.563			3,020.875	3,081.325	3,173.788	
						Annual	35,538.750	35,538.750	35,538.750	35,538.750	35,538.750			36,250.500	36,975.900	38,085.450	
64		2	Lifeguard	SOGH	2015	Hourly	18.225	18.225	18.668	19.554	19.943			20.342	20.749	21.371	
						Monthly	3,060.281	3,060.281	3,134.668	3,283.443	3,348.762			3,415.761	3,484.103	3,588.547	
						Annual	36,723.375	36,723.375	37,616.020	39,401.310	40,185.145			40,989.130	41,809.235	43,062.565	
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly	21.899	22.483	23.090	23.687	24.296			24.782	25.278	26.036	
						Monthly	3,795.827	3,897.053	4,002.267	4,105.747	4,211.307			4,295.547	4,381.520	4,512.907	
						Annual	45,549.920	46,764.640	48,027.200	49,268.960	50,535.680			51,546.560	52,578.240	54,154.880	
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly	24.539	25.063	25.543	26.038	26.538			27.069	27.610	28.438	
						Monthly	4,253.427	4,344.253	4,427.453	4,513.253	4,599.920			4,691.960	4,785.733	4,929.253	
						Annual	51,041.120	52,131.040	53,129.440	54,159.040	55,199.040			56,303.520	57,428.800	59,151.040	
67		2	Mental Health Support Worker	CRS	2015	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922	
						Monthly	4,140.321	4,264.412	4,405.294	4,551.381	4,699.652	4,845.235		4,942.123	5,041.026	5,192.319	
						Annual	49,683.855	51,172.940	52,863.525	54,616.575	56,395.820	58,142.825		59,305.480	60,492.315	62,307.830	
68		2	Mental Health Support Worker	Com	2080	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922	
						Monthly	4,273.880	4,401.973	4,547.400	4,698.200	4,851.253	5,001.533		5,101.547	5,203.640	5,359.813	
						Annual	51,286.560	52,823.680	54,568.800	56,378.400	58,215.040	60,018.400		61,218.560	62,443.680	64,317.760	
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly	18.541	19.067	19.607	20.166	20.741			21.156	21.579	22.226	
						Monthly	3,113.343	3,201.667	3,292.342	3,386.208	3,482.760			3,552.445	3,623.474	3,732.116	
						Annual	37,360.115	38,420.005	39,508.105	40,634.490	41,793.115			42,629.340	43,481.685	44,785.390	
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300		27.846	28.403	29.255	
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125		4,675.808	4,769.337	4,912.402	
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500		56,109.690	57,232.045	58,948.825	
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512		29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640		4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680		58,600.230	59,772.960	61,566.310
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512		29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640		4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680		58,600.230	59,772.960	61,566.310

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly	22.385							22.833	23.290	23.989	
						Monthly	3,758.815							3,834.041	3,910.779	4,028.153	
						Annual	45,105.775							46,008.495	46,929.350	48,337.835	
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554	
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526	
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310	
75		2	Occupational Therapy Assistant	Com	2015	Hourly	22.441	23.081	23.750	24.431	25.137	25.861		26.378	26.906	27.713	
						Monthly	3,768.218	3,875.685	3,988.021	4,102.372	4,220.921	4,342.493		4,429.306	4,517.966	4,653.475	
						Annual	45,218.615	46,508.215	47,856.250	49,228.465	50,651.055	52,109.915		53,151.670	54,215.590	55,841.695	
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066	
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249	
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990	
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066	
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249	
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990	
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066	
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249	
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990	
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066	
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249	
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990	
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066	
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249	
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990	
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly	27.547	28.348	29.171	30.015	30.892	31.789		32.425	33.074	34.066	
						Monthly	4,625.600	4,760.102	4,898.297	5,040.019	5,187.282	5,337.903		5,444.698	5,553.676	5,720.249	
						Annual	55,507.205	57,121.220	58,779.565	60,480.225	62,247.380	64,054.835		65,336.375	66,644.110	68,642.990	
82		2	Ophthalmic Assistant	MHC	2015	Hourly	23.225	23.894	24.587	25.295	26.027	26.781		27.317	27.863	28.699	
						Monthly	3,899.865	4,012.201	4,128.567	4,247.452	4,370.367	4,496.976		4,586.980	4,678.662	4,819.040	
						Annual	46,798.375	48,146.410	49,542.805	50,969.425	52,444.405	53,963.715		55,043.755	56,143.945	57,828.485	
83		1	OR Attendant	VGH	2015	Hourly	25.853	26.600	27.369	28.165	28.983		29.563	30.154	31.059		
						Monthly	4,341.150	4,466.583	4,595.711	4,729.373	4,866.729		4,964.120	5,063.359	5,215.324		
						Annual	52,093.795	53,599.000	55,148.535	56,752.475	58,400.745		59,569.445	60,760.310	62,583.885		
84		2	Orientation Coordinator	Com	2015	Hourly	29.890	30.923	31.987	33.111	34.304	35.519		36.229	36.954	38.063	
						Monthly	5,019.029	5,192.487	5,371.150	5,559.889	5,760.213	5,964.232		6,083.453	6,205.193	6,391.412	
						Annual	60,228.350	62,309.845	64,453.805	66,718.665	69,122.560	71,570.785		73,001.435	74,462.310	76,696.945	
85		2	Outreach Worker	CRS	2015	Hourly	30.193	31.209	32.277	33.322	34.538	35.674	36.918	38.038	38.799	39.575	40.762
						Monthly	5,069.908	5,240.511	5,419.846	5,595.319	5,799.506	5,990.259	6,199.148	6,387.214	6,514.999	6,645.302	6,844.619
						Annual	60,838.895	62,886.135	65,038.155	67,143.830	69,594.070	71,883.110	74,389.770	76,646.570	78,179.985	79,743.625	82,135.430
86		2	Outreach Worker	NCC	2015	Hourly	26.013	26.769	27.543	28.339	29.164	30.014		30.614	31.226	32.163	
						Monthly	4,368.016	4,494.961	4,624.929	4,758.590	4,897.122	5,039.851		5,140.601	5,243.366	5,400.704	
						Annual	52,416.195	53,939.535	55,499.145	57,103.085	58,765.460	60,478.210		61,687.210	62,920.390	64,808.445	
87		2	Outreach Worker	WHC	2080	Hourly	25.230	25.959	26.710	27.484	28.282	29.102		29.684	30.278	31.186	
						Monthly	4,373.200	4,499.560	4,629.733	4,763.893	4,902.213	5,044.347		5,145.227	5,248.187	5,405.573	
						Annual	52,478.400	53,994.720	55,556.800	57,166.720	58,826.560	60,532.160		61,742.720	62,978.240	64,866.880	
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300		27.846	28.403	29.255	
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125		4,675.808	4,769.337	4,912.402	
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500		56,109.690	57,232.045	58,948.825	
89		2	PACT Support Worker	Com	2080	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922	
						Monthly	4,273.880	4,401.973	4,547.400	4,698.200	4,851.253	5,001.533		5,101.547	5,203.640	5,359.813	
						Annual	51,286.560	52,823.680	54,568.800	56,378.400	58,215.400	60,018.400		61,218.560	62,443.680	64,317.760	
90		2	Peer Navigator	NWC	1950	Hourly	26.850	27.629	28.429	29.255	30.107	30.982		31.602	32.234	33.201	
						Monthly	4,363.125	4,489.713	4,619.713	4,753.938	4,892.388	5,034.575		5,135.325	5,238.025	5,395.163	
						Annual	52,357.500	53,876.550	55,436.550	57,047.250	58,708.650	60,414.900		61,623.900	62,856.300	64,741.950	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
91		2	Peer Support Worker	KL	2080	Hourly	25.230	25.959	26.710	27.484	28.282	29.102			29.684	30.278	31.186
						Monthly	4,373.200	4,499.560	4,629.733	4,763.893	4,902.213	5,044.347			5,145.227	5,248.187	5,405.573
						Annual	52,478.400	53,994.720	55,556.800	57,166.720	58,826.560	60,532.160			61,742.720	62,978.240	64,866.880
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614			29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768			4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210			58,809.790	59,986.550	61,785.945
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614			29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768			4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210			58,809.790	59,986.550	61,785.945
94		2	Porter / Orderly	VGH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432			26.961	27.500	28.325
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373			4,527.201	4,617.708	4,756.240
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480			54,326.415	55,412.500	57,074.875
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly	21.923	22.551	23.201	23.871	24.559	25.269			25.774	26.289	27.078
						Monthly	3,681.237	3,786.689	3,895.835	4,008.339	4,123.865	4,243.086			4,327.884	4,414.361	4,546.848
						Annual	44,174.845	45,440.265	46,750.015	48,100.065	49,486.385	50,917.035			51,934.610	52,972.335	54,562.170
96		2	Porter-Rehabilitation	SBH	2015	Hourly	21.923	22.551	23.201	23.871	24.559	25.269			25.774	26.289	27.078
						Monthly	3,681.237	3,786.689	3,895.835	4,008.339	4,123.865	4,243.086			4,327.884	4,414.361	4,546.848
						Annual	44,174.845	45,440.265	46,750.015	48,100.065	49,486.385	50,917.035			51,934.610	52,972.335	54,562.170
97	2,3		Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly	23.680	24.342	25.027	25.734	26.473	27.245			26.984	27.524	28.350
						Monthly	4,104.533	4,201.080	4,297.627	4,392.613	4,489.680	4,585.533			4,677.227	4,770.827	4,914.000
						Annual	49,254.400	50,412.960	51,571.520	52,711.360	53,876.160	55,026.400			56,126.720	57,249.920	58,968.000
98	2,3		Receiving Home Parent	CHL (Northern Scale)	2080	Hourly	21.535	22.024	22.507	23.038					23.499	23.969	24.688
						Monthly	3,732.733	3,817.493	3,901.213	3,993.253					4,073.160	4,154.627	4,279.253
						Annual	44,792.800	45,809.920	46,814.560	47,919.040					48,877.920	49,855.520	51,351.040
99		1	Recreation Coordinator	RPG	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly	24.959	25.680	26.421	27.181	27.965				28.524	29.094	29.967
						Monthly	4,191.032	4,312.100	4,436.526	4,564.143	4,695.790				4,789.655	4,885.368	5,031.959
						Annual	50,292.385	51,745.200	53,238.315	54,769.715	56,349.475				57,475.860	58,624.410	60,383.505
101		1	Recreation Facilitator	MH	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495
102		1	Recreation Facilitator	MHC	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495
103		1	Recreation Facilitator	RPG	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495
104		1	Recreation Facilitator	SEPCH	2015	Hourly	23.687	24.367	25.067	25.790	26.533	27.300			27.846	28.403	29.255
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333	4,584.125			4,675.808	4,769.337	4,912.402
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995	55,009.500			56,109.690	57,232.045	58,948.825
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly	18.541	19.067	19.607	20.166	20.741				21.156	21.579	22.226
						Monthly	3,113.343	3,201.667	3,292.342	3,386.208	3,482.760				3,552.445	3,623.474	3,732.116
						Annual	37,360.115	38,420.005	39,508.105	40,634.490	41,793.115				42,629.340	43,481.685	44,785.390
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly	25.495	26.026	26.793	27.965					28.524	29.094	29.967
						Monthly	4,281.035	4,370.199	4,498.991	4,695.790					4,789.655	4,885.368	5,031.959
						Annual	51,372.425	52,442.390	53,987.895	56,349.475					57,475.860	58,624.410	60,383.505
107		1	Recreation Facilitator - Trained	MM	2015	Hourly	24.958	25.680	26.419	27.181	27.965				28.524	29.094	29.967
						Monthly	4,190.864	4,312.100	4,436.190	4,564.143	4,695.790				4,789.655	4,885.368	5,031.959
						Annual	50,290.370	51,745.200	53,234.285	54,769.715	56,349.475				57,475.860	58,624.410	60,383.505
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 21.022 Monthly 3,529.944 Annual 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965				24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 21.022 Monthly 3,529.944 Annual 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965				24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240
115		1	Recreation Worker	DLC	2015	Hourly 28.915 Monthly 4,855.310 Annual 58,263.725	30.083 5,051.437 60,617.245	31.220 5,242.358 62,908.300	32.385 5,437.981 65,255.775	33.622 5,645.694 67,748.330				34.294 5,758.534 69,102.410	34.980 5,873.725 70,484.700	36.029 6,049.870 72,598.435
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
118	23-47CERT	1	Rehab Assistant	RPG	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
119	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 24.822 Monthly 4,302.480 Annual 51,629.760	25.535 4,426.067 53,112.800	26.270 4,553.467 54,641.600	27.029 4,685.027 56,220.320	27.809 4,820.227 57,842.720	28.614 4,959.760 59,517.120			29.186 5,058.907 60,706.880	29.770 5,160.133 61,921.600	30.663 5,314.920 63,779.040
120	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
121	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
122	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
123	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
124	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
125	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 24.822 Monthly 4,033.575 Annual 48,402.900	25.535 4,149.438 49,793.250	26.270 4,268.875 51,226.500	27.029 4,392.213 52,706.550	27.809 4,518.963 54,227.550	28.614 4,649.775 55,797.300			29.186 4,742.725 56,912.700	29.770 4,837.625 58,051.500	30.663 4,982.738 59,792.850

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
127	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614			29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768			4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210			58,809.790	59,986.550	61,785.945
128	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614			29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768			4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210			58,809.790	59,986.550	61,785.945
129		2	Resident Aide	GH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432	27.198		27.742	28.297	29.146
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373	4,566.998		4,658.344	4,751.538	4,894.099
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480	54,803.970		55,900.130	57,018.455	58,729.190
130		1	Residential Care Worker	Com	2080	Hourly	21.608	22.279	22.952	23.669	24.434	25.198	25.975		26.495	27.025	27.836
						Monthly	3,745.387	3,861.693	3,978.347	4,102.627	4,235.227	4,367.653	4,502.333		4,592.467	4,684.333	4,824.907
						Annual	44,944.640	46,340.320	47,740.160	49,231.520	50,822.720	52,411.840	54,028.000		55,109.600	56,212.000	57,898.880
131		2	Skill Development Worker	NWC	1950	Hourly	18.740	20.038	21.333	22.633					23.086	23.548	24.254
						Monthly	3,045.250	3,256.175	3,466.613	3,677.863					3,751.475	3,826.550	3,941.275
						Annual	36,543.000	39,074.100	41,599.350	44,134.350					45,017.700	45,918.600	47,295.300
132		2	Support Worker	NWC	1950	Hourly	24.717	25.249	25.793	26.291	26.884				27.422	27.970	28.809
						Monthly	4,016.513	4,102.963	4,191.363	4,272.288	4,368.650				4,456.075	4,545.125	4,681.463
						Annual	48,198.150	49,235.550	50,296.350	51,267.450	52,423.800				53,472.900	54,541.500	56,177.550
133		2	Systems Navigation Support Worker	Com	2015	Hourly	24.657	25.396	26.235	27.105	27.988	28.855			29.432	30.021	30.922
						Monthly	4,140.321	4,264.412	4,405.294	4,551.381	4,699.652	4,845.235			4,942.123	5,041.026	5,192.319
						Annual	49,683.855	51,172.940	52,863.525	54,616.575	56,395.820	58,142.825			59,305.480	60,492.315	62,307.830
134		1	Therapeutic Recreation (Certified)	DM	2015	Hourly	23.330	23.997	24.687	25.396	26.131				26.654	27.187	28.003
						Monthly	3,917.496	4,029.496	4,145.359	4,264.412	4,387.830				4,475.651	4,565.150	4,702.170
						Annual	47,009.950	48,353.955	49,744.305	51,172.940	52,653.965				53,707.810	54,781.805	56,426.045
135		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly	28.915	30.083	31.220	32.385	33.622				34.294	34.980	36.029
						Monthly	4,855.310	5,051.437	5,242.358	5,437.981	5,645.694				5,758.534	5,873.725	6,049.870
						Annual	58,263.725	60,617.245	62,908.300	65,255.775	67,748.330				69,102.410	70,484.700	72,598.435
136		1	Therapeutic Recreation Facilitator	SCPCH	2015	Hourly	23.687	24.367	25.067	25.790	26.533				27.064	27.605	28.433
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333				4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995				54,533.960	55,624.075	57,292.495
137		2	Transport Assistant	SOGH	2015	Hourly	21.924	22.552	23.201	23.871	24.559	25.269			25.774	26.289	27.078
						Monthly	3,681.405	3,786.857	3,895.835	4,008.339	4,123.865	4,243.086			4,327.884	4,414.361	4,546.848
						Annual	44,176.860	45,442.280	46,750.015	48,100.065	49,486.385	50,917.035			51,934.610	52,972.335	54,562.170
138	23-DUAL	2	Unit Assistant	CH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512		29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640		4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680		58,600.230	59,772.960	61,566.310

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

‡ Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

§ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	1	Activity Aide (Uncertified)	HF	2015	Hourly	23.653	24.270	24.907	25.562	26.237				26.762	27.297	28.116	
					Monthly	3,971.733	4,075.338	4,182.300	4,292.286	4,405.630				4,493.786	4,583.621	4,721.145	
					Annual	47,660.795	48,904.050	50,187.605	51,507.430	52,867.555				53,925.430	55,003.455	56,653.740	
2	1	Activity Aide 1 (Trained)	HF	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429	
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453	
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435	
3	1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly	24.683	25.332	26.000	26.688	27.397				27.945	28.504	29.359	
					Monthly	4,278.387	4,390.880	4,506.667	4,625.920	4,748.813				4,843.800	4,940.693	5,088.893	
					Annual	51,340.640	52,690.560	54,080.000	55,511.040	56,985.760				58,125.600	59,288.320	61,066.720	
4	1	Activity Worker (Certified)	FDL	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429	
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453	
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435	
5	1	Activity Worker (Uncertified)	FDL	2015	Hourly	23.653	24.270	24.907	25.562	26.237				26.762	27.297	28.116	
					Monthly	3,971.733	4,075.338	4,182.300	4,292.286	4,405.630				4,493.786	4,583.621	4,721.145	
					Annual	47,660.795	48,904.050	50,187.605	51,507.430	52,867.555				53,925.430	55,003.455	56,653.740	
6	1	Adult Day Centre Attendant	RHC	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429	
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453	
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435	
7	1	Adult Day Centre Coordinator	RHC	2015	Hourly	38.765	39.835	40.941	42.076	43.248				44.113	44.995	46.345	
					Monthly	6,509.290	6,688.960	6,874.676	7,065.262	7,262.060				7,407.308	7,555.410	7,782.098	
					Annual	78,111.475	80,267.525	82,496.115	84,783.140	87,144.720				88,887.695	90,664.925	93,385.175	
8	1	Aide	MHC	2015	Hourly	28.379	29.148	29.940	30.760	31.602				32.234	32.879	33.865	
					Monthly	4,765.307	4,894.435	5,027.425	5,165.117	5,306.503				5,412.626	5,520.932	5,686.498	
					Annual	57,183.685	58,733.220	60,329.100	61,981.400	63,678.030				64,951.510	66,251.185	68,237.975	
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly	26.498	27.213	27.947	28.703	29.485	30.289	31.117		31.739	32.374	33.345
						Monthly	4,449.456	4,569.516	4,692.767	4,819.712	4,951.023	5,086.028	5,225.063		5,329.507	5,436.134	5,599.181
						Annual	53,393.470	54,834.195	56,313.205	57,836.545	59,412.275	61,032.335	62,700.755		63,954.085	65,233.610	67,190.175
10	2	Bright Start Programmer	NWC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661			34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913			5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950			66,951.300	68,290.950	70,340.400	
11	2	Camp Leader	SOGH	2080	Hourly	20.522								20.932	21.992		
					Monthly	3,557.147	3,557.147							3,628.213	3,700.840	3,811.947	
					Annual	42,685.760	42,685.760							43,538.560	44,410.080	45,743.360	
12	2	Child Minder	WHC	2080	Hourly	20.522	20.522	20.522	20.522	20.522	20.580			20.992	21.412	22.054	
					Monthly	3,557.147	3,557.147	3,557.147	3,557.147	3,557.147	3,567.200			3,638.613	3,711.413	3,822.693	
					Annual	42,685.760	42,685.760	42,685.760	42,685.760	42,685.760	42,806.400			43,663.360	44,536.960	45,872.320	
13	2	Community Action & Engagement Programmer	NWC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661			34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913			5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950			66,951.300	68,290.950	70,340.400	
14	2	Community Chef	NWC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661			34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913			5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950			66,951.300	68,290.950	70,340.400	
15	2	Community Development Programmer	NWC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661			34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913			5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950			66,951.300	68,290.950	70,340.400	
16	2	Community Health Worker	Com	2015	Hourly	27.615	28.003	28.387	28.772	29.171	29.557			30.148	30.751	31.674	
					Monthly	4,637.019	4,702.170	4,766.650	4,831.298	4,896.297	4,963.113			5,062.352	5,163.605	5,318.593	
					Annual	55,644.225	56,426.045	57,199.805	57,975.580	58,779.565	59,557.355			60,748.220	61,963.265	63,823.110	
17	2	Community Outreach Worker	MCC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661			34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913			5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950			66,951.300	68,290.950	70,340.400	
18	2	Community Services Coordinator	Com	2015	Hourly	32.849	33.895	34.995	36.072	37.324	38.494	39.776	40.929	41.748	42.583	43.860	
					Monthly	5,515.895	5,691.535	5,876.244	6,057.090	6,267.322	6,463.784	6,679.053	6,872.661	7,010.185	7,150.395	7,364.825	
					Annual	66,190.735	68,298.425	70,514.925	72,685.080	75,207.860	77,565.410	80,148.640	82,471.935	84,122.220	85,804.745	88,377.900	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
19	2	Cooking and Food Skills Programmer	NWC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661				34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913				5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950				66,951.300	68,290.950	70,340.400	
20	2	Cultural Support Worker	NCC	2015	Hourly	28.543	29.322	30.119	30.939	31.789	32.664				33.317	33.983	35.002	
					Monthly	4,792.845	4,923.653	5,057.482	5,195.174	5,337.903	5,484.830				5,594.480	5,706.312	5,877.419	
					Annual	57,514.145	59,083.830	60,689.785	62,342.085	64,054.835	65,817.960				67,133.755	68,475.745	70,529.030	
21	2	Cultural Support Worker - PIO	NCC	2015	Hourly	30.830	31.218	31.605	31.993	32.380	32.767				33.422	34.090	35.113	
					Monthly	5,176.871	5,242.023	5,307.006	5,372.158	5,437.142	5,502.125				5,612.111	5,724.279	5,896.058	
					Annual	62,122.450	62,904.270	63,684.075	64,465.895	65,245.700	66,025.505				67,345.330	68,691.350	70,752.695	
22	1	Day Program Worker	HF	2015	Hourly	26.398	27.098	27.819	28.564	29.329					29.916	30.514	31.429	
					Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828					5,023.395	5,123.809	5,277.453	
					Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935					60,280.740	61,485.710	63,329.435	
23	2	Diagnostic Imaging Assistant	VGH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975				29.555	30.146	31.050	
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385				4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625				59,553.325	60,744.190	62,565.750	
24	2	Diagnostic Imaging Assistant	MHC	2015	Hourly	25.370	26.131	26.761	27.579	28.429					28.255	28.820	29.685	
					Monthly	4,260.046	4,325.701	4,387.830	4,493.282	4,651.460					4,744.485	4,839.358	4,984.606	
					Annual	51,120.550	51,908.415	52,653.965	53,919.385	55,817.515					56,933.825	58,072.300	59,815.275	
25	2	Dialysis Aide	SOGH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975				29.555	30.146	31.050	
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385				4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625				59,553.325	60,744.190	62,565.750	
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly	28.486	29.053	29.573	30.108	30.649				31.262	31.887	32.844	
						Monthly	4,783.274	4,878.483	4,965.800	5,055.635	5,146.478					5,249.411	5,354.359	5,515.055
						Annual	57,399.290	58,541.795	59,589.595	60,667.620	61,757.735					62,992.930	64,252.305	66,180.660
27	2	Financial Empowerment Programmer	NWC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661				34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913				5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950				66,951.300	68,290.950	70,340.400	
28	2	Garden and Food Skills Programmer	NWC	1950	Hourly	29.406	30.208	31.032	31.883	32.760	33.661				34.334	35.021	36.072	
					Monthly	4,778.475	4,908.800	5,042.700	5,180.988	5,323.500	5,469.913				5,579.275	5,690.913	5,861.700	
					Annual	57,341.700	58,905.600	60,512.400	62,171.850	63,882.000	65,638.950				66,951.300	68,290.950	70,340.400	
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119				30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482				5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785				61,902.815	63,140.025	65,034.125

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,289.675	4,403.425	4,520.588	4,641.650	4,765.963	4,894.338			4,992.163	5,091.938	5,244.688
						Annual	51,476.100	52,841.100	54,247.050	55,699.800	57,191.550	58,732.050			59,905.950	61,103.250	62,936.250
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,289.675	4,403.425	4,520.588	4,641.650	4,765.963	4,894.338			4,992.163	5,091.938	5,244.688
						Annual	51,476.100	52,841.100	54,247.050	55,699.800	57,191.550	58,732.050			59,905.950	61,103.250	62,936.250
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, LH, GLL, SEPCH, MM	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, CHPCH	1950	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,071.763								4,153.175	4,236.213	4,363.288
						Annual	48,861.150								49,838.100	50,834.550	52,359.450
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly	25.057								25.558	26.069	26.851
						Monthly	4,207.488								4,291.614	4,377.420	4,508.730
						Annual	50,489.855								51,499.370	52,529.035	54,104.765
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472			32.101	32.743	33.725
						Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673			5,390.293	5,498.095	5,662.990
						Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080			64,683.515	65,977.145	67,955.875
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly	27.567	28.301	29.057	29.840	30.643	31.471			32.100	32.742	33.724
						Monthly	4,778.280	4,905.507	5,036.547	5,172.267	5,311.453	5,454.973			5,564.000	5,675.280	5,845.493
						Annual	57,339.360	58,866.080	60,438.560	62,067.200	63,737.440	65,459.680			66,768.000	68,103.360	70,145.920
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly	26.158								26.681	27.215	28.031
						Monthly	4,534.053								4,624.707	4,717.267	4,858.707
						Annual	54,408.640								55,496.480	56,607.200	58,304.480
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	25.057 4,343.213 52,118.560							25.558 4,430.053 53,160.640	26.069 4,518.627 54,223.520	26.851 4,654.173 55,850.080	
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	25.057 4,343.213 52,118.560							25.558 4,430.053 53,160.640	26.069 4,518.627 54,223.520	26.851 4,654.173 55,850.080	
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly Monthly Annual	26.398 4,575.653 54,907.840	27.098 4,696.987 56,363.840	27.819 4,821.960 57,863.520	28.564 4,951.093 59,413.120	29.329 5,083.693 61,004.320	30.119 5,220.627 62,647.520		30.721 5,324.973 63,899.680	31.335 5,431.400 65,176.800	32.275 5,594.333 67,132.000	
58	23-50	1	Home Visitor 2	Com	2015	Hourly Monthly Annual	27.275 4,579.927 54,959.125	27.815 4,670.602 56,047.225	28.309 4,753.553 57,042.635	28.819 4,839.190 58,070.285	29.334 4,925.668 59,108.010			29.921 5,024.235 60,290.815	30.519 5,124.649 61,495.785	31.435 5,278.460 63,341.525	
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	27.737 4,807.747 57,692.960	28.488 4,937.920 59,255.040	29.261 5,071.907 60,862.880	30.059 5,210.227 62,522.720	30.880 5,352.533 64,230.400	31.725 5,499.000 65,988.000		32.360 5,609.067 67,308.800	33.007 5,721.213 68,654.560	33.997 5,892.813 70,713.760	
60		2	InSight Mentor	NWC	1950	Hourly Monthly Annual	31.695 5,150.438 61,805.250	32.360 5,258.500 63,102.000	32.969 5,357.463 64,289.550	33.688 5,474.300 65,691.600				34.362 5,583.825 67,005.900	35.049 5,695.463 68,345.550	36.100 5,866.250 70,395.000	
61	23-48	1	Integrated Support Worker	Com	2080	Hourly Monthly Annual	27.099 4,697.160 56,365.920	27.820 4,822.133 57,865.600	28.563 4,950.920 59,411.040	29.328 5,083.520 61,002.240	30.119 5,220.627 62,647.520	30.931 5,361.373 64,336.480		31.550 5,468.667 65,624.000	32.181 5,578.300 66,936.480	33.146 5,745.307 68,943.680	
62		2	IOT Outreach Mentor	NWC	1950	Hourly Monthly Annual	31.695 5,150.438 61,805.250	32.360 5,258.500 63,102.000	32.969 5,357.463 64,289.550	33.688 5,474.300 65,691.600				34.362 5,583.825 67,005.900	35.049 5,695.463 68,345.550	36.100 5,866.250 70,395.000	
63		2	Kids Corner Assistant	SOGH	1950	Hourly Monthly Annual	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900			20.932 3,401.450 40,817.400	21.351 3,469.538 41,634.450	21.992 3,573.700 42,884.400	
64		2	Lifeguard	SOGH	2015	Hourly Monthly Annual	20.522 3,445.986 41,351.830	20.522 3,445.986 41,351.830	20.978 3,522.556 42,270.670	21.891 3,675.864 44,110.365	22.991 3,743.030 44,916.365			22.737 3,817.921 45,815.055	23.192 3,894.323 46,731.880	23.888 4,011.193 48,134.320	
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly Monthly Annual	24.556 4,256.373 51,076.480	25.157 4,360.547 52,326.560	25.783 4,469.053 53,628.640	26.398 4,575.653 54,907.840	26.989 4,684.333 56,212.000			27.566 4,778.107 57,337.280	28.117 4,873.613 58,483.360	28.961 5,019.907 60,238.880	
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly Monthly Annual	27.275 4,727.667 56,732.000	27.815 4,821.267 57,855.200	28.309 4,906.893 58,882.720	28.819 4,995.293 59,943.520	29.334 5,084.560 61,014.720			29.921 5,186.307 62,235.680	30.519 5,289.960 63,479.520	31.435 5,448.733 65,384.800	
67		2	Mental Health Support Worker	CRS	2015	Hourly Monthly Annual	27.147 4,558.434 54,701.205	27.908 4,686.218 56,234.620	28.772 4,831.298 57,975.580	29.668 4,981.752 59,781.020	30.578 5,134.556 61,614.670	31.471 5,284.505 63,414.065		32.100 5,390.125 64,681.500	32.742 5,497.928 65,975.130	33.724 5,662.822 67,953.860	
68		2	Mental Health Support Worker	Com	2080	Hourly Monthly Annual	27.147 4,705.480 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly Monthly Annual	21.097 3,542.538 42,510.455	21.639 3,633.549 43,602.585	22.195 3,726.910 44,722.925	22.771 3,823.630 45,883.565	23.360 3,923.037 47,076.445			23.830 4,001.454 48,017.450	24.307 4,081.550 48,978.605	25.036 4,203.962 50,447.540	
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765	
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755	31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175	
75		2	Occupational Therapy Assistant	Com	2015	Hourly Monthly Annual	24.864 4,175.080 50,100.960	25.523 4,285.737 51,428.845	26.213 4,401.600 52,819.195	26.914 4,519.309 54,231.710	27.641 4,641.385 55,696.615	28.387 4,766.650 57,199.805		28.955 4,862.027 58,344.325	29.534 4,959.251 59,511.010	30.420 5,108.025 61,296.300	
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
82		2	Ophthalmic Assistant	MHC	2015	Hourly Monthly Annual	25.672 4,310.757 51,729.080	26.361 4,426.451 53,117.415	27.075 4,546.344 54,556.125	27.804 4,668.755 56,025.060	28.558 4,795.364 57,544.370	29.334 4,925.668 59,108.010		29.921 5,024.235 60,290.815	30.519 5,124.649 61,495.785	31.435 5,278.460 63,341.525	
83		1	OR Attendant	VGH	2015	Hourly Monthly Annual	28.379 4,765.307 57,183.685	29.148 4,894.435 58,733.220	29.940 5,027.425 60,329.100	30.760 5,165.117 61,981.400	31.602 5,306.503 63,678.030			32.234 5,412.626 64,951.510	32.879 5,520.932 66,251.185	33.865 5,686.498 68,237.975	
84		2	Orientation Coordinator	Com	2015	Hourly Monthly Annual	32.537 5,463.505 65,562.055	33.601 5,642.168 67,706.015	34.697 5,826.205 69,914.455	35.854 6,020.484 72,245.810	37.083 6,226.854 74,722.245	38.335 6,437.085 77,245.025		39.102 6,565.878 78,790.530	39.884 6,697.188 80,366.260	41.081 6,898.185 82,778.215	
85		2	Outreach Worker	CRS	2015	Hourly Monthly Annual	32.849 5,515.895 66,190.735	33.895 5,691.535 68,298.425	34.995 5,876.244 70,514.925	36.072 6,057.090 72,685.080	37.324 6,267.322 75,207.860	38.494 6,463.784 77,565.410	39.776 6,679.053 80,148.640	40.929 6,872.661 82,471.935	41.748 7,010.185 84,122.220	42.583 7,150.395 85,804.745	43.860 7,364.825 88,377.900
86		2	Outreach Worker	NCC	2015	Hourly Monthly Annual	28.543 4,792.845 57,514.145	29.322 4,923.653 59,083.830	30.119 5,057.482 60,689.785	30.939 5,195.174 62,342.085	31.789 5,337.903 64,054.835	32.664 5,484.830 65,817.960		33.317 5,594.480 67,133.755	33.983 5,706.312 68,475.745	35.002 5,877.419 70,529.030	
87		2	Outreach Worker	WHC	2080	Hourly Monthly Annual	27.737 4,807.747 57,692.960	28.488 4,937.920 59,255.040	29.261 5,071.907 60,862.880	30.059 5,210.227 62,522.720	30.880 5,352.533 64,230.400	31.725 5,499.000 65,988.000		32.360 5,609.067 67,308.800	33.047 5,721.213 68,654.560	33.997 5,892.813 70,713.760	
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
89		2	PACT Support Worker	Com	2080	Hourly Monthly Annual	27.147 4,705.480 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
90		2	Peer Navigator	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950		34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
91		2	Peer Support Worker	KL	2080	Hourly	27.737	28.488	29.261	30.059	30.880	31.725			32.360	33.007	33.997
						Monthly	4,807.747	4,937.920	5,071.907	5,210.227	5,352.533	5,499.000			5,609.067	5,721.213	5,892.813
						Annual	57,692.960	59,255.040	60,862.880	62,522.720	64,230.400	65,988.000			67,308.800	68,654.560	70,713.760
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472			32.101	32.743	33.725
						Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673			5,390.293	5,498.095	5,662.990
						Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080			64,683.515	65,977.145	67,955.875
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472			32.101	32.743	33.725
						Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673			5,390.293	5,498.095	5,662.990
						Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080			64,683.515	65,977.145	67,955.875
94		2	Porter / Orderly	VGH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975			29.555	30.146	31.050
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385			4,962.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625			59,553.325	60,744.190	62,565.750
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly	24.331	24.978	25.647	26.337	27.046	27.777			28.333	28.900	29.767
						Monthly	4,085.580	4,194.223	4,306.559	4,422.421	4,541.474	4,664.221			4,757.583	4,852.792	4,998.375
						Annual	49,026.965	50,330.670	51,678.705	53,069.055	54,497.690	55,970.655			57,090.995	58,233.500	59,980.505
96		2	Porter-Rehabilitation	SBH	2015	Hourly	24.331	24.978	25.647	26.337	27.046	27.777			28.333	28.900	29.767
						Monthly	4,085.580	4,194.223	4,306.559	4,422.421	4,541.474	4,664.221			4,757.583	4,852.792	4,998.375
						Annual	49,026.965	50,330.670	51,678.705	53,069.055	54,497.690	55,970.655			57,090.995	58,233.500	59,980.505
97		2,3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly	26.140	26.714	27.288	27.852	28.429	28.999			29.579	30.171	31.076
						Monthly	4,530.933	4,630.427	4,729.920	4,827.680	4,927.693	5,026.493			5,127.027	5,229.640	5,386.507
						Annual	54,371.200	55,565.120	56,759.040	57,932.160	59,132.320	60,317.920			61,524.320	62,755.680	64,638.080
98		2,3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly	23.931	24.435	24.932	25.479					25.989	26.509	27.304
						Monthly	4,148.040	4,235.400	4,321.547	4,416.360					4,504.760	4,594.893	4,732.693
						Annual	49,776.480	50,824.800	51,858.560	52,996.320					54,057.120	55,138.720	56,792.320
99		1	Recreation Coordinator	RPG	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly	27.708	28.450	29.214	29.996	30.804				31.420	32.048	33.009
						Monthly	4,652.635	4,777.229	4,905.518	5,036.828	5,172.505				5,275.942	5,381.393	5,542.761
						Annual	55,831.620	57,326.750	58,866.210	60,441.940	62,070.060				63,311.300	64,576.720	66,513.135
101		1	Recreation Facilitator	MH	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435
102		1	Recreation Facilitator	MHC	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435
103		1	Recreation Facilitator	RPG	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435
104		1	Recreation Facilitator	SEPCH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.119			30.721	31.335	32.275
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,057.482			5,158.568	5,261.669	5,419.510
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,689.785			61,902.815	63,140.025	65,034.125
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly	21.097	21.639	22.195	22.771	23.363				23.830	24.307	25.036
						Monthly	3,542.538	3,633.549	3,726.910	3,823.630	3,923.037				4,001.454	4,081.550	4,203.962
						Annual	42,510.455	43,602.585	44,722.925	45,883.565	47,076.445				48,017.450	48,978.605	50,447.540
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly	28.260	28.807	29.597	30.804					31.420	32.048	33.009
						Monthly	4,745.325	4,837.175	4,969.830	5,172.505					5,275.942	5,381.393	5,542.761
						Annual	56,943.900	58,046.105	59,637.955	62,070.060					63,311.300	64,576.720	66,513.135
107		1	Recreation Facilitator - Trained	MM	2015	Hourly	27.707	28.450	29.212	29.996	30.804				31.420	32.048	33.009
						Monthly	4,652.467	4,777.229	4,905.182	5,036.828	5,172.505				5,275.942	5,381.393	5,542.761
						Annual	55,829.605	57,326.750	58,862.180	60,441.940	62,070.060				63,311.300	64,576.720	66,513.135
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly Monthly Annual	23.653 3,971.733 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555			26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly Monthly Annual	23.653 3,971.733 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555			26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740
115		1	Recreation Worker	DLC	2015	Hourly Monthly Annual	31.782 5,336.728 64,040.730	32.985 5,538.731 66,464.775	34.157 5,735.530 68,826.355	35.357 5,937.030 71,244.355	36.631 6,150.955 73,811.465			37.364 6,274.038 75,288.460	38.111 6,399.472 76,793.665	39.254 6,591.401 79,096.810
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
118	23-47CERT	1	Rehab Assistant	RPG	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
119	23-47CERT	1	Rehab Assistant	Com	2080	Hourly Monthly Annual	27.567 4,778.280 57,339.360	28.301 4,905.507 58,866.080	29.058 5,036.720 60,440.640	29.840 5,172.267 62,067.200	30.643 5,311.453 63,737.440	31.472 5,455.147 65,461.760		32.101 5,564.173 66,770.080	32.743 5,675.453 68,105.440	33.725 5,845.667 70,148.000
120	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
121	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
122	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
123	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
124	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
125	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly Monthly Annual	27.567 4,479.638 53,755.650	28.301 4,598.913 55,186.950	29.058 4,721.925 56,663.100	29.840 4,849.000 58,188.000	30.643 4,979.488 59,753.850	31.472 5,114.200 61,370.400		32.101 5,216.413 62,596.950	32.743 5,320.738 63,848.850	33.725 5,480.313 65,763.750

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
127	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472			32.101	32.743	33.725
						Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673			5,390.293	5,498.095	5,662.990
						Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080			64,683.515	65,977.145	67,955.875
128	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly	27.567	28.301	29.058	29.840	30.643	31.472			32.101	32.743	33.725
						Monthly	4,628.959	4,752.210	4,879.323	5,010.633	5,145.470	5,284.673			5,390.293	5,498.095	5,662.990
						Annual	55,547.505	57,026.515	58,551.870	60,127.600	61,745.645	63,416.080			64,683.515	65,977.145	67,955.875
129		2	Resident Aide	GH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975	29.764		30.359	30.966	31.895
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385	4,997.872		5,097.782	5,199.708	5,355.702
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625	59,974.460		61,173.385	62,396.490	64,268.425
130		1	Residential Care Worker	Com	2080	Hourly	24.256	24.947	25.641	26.379	27.167	27.954	28.754		29.329	29.916	30.813
						Monthly	4,204.373	4,324.147	4,444.440	4,572.360	4,708.947	4,845.360	4,984.027		5,083.693	5,185.440	5,340.920
						Annual	50,452.480	51,889.760	53,333.280	54,868.320	56,507.360	58,144.320	59,808.320		61,004.320	62,225.280	64,091.040
131		2	Skill Development Worker	NWC	1950	Hourly	21.052	22.389	23.723	25.062					25.563	26.074	26.856
						Monthly	3,420.950	3,638.213	3,854.988	4,072.575					4,153.988	4,237.025	4,364.100
						Annual	41,051.400	43,658.550	46,259.850	48,870.900					49,847.850	50,844.300	52,369.200
132		2	Support Worker	NWC	1950	Hourly	27.209	27.756	28.317	28.830	29.441				30.030	30.631	31.550
						Monthly	4,421.463	4,510.350	4,601.513	4,684.875	4,784.163				4,879.875	4,977.538	5,126.875
						Annual	53,057.550	54,124.200	55,218.150	56,218.500	57,409.950				58,558.500	59,730.450	61,522.500
133		2	Systems Navigation Support Worker	Com	2015	Hourly	27.147	27.908	28.772	29.668	30.578	31.471			32.100	32.742	33.724
						Monthly	4,558.434	4,686.218	4,831.298	4,981.752	5,134.556	5,284.505			5,390.125	5,497.928	5,662.822
						Annual	54,701.205	56,234.620	57,975.580	59,781.020	61,614.670	63,414.065			64,681.500	65,975.130	67,953.860
134		1	Therapeutic Recreation (Certified)	DM	2015	Hourly	26.030	26.717	27.428	28.158	28.915				29.493	30.083	30.985
						Monthly	4,370.871	4,486.230	4,605.618	4,728.198	4,855.310				4,952.366	5,051.437	5,202.898
						Annual	52,450.450	53,834.755	55,267.420	56,738.370	58,263.725				59,428.395	60,617.245	62,434.775
135		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly	31.782	32.985	34.157	35.357	36.631				37.364	38.111	39.254
						Monthly	5,336.728	5,538.731	5,735.530	5,937.030	6,150.955				6,274.038	6,399.472	6,591.401
						Annual	64,040.730	66,464.775	68,826.355	71,244.355	73,811.465				75,288.460	76,793.665	79,096.810
136		1	Therapeutic Recreation Facilitator	SCPCH	2015	Hourly	26.398	27.098	27.819	28.564	29.329				29.916	30.514	31.429
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828				5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935				60,280.740	61,485.710	63,329.435
137		2	Transport Assistant	SOGH	2015	Hourly	24.332	24.979	25.647	26.337	27.046	27.777			28.333	28.900	29.767
						Monthly	4,085.748	4,194.390	4,306.559	4,422.421	4,541.474	4,664.221			4,757.583	4,852.792	4,998.375
						Annual	49,028.980	50,332.685	51,678.705	53,069.055	54,497.690	55,970.655			57,090.995	58,233.500	59,980.505
138	23-DUAL	2	Unit Assistant	CH	2015	Hourly	26.498	27.213	27.947	28.703	29.485	30.289	31.117		31.739	32.374	33.345
						Monthly	4,449.456	4,569.516	4,692.767	4,819.712	4,951.023	5,086.028	5,225.063		5,329.507	5,436.134	5,599.181
						Annual	53,393.470	54,834.195	56,313.205	57,836.545	59,412.275	61,032.335	62,700.755		63,954.085	65,233.610	67,190.175

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

‡ Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

° Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
1	23-93B		2nd Class (Shift Engineer)	GH	2028	Hourly 48,301 Monthly 8,162,869 Annual 97,954,428	49,267 8,326,123 99,913,476									50,252 8,492,588 101,911,056	51,257 8,662,433 103,949,196	52,795 8,922,355 107,068,260
2	23-93B		2nd Class Chief Power Engineer (shift)	DLC, MHC	2080	Hourly 51,923 Monthly 8,999,987 Annual 107,999,840	52,961 9,179,907 110,158,880									50,252 9,363,467 112,361,600	51,257 9,550,667 114,608,000	52,795 9,837,187 118,046,240
3	23-93B		2nd Class Power Engineer	DLC	2080	Hourly 48,301 Monthly 8,372,173 Annual 100,466,080	49,267 8,539,613 102,475,360									50,252 8,710,347 104,524,160	51,257 8,884,547 106,614,560	52,795 9,151,133 109,813,600
4	23-93B		2nd Class Power Engineer	MHC	2080	Hourly 48,301 Monthly 8,372,173 Annual 100,466,080	49,267 8,539,613 102,475,360									50,252 8,710,347 104,524,160	51,257 8,884,547 106,614,560	52,795 9,151,133 109,813,600
5	23-93C		3rd Class Power Engineer	DLC	2080	Hourly 39,424 Monthly 6,833,493 Annual 82,001,920	41,499 7,193,160 86,317,920									42,329 7,337,027 88,044,320	43,176 7,483,840 89,806,080	44,471 7,708,307 92,499,680
6	23-93C		3rd Class (Shift Engineer)	GH	2028	Hourly 39,424 Monthly 6,662,656 Annual 79,951,872	41,499 7,013,331 84,159,972									42,329 7,153,601 85,843,212	43,176 7,296,744 87,560,928	44,471 7,515,599 90,187,188
7	23-93C		3rd Class Maintenance Engineer	RHC	2015	Hourly 39,424 Monthly 6,619,947 Annual 79,439,360	41,499 6,968,374 83,620,485									42,329 7,107,745 85,292,935	43,176 7,249,970 86,999,640	44,471 7,467,422 89,609,065
8	23-93C		3rd Class Power Engineer	VGH	2080	Hourly 39,424 Monthly 6,833,493 Annual 82,001,920	41,499 7,193,160 86,317,920									42,329 7,337,027 88,044,320	43,176 7,483,840 89,806,080	44,471 7,708,307 92,499,680
9	23-93C		3rd Class Power Engineer	SOGH	2080	Hourly 39,424 Monthly 6,833,493 Annual 82,001,920	41,499 7,193,160 86,317,920									42,329 7,337,027 88,044,320	43,176 7,483,840 89,806,080	44,471 7,708,307 92,499,680
10	23-93C		3rd Class Working Chief Engineer (shift)		2080	Hourly 42,381 Monthly 7,346,040 Annual 88,152,480	44,611 7,732,573 92,790,880									45,503 7,887,187 94,646,240	46,413 8,044,920 96,539,040	47,805 8,286,200 99,434,400
11	23-93D		4th Class Power Engineer	VGH	2080	Hourly 36,574 Monthly 6,339,493 Annual 76,073,920	38,501 6,673,507 80,082,080									39,271 6,806,973 81,683,680	40,056 6,943,040 83,316,480	41,258 7,151,387 85,816,640
12			Aboriginal Interpreter-Resource Worker	SBH	1950	Hourly 27,570 Monthly 4,480,125 Annual 53,761,500	29,360 4,771,000 57,252,000	31,270 5,081,375 60,976,500	33,303 5,411,738 64,940,850							33,969 5,519,963 66,239,550	34,648 5,630,300 67,563,600	35,687 5,799,138 69,589,650
13			Accountant	SERC	1820	Hourly 32,182 Monthly 4,880,937 Annual 58,571,240	33,145 5,026,992 60,323,900	34,140 5,177,900 62,134,800	35,164 5,333,207 63,998,480	36,221 5,493,518 65,922,220	37,307 5,658,228 67,898,740					38,053 5,771,372 69,256,460	38,814 5,886,790 70,641,480	39,978 6,063,330 72,759,960
14	1		Accountant - RHC	RHC	1820	Hourly 34,778 Monthly 5,274,663 Annual 63,295,960	36,474 5,531,890 66,382,680	38,266 5,803,677 69,644,120	40,106 6,082,743 72,992,920	42,063 6,379,555 76,554,660						42,904 6,507,107 78,085,280	43,762 6,637,237 79,646,840	45,075 6,836,375 82,036,500
15			Accounting Clerk	BPCH	1950	Hourly 21,236 Monthly 3,450,850 Annual 41,410,200	21,874 3,554,525 42,654,300	22,529 3,660,963 43,931,550	23,206 3,770,975 45,251,700	23,902 3,884,075 46,608,900	24,618 4,000,425 48,005,100					25,110 4,080,375 48,964,500	25,612 4,161,950 49,943,400	26,380 4,286,750 51,441,000
16	1,2		Accounting Clerk	CHL (Northern Scale)	1950	Hourly 22,298 Monthly 3,623,425 Annual 43,481,100	22,967 3,732,138 44,785,650	23,656 3,844,100 46,129,200	24,366 3,959,475 47,513,700	25,097 4,078,263 48,939,150	25,849 4,200,463 50,405,500					26,366 4,284,475 51,413,700	26,893 4,370,113 52,441,350	27,700 4,501,250 54,015,000
17			Accounting Clerk	CRS	2015	Hourly 22,505 Monthly 3,778,965 Annual 45,347,575	23,179 3,892,140 46,705,685	23,875 4,009,010 48,108,125	24,592 4,129,407 49,552,880	25,329 4,253,161 51,037,935	26,088 4,380,610 52,587,320					26,610 4,468,283 53,619,150	27,142 4,557,594 54,691,130	27,956 4,694,278 56,331,340
18			Accounting Clerk	WHC	2080	Hourly 19,910 Monthly 3,451,067 Annual 41,412,800	20,506 3,554,373 42,652,480	21,121 3,660,973 43,931,680	21,756 3,771,040 45,252,480	22,407 3,883,880 46,606,560	23,080 4,000,533 48,007,400					23,542 4,080,613 48,967,360	24,013 4,162,253 49,947,040	24,733 4,287,053 51,444,640
19			Accounting Clerk - Receivables	CH	2015	Hourly 21,236 Monthly 3,565,878 Annual 42,790,540	21,874 3,673,009 44,076,110	22,529 3,782,995 45,395,935	23,206 3,896,674 46,760,090	23,902 4,013,544 48,162,330	24,618 4,133,773 49,605,270					25,110 4,216,388 50,596,650	25,612 4,300,682 51,608,180	26,380 4,429,642 53,155,700
20	1		Accounting Clerk 1	CRS	1950	Hourly 20,460 Monthly 3,324,750 Annual 39,897,000	21,073 3,424,363 41,092,350	21,705 3,527,063 42,324,750	22,355 3,632,688 43,592,250	23,028 3,742,050 44,904,600	23,718 3,854,175 46,250,100					24,192 3,931,200 47,174,400	24,676 4,009,850 48,118,200	25,416 4,130,100 49,561,200
21	1		Accounting Clerk 2	CRS	1950	Hourly 21,236 Monthly 3,450,850 Annual 41,410,200	21,874 3,554,525 42,654,300	22,529 3,660,963 43,931,550	23,206 3,770,975 45,251,700	23,902 3,884,075 46,608,900	24,618 4,000,425 48,005,100					25,110 4,080,375 48,964,500	25,612 4,161,950 49,943,400	26,380 4,286,750 51,441,000
22	1		Accounts Payable-Receivable Clerk	RPG	1950	Hourly 22,505 Monthly 3,657,063 Annual 43,884,750	23,179 3,766,588 45,199,050	23,875 3,879,688 46,556,250	24,592 3,996,200 47,954,400	25,329 4,115,963 49,391,550	26,088 4,239,300 50,871,600					26,610 4,324,125 51,889,500	27,142 4,410,575 52,926,900	27,956 4,542,850 54,514,200
23			Accounts Receivable Clerk - Level 2	CRS	1950	Hourly 22,044 Monthly 3,582,150 Annual 42,985,800	22,704 3,689,400 44,272,800	23,366 3,800,225 45,602,700	24,066 3,913,975 46,967,700	24,810 4,031,625 48,379,500	25,554 4,152,525 49,830,300					26,065 4,235,563 50,826,750	26,586 4,320,225 51,842,700	27,384 4,449,900 53,398,800
24	1		Accounts Receivable Clerk - Level 2	Req	1950	Hourly 22,044 Monthly 3,582,150 Annual 42,985,800	22,704 3,689,400 44,272,800	23,366 3,800,225 45,602,700	24,066 3,913,975 46,967,700	24,810 4,031,625 48,379,500	25,554 4,152,525 49,830,300					26,065 4,235,563 50,826,750	26,586 4,320,225 51,842,700	27,384 4,449,900 53,398,800

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary / 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Contains salary data for various roles like Agency Administrative Coordinator, Agency Assistant, Anesthesia Aide, etc.

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
73	23-12H		Carpenter	DLC	2080	Hourly 37,464 Monthly 6,493,760 Annual 77,925,120	38,588 6,688,587 80,263,040									39,360 6,822,400 81,868,800	40,147 6,958,813 83,505,760	41,351 7,167,507 86,010,080
74	23-12H	1	Carpenter (Journeyman)	GH	1950	Hourly 37,464 Monthly 6,087,900 Annual 73,054,800	38,588 6,270,550 75,246,600									39,360 6,396,000 76,752,000	40,147 6,523,888 78,286,650	41,351 6,719,538 80,634,450
75	23-12H		Carpenter (Journeyman)	HF	2015	Hourly 37,464 Monthly 6,290,830 Annual 75,489,960	38,588 6,479,568 77,754,820									39,360 6,609,200 79,310,400	40,147 6,741,350 80,896,205	41,351 6,943,522 83,322,265
76	23-12H		Carpenter (Journeyman)	SOGH	2015	Hourly 37,464 Monthly 6,290,830 Annual 75,489,960	38,588 6,479,568 77,754,820									39,360 6,609,200 79,310,400	40,147 6,741,350 80,896,205	41,351 6,943,522 83,322,265
77			Cashier / Receptionist	VGH	2015	Hourly 20,460 Monthly 3,435,575 Annual 41,226,900	21,073 3,538,508 42,462,095	21,705 3,644,631 43,735,575	22,355 3,753,777 45,045,325	23,028 3,866,785 46,401,420	23,718 3,982,648 47,791,770					24,192 4,062,240 48,746,880	24,676 4,143,512 49,722,140	25,416 4,267,770 51,213,240
78		1	Cashier Receptionist	RPG	1950	Hourly 20,460 Monthly 3,324,750 Annual 39,897,000	21,073 3,424,363 41,092,350	21,705 3,527,063 42,324,750	22,355 3,632,688 43,592,250	23,028 3,742,050 44,904,800	23,718 3,854,175 46,250,100					24,192 3,931,200 47,174,400	24,676 4,009,850 48,118,200	25,416 4,130,100 49,561,200
79		1	Central Intake Clerk	DLC	1950	Hourly 21,236 Monthly 3,450,850 Annual 41,410,200	21,874 3,554,525 42,654,300	22,529 3,660,963 43,931,550	23,206 3,770,975 45,251,700	23,902 3,884,075 46,608,900	24,618 4,000,425 48,005,100					25,110 4,080,375 48,964,500	25,612 4,161,950 49,943,400	26,380 4,286,750 51,441,000
80	23-55UMDR		Central Supply Room Attendant	RHC	2015	Hourly 18,975 Monthly 3,186,219 Annual 38,234,625	19,543 3,281,595 39,379,145	20,133 3,380,666 40,567,995	20,735 3,481,752 41,781,025	21,357 3,586,196 43,034,355	21,996 3,693,495 44,321,940					22,436 3,767,378 45,208,540	22,885 3,842,773 46,113,275	23,572 3,958,132 47,497,580
81	23-83B		Chief Power Engineer 2nd Class	VGH	2080	Hourly 48,301 Monthly 8,372,173 Annual 100,466,080	49,267 8,539,613 102,475,360									50,252 8,710,347 104,524,160	51,257 8,884,547 106,614,560	52,795 9,151,133 109,813,600
82			Cleaner	NWC	1950	Hourly 17,670 Monthly 2,871,375 Annual 34,456,500	18,199 2,957,338 35,488,050	18,744 3,045,900 36,550,800	19,308 3,137,550 37,650,600	19,887 3,231,638 38,779,650	20,483 3,328,488 39,941,850					20,893 3,395,113 40,741,350	21,311 3,463,038 41,556,450	21,950 3,566,875 42,802,500
83	23-53HA		Cleaner 1	CH	2015	Hourly 18,199 Monthly 3,055,915 Annual 36,670,985	18,744 3,147,430 37,769,160	19,308 3,242,135 38,905,620	19,887 3,339,359 40,072,305	20,483 3,439,437 41,273,245	21,097 3,542,538 42,510,455					21,519 3,613,399 43,360,785	21,949 3,685,603 44,227,235	22,607 3,796,092 45,553,105
84	23-53HA2		Cleaner 2	CH	2015	Hourly 19,544 Monthly 3,281,763 Annual 39,381,160	20,133 3,380,666 40,567,995	20,735 3,481,752 41,781,025	21,355 3,585,860 43,030,325	21,996 3,693,495 44,321,940	22,655 3,804,152 45,649,825					23,108 3,880,218 46,562,620	23,570 3,957,796 47,493,550	24,277 4,076,513 48,918,155
85	23-53HA		Cleaner Housekeeping	ASV	2015	Hourly 18,199 Monthly 3,055,915 Annual 36,670,985	18,744 3,147,430 37,769,160	19,308 3,242,135 38,905,620	19,887 3,339,359 40,072,305	20,483 3,439,437 41,273,245	21,097 3,542,538 42,510,455					21,519 3,613,399 43,360,785	21,949 3,685,603 44,227,235	22,607 3,796,092 45,553,105
86	23-53HA		Cleaner Housekeeping	ASB	2015	Hourly 18,199 Monthly 3,055,915 Annual 36,670,985	18,744 3,147,430 37,769,160	19,308 3,242,135 38,905,620	19,887 3,339,359 40,072,305	20,483 3,439,437 41,273,245	21,097 3,542,538 42,510,455					21,519 3,613,399 43,360,785	21,949 3,685,603 44,227,235	22,607 3,796,092 45,553,105
87		1	Clerical Aide	MHC	1950	Hourly 20,798 Monthly 3,379,675 Annual 40,556,100	21,423 3,481,238 41,774,850	22,065 3,585,563 43,026,750	22,726 3,692,975 44,315,700	23,409 3,803,963 45,647,550	24,112 3,918,200 47,018,400					24,594 3,996,525 47,958,300	25,086 4,076,475 48,917,700	25,839 4,198,838 50,386,050
88		1	Clerical Partner	RHC	1950	Hourly 20,798 Monthly 3,379,675 Annual 40,556,100	21,423 3,481,238 41,774,850	22,065 3,585,563 43,026,750	22,726 3,692,975 44,315,700	23,409 3,803,963 45,647,550	24,112 3,918,200 47,018,400					24,594 3,996,525 47,958,300	25,086 4,076,475 48,917,700	25,839 4,198,838 50,386,050
89			Clerical Support - Sage House	MCC	1950	Hourly 19,709 Monthly 3,202,713 Annual 38,432,550	20,303 3,299,238 39,590,850	20,910 3,397,875 40,774,500	21,536 3,499,600 41,995,200	22,184 3,604,900 43,258,800	22,850 3,713,125 44,557,500					23,307 3,787,388 45,448,650	23,770 3,863,113 46,357,350	24,486 3,978,975 47,747,700
90			Clerical Support Sage House - PIO	MCC	1950	Hourly 21,184 Monthly 3,442,400 Annual 41,308,800	21,551 3,502,038 42,024,450	21,916 3,561,350 42,736,200	22,282 3,620,825 43,449,900	22,647 3,680,138 44,161,650	23,012 3,739,450 44,873,400					23,472 3,814,200 45,770,400	23,941 3,890,413 46,684,950	24,659 4,007,088 48,085,050
91		1	Clerk	RHC	1950	Hourly 21,236 Monthly 3,450,850 Annual 41,410,200	21,874 3,554,525 42,654,300	22,529 3,660,963 43,931,550	23,206 3,770,975 45,251,700	23,902 3,884,075 46,608,900	24,618 4,000,425 48,005,100					25,110 4,080,375 48,964,500	25,612 4,161,950 49,943,400	26,380 4,286,750 51,441,000
92		1,2	Clerk - CHC	CHL (Northern Scale)	1950	Hourly 22,022 Monthly 3,578,575 Annual 42,942,900	22,512 3,658,200 43,898,400	23,001 3,737,663 44,851,950	23,496 3,818,100 45,817,200							23,966 3,894,475 46,733,700	24,445 3,972,313 47,667,750	25,178 4,091,425 49,097,100
93		1	Clerk - Communication - PIO	RHC	1950	Hourly 23,307 Monthly 3,787,388 Annual 45,448,650	24,189 3,930,713 47,168,550	25,072 4,074,200 48,890,400	26,235 4,263,188 51,158,250	27,186 4,417,725 53,012,700						27,730 4,506,125 54,073,500	28,285 4,596,313 55,155,750	29,134 4,734,275 56,811,300
94		1	Clerk - PIO	RHC	1950	Hourly 23,307 Monthly 3,787,388 Annual 45,448,650	24,189 3,930,713 47,168,550	25,072 4,074,200 48,890,400	26,235 4,263,188 51,158,250	27,186 4,417,725 53,012,700						27,730 4,506,125 54,073,500	28,285 4,596,313 55,155,750	29,134 4,734,275 56,811,300
95			Clerk / Receptionist	MCC	1950	Hourly 20,460 Monthly 3,324,750 Annual 39,897,000	21,073 3,424,363 41,092,350	21,705 3,527,063 42,324,750	22,355 3,632,688 43,592,250	23,028 3,742,050 44,904,800	23,718 3,854,175 46,250,100					24,192 3,931,200 47,174,400	24,676 4,009,850 48,118,200	25,416 4,130,100 49,561,200
96			Clerk / Receptionist - PIO	MCC	1950	Hourly 22,282 Monthly 3,620,825 Annual 43,449,900	22,647 3,680,138 44,161,650	23,012 3,739,450 44,873,400	23,379 3,799,088 45,589,050	23,744 3,858,400 46,300,800	24,110 3,917,875 47,014,500					24,592 3,996,200 47,954,400	25,084 4,076,150 48,913,800	25,837 4,198,513 50,382,150

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Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. It lists 183 rows of employee data including positions like Community Host, Cook, and Cook Baker.

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Table with 19 columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows 193-216 list various diet and dietary support roles across different sites and scales.

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
217	23-52DA		Dietary Porter	GH	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455					21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.355	22,607 3,796.092 45,553.105
218	23-53HA2		Dietary Porter	SBH	2015	Hourly 19,544 Monthly 3,281.763 Annual 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,355 3,585.860 43,030.325	21,996 3,693.495 44,321.940	22,655 3,804.152 45,649.825					23,108 3,880.218 46,562.620	23,772 3,957.796 47,493.550	24,277 4,076.513 48,918.155
219			Dietary Services Clerk	ASB	2015	Hourly 19,709 Monthly 3,309.470 Annual 39,713.635	20,303 3,409.212 40,910.545	20,911 3,511.305 42,135.685	21,536 3,616.253 43,395.040	22,184 3,725.063 44,700.760	22,849 3,836.728 46,040.735					23,306 3,913.466 46,961.590	23,772 3,991.715 47,800.580	24,485 4,111.440 49,337.275
220			Dispatch Aide	SOGH	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680					24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585
221			Dispatcher, Central Transport	SBH	2015	Hourly 20,441 Monthly 3,432.385 Annual 41,188.615	21,054 3,535.318 42,423.810	21,686 3,641.441 43,697.290	22,337 3,750.755 45,009.055	23,007 3,863.259 46,359.105	23,696 3,978.953 47,747.440					24,170 4,058.546 48,702.550	24,653 4,139.650 49,675.795	25,393 4,263.908 51,166.895
222			Distribution Aide - Stores	MHC	2015	Hourly 18,842 Monthly 3,163.886 Annual 37,966.630	19,409 3,259.095 39,109.135	19,990 3,356.654 40,279.850	20,590 3,457.404 41,488.850	21,208 3,561.177 42,734.120	21,845 3,668.140 44,017.675					22,282 3,741.519 44,898.230	22,728 3,816.410 45,796.920	23,410 3,930.929 47,171.150
223	1		Distribution Control Clerk	MHC	1950	Hourly 22,240 Monthly 3,614.000 Annual 43,368.000	22,594 3,671.525 44,058.300	23,160 3,763.500 45,162.000	23,918 3,886.675 46,640.100	25,033 4,067.863 48,814.350						25,534 4,149.275 49,791.300	26,045 4,232.313 50,787.750	26,826 4,359.225 52,310.700
224			Driver - Logistics Services	CRS	2015	Hourly 21,113 Monthly 3,545.225 Annual 42,542.695	21,746 3,651.516 43,818.190	22,399 3,761.165 45,133.985	23,070 3,873.838 46,486.050	23,760 3,990.204 47,882.445	24,475 4,109.760 49,317.125					24,965 4,192.040 50,304.475	25,464 4,275.830 51,309.960	26,228 4,404.118 52,849.420
225			Drop In Community Worker	MCC	1950	Hourly 22,812 Monthly 3,706.950 Annual 44,483.400	23,546 3,826.225 45,914.700	24,305 3,949.563 47,394.750	25,092 4,077.450 48,929.400	25,896 4,208.100 50,497.200	26,718 4,341.675 52,100.100					27,572 4,428.450 53,141.400	27,977 4,517.013 54,204.150	28,631 4,652.538 55,830.450
226	1		Electrical - Supervisor	MHC	1950	Hourly 45,177 Monthly 7,341.263 Annual 88,095.150	46,532 7,561.450 90,737.400									47,463 7,712.738 92,552.850	48,412 7,866.950 94,403.400	49,864 8,102.900 97,234.800
227	23-12E		Electrician	RHC	2015	Hourly 42,132 Monthly 7,074.665 Annual 84,895.980	43,396 7,286.912 87,442.940									44,264 7,432.663 89,191.960	45,149 7,581.270 90,975.235	46,503 7,808.629 93,703.545
228	23-12E		Electrician	SBH	2080	Hourly 42,132 Monthly 7,302.880 Annual 87,634.560	43,396 7,521.973 90,263.680									44,264 7,672.427 89,909.920	45,149 7,825.827 93,909.920	46,503 8,060.520 96,726.240
229	23-12E		Electrician	VGH	2080	Hourly 42,132 Monthly 7,302.880 Annual 87,634.560	43,396 7,521.973 90,263.680									44,264 7,672.427 92,069.120	45,149 7,825.827 93,909.920	46,503 8,060.520 96,726.240
230	23-12E		Electrician	DLC	2080	Hourly 42,132 Monthly 7,302.880 Annual 87,634.560	43,396 7,521.973 90,263.680									44,264 7,672.427 92,069.120	45,149 7,825.827 93,909.920	46,503 8,060.520 96,726.240
231	23-12E	1	Electrician (Journeyman)	GH	1950	Hourly 42,132 Monthly 6,846.450 Annual 82,157.400	43,396 7,051.850 84,622.200									44,264 7,192.900 86,314.800	45,149 7,336.713 88,040.550	46,503 7,556.738 90,680.850
232	23-12E	1	Electrician (Journeyman)	GH	1950	Hourly 42,132 Monthly 6,846.450 Annual 82,157.400	43,396 7,051.850 84,622.200									44,264 7,192.900 86,314.800	45,149 7,336.713 88,040.550	46,503 7,556.738 90,680.850
233	23-12E	1	Electrician (Journeyman)	MHC	1950	Hourly 42,132 Monthly 6,846.450 Annual 82,157.400	43,396 7,051.850 84,622.200									44,264 7,192.900 86,314.800	45,149 7,336.713 88,040.550	46,503 7,556.738 90,680.850
234	23-12E		Electrician (Journeyman)	SOGH	2015	Hourly 42,132 Monthly 7,074.665 Annual 84,895.980	43,396 7,286.912 87,442.940									44,264 7,432.663 89,191.960	45,149 7,581.270 90,975.235	46,503 7,808.629 93,703.545
235			Electronic Tech Communication Devices	DLC	2015	Hourly 36,447 Monthly 6,120.059 Annual 73,440.705	37,464 6,290.830 75,489.960	38,493 6,463.616 77,563.395	39,562 6,643.119 79,717.430	40,649 6,825.645 81,907.735						41,462 6,962.161 83,545.930	42,291 7,101.364 85,216.385	43,560 7,314.540 87,773.400
236			Electronic Technician	SOGH	2015	Hourly 40,285 Monthly 6,764.523 Annual 81,174.275	42,029 7,057.370 84,688.435	43,385 7,285.065 87,420.775								44,253 7,430.816 89,169.795	45,138 7,579.423 90,953.070	46,492 7,806.782 93,681.380
237	23-55MDR2		Endoscopy Technician - PIO	GH	2015	Hourly 23,919 Monthly 4,016.399 Annual 48,198.785	24,635 4,136.627 49,639.525	25,373 4,260.550 51,126.595	26,135 4,388.502 52,662.025	26,920 4,520.317 54,243.800	27,728 4,655.993 55,871.920					28,283 4,749.167 56,990.245	28,849 4,844.228 58,130.735	29,714 4,989.476 59,873.710
238	23-93C		Eng III Working Chief (Working Chief Engineer)	ASB	2080	Hourly 39,424 Monthly 6,833.493 Annual 82,001.920	41,499 7,193.160 86,317.920									42,329 7,337.027 88,044.320	43,176 7,483.840 89,806.080	44,471 7,708.307 92,499.680
239	23-93D		Engineer IV (4th Class Power Engineer)	ASB	2080	Hourly 36,574 Monthly 6,339.493 Annual 76,073.920	38,501 6,673.507 80,082.080									39,271 6,806.973 81,683.680	40,056 6,943.040 83,316.480	41,258 7,151.387 85,816.640
240			Entry Point Screener	Com	1950	Hourly 16,529 Monthly 2,685.963 Annual 32,231.550										16,860 2,739.750 32,877.000	17,197 2,794.513 33,534.150	17,713 2,878.363 34,540.350

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
241			Entry Point Screener	MHC	1950	Hourly 16.529 Monthly 2,685.963 Annual 32,231.550										16.860 2,739.750 32,877.000	17.197 2,794.513 33,534.150	17.713 2,878.363 34,540.350
242			Entry Point Screener	PAC	1950	Hourly 16.529 Monthly 2,685.963 Annual 32,231.550										16.860 2,739.750 32,877.000	17.197 2,794.513 33,534.150	17.713 2,878.363 34,540.350
243			Entry Point Screener	SBH	1950	Hourly 16.529 Monthly 2,685.963 Annual 32,231.550										16.860 2,739.750 32,877.000	17.197 2,794.513 33,534.150	17.713 2,878.363 34,540.350
244	1		Entry Point Screener	CRS	2015	Hourly 16.529 Monthly 2,775.495 Annual 33,305.935										16.860 2,831.075 33,972.900	17.197 2,897.663 34,651.955	17.713 2,974.308 35,691.695
245	2		Entry Point Screener - 1950	CHL (Northern Scale)	1950	Hourly 17.355 Monthly 2,820.188 Annual 33,842.250										17.702 2,876.575 34,518.900	18.056 2,934.100 35,209.200	18.598 3,022.175 36,266.100
246			Entry Point Screener - 2015	MM	2015	Hourly 16.529 Monthly 2,775.495 Annual 33,305.935										16.860 2,831.075 33,972.900	17.197 2,897.663 34,651.955	17.713 2,974.308 35,691.695
247	23-53HA		Environmental Assistant	MH	2015	Hourly 18.199 Monthly 3,055.915 Annual 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455					21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
248	23-53HALH		Environmental Cleaning	CH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680					24.594 4,129.743 49,556.910	25.096 4,212.358 50,548.290	25.839 4,338.799 52,065.585
249	23-53HS		Environmental Cleaning - PIO	CH	2015	Hourly 22.888 Monthly 3,843.277 Annual 46,119.320	23.578 3,959.139 47,509.670	24.284 4,077.688 48,932.260	25.012 4,199.932 50,399.180	25.762 4,325.869 51,910.430	26.534 4,455.501 53,466.010					27.065 4,544.665 54,535.975	27.606 4,635.508 55,626.090	28.434 4,774.543 57,294.510
250	23-53HA		Environmental Cleaning Aide 1	SOGH	2015	Hourly 18.199 Monthly 3,055.915 Annual 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455					21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
251	23-53HA		Environmental Services Attendant	MHC	2015	Hourly 18.199 Monthly 3,055.915 Annual 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455					21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
252	23-53HA		EPH Caretaker	MM	2015	Hourly 18.199 Monthly 3,055.915 Annual 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455					21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
253			Equipment & Supply Coordinator	SBH	2015	Hourly 23.361 Monthly 3,922.701 Annual 47,072.415	24.064 4,040.747 48,488.960	24.784 4,161.647 49,939.760	25.530 4,286.913 51,442.950	26.294 4,415.201 52,982.410	27.084 4,547.855 54,574.260					27.626 4,638.866 55,666.390	28.179 4,731.724 56,780.685	29.024 4,873.613 58,483.360
254			Facility Assistant	NCC	2015	Hourly 21.931 Monthly 3,682.580 Annual 44,190.965	22.435 3,767.210 45,206.525	23.001 3,862.251 46,347.015	23.594 3,961.826 47,541.910	24.290 4,078.696 48,944.350	24.909 4,182.636 50,191.635					25.407 4,266.259 51,195.105	25.915 4,351.560 52,218.725	26.692 4,482.032 53,784.380
255			Facility Tradesperson	CH	2015	Hourly 32.322 Monthly 5,427.403 Annual 65,128.830										32.968 5,535.877 66,430.520	33.627 5,646.534 67,758.405	34.636 5,815.962 69,791.540
256			Finance Assistant - Accountant	WHC	2080	Hourly 28.158 Monthly 4,880.720 Annual 58,568.640	29.001 5,026.840 60,322.080	29.873 5,177.987 62,135.840	30.769 5,333.293 63,999.520	31.691 5,493.107 65,917.280	32.641 5,657.773 67,893.280					33.294 5,770.960 69,251.520	33.960 5,886.400 70,636.800	34.979 6,063.027 72,756.320
257			Finance Clerk	MCC	1950	Hourly 21.236 Monthly 3,450.850 Annual 41,410.200	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.206 3,770.975 45,251.700	23.902 3,884.075 46,608.900	24.618 4,000.425 48,005.100					25.110 4,080.375 48,964.500	25.612 4,161.950 49,943.400	26.380 4,286.750 51,441.000
258			Finance Clerk	NWC	1950	Hourly 21.237 Monthly 3,451.013 Annual 41,412.150	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.205 3,770.813 45,249.750	23.902 3,884.075 46,608.900	24.617 4,000.263 48,003.150					25.109 4,080.213 48,962.550	25.611 4,161.788 49,941.450	26.379 4,286.588 51,439.050
259	1		Finance Clerk - Community Sites	CRS	1950	Hourly 21.237 Monthly 3,451.013 Annual 41,412.150	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.205 3,770.813 45,249.750	23.902 3,884.075 46,608.900	24.617 4,000.263 48,003.150					25.109 4,080.213 48,962.550	25.611 4,161.788 49,941.450	26.379 4,286.588 51,439.050
260			Financial Reporting Assistant	CRS	1950	Hourly 22.469 Monthly 3,651.213 Annual 43,814.550	23.136 3,759.600 45,115.200	23.820 3,870.750 46,449.000	24.534 3,986.775 47,841.300	25.265 4,105.563 49,266.750	26.016 4,227.600 50,731.200	26.803 4,442.588 52,285.850				27.339 4,531.475 53,311.050	27.886 4,631.475 54,377.700	28.723 4,867.488 56,009.850
261	23-53HA		Floor Cleaner	BPCH PPCH	2015	Hourly 18.199 Monthly 3,055.915 Annual 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455					21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
262	23-53HA		Floor Cleaner	ASV	2015	Hourly 18.199 Monthly 3,055.915 Annual 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455					21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105
263	23-52UC		Food Production Attendant	SBH	2015	Hourly 19.544 Monthly 3,281.763 Annual 39,381.160	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.355 3,585.860 43,030.325	21.996 3,693.495 44,321.940	22.655 3,804.152 45,649.825					23.108 3,880.218 46,562.550	23.570 3,957.796 47,493.550	24.277 4,076.513 48,918.115
264	23-52DA		Food Service Attendant	SEPCH	2015	Hourly 18.199 Monthly 3,055.915 Annual 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455					21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
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Table with 19 columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows 265-288 detail salaries for various roles like Food Service Supervisor, Gardener, and Health Information Analyst across different sites and years.

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
337			Housing Integration Coordinator	Com	2015	Hourly 27,380 Monthly 4,597.558 Annual 55,170.700	28,355 4,761.277 57,135.325	29,361 4,930.201 59,162.415	30,423 5,108.529 61,302.345	31,550 5,297.771 63,573.250	32,699 5,490.707 65,888.485	33,353 5,600.525 67,206.295	34,020 5,712.525 68,550.300	35,041 5,883.968 70,607.615				
338			Housing Support Worker	CRS	2080	Hourly 22,435 Monthly 3,888.733 Annual 46,664.800	23,133 4,009.720 48,116.640	23,926 4,147.173 49,766.080	24,748 4,289.653 51,475.840	25,582 4,434.213 53,210.560	26,402 4,576.347 54,916.160	26,930 4,667.867 56,014.400	27,469 4,761.293 57,135.520	28,293 4,904.120 58,849.440				
339			HVAC Controls Mechanic	SBH	2080	Hourly 41,891 Monthly 7,261.107 Annual 87,133.280	42,941 7,443.107 89,317.280											
340	1		Industrial Mechanic - Lead Hand	MHC	1950	Hourly 43,889 Monthly 7,311.963 Annual 85,583.550												
341			Industrial Mechanic (Journeyman)	CH	1950	Hourly 42,245 Monthly 6,864.813 Annual 82,377.750												
342			Infection Control Assistant	CRS	1950	Hourly 26,200 Monthly 4,257.500 Annual 51,090.000	27,116 4,406.350 52,876.200	28,067 4,560.888 54,730.650	29,047 4,720.138 56,641.650	30,060 4,884.750 58,617.000	31,113 5,055.863 60,670.350	32,197 5,232.013 62,784.150	33,333 5,416.613 64,999.350	34,600 5,635.500 66,300.000	36,000 5,804.500 67,626.000	37,200 5,804.500 69,654.000		
343	1		Infection Control Assistant	Req	1950	Hourly 26,200 Monthly 4,257.500 Annual 51,090.000	27,116 4,406.350 52,876.200	28,067 4,560.888 54,730.650	29,047 4,720.138 56,641.650	30,060 4,884.750 58,617.000	31,113 5,055.863 60,670.350	32,197 5,232.013 62,784.150	33,333 5,416.613 64,999.350	34,600 5,635.500 66,300.000	36,000 5,804.500 67,626.000	37,200 5,804.500 69,654.000		
344			Information Technology Support - PIO (Information Technology Advisor)	NCC	2015	Hourly 29,967 Monthly 5,031.959 Annual 60,383.505	30,974 5,201.051 62,412.610	32,061 5,383.576 64,602.915	33,212 5,576.848 66,922.180	34,388 5,774.318 69,291.820	35,733 6,000.166 72,001.995	37,001 6,213.085 74,557.015	37,741 6,464.120 76,048.115	38,496 6,658.064 77,969.440	39,651 6,858.064 79,896.765			
345			Institutional Safety Officer	SBH	2015	Hourly 34,440 Monthly 5,783.050 Annual 69,396.600	35,473 5,956.508 71,478.095	36,537 6,135.171 73,622.055	37,633 6,319.208 75,830.495	38,763 6,508.954 78,107.445	39,924 6,703.905 80,446.860	40,722 6,837.903 82,054.830	41,536 6,974.587 83,695.040	42,782 7,183.811 85,205.730				
346			Institutional Safety Officer	CRS, VGH	2080	Hourly 34,440 Monthly 5,969.600 Annual 71,635.200	35,473 6,148.653 73,783.840	36,537 6,333.080 75,996.960	37,633 6,523.053 78,276.640	38,763 6,718.920 80,627.040	39,924 6,920.160 83,041.920	40,722 7,058.480 84,701.760	41,536 7,199.573 86,394.880	42,782 7,415.547 88,986.560				
347			Intake Co-ord Impaired Driver Program	Com	2015	Hourly 27,380 Monthly 4,597.558 Annual 55,170.700	28,355 4,761.277 57,135.325	29,361 4,930.201 59,162.415	30,423 5,108.529 61,302.345	31,550 5,297.771 63,573.250	32,699 5,490.707 65,888.485	33,353 5,600.525 67,206.295	34,020 5,712.525 68,550.300	35,041 5,883.968 70,607.615				
348			Intake Facilitator	Com	2015	Hourly 27,380 Monthly 4,597.558 Annual 55,170.700	28,355 4,761.277 57,135.325	29,361 4,930.201 59,162.415	30,423 5,108.529 61,302.345	31,550 5,297.771 63,573.250	32,699 5,490.707 65,888.485	33,353 5,600.525 67,206.295	34,020 5,712.525 68,550.300	35,041 5,883.968 70,607.615				
349	1		Intake Operator	MHC	1950	Hourly 25,971 Monthly 4,220.288 Annual 50,643.450	26,750 4,346.875 52,162.500	27,552 4,477.200 53,726.400	28,380 4,611.750 55,341.000	29,230 4,749.875 56,998.500	30,120 4,894.500 58,734.000	30,722 4,992.325 59,907.900	31,336 5,092.100 61,105.200	32,276 5,244.850 62,938.200				
350	23-55ISA		Inventory & Supply Attendant - Cardiac Sciences	SBH	2015	Hourly 24,273 Monthly 4,075.841 Annual 48,910.095	25,003 4,198.420 50,381.045	25,751 4,324.022 51,888.285	26,525 4,453.990 53,447.875	27,319 4,587.315 55,047.785	28,140 4,725.175 56,702.100	28,703 4,819.712 57,836.545	29,277 4,916.906 58,993.155	30,155 5,032.527 60,762.325				
351			Inventory Control Assistant	SBH	2015	Hourly 23,153 Monthly 3,887.775 Annual 46,653.295	23,849 4,004.645 48,055.735	24,562 4,124.369 49,492.430	25,299 4,248.124 50,977.485	26,059 4,375.740 52,508.885	26,841 4,507.051 54,084.615	27,378 4,597.223 55,166.670	27,926 4,689.241 56,270.890	28,764 4,829.955 57,959.460				
352			Inventory Controller	CRS	2015	Hourly 19,709 Monthly 3,309.470 Annual 39,713.635	20,303 3,409.212 40,910.545	20,910 3,511.138 42,133.650	21,536 3,616.253 43,395.040	22,184 3,725.063 44,700.760	22,850 3,836.896 46,042.750	23,307 3,913.634 46,963.605	23,773 3,991.883 47,902.995	24,486 4,111.608 49,339.290				
353			Inventory Tech	PAC	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680	24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585				
354			Inventory Technician / Stores	VGH	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680	24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585				
355	23-12H	1	Journeyman Carpenter	MHC	1950	Hourly 37,464 Monthly 6,087.900 Annual 73,054.800	38,588 6,270.550 75,246.600											
356	23-53HA	3	Kitchen Cleaner	DM	1950	Hourly 18,199 Monthly 2,957.338 Annual 35,488.050	18,744 3,045.900 36,550.800	19,308 3,137.550 37,650.600	19,887 3,231.638 38,779.650	20,483 3,328.488 39,941.850	21,097 3,428.263 41,139.150	21,519 3,496.838 41,962.050	21,949 3,566.713 42,800.550	22,607 3,673.638 44,083.650				
357	23-54LA		Laundry Aide	ASJ, PPCH, CHPCH	1950	Hourly 18,199 Monthly 2,957.338 Annual 35,488.050	18,744 3,045.900 36,550.800	19,308 3,137.550 37,650.600	19,887 3,231.638 38,779.650	20,483 3,328.488 39,941.850	21,097 3,428.263 41,139.150	21,519 3,496.838 41,962.050	21,949 3,566.713 42,800.550	22,607 3,673.638 44,083.650				
358	23-54LA		Laundry Aide	ASB, ASV, BPCH, SCPCH, LH, CHPCH, FDL, LPCH, PPCH, SEPCH	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455	21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105				
359	23-54LA		Laundry Aide	CH	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455	21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105				
360	23-54LA		Laundry Aide	MH	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455	21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105				

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
385	23-53HS		Lead Hand Supervisor - Housekeeping (Day)	VGH	2015	Hourly 22,888 Monthly 3,843.277 Annual 46,119.320	23,578 3,959.139 47,509.670	24,284 4,077.688 48,932.260	25,012 4,199.932 50,399.180	25,762 4,325.869 51,910.430	26,534 4,455.501 53,466.010					27,065 4,544.665 54,535.975	27,606 4,635.508 55,626.900	28,434 4,774.543 57,294.510
386	23-55MDRL		Lead Hand, CPD	SBH	2015	Hourly 24,962 Monthly 4,191.536 Annual 50,298.430	25,712 4,317.473 51,809.680	26,481 4,446.601 53,359.215	27,277 4,580.263 54,963.155	28,095 4,716.915 56,611.425	28,939 4,859.340 58,312.085					29,518 4,956.564 59,478.770	30,108 5,055.639 60,667.620	31,011 5,207.264 62,487.165
387	23-53HALH		Lead Hand, Housekeeping, Laundry	ASB, ASV	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680					24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585
388	23-54LALH		Lead Hand, Housekeeping, Laundry	ASJ	1950	Hourly 20,798 Monthly 3,379.675 Annual 40,556.100	21,423 3,481.238 41,774.850	22,065 3,585.563 43,026.750	22,726 3,692.975 44,315.700	23,409 3,803.963 45,647.550	24,112 3,918.200 47,018.400					24,594 3,996.525 47,958.300	25,086 4,076.475 48,917.700	25,839 4,198.838 50,386.500
389	23-55MDRS		Lead Hand, Medical Device Reprocessing	MHC	2015	Hourly 29,122 Monthly 4,890.069 Annual 58,680.830	29,993 5,036.325 60,435.895	30,895 5,187.785 62,253.425	31,824 5,343.780 64,125.360	32,776 5,503.637 66,043.640	33,760 5,688.867 68,026.400					34,435 5,782.210 69,386.525	35,124 5,897.905 70,774.860	36,178 6,074.889 72,898.670
390	23-54LA2		Linen / Laundry Attendant	ASB	2015	Hourly 19,544 Monthly 3,281.763 Annual 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,355 3,585.860 43,030.325	21,996 3,693.495 44,321.940	22,655 3,804.152 45,649.825					23,108 3,880.218 46,562.620	23,750 3,957.796 47,493.550	24,777 4,076.513 48,918.155
391	23-54LA		Linen Services Aide	RHC	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455					21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
392	23-54LA		Linen Services Aide	HF	2015	Hourly 18,199 Monthly 3,055.915 Annual 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455					21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
393	23-12J		Locksmith	SBH	2080	Hourly 34,739 Monthly 6,021.427 Annual 72,257.120	35,781 6,202.040 74,424.480									36,497 6,326.147 75,913.760	37,227 6,452.680 77,432.160	38,344 6,646.293 79,755.520
394			Machinist	SBH	2080	Hourly 40,821 Monthly 7,075.640 Annual 84,907.680	41,814 7,247.760 86,973.120									42,650 7,392.667 88,712.000	43,503 7,540.520 90,486.240	44,808 7,766.720 93,200.640
395	1		Machinist / Millwright / Industrial Mechanic	GH	1950	Hourly 42,264 Monthly 6,867.900 Annual 82,414.800										43,109 7,005.213 84,062.550	43,971 7,145.288 85,743.450	45,290 7,359.625 88,315.500
396			Mailroom Clerk - Finance	CRS	2015	Hourly 18,975 Monthly 3,186.219 Annual 38,234.625	19,544 3,281.763 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,357 3,586.196 43,034.355	21,996 3,693.495 44,321.940					22,436 3,767.378 45,208.540	22,885 3,842.773 46,113.275	23,572 3,958.132 47,497.580
397			Maintenance 1	GWCL	2015	Hourly 25,710 Monthly 4,317.138 Annual 51,805.650										26,224 4,403.447 52,841.360	26,748 4,491.435 53,897.220	27,550 4,626.104 55,513.250
398			Maintenance 1	GWCL	2015	Hourly 25,710 Monthly 4,317.138 Annual 51,805.650										26,224 4,403.447 52,841.360	26,748 4,491.435 53,897.220	27,550 4,626.104 55,513.250
399			Maintenance 2	GWCL	2015	Hourly 19,166 Monthly 3,218.291 Annual 38,619.490	19,741 3,314.843 39,778.115	20,333 3,414.250 40,970.995	20,944 3,516.847 42,202.160	21,572 3,622.298 43,467.580	22,219 3,730.940 44,771.285					22,663 3,805.495 45,665.945	23,116 3,881.562 46,578.740	23,809 3,987.928 47,975.135
400	23-93C		Maintenance 3rd Class Engineer	ASB	2080	Hourly 39,424 Monthly 6,833.493 Annual 82,001.920	41,499 7,193.160 86,317.920									42,329 7,337.027 88,044.320	43,176 7,483.840 89,806.080	44,471 7,708.307 92,499.680
401	23-93E		Maintenance 5th Class Engineer	ASJ	2080	Hourly 29,317 Monthly 5,081.613 Annual 60,979.360	29,906 5,183.707 62,204.480									30,504 5,287.360 63,448.320	31,114 5,393.093 64,717.120	32,047 5,554.813 66,657.760
402			Maintenance Coordinator	SEPCH	2015	Hourly 36,609 Monthly 6,147.261 Annual 73,767.135	39,050 6,557.146 78,685.750									39,831 6,688.289 80,259.465	40,628 6,822.118 81,865.420	41,847 7,026.809 84,321.705
403			Maintenance Coordinator - Plant & Prop	RHC	2015	Hourly 43,129 Monthly 7,242.078 Annual 86,904.935	44,614 7,491.434 89,897.210	46,159 7,750.865 93,010.385	47,758 8,019.364 96,232.370							48,713 8,179.725 98,156.695	49,667 8,343.275 100,119.305	51,178 8,593.639 103,123.670
404			Maintenance Dispatch Clerk	SBH	2015	Hourly 18,975 Monthly 3,186.219 Annual 38,234.625	19,544 3,281.595 39,379.145	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,357 3,586.196 43,034.355	21,996 3,693.495 44,321.940					22,436 3,767.378 45,208.540	22,885 3,842.773 46,113.275	23,572 3,958.132 47,497.580
405			Maintenance Electronic Technologist	DLC	2080	Hourly 43,520 Monthly 7,543.467 Annual 90,521.600										44,390 7,694.267 92,331.200	45,278 7,848.187 94,178.240	46,636 8,083.573 97,002.880
406	23-93C		Maintenance Engineer	SBH	2080	Hourly 39,424 Monthly 6,833.493 Annual 82,001.920	41,499 7,193.160 86,317.920									42,329 7,337.027 88,044.320	43,176 7,483.840 89,806.080	44,471 7,708.307 92,499.680
407	23-93C		Maintenance Engineer	SBH	2080	Hourly 39,424 Monthly 6,833.493 Annual 82,001.920	41,499 7,193.160 86,317.920									42,329 7,337.027 88,044.320	43,176 7,483.840 89,806.080	44,471 7,708.307 92,499.680
408	23-93E		Maintenance Engineer - 5th Class	SCPCH	2015	Hourly 29,317 Monthly 4,922.813 Annual 59,073.755	29,906 5,021.716 60,260.590									30,504 5,122.130 61,465.560	31,114 5,224.559 62,694.710	32,047 5,381.225 64,574.705

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
409	23-93E		Maintenance Engineer - 5th Class	FDL, ASB, ASV	2080	Hourly 29,317 Monthly 5,081.613 Annual 60,979,360	29,906 5,183.707 62,204.480									30,504 5,287.360 63,448,320	31,114 5,393.093 64,717,120	32,047 5,554.813 66,657,760
410			Maintenance Engineer (5th Class)	MCC	1950	Hourly 25,710 Monthly 4,177.875 Annual 50,134,500										26,224 4,261.400 51,136,800	26,748 4,346.550 52,158,600	27,550 4,476.875 53,722,500
411			Maintenance Engineer (5th Class) - PIO	MCC	1950	Hourly 32,193 Monthly 5,231.363 Annual 62,776,350	32,852 5,338.450 64,061,400									33,509 5,445.213 65,342,550	34,179 5,554.088 66,649,050	35,204 5,720.650 68,647,800
412			Maintenance Helper	ASJ	1950	Hourly 19,166 Monthly 3,114.475 Annual 37,373,700	19,741 3,207.913 38,494,950	20,333 3,304.113 39,649,350	20,944 3,403.400 40,840,800	21,572 3,505.450 42,065,400	22,219 3,610.588 43,327,050					22,663 3,682.738 44,192,850	23,116 3,756.350 45,076,200	23,809 3,868.963 46,427,550
413	1,2		Maintenance Helper	CHL (Northern Scale)	1950	Hourly 21,533 Monthly 3,499.113 Annual 41,989,350	21,982 3,572.075 42,864,900	22,419 3,643.088 43,717,050	22,891 3,719.788 44,637,450	23,335 3,791.938 45,503,250						23,802 3,867.825 46,413,900	24,278 3,945.175 47,342,100	25,006 4,063.475 48,761,700
414	1		Maintenance Helper	GH	1950	Hourly 25,732 Monthly 4,181.450 Annual 50,177,400										26,247 4,265.138 51,181,650	26,772 4,350.450 52,205,400	27,575 4,480.938 53,771,250
415			Maintenance Helper	SCPCH	2015	Hourly 19,166 Monthly 3,218.291 Annual 38,619,490	19,741 3,314.843 39,778,115	20,333 3,414.250 40,970,995	20,944 3,516.847 42,202,160	21,572 3,622.298 43,467,580	22,219 3,730.940 44,771,285					22,663 3,805.495 45,665,945	23,116 3,881.562 46,578,740	23,809 3,997.928 47,975,135
416	1		Maintenance Mechanic	CH	1950	Hourly 32,322 Monthly 5,252.325 Annual 63,027,900										32,968 5,357.300 64,287,600	33,627 5,464.388 65,572,650	34,636 5,628.350 67,540,200
417			Maintenance Mechanic	DLC	2080	Hourly 30,303 Monthly 5,252.520 Annual 63,030,240										30,909 5,357.560 64,290,720	31,527 5,464.680 65,576,160	32,473 5,628.653 67,543,840
418			Maintenance Mechanic	SBH	2080	Hourly 32,322 Monthly 5,602.480 Annual 67,229,760										32,968 5,714.453 68,573,440	33,627 5,828.680 69,944,160	34,636 6,003.573 72,042,880
419			Maintenance Mechanic	SOGH	2015	Hourly 37,570 Monthly 6,308.629 Annual 75,703,550										38,321 6,434.735 77,216,815	39,087 6,563.359 78,760,305	40,260 6,760.325 81,123,900
420			Maintenance Mechanic - N&FS	CRS	2015	Hourly 40,290 Monthly 6,765.363 Annual 81,184,350	41,295 6,934.119 83,209,425	42,330 7,107.913 85,294,950	43,385 7,285.065 87,420,775							44,253 7,430.816 89,169,795	45,138 7,579.423 90,953,070	46,492 7,806.782 93,681,380
421	23-93B		Maintenance Power Engineer (2nd Class)	MHC	1950	Hourly 48,301 Monthly 7,848.913 Annual 94,186,950	49,267 8,005.888 96,070,650									50,252 8,165.950 97,991,400	51,257 8,329.263 99,951,150	52,795 8,579.188 102,950,250
422			Maintenance Systems Technologist	SBH	2080	Hourly 43,129 Monthly 7,475.693 Annual 89,708,320	44,614 7,733.093 92,797,120	46,159 8,000.893 96,010,720	47,758 8,278.053 99,336,640							48,713 8,443.587 101,323,040	49,687 8,612.413 103,348,960	51,178 8,870.853 106,450,240
423	23-93E		Maintenance Technician	RHC	2015	Hourly 29,317 Monthly 4,922.813 Annual 59,073,755	29,906 5,021.716 60,260,590									30,504 5,122.130 61,465,560	31,114 5,224.559 62,694,710	32,047 5,381.225 64,574,705
424	1,2		Maintenance Tradesperson	CHL (Northern Scale)	1950	Hourly 35,113 Monthly 5,705.863 Annual 68,470,350	36,399 5,914.838 70,978,050	37,742 6,133.075 73,596,900	39,203 6,370.488 76,445,850							39,987 6,497.888 77,974,650	40,787 6,627.888 79,534,650	42,011 6,826.788 81,921,450
425	23-93E		Maintenance Utility Person	RHC	2015	Hourly 29,317 Monthly 4,922.813 Annual 59,073,755	29,906 5,021.716 60,260,590									30,504 5,122.130 61,465,560	31,114 5,224.559 62,694,710	32,047 5,381.225 64,574,705
426			Maintenance Worker	MCC	1950	Hourly 19,804 Monthly 3,218.150 Annual 38,617,800	20,400 3,315.000 39,780,000	21,011 3,414.288 40,971,450	21,643 3,516.988 42,203,850	22,291 3,622.288 43,467,450	22,959 3,730.838 44,770,050					23,418 3,805.425 45,665,100	23,886 3,881.475 46,577,700	24,603 3,997.988 47,975,850
427	1,2		Maintenance Worker	CHL (Northern Scale)	1950	Hourly 24,628 Monthly 4,002.050 Annual 48,024,600	25,161 4,088.663 49,063,950	25,673 4,171.863 50,062,350	26,198 4,257.175 51,086,100							26,722 4,342.325 52,107,900	27,256 4,429.100 53,149,200	28,074 4,562.025 54,744,300
428			Maintenance Worker 1	GLL, MM	2015	Hourly 19,166 Monthly 3,218.291 Annual 38,619,490	19,741 3,314.843 39,778,115	20,333 3,414.250 40,970,995	20,944 3,516.847 42,202,160	21,572 3,622.298 43,467,580	22,219 3,730.940 44,771,285					22,663 3,805.495 45,665,945	23,116 3,881.562 46,578,740	23,809 3,997.928 47,975,135
429	23-93E		Maintenance Worker II (Maintenance Worker 2)	GLL	2015	Hourly 29,317 Monthly 4,922.813 Annual 59,073,755	29,906 5,021.716 60,260,590									30,504 5,122.130 61,465,560	31,114 5,224.559 62,694,710	32,047 5,381.225 64,574,705
430			Maintenance-Electrical	BPCH	2015	Hourly 19,142 Monthly 3,214.261 Annual 38,571,130	19,735 3,313.835 39,766,025	20,328 3,413.410 40,960,920	20,866 3,503.749 42,044,990	21,564 3,620.955 43,451,460	22,215 3,730.269 44,763,225					22,659 3,804.824 45,657,885	23,112 3,880.890 46,570,680	23,805 3,997.256 47,967,075
431			Maintenance Engineer (5th Class)	KL	2080	Hourly 25,330 Monthly 4,390.533 Annual 52,686,400										25,837 4,478.413 53,740,960	26,354 4,568.027 54,816,320	27,145 4,705.133 56,461,600
432			Material Handler	RHC	2015	Hourly 20,798 Monthly 3,492.331 Annual 41,907,970	21,423 3,597.279 43,167,345	22,065 3,705.081 44,460,975	22,726 3,816.074 45,792,890	23,409 3,930.761 47,169,135	24,112 4,048.807 48,585,680					24,594 4,129.743 49,556,910	25,066 4,212.358 50,548,290	25,839 4,338.799 52,065,585

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505		1	Plant Services Clerk	MHC	1950	Hourly 21,236 Monthly 3,450.850 Annual 41,410.200	21,874 3,554.525 42,654.300	22,529 3,660.963 43,931.550	23,206 3,770.975 45,251.700	23,902 3,884.075 46,608.900	24,618 4,000.425 48,005.100					25,110 4,080.375 48,943.500	25,612 4,161.950 49,943.400	26,380 4,286.750 51,441.000
506	23-12F	1	Plumber	CH	1950	Hourly 42,132 Monthly 6,846.450 Annual 82,157.400	43,396 7,051.850 84,622.200									44,264 7,192.900 86,314.800	45,149 7,556.713 88,040.550	46,503 7,556.738 90,680.850
507	23-12F		Plumber	SOGH	2015	Hourly 42,132 Monthly 7,074.665 Annual 84,895.980	43,396 7,286.912 87,442.940									44,264 7,432.663 89,191.960	45,149 7,581.270 90,975.235	46,503 7,808.629 93,703.545
508	23-12F		Plumber	SBH	2080	Hourly 42,132 Monthly 7,302.880 Annual 87,634.560	43,396 7,521.973 90,263.680									44,264 7,672.427 92,069.120	45,149 7,825.827 93,909.920	46,503 8,060.520 96,726.240
509	23-12F		Plumber	VGH	2080	Hourly 42,132 Monthly 7,302.880 Annual 87,634.560	43,396 7,521.973 90,263.680									44,264 7,672.427 92,069.120	45,149 7,825.827 93,909.920	46,503 8,060.520 96,726.240
510	23-12F		Plumber - Steamfitter	DLC	2080	Hourly 42,132 Monthly 7,302.880 Annual 87,634.560	43,396 7,521.973 90,263.680									44,264 7,672.427 92,069.120	45,149 7,825.827 93,909.920	46,503 8,060.520 96,726.240
511	23-12FL		Plumber - Supervisor	DLC	2080	Hourly 45,177 Monthly 7,830.680 Annual 93,968.160	46,532 8,065.547 96,786.560									47,463 8,226.920 98,723.040	48,412 8,391.413 100,696.960	49,864 8,643.093 103,717.120
512	23-12F	1	Plumber (Journeyman)	MHC	1950	Hourly 42,132 Monthly 6,846.450 Annual 82,157.400	43,396 7,051.850 84,622.200									44,264 7,192.900 86,314.800	45,149 7,336.713 88,040.550	46,503 7,556.738 90,680.850
513	23-12F	1	Plumber (Journeyman)	GH	1950	Hourly 42,132 Monthly 6,846.450 Annual 82,157.400	43,396 7,051.850 84,622.200									44,264 7,192.900 86,314.800	45,149 7,336.713 88,040.550	46,503 7,556.738 90,680.850
514	23-12F		Plumber (Journeyman)	RHC	2015	Hourly 42,132 Monthly 7,074.665 Annual 84,895.980	43,396 7,286.912 87,442.940									44,264 7,432.663 89,191.960	45,149 7,581.270 90,975.235	46,503 7,808.629 93,703.545
515	23-12FL	1	Plumber / Refrigeration - Supervisor	MHC	1950	Hourly 45,177 Monthly 7,341.263 Annual 88,095.150	46,532 7,561.450 90,737.400									47,463 7,712.738 92,552.850	48,412 7,866.950 94,403.400	49,864 8,102.900 97,234.800
516		1	Policy Analyst (PIO)	CH	1950	Hourly 24,675 Monthly 4,009.688 Annual 48,116.250	25,417 4,130.263 49,563.150	26,171 4,252.788 51,033.450	26,967 4,382.138 52,585.650	27,781 4,514.413 54,172.950	28,605 4,648.313 55,779.570	30,036 4,880.850 58,570.200				30,637 4,978.513 59,742.150	31,250 5,078.125 60,937.500	32,188 5,230.550 62,766.600
517			Porter - Delivery Driver	SBH	2015	Hourly 19,996 Monthly 3,357.662 Annual 40,291.940	20,595 3,458.244 41,498.925	21,213 3,562.016 42,744.195	21,850 3,668.979 44,027.750	22,504 3,778.797 45,345.560	23,177 3,891.805 46,701.655					23,641 3,969.718 47,636.615	24,114 4,049.143 48,589.710	24,837 4,170.546 50,046.555
518	23-54LA2		Porter - Laundry	SBH	2015	Hourly 19,544 Monthly 3,281.763 Annual 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,355 3,585.860 43,030.325	21,996 3,693.495 44,321.940	22,655 3,804.152 45,649.825					23,108 3,880.218 46,562.620	23,570 3,957.796 47,493.550	24,277 4,076.513 48,918.155
519	23-54LA2		Porter - Laundry Cart Make-Up	SBH	2015	Hourly 19,544 Monthly 3,281.763 Annual 39,381.160	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,355 3,585.860 43,030.325	21,996 3,693.495 44,321.940	22,655 3,804.152 45,649.825					23,108 3,880.218 46,562.620	23,570 3,957.796 47,493.550	24,277 4,076.513 48,918.155
520	23-93C		Power Engineer (3rd Class)-Misericordia	MHC	2080	Hourly 39,424 Monthly 6,833.493 Annual 82,001.920	41,499 7,193.160 86,317.920									42,329 7,337.027 88,044.320	43,176 7,483.840 89,806.080	44,471 7,708.307 92,499.680
521	23-93D		Power Engineer 4	CH	2080	Hourly 36,574 Monthly 6,339.493 Annual 76,073.920	38,501 6,673.507 80,082.080									39,271 6,806.973 81,683.680	40,056 6,943.040 83,316.480	41,258 7,151.387 85,816.640
522			Power Engineer 5th Class	GLL	2015	Hourly 29,317 Monthly 4,922.813 Annual 59,073.755	29,906 5,021.716 60,260.590									30,504 5,122.130 61,465.560	31,114 5,224.559 62,694.710	32,047 5,381.225 64,574.705
523			Pre-Operative Assessment Clerk	SBH	2015	Hourly 21,159 Monthly 3,552.949 Annual 42,635.385	21,794 3,659.576 43,914.910	22,446 3,769.058 45,228.690	23,121 3,882.401 46,588.815	23,815 3,998.935 47,987.225	24,529 4,118.828 49,425.935					25,020 4,201.275 50,415.300	25,520 4,285.233 51,422.800	26,286 4,413.858 52,966.290
524			Primary Care Assistant	CRS, Com, MHC	2015	Hourly 21,500 Monthly 3,610.208 Annual 43,322.500	21,994 3,693.159 44,317.910	22,549 3,786.353 45,436.235	23,133 3,884.416 46,612.995	23,813 3,998.600 47,983.195	24,417 4,100.021 49,200.255					24,905 4,181.965 50,183.575	25,403 4,265.587 51,187.045	26,165 4,393.540 52,722.475
525			Primary Care Assistant	NCC	2015	Hourly 21,931 Monthly 3,682.580 Annual 44,190.965	22,435 3,767.210 45,206.525	23,001 3,862.251 46,347.015	23,594 3,961.826 47,541.910	24,209 4,078.696 48,944.350	24,909 4,182.636 50,191.635					25,407 4,266.259 51,195.105	25,915 4,351.560 52,218.725	26,692 4,482.032 53,784.380
526			Primary Care Assistant	CDS	2015	Hourly 21,500 Monthly 3,610.208 Annual 43,322.500	21,994 3,693.159 44,317.910	22,549 3,786.353 45,436.235	23,133 3,884.416 46,612.995	23,813 3,998.600 47,983.195	24,417 4,100.021 49,200.255					24,905 4,181.965 50,183.575	25,403 4,265.587 51,187.045	26,165 4,393.540 52,722.475
527			Primary Care Assistant	NWC	2015	Hourly 21,500 Monthly 3,610.208 Annual 43,322.500	21,994 3,693.159 44,317.910	22,549 3,786.353 45,436.235	23,133 3,884.416 46,612.995	23,813 3,998.600 47,983.195	24,417 4,100.021 49,200.255					24,905 4,181.965 50,183.575	25,403 4,265.587 51,187.045	26,165 4,393.540 52,722.475
528		1	Primary Care Assistant 1885	CRS	1885	Hourly 21,500 Monthly 3,377.292 Annual 40,527.500	21,994 3,454.891 41,458.690	22,549 3,542.072 42,504.865	23,133 3,633.809 43,605.705	23,813 3,740.625 44,887.505	24,417 3,835.504 46,026.045					24,905 3,912.160 46,945.925	25,403 3,990.388 47,884.655	26,165 4,110.085 49,321.025

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with 19 columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows 529 to 552 list various roles like Printer, Program Assistant, Protection Services Officer, Receptionist, etc., with their respective salary scales.

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
577		1	Secretary	DLC	1950	Hourly Monthly Annual	22,168 3,710.363 43,227.600	22,833 3,821.513 44,524.350	23,517 3,936.563 45,858.150	24,225 4,054.538 47,238.750	24,951 4,176.250 48,654.450	25,700 4,282.775 50,115.000				26,214 4,259.775 51,117.300	26,738 4,344.925 52,139.100	27,540 4,475.250 53,703.000
578			Secretary	SBH	2015	Hourly Monthly Annual	21,320 3,579.983 42,959.800	21,959 3,687.282 44,247.385	22,616 3,797.603 45,571.240	23,296 3,911.787 46,941.440	23,995 4,029.160 48,349.925	24,716 4,150.228 49,802.740				25,210 4,233.179 50,798.150	25,714 4,317.809 51,813.710	26,485 4,447.273 53,367.275
579			Secretary	VGH	2015	Hourly Monthly Annual	21,320 3,579.983 42,959.800	21,959 3,687.282 44,247.385	22,616 3,797.603 45,571.240	23,296 3,911.787 46,941.440	23,995 4,029.160 48,349.925	24,716 4,150.228 49,802.740				25,210 4,233.179 50,798.150	25,714 4,317.809 51,813.710	26,485 4,447.273 53,367.275
580			Secretary - PIO	WHC	2080	Hourly Monthly Annual	20,889 3,620.760 43,449.120	21,231 3,680.040 44,160.480	21,575 3,739.667 44,876.000	21,918 3,799.120 45,589.440	22,261 3,858.573 46,302.880	22,602 3,917.680 47,012.160				23,054 3,996.027 47,052.320	23,515 4,075.933 48,911.200	24,220 4,198.133 50,377.600
581			Secretary 2 - IP & C	CRS	1950	Hourly Monthly Annual	21,320 3,464.500 41,574.000	21,959 3,568.338 42,820.050	22,616 3,675.100 44,101.200	23,296 3,785.600 45,427.200	23,995 3,899.188 46,790.250	24,716 4,016.350 48,196.200				25,210 4,096.625 49,159.500	25,714 4,178.525 50,142.300	26,485 4,303.813 51,645.750
582		1	Secretary 2 - IP & C	Req	1950	Hourly Monthly Annual	21,320 3,464.500 41,574.000	21,959 3,568.338 42,820.050	22,616 3,675.100 44,101.200	23,296 3,785.600 45,427.200	23,995 3,899.188 46,790.250	24,716 4,016.350 48,196.200				25,210 4,096.625 49,159.500	25,714 4,178.525 50,142.300	26,485 4,303.813 51,645.750
583			Security Guard 2	SBH	2015	Hourly Monthly Annual	19,879 3,338.015 40,056.185	20,429 3,430.370 41,164.435	20,981 3,523.060 42,276.715	21,534 3,615.918 43,391.010	22,086 3,708.608 44,503.290	22,640 3,801.633 45,619.600				23,093 3,877.700 46,532.395	23,555 3,955.277 47,463.325	24,262 4,073.994 48,887.930
584			Senior Clerk-Patient Registration	SBH	2015	Hourly Monthly Annual	22,181 3,724.560 44,694.715	22,847 3,836.392 46,036.705	23,532 3,951.415 47,416.980	24,237 4,069.796 48,837.555	24,966 4,192.208 50,306.490	25,714 4,317.809 51,813.710				26,238 4,404.118 52,849.420	26,753 4,492.275 53,907.295	27,556 4,627.112 55,525.340
585			Senior Graphics Designer	SBH	2015	Hourly Monthly Annual	28,486 4,783.274 57,399.290	29,340 4,926.675 59,120.100	30,220 5,074.442 60,893.300	31,127 5,226.742 62,720.905	32,059 5,383.240 64,598.885	33,021 5,544.776 66,537.315				33,681 5,655.601 67,867.215	34,355 5,768.777 69,225.325	35,386 5,941.899 71,302.790
586			Senior Medical Clerk - PIO	MCC	1950	Hourly Monthly Annual	25,059 4,072.088 48,865.050	25,424 4,131.400 49,576.800	25,789 4,190.713 50,288.550	26,154 4,250.025 51,000.300	26,518 4,309.175 51,710.100	26,885 4,368.813 52,425.750				27,423 4,456.238 53,474.850	27,971 4,545.288 54,543.450	28,810 4,681.625 56,179.500
587	23-53HALH		Senior Porter - Housekeeping	MHC	2015	Hourly Monthly Annual	20,798 3,492.331 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680				24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585
588			Senior Primary Care Assistant	CDS	2015	Hourly Monthly Annual	24,569 4,125.545 49,506.535	25,227 4,236.034 50,832.405	25,921 4,352.568 52,230.815	26,615 4,469.102 53,629.225	27,338 4,590.506 55,086.070	28,119 4,721.649 56,659.785				28,681 4,816.018 57,792.215	29,255 4,912.402 58,948.825	30,133 5,059.833 60,717.995
589			Senior Primary Care Assistant	NWC	2015	Hourly Monthly Annual	24,569 4,125.545 49,506.535	25,227 4,236.034 50,832.405	25,921 4,352.568 52,230.815	26,615 4,469.102 53,629.225	27,338 4,590.506 55,086.070	28,119 4,721.649 56,659.785				28,681 4,816.018 57,792.215	29,255 4,912.402 58,948.825	30,133 5,059.833 60,717.995
590		1	Senior Primary Care Assistant - 1885	CRS	1885	Hourly Monthly Annual	24,569 3,859.380 46,312.565	25,227 3,962.741 47,552.895	25,921 4,071.757 48,861.085	26,615 4,180.773 50,169.275	27,338 4,294.344 51,532.130	28,119 4,417.026 53,004.315				28,681 4,505.307 54,063.685	29,255 4,595.473 55,145.755	30,133 4,733.392 56,800.705
591			Senior Primary Care Assistant - 2015	Com	2015	Hourly Monthly Annual	24,569 4,125.545 49,506.535	25,227 4,236.034 50,832.405	25,921 4,352.568 52,230.815	26,615 4,469.102 53,629.225	27,338 4,590.506 55,086.070	28,119 4,721.649 56,659.785				28,681 4,816.018 57,792.215	29,255 4,912.402 58,948.825	30,133 5,059.833 60,717.995
592			Service Associate - Front Desk	SOGH	1950	Hourly Monthly Annual	18,975 3,083.438 37,001.250	19,544 3,175.900 38,110.800	20,133 3,271.613 39,259.350	20,735 3,369.438 40,433.250	21,355 3,470.188 41,642.250	21,996 3,574.350 42,892.200				22,436 3,645.850 43,750.200	22,885 3,718.813 44,625.750	23,572 3,830.450 45,965.400
593	23-53HA		Service Partner	RHC	2015	Hourly Monthly Annual	18,199 3,055.915 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455				21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
594	23-54S		Sewing Machine Operator	CRS	2015	Hourly Monthly Annual	18,199 3,055.915 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455				21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
595	23-49		SH Tenant Companion	ASB	2015	Hourly Monthly Annual	18,199 3,055.915 36,670.985	18,744 3,147.430 37,769.160	19,308 3,242.135 38,905.620	19,887 3,339.359 40,072.305	20,483 3,439.437 41,273.245	21,097 3,542.538 42,510.455				21,519 3,613.399 43,360.785	21,949 3,685.603 44,227.235	22,607 3,796.092 45,553.105
596			SH Tenant Companion (RC)	ASB	2015	Hourly Monthly Annual	18,314 3,075.226 36,902.710									18,680 3,136.683 37,640.200	19,054 3,199.484 38,393.810	19,626 3,295.533 39,546.390
597	23-93B		Shift Engineer	SBH	2080	Hourly Monthly Annual	48,301 8,372.173 100,466.080	49,267 8,539.613 102,475.360								50,252 8,710.347 104,524.160	51,257 8,884.547 106,514.560	52,795 9,151.133 109,813.600
598		1	Shipping / Receiving Asset Mgmt. Clerk	MHC	1950	Hourly Monthly Annual	21,744 3,533.400 42,400.800	22,396 3,639.350 43,672.200	23,066 3,748.225 44,978.700	23,759 3,860.838 46,330.050	24,472 3,976.700 47,720.400	25,207 4,096.138 49,153.650				25,711 4,178.038 50,136.450	26,225 4,261.563 51,138.750	27,012 4,389.450 52,673.400
599	23-12EL		Shop Head - Electrical	SBH	2080	Hourly Monthly Annual	45,177 7,830.680 93,968.160	46,532 8,065.547 96,786.560								47,463 8,226.920 98,723.040	48,412 8,391.413 100,696.960	49,864 8,643.093 103,717.120
600	23-12HL		Shop Head-Carpentry	SBH	2080	Hourly Monthly Annual	40,610 7,039.067 84,468.800	41,828 7,250.187 87,002.240								42,665 7,395.267 88,743.200	43,518 7,543.120 90,517.440	44,824 7,769.493 93,233.920

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
625	23-55MDR2		Sterile Processing Technician	PAC	2015	Hourly 23,919 Monthly 4,016.399 Annual 48,198.785	24,635 4,136.627 49,639.525	25,373 4,260.550 51,126.595	26,135 4,388.502 52,662.025	26,920 4,520.317 54,243.800	27,728 4,655.963 55,871.920					28,283 4,748.187 56,990.245	28,849 4,844.228 58,130.735	29,714 4,989.476 59,873.710	
626			Stockkeeper/Receiver - N&FS	CRS	2015	Hourly 21,744 Monthly 3,651.180 Annual 43,814.160	22,396 3,780.662 45,127.940	23,066 3,873.166 46,477.990	23,759 3,989.532 47,874.385	24,472 4,109.257 49,311.080	25,207 4,232.675 50,792.105					25,711 4,317.305 51,807.665	26,225 4,403.615 52,843.375	27,012 4,535.765 54,429.180	
627	1		Stores & Inventory Clerk	GH	1950	Hourly 21,236 Monthly 3,450.850 Annual 41,410.200	21,874 3,554.525 42,654.300	22,529 3,660.963 43,931.550	23,206 3,770.975 45,251.700	23,902 3,884.075 46,608.900	24,618 4,000.425 48,005.100					25,110 4,080.375 48,964.500	25,612 4,161.950 49,943.400	26,380 4,286.750 51,441.000	
628			Stores Attendant - Dietetics	SBH	2015	Hourly 19,664 Monthly 3,301.913 Annual 39,622.960	20,253 3,400.816 40,809.795	20,861 3,502.910 42,034.915	21,488 3,608.193 43,298.320	22,132 3,716.332 44,595.980	22,794 3,827.493 45,929.910					23,250 3,904.063 46,848.750	23,715 3,982.144 47,785.725	24,226 4,101.533 49,218.390	
629	2		Stores Clerk	CHL (Northern Scale)	1950	Hourly 21,838 Monthly 3,548.675 Annual 42,584.100	22,495 3,655.438 43,865.250	23,169 3,764.963 45,179.550	23,862 3,877.575 46,530.900	24,580 3,994.250 47,931.000	25,318 4,114.175 49,370.100					25,824 4,196.400 50,356.800	26,340 4,280.250 51,363.000	27,130 4,408.625 52,903.500	
630	1		Supervisor - Centralized Scheduling	Com	1885	Hourly 27,666 Monthly 4,345.868 Annual 52,150.410	28,626 4,496.668 53,960.010	29,635 4,655.165 55,861.975	30,623 4,810.363 57,724.355	31,771 4,990.695 59,888.335	32,845 5,159.402 61,912.825	34,020 5,343.975 64,127.700	35,078 5,510.169 66,122.030				35,780 5,620.442 67,445.300	36,496 5,732.913 68,794.980	37,591 5,904.920 70,859.035
631	23-53HS		Supervisor - Cleaners	DLC	2015	Hourly 22,888 Monthly 3,843.277 Annual 46,119.320	23,578 3,959.139 47,509.670	24,284 4,077.688 48,932.260	25,012 4,199.932 50,399.180	25,762 4,325.869 51,910.430	26,534 4,455.501 53,466.010					27,065 4,544.665 54,535.975	27,606 4,635.508 55,626.090	28,434 4,774.543 57,294.510	
632	23-52DS	1	Supervisor - Dietary Office	SBH	1950	Hourly 22,888 Monthly 3,719.300 Annual 44,631.600	23,578 3,831.425 45,977.100	24,284 3,946.150 47,353.800	25,012 4,064.450 48,773.400	25,762 4,186.325 50,235.900	26,534 4,311.775 51,741.300					27,065 4,398.063 52,776.750	27,606 4,485.975 53,831.700	28,434 4,620.525 55,446.300	
633	23-52DS	1	Supervisor - Food Services	SBH	1950	Hourly 22,888 Monthly 3,719.300 Annual 44,631.600	23,578 3,831.425 45,977.100	24,284 3,946.150 47,353.800	25,012 4,064.450 48,773.400	25,762 4,186.325 50,235.900	26,534 4,311.775 51,741.300					27,065 4,398.063 52,776.750	27,606 4,485.975 53,831.700	28,434 4,620.525 55,446.300	
634	1		Supervisor - Material Management	RHC	1950	Hourly 30,425 Monthly 4,944.063 Annual 59,328.750	31,338 5,092.425 61,109.100	32,276 5,244.850 62,938.200	33,246 5,402.475 64,829.700	34,243 5,564.488 66,773.850	35,434 5,758.025 68,906.300					36,143 5,873.238 70,478.850	36,866 5,990.725 71,888.700	37,972 6,170.540 74,045.400	
635	23-54LAS		Supervisor - Personal Laundry	DLC	2015	Hourly 22,888 Monthly 3,843.277 Annual 46,119.320	23,578 3,959.139 47,509.670	24,284 4,077.688 48,932.260	25,012 4,199.932 50,399.180	25,762 4,325.869 51,910.430	26,534 4,455.501 53,466.010					27,065 4,544.665 54,535.975	27,606 4,635.508 55,626.090	28,434 4,774.543 57,294.510	
636	23-12HL	1	Supervisor Carpenter	MHC	1950	Hourly 40,610 Monthly 6,599.125 Annual 79,189.500	41,828 6,797.050 81,564.600									42,665 6,933.063 83,196.750	43,518 7,071.675 84,860.100	44,824 7,283.900 87,406.800	
637	23-52DS		Supervisor, Support Services	RHC	2015	Hourly 22,888 Monthly 3,843.277 Annual 46,119.320	23,578 3,959.139 47,509.670	24,284 4,077.688 48,932.260	25,012 4,199.932 50,399.180	25,762 4,325.869 51,910.430	26,534 4,455.501 53,466.010					27,065 4,544.665 54,535.975	27,606 4,635.508 55,626.090	28,434 4,774.543 57,294.510	
638	23-53HS		Supervisor, Support Services	RHC	2015	Hourly 22,888 Monthly 3,843.277 Annual 46,119.320	23,578 3,959.139 47,509.670	24,284 4,077.688 48,932.260	25,012 4,199.932 50,399.180	25,762 4,325.869 51,910.430	26,534 4,455.501 53,466.010					27,065 4,544.665 54,535.975	27,606 4,635.508 55,626.090	28,434 4,774.543 57,294.510	
639			Supervisor-Central Dispatch-Mtl Handlng	DLC	2015	Hourly 23,244 Monthly 3,903.055 Annual 46,836.660	23,944 4,020.597 48,247.160	24,662 4,141.161 49,693.930	25,401 4,265.251 51,183.015	26,163 4,393.204 52,718.445	26,949 4,525.186 54,302.235					27,488 4,615.693 55,388.320	28,038 4,708.048 56,498.570	28,879 4,849.265 58,191.185	
640	23-52DS		Supervisor-Food Services	DLC	2015	Hourly 22,888 Monthly 3,843.277 Annual 46,119.320	23,578 3,959.139 47,509.670	24,284 4,077.688 48,932.260	25,012 4,199.932 50,399.180	25,762 4,325.869 51,910.430	26,534 4,455.501 53,466.010					27,065 4,544.665 54,535.975	27,606 4,635.508 55,626.090	28,434 4,774.543 57,294.510	
641	1		Supervisor-Intake & After Hours Program	MHC	1950	Hourly 36,271 Monthly 5,894.038 Annual 70,728.450	37,503 6,094.238 73,130.850	38,902 6,321.575 75,858.900	40,289 6,546.963 78,563.550	41,785 6,790.063 81,480.750	43,339 7,042.588 84,511.050	45,034 7,318.025 87,816.300	46,766 7,599.475 91,193.700	48,589 7,895.713 94,748.550	50,016 8,127.600 97,531.200	51,016 8,290.100 99,481.200	52,036 8,455.850 101,470.200	53,597 8,709.513 104,514.150	
642			Supervisory (Maintenance Electronic) Differential	DLC	2080	Hourly 46,801 Monthly 8,112.173 Annual 97,346.080										47,737 8,274.413 99,292.960	48,692 8,439.947 101,279.380	50,153 8,693.187 104,318.240	
643			Supplies & Services Coordinator	GH	1950	Hourly 23,342 Monthly 3,793.075 Annual 45,516.900	24,043 3,906.988 46,883.850	24,765 4,024.313 48,291.750	25,508 4,145.050 49,740.600	26,273 4,269.363 51,232.350	27,062 4,397.575 52,770.900					27,603 4,485.488 53,825.850	28,155 4,575.188 54,902.250	29,000 4,712.500 56,550.000	
644			Supply Attendant	SBH	2015	Hourly 18,842 Monthly 3,163.886 Annual 37,966.630	19,409 3,259.095 39,109.135	19,989 3,356.486 40,277.835	20,591 3,457.572 41,490.865	21,208 3,561.177 42,734.120	21,844 3,667.972 44,015.660					22,281 3,741.351 44,896.215	22,727 3,816.242 45,794.905	23,409 3,930.761 47,169.135	
645			Supply Attendant	VGH	2015	Hourly 18,842 Monthly 3,163.886 Annual 37,966.630	19,409 3,259.095 39,109.135	19,990 3,356.654 40,279.850	20,590 3,457.404 41,488.850	21,208 3,561.177 42,734.120	21,845 3,668.140 44,017.675					22,282 3,741.519 44,898.230	22,728 3,816.410 45,796.920	23,410 3,930.929 47,171.150	
646			Supply Attendant, Transformation	SBH	2015	Hourly 19,664 Monthly 3,301.913 Annual 39,622.960	20,253 3,400.816 40,809.795	20,861 3,502.910 42,034.915	21,488 3,608.193 43,298.320	22,132 3,716.332 44,595.980	22,794 3,827.493 45,929.910					23,250 3,904.063 46,848.750	23,715 3,982.144 47,785.725	24,226 4,101.533 49,218.390	
647			Systems Maintenance Tech.	RHC	2015	Hourly 32,137 Monthly 5,396.338 Annual 64,756.055										32,780 5,504.308 66,051.700	33,436 5,614.462 67,373.540	34,439 5,782.882 69,394.585	
648			Technologist Electronics	SBH	2015	Hourly 42,328 Monthly 7,107.577 Annual 85,290.920	43,385 7,285.065									44,253 7,430.816 89,169.795	45,138 7,579.423 90,953.070	46,492 7,806.782 93,681.380	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year		
673			Volunteer Services Assistant	VGH	2015	Hourly	21,236	21,874	22,529	23,206	23,902	24,618					25,110	25,612	26,380	
						Monthly	3,565.878	3,673.009	3,782.995	3,896.674	4,013.544	4,133.773					4,216.388	4,300.682	4,429.642	
						Annual	42,790,540	44,076,110	45,395,935	46,760,090	48,162,530	49,605,270					50,598,650	51,608,180	53,155,700	
674	1	Ward Clerk	DLC	1950	Hourly	20,798	21,423	22,065	22,726	23,409	24,112						24,594	25,086	25,839	
					Monthly	3,379.675	3,481.238	3,585.563	3,692.975	3,803.963	3,918.200					3,996.525	4,076.475	4,198.838		
					Annual	40,556,100	41,774,850	43,026,750	44,315,700	45,647,550	47,018,400					47,958,300	48,917,700	50,386,050		
675	1	Ward Clerk	GH	1950	Hourly	20,798	21,423	22,065	22,726	23,409	24,112						24,594	25,086	25,839	
					Monthly	3,379.675	3,481.238	3,585.563	3,692.975	3,803.963	3,918.200					3,996.525	4,076.475	4,198.838		
					Annual	40,556,100	41,774,850	43,026,750	44,315,700	45,647,550	47,018,400					47,958,300	48,917,700	50,386,050		
676		Ward Clerk	FDL, SCPCH	2015	Hourly	20,798	21,423	22,065	22,726	23,409	24,112						24,594	25,086	25,839	
					Monthly	3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807					4,129.743	4,212.358	4,338.799		
					Annual	41,907,970	43,167,345	44,460,975	45,792,890	47,169,135	48,585,680					49,556,910	50,548,290	52,065,585		
677	2	Ward Clerk	CHL (Northern Scale)	2080	Hourly	21,838	22,495	23,169	23,862	24,580	25,318						25,824	26,340	27,130	
					Monthly	3,785.253	3,899.133	4,015.960	4,136.080	4,260.533	4,388.453					4,476.160	4,565.600	4,702.533		
					Annual	45,423,040	46,789,600	48,191,520	49,632,960	51,126,400	52,661,440					53,713,920	54,787,200	56,430,400		
678	23-52DARDF		Warewasher	CRS	2015	Hourly	19,358	19,724	20,088	20,454	20,819	20,891						21,309	21,735	22,387
						Monthly	3,250.531	3,311.988	3,373.110	3,434.568	3,495.857	3,507.947					3,578.136	3,649.669	3,759.150	
						Annual	39,006,370	39,743,860	40,477,320	41,214,810	41,950,285	42,095,365					42,937,635	43,796,025	45,109,805	
679	23-53HA2		Washfloor Attendant	CRS	2015	Hourly	19,544	20,133	20,735	21,355	21,996	22,655						23,108	23,570	24,277
						Monthly	3,281.763	3,380.666	3,481.752	3,585.860	3,693.495	3,804.152					3,880.218	3,957.796	4,076.513	
						Annual	39,381,160	40,567,995	41,781,025	43,030,325	44,321,940	45,649,825					46,562,620	47,493,550	48,918,155	
680	1	WCB Program Coordinator / Clerk	PAC	1950	Hourly	21,320	21,959	22,616	23,296	23,995	24,716						25,210	25,714	26,485	
					Monthly	3,464.500	3,568.338	3,675.100	3,785.600	3,899.188	4,016.350					4,096.625	4,178.525	4,303.813		
					Annual	41,574,000	42,820,050	44,101,200	45,427,200	46,790,250	48,196,200					49,159,500	50,142,300	51,645,750		
681		Workplace Safety and Support	KL	2080	Hourly	15,839	15,839	15,839	15,839	15,839	16,752						17,087	17,429	17,952	
					Monthly	2,745.427	2,745.427	2,745.427	2,745.427	2,745.427	2,903.680					2,961.747	3,021.227	3,111.680		
					Annual	32,945,120	32,945,120	32,945,120	32,945,120	32,945,120	34,844,160					35,540,960	36,252,320	37,340,160		
682		WRHA Interpreter	CRS	1950	Hourly	27,570	29,360	31,270	33,303								33,969	34,648	35,687	
					Monthly	4,480.125	4,771.000	5,081.375	5,411.738							5,519.963	5,630.300	5,799.138		
					Annual	53,761,500	57,252,000	60,976,500	64,940,850							66,239,550	67,563,600	69,589,650		

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

† Standardized to 2015 Base Annual Hours effective October 25, 2024

‡ Standardized to 2015 Base Annual Hours effective October 6, 2024

* Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
1	23-93B		2nd Class (Shift Engineer)	GH	2028	Hourly 49,629 Monthly 8,387.301 Annual 100,647.612	50,622 8,555.118 102,661.416									51,634 8,726.146 104,713.752	52,667 8,900.723 106,808.676	54,247 9,167.743 110,012.916
2	23-93B		2nd Class Chief Power Engineer (shift)	DLC, MHC	2080	Hourly 53,351 Monthly 9,247.507 Annual 110,970.080	54,417 9,432.280 113,187.360									55,506 9,621.040 115,452.480	56,615 9,813.267 117,759.200	58,314 9,813.267 121,293.120
3	23-93B		2nd Class Power Engineer	DLC	2080	Hourly 49,629 Monthly 8,602.360 Annual 103,228.320	50,622 8,774.480 105,293.760									51,634 8,949.893 107,398.720	52,667 9,128.947 109,547.360	54,247 9,402.813 112,833.760
4	23-93B		2nd Class Power Engineer	MHC	2080	Hourly 49,629 Monthly 8,602.360 Annual 103,228.320	50,622 8,774.480 105,293.760									51,634 8,949.893 107,398.720	52,667 9,128.947 109,547.360	54,247 9,402.813 112,833.760
5	23-93C		3rd Class Power Engineer	DLC	2080	Hourly 40,508 Monthly 7,021.387 Annual 84,256.640	42,640 7,390.933 88,691.200									43,493 7,538.787 90,465.440	44,363 7,689.587 92,275.040	45,694 7,920.293 95,043.520
6	23-93C		3rd Class (Shift Engineer)	GH	2028	Hourly 40,508 Monthly 6,845.852 Annual 82,150.224	42,640 7,206.160 86,473.920									43,493 7,350.317 88,203.804	44,363 7,497.347 89,968.164	45,694 7,722.286 92,667.432
7	23-93C		3rd Class Maintenance Engineer	RHC	2015	Hourly 40,508 Monthly 6,801.968 Annual 81,623.620	42,640 7,159.967 85,919.600									43,493 7,303.200 87,638.395	44,363 7,449.287 89,391.445	45,694 7,672.784 92,073.410
8	23-93C		3rd Class Power Engineer	VGH	2080	Hourly 40,508 Monthly 7,021.387 Annual 84,256.640	42,640 7,390.933 88,691.200									43,493 7,538.787 90,465.440	44,363 7,689.587 92,275.040	45,694 7,920.293 95,043.520
9	23-93C		3rd Class Power Engineer	SOGH	2080	Hourly 40,508 Monthly 7,021.387 Annual 84,256.640	42,640 7,390.933 88,691.200									43,493 7,538.787 90,465.440	44,363 7,689.587 92,275.040	45,694 7,920.293 95,043.520
10	23-93C		3rd Class Working Chief Engineer (shift)		2080	Hourly 43,546 Monthly 7,547.973 Annual 90,575.680	45,838 7,945.253 95,343.040									46,754 8,104.027 97,248.320	47,689 8,266.093 99,183.120	49,120 8,514.133 102,169.600
11	23-93D		4th Class Power Engineer	VGH	2080	Hourly 37,580 Monthly 6,513.867 Annual 78,166.400	39,560 6,857.087 82,284.800									40,351 6,994.173 83,930.080	41,158 7,134.053 85,608.640	42,393 7,348.120 88,177.440
12			Aboriginal Interpreter-Resource Worker	SBH	1950	Hourly 28,328 Monthly 4,603.300 Annual 55,239.600	30,167 4,902.138 58,825.650	32,130 5,221.125 62,653.500	34,219 5,560.588 66,727.050							34,903 5,671.738 68,060.850	35,601 5,785.163 69,421.950	36,668 5,958.550 71,502.600
13			Accountant	SERC	1820	Hourly 33,067 Monthly 5,015.162 Annual 60,181.940	34,056 5,165.160 61,981.920	35,079 5,320.315 63,843.780	36,131 5,479.868 65,758.420	37,217 5,644.578 67,734.940	38,333 5,813.838 69,766.060					39,099 5,930.015 71,160.180	39,881 6,048.618 72,583.420	41,077 6,230.012 74,760.140
14	2		Accountant - RHC	RHC	2015	Hourly 35,734 Monthly 6,000.334 Annual 72,004.010	37,477 6,293.013 75,516.155	39,318 6,602.148 79,225.770	41,209 6,919.678 83,036.135	43,220 7,257.358 87,088.300	45,295 7,520.842 90,250.010					46,404 7,734.006 91,608.072	47,965 7,998.175 95,175.000	49,315 8,282.250 98,782.500
15	1		Accounting Clerk	BPCH	1950	Hourly 22,476 Monthly 3,652.350 Annual 43,828.200	23,149 3,761.713 45,140.550	23,844 3,874.650 46,495.800	24,559 3,990.838 47,890.050	25,295 4,110.438 49,325.250	26,050 4,340.000 51,680.000					26,805 4,470.083 53,760.996	27,577 4,609.500 55,716.000	28,377 4,758.500 57,700.000
16	1,2,3		Accounting Clerk	CHL (Northern Scale)	2015	Hourly 23,599 Monthly 3,962.665 Annual 47,551.985	24,307 4,081.550 48,978.605	25,036 4,203.962 50,447.540	25,787 4,330.067 51,960.805	26,560 4,459.867 53,518.400	27,377 4,549.030 54,868.365					28,200 4,699.000 56,380.000	29,066 4,808.000 57,672.000	29,966 4,996.667 59,160.000
17			Accounting Clerk	CRS	2015	Hourly 23,124 Monthly 3,882.905 Annual 46,594.860	23,816 3,999.103 47,989.240	24,532 4,119.332 49,431.980	25,268 4,242.918 50,915.020	26,026 4,370.199 52,442.390	26,805 4,501.006 54,012.075					27,620 4,591.178 55,094.130	28,478 4,682.860 56,194.320	29,377 4,823.406 57,880.875
18	1		Accounting Clerk	WHC	2080	Hourly 21,070 Monthly 3,652.133 Annual 43,825.600	21,702 3,761.680 45,140.160	22,354 3,874.693 46,496.320	23,023 3,990.653 47,887.840	23,715 4,110.600 49,327.200	24,427 4,242.452 50,909.040					25,152 4,192.780 52,587.360	25,912 4,276.653 54,299.040	26,677 4,404.920 55,980.400
19	1		Accounting Clerk - Receivables	CH	2015	Hourly 22,476 Monthly 3,774.095 Annual 45,289.140	23,149 3,887.103 46,645.235	23,844 4,003.805 48,045.660	24,559 4,123.865 49,486.385	25,295 4,247.452 50,969.425	26,050 4,370.199 52,442.390					26,805 4,470.083 53,760.996	27,577 4,609.500 55,716.000	28,377 4,758.500 57,700.000
20	1, 2		Accounting Clerk 1	CRS	2015	Hourly 21,653 Monthly 3,635.900 Annual 43,630.795	22,302 3,744.878 44,938.530	22,970 3,857.046 46,284.550	23,661 3,973.076 47,676.915	24,370 4,092.129 48,541.550	25,100 4,212.500 50,550.000					25,850 4,173.905 51,617.710	26,625 4,257.359 52,750.500	27,444 4,385.144 53,944.000
21	1, 2		Accounting Clerk 2	CRS	2015	Hourly 22,476 Monthly 3,774.095 Annual 45,289.140	23,149 3,887.103 46,645.235	23,844 4,003.805 48,045.660	24,559 4,123.865 49,486.385	25,295 4,247.452 50,969.425	26,050 4,370.199 52,442.390					26,805 4,470.083 53,760.996	27,577 4,609.500 55,716.000	28,377 4,758.500 57,700.000
22	2		Accounts Payable-Receivable Clerk	RPG	2015	Hourly 23,124 Monthly 3,882.905 Annual 46,594.860	23,816 3,999.103 47,989.240	24,532 4,119.332 49,431.980	25,268 4,242.918 50,915.020	26,026 4,370.199 52,442.390	26,805 4,501.006 54,012.075					27,620 4,591.178 55,094.130	28,478 4,682.860 56,194.320	29,377 4,823.406 57,880.875
23			Accounts Receivable Clerk - Level 2	CRS	1950	Hourly 22,650 Monthly 3,680.625 Annual 44,167.500	23,328 3,790.800 45,489.600	24,029 3,904.713 46,856.550	24,748 4,021.550 48,258.600	25,492 4,142.450 49,709.400	26,257 4,266.763 51,201.150					27,042 4,352.075 52,224.900	27,877 4,439.013 53,268.150	28,757 4,572.263 54,867.150
24	2		Accounts Receivable Clerk - Level 2	Req	2015	Hourly 22,650 Monthly 3,803.313 Annual 45,639.750	23,328 3,917.160 47,005.920	24,029 4,034.870 48,418.435	24,748 4,155.602 49,867.220	25,492 4,280.532 51,366.380	26,257 4,408.988 52,907.855					27,042 4,497.144 53,965.730	27,877 4,586.980 55,043.755	28,757 4,724.671 56,696.055

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
73	23-12H		Carpenter	DLC	2080	Hourly 38,494 Monthly 6,672.293 Annual 80,087.520	39,649 6,872.493 82,469.920									40,442 7,009.947 84,119.360	41,251 7,150.173 85,802.080	42,488 7,364.587 88,375.040
74	23-12H	2	Carpenter (Journeyman)	GH	2015	Hourly 38,494 Monthly 6,463.784 Annual 77,565.410	39,649 6,657.728 79,892.735									40,442 6,790.886 81,490.630	41,251 6,926.730 83,120.765	42,488 7,134.443 85,613.320
75	23-12H		Carpenter (Journeyman)	HF	2015	Hourly 38,494 Monthly 6,463.784 Annual 77,565.410	39,649 6,657.728 79,892.735									40,442 6,790.886 81,490.630	41,251 6,926.730 83,120.765	42,488 7,134.443 85,613.320
76	23-12H		Carpenter (Journeyman)	SOGH	2015	Hourly 38,494 Monthly 6,463.784 Annual 77,565.410	39,649 6,657.728 79,892.735									40,442 6,790.886 81,490.630	41,251 6,926.730 83,120.765	42,488 7,134.443 85,613.320
77			Cashier / Receptionist	VGH	2015	Hourly 21,023 Monthly 3,530.112 Annual 42,361.345	21,653 3,635.900 43,630.795	22,302 3,744.878 44,938.530	22,970 3,857.046 46,284.550	23,661 3,973.076 47,676.915	24,370 4,092.129 49,105.550					24,857 4,173.905 50,086.855	25,355 4,257.527 51,090.325	26,115 4,365.144 52,621.725
78		2	Cashier Receptionist	RPG	2015	Hourly 21,023 Monthly 3,530.112 Annual 42,361.345	21,653 3,635.900 43,630.795	22,302 3,744.878 44,938.530	22,970 3,857.046 46,284.550	23,661 3,973.076 47,676.915	24,370 4,092.129 49,105.550					24,857 4,173.905 50,086.855	25,355 4,257.527 51,090.325	26,115 4,365.144 52,621.725
79		2	Central Intake Clerk	DLC	2015	Hourly 21,820 Monthly 3,663.942 Annual 43,967.300	22,476 3,774.095 45,289.140	23,149 3,887.103 46,645.235	23,844 4,003.805 48,045.660	24,559 4,123.865 49,486.385	25,295 4,247.452 50,969.425					25,801 4,332.418 51,989.015	26,316 4,418.895 53,026.740	27,105 4,551.381 54,616.575
80	23-5UMDR		Central Supply Room Attendant	RHC	2015	Hourly 19,497 Monthly 3,273.871 Annual 39,286.455	20,080 3,371.767 40,461.200	20,687 3,473.692 41,684.305	21,305 3,577.465 42,929.575	21,944 3,684.763 44,217.160	22,601 3,795.085 45,541.015					23,253 3,870.983 46,451.795	23,514 3,948.993 47,380.710	24,220 4,066.942 48,803.300
81	23-93B		Chief Power Engineer 2nd Class	VGH	2080	Hourly 49,629 Monthly 8,602.360 Annual 103,228.320	50,622 8,774.480 105,293.760									51,634 8,949.893 107,398.720	52,667 9,128.947 109,547.360	54,247 9,402.813 112,833.760
82		1	Cleaner	NWC	1950	Hourly 18,699 Monthly 3,038.588 Annual 36,463.050	19,259 3,129.588 37,555.050	19,839 3,223.838 38,886.050	20,434 3,320.525 39,846.300	21,046 3,419.975 41,039.700						21,677 3,498.388 41,860.650	22,553 3,588.100 42,697.200	23,230 3,664.863 43,978.350
83	23-53HA	1	Cleaner 1	CH	2015	Hourly 19,259 Monthly 3,233.907 Annual 38,806.885	19,839 3,331.299 39,975.585	20,434 3,431.209 41,174.510	21,046 3,533.974 42,407.690	21,677 3,639.930 43,679.155						22,111 3,712.805 44,553.665	22,553 3,787.025 45,444.295	23,230 3,900.704 46,808.450
84	23-53HA2	1	Cleaner 2	CH	2015	Hourly 20,687 Monthly 3,473.692 Annual 41,684.305	21,305 3,577.465 42,929.575	21,942 3,684.428 44,213.130	22,601 3,795.085 45,541.015	23,278 3,908.764 46,905.170						23,744 3,987.013 47,844.160	24,219 4,066.774 48,801.285	24,946 4,188.849 50,266.190
85	23-53HA	1	Cleaner Housekeeping	ASV	2015	Hourly 19,259 Monthly 3,233.907 Annual 38,806.885	19,839 3,331.299 39,975.585	20,434 3,431.209 41,174.510	21,046 3,533.974 42,407.690	21,677 3,639.930 43,679.155						22,111 3,712.805 44,553.665	22,553 3,787.025 45,444.295	23,230 3,900.704 46,808.450
86	23-53HA	1	Cleaner Housekeeping	ASB	2015	Hourly 19,259 Monthly 3,233.907 Annual 38,806.885	19,839 3,331.299 39,975.585	20,434 3,431.209 41,174.510	21,046 3,533.974 42,407.690	21,677 3,639.930 43,679.155						22,111 3,712.805 44,553.665	22,553 3,787.025 45,444.295	23,230 3,900.704 46,808.450
87		1, 2	Clerical Aide	MHC	2015	Hourly 22,012 Monthly 3,696.182 Annual 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625						25,271 4,243.422 50,921.065	25,776 4,328.220 51,938.640	26,549 4,458.020 53,496.235
88		1, 2	Clerical Partner	RHC	2015	Hourly 22,012 Monthly 3,696.182 Annual 44,354.180	22,672 3,807.007 45,684.080	23,351 3,921.022 47,052.265	24,053 4,038.900 48,466.795	24,775 4,160.135 49,921.625						25,271 4,243.422 50,921.065	25,776 4,328.220 51,938.640	26,549 4,458.020 53,496.235
89		1	Clerical Support - Sage House	MCC	1950	Hourly 20,861 Monthly 3,389.913 Annual 40,678.950	21,485 3,491.313 41,895.750	22,128 3,595.800 43,149.800	22,794 3,704.025 44,448.300	23,478 3,815.175 45,782.100						23,948 3,891.550 46,898.600	24,427 3,969.388 47,632.650	25,160 4,088.500 49,062.000
90		1	Clerical Support Sage House - PIO	MCC	1950	Hourly 22,144 Monthly 3,598.400 Annual 43,180.800	22,519 3,659.338 43,912.050	22,895 3,720.438 44,645.250	23,270 3,781.375 45,376.500	23,645 3,842.313 46,107.750						24,118 3,919.175 47,030.100	24,600 3,997.500 47,970.000	25,338 4,117.425 49,409.100
91		1, 2	Clerk	RHC	2015	Hourly 22,476 Monthly 3,774.095 Annual 45,289.140	23,149 3,887.103 46,645.235	23,844 4,003.805 48,045.660	24,559 4,123.865 49,486.385	25,295 4,247.452 50,969.425						25,801 4,332.418 51,989.015	26,317 4,418.895 53,026.750	27,107 4,551.381 54,620.605
92		1,2,3	Clerk - CHC	CHL (Northern Scale)	2015	Hourly 23,131 Monthly 3,884.080 Annual 46,608.965	23,634 3,968.543 47,622.510	24,142 4,053.844 48,646.130								24,625 4,134.948 49,619.375	25,118 4,217.731 50,612.770	25,872 4,344.340 51,320.080
93		2	Clerk - Communication - PIO	RHC	2015	Hourly 23,948 Monthly 4,021.268 Annual 48,255.220	24,854 4,173.401 50,080.810	25,761 4,325.701 51,908.415	26,956 4,526.362 54,316.340	27,934 4,690.584 56,287.010						28,493 4,784.450 57,413.395	29,063 4,880.162 58,561.945	29,935 5,026.585 60,319.025
94		2	Clerk - PIO	RHC	2015	Hourly 23,948 Monthly 4,021.268 Annual 48,255.220	24,854 4,173.401 50,080.810	25,761 4,325.701 51,908.415	26,956 4,526.362 54,316.340	27,934 4,690.584 56,287.010						28,493 4,784.450 57,413.395	29,063 4,880.162 58,561.945	29,935 5,026.585 60,319.025
95		1	Clerk / Receptionist	MCC	1950	Hourly 21,653 Monthly 3,518.613 Annual 42,223.350	22,302 3,624.075 43,488.900	22,970 3,732.625 44,791.500	23,661 3,844.913 46,138.950	24,370 3,960.125 47,521.500						24,857 4,039.263 48,471.150	25,354 4,120.025 49,440.300	26,115 4,243.688 50,924.250
96			Clerk / Receptionist - PIO	MCC	1950	Hourly 22,895 Monthly 3,720.438 Annual 44,645.250	23,270 3,781.375 45,376.500	23,645 3,842.313 46,107.750	24,022 3,903.575 46,842.900	24,397 3,964.513 47,574.150	24,773 4,025.613 48,307.350					25,288 4,106.050 49,272.600	25,774 4,188.275 50,259.300	26,548 4,314.050 51,768.600

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
241			Entry Point Screener	MHC	1950	Hourly 16.984 Monthly 2,759.900 Annual 33,118.800										17.324	17.670	18.200
242			Entry Point Screener	PAC	1950	Hourly 16.984 Monthly 2,759.900 Annual 33,118.800										17.324	17.670	18.200
243			Entry Point Screener	SBH	1950	Hourly 16.984 Monthly 2,759.900 Annual 33,118.800										17.324	17.670	18.200
244	2		Entry Point Screener	CRS	1950	Hourly 16.984 Monthly 2,759.900 Annual 33,118.800										17.324	17.670	18.200
245	3		Entry Point Screener - 1950	CHL (Northern Scale)	1950	Hourly 17.832 Monthly 2,897.700 Annual 34,772.400										18.189	18.553	19.109
246			Entry Point Screener - 2015	MM	2015	Hourly 16.984 Monthly 2,851.897 Annual 34,222.760										17.324	17.670	18.200
247	23-53HA	1	Environmental Assistant	MH	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839	20.434	21.046	21.677						22.111	22.553	23.230
248	23-53HALH	1	Environmental Cleaning	CH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672	23.351	24.053	24.775						25.271	25.776	26.549
249	23-53HS		Environmental Cleaning - PIO	CH	2015	Hourly 23.517 Monthly 3,948.896 Annual 47,386.755	24.226	24.952	25.700	26.470	27.264					27.809	28.365	29.216
250	23-53HA	1	Environmental Cleaning Aide 1	SOGH	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839	20.434	21.046	21.677						22.111	22.553	23.230
251	23-53HA	1	Environmental Services Attendant	MHC	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839	20.434	21.046	21.677						22.111	22.553	23.230
252	23-53HA	1	EPH Caretaker	MM	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839	20.434	21.046	21.677						22.111	22.553	23.230
253			Equipment & Supply Coordinator	SBH	2015	Hourly 24.003 Monthly 4,030.504 Annual 48,366.045	24.726	25.466	26.232	27.017	27.829					28.386	28.954	29.822
254			Facility Assistant	NCC	2015	Hourly 22.534 Monthly 3,783.834 Annual 45,406.010	23.052	23.634	24.243	24.958	25.694					26.106	26.628	27.426
255			Facility Tradesperson	CH	2015	Hourly 33.211 Monthly 5,576.680 Annual 66,920.165										33.875	34.552	35.588
256			Finance Assistant - Accountant	WHC	2080	Hourly 28.932 Monthly 5,014.880 Annual 60,178.560	29.799	30.695	31.615	32.563	33.539					34.210	34.894	35.941
257	1		Finance Clerk	MCC	1950	Hourly 22.476 Monthly 3,652.350 Annual 43,828.200	23.149	23.844	24.559	25.295						25.801	26.317	27.107
258	1		Finance Clerk	NWC	1950	Hourly 22.476 Monthly 3,652.350 Annual 43,828.200	23.149	23.844	24.559	25.295						25.800	26.316	27.105
259	1, 2		Finance Clerk - Community Sites	CRS	2015	Hourly 22.476 Monthly 3,774.095 Annual 45,289.140	23.149	23.843	24.559	25.294						25.800	26.316	27.105
260			Financial Reporting Assistant	CRS	1950	Hourly 23.087 Monthly 3,751.638 Annual 45,019.650	23.772	24.475	25.209	25.960	26.731	27.540				28.091	28.653	29.513
261	23-53HA	1	Floor Cleaner	BPCH PPCH	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839	20.434	21.046	21.677						22.111	22.553	23.230
262	23-53HA	1	Floor Cleaner	ASV	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839	20.434	21.046	21.677						22.111	22.553	23.230
263	23-52UC		Food Production Attendant	SBH	2015	Hourly 20.081 Monthly 3,371.935 Annual 40,463.215	20.687	21.305	21.942	22.601	23.278					23.763	24.218	24.945
264	23-52DA	1	Food Service Attendant	SEPCH	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839	20.434	21.046	21.677						22.111	22.553	23.230

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
385	23-53HS		Lead Hand Supervisor - Housekeeping (Day)	VGH	2015	Hourly	23.517	24.226	24.952	25.700	26.470	27.264				27.809	28.365	29.216	
						Monthly	3,948.896	4,067.949	4,189.857	4,315.458	4,444.754	4,578.080				4,669.595	4,762.956	4,905.853	
386	23-55MDRL		Lead Hand, CPD	SBH	2015	Hourly	25.648	26.419	27.209	28.027	28.868	29.735				30.330	30.936	31.864	
						Monthly	4,306.727	4,436.190	4,568.845	4,706.200	4,847.418	4,993.002				5,092.913	5,194.670	5,350.497	
387	23-53HALH	1	Lead Hand, Housekeeping, Laundry	ASB, ASV	2015	Hourly	22.012	22.672	23.351	24.053	24.775						25.271	25.776	26.549
						Monthly	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135					4,243.422	4,328.220	4,458.020	
388	23-54LALH	1	Lead Hand, Housekeeping, Laundry	ASJ	1950	Hourly	22.012	22.672	23.351	24.053	24.775						25.271	25.776	26.549
						Monthly	3,576.950	3,684.200	3,794.538	3,908.613	4,025.938					4,106.538	4,188.600	4,314.213	
389	23-55MDRS		Lead Hand, Medical Device Reprocessing	MHC	2015	Hourly	29.923	30.818	31.745	32.699	33.677	34.688					35.382	36.090	37.173
						Monthly	5,024.570	5,174.858	5,330.515	5,490.707	5,654.930	5,824.693				5,941.228	6,060.113	6,241.968	
390	23-54LA2	1	Linen / Laundry Attendant	ASB	2015	Hourly	20.687	21.305	21.942	22.601	23.278						23.744	24.219	24.946
						Monthly	3,473.692	3,577.465	3,684.428	3,795.085	3,908.764					3,987.013	4,066.774	4,188.849	
391	23-54LA	1	Linen Services Aide	RHC	2015	Hourly	19.259	19.839	20.434	21.046	21.677						22.111	22.553	23.230
						Monthly	3,233.907	3,331.299	3,431.209	3,533.974	3,639.930					3,712.805	3,787.025	3,900.704	
392	23-54LA	1	Linen Services Aide	HF	2015	Hourly	19.259	19.839	20.434	21.046	21.677						22.111	22.553	23.230
						Monthly	3,233.907	3,331.299	3,431.209	3,533.974	3,639.930					3,712.805	3,787.025	3,900.704	
393	23-12J		Locksmith	SBH	2080	Hourly	35.694	36.765									37.501	38.251	39.398
						Monthly	6,186.960	6,372.800								6,500.173	6,630.173	6,828.987	
394			Machinist	SBH	2080	Hourly	41.944	42.964									43.823	44.699	46.040
						Monthly	7,270.293	7,447.093								7,595.987	7,747.827	7,980.267	
395		2	Machinist / Millwright / Industrial Mechanic	GH	2015	Hourly	43.426										44.294	45.180	46.535
						Monthly	7,291.949									7,437.701	7,586.475	7,814.002	
396	1		Mailroom Clerk - Finance	CRS	2015	Hourly	20.081	20.687	21.305	21.944	22.601						23.053	23.514	24.219
						Monthly	3,371.935	3,473.692	3,577.465	3,684.763	3,795.085					3,870.983	3,948.393	4,066.774	
397	1		Maintenance 1	GWCL	2015	Hourly	26.417										26.945	27.484	28.308
						Monthly	4,435.855									4,524.515	4,615.022	4,753.385	
398	1		Maintenance 1	GWCL	2015	Hourly	26.417										26.945	27.484	28.308
						Monthly	4,435.855									4,524.515	4,615.022	4,753.385	
399	1		Maintenance 2	GWCL	2015	Hourly	20.284	20.892	21.520	22.165	22.830						23.287	23.753	24.466
						Monthly	3,406.022	3,508.115	3,613.567	3,721.873	3,833.538					3,910.275	3,988.525	4,108.249	
400	23-93C		Maintenance 3rd Class Engineer	ASB	2080	Hourly	40.508	42.640									43.493	44.363	45.694
						Monthly	7,021.387	7,390.933								7,538.787	7,689.587	7,920.293	
401	23-93E		Maintenance 5th Class Engineer	ASJ	2080	Hourly	30.123	30.728									31.343	31.970	32.928
						Monthly	5,221.320	5,326.187								5,432.787	5,541.467	5,707.520	
402			Maintenance Coordinator	SEPC	2015	Hourly	37.616	40.124									40.926	41.745	42.998
						Monthly	6,316.353	6,737.488								6,872.158	7,009.681	7,220.081	
403			Maintenance Coordinator - Plant & Prop	RHC	2015	Hourly	44.315	45.841	47.428	49.071							50.053	51.053	52.585
						Monthly	7,441.227	7,697.468	7,963.952	8,239.839						8,404.733	8,572.650	8,829.898	
404			Maintenance Dispatch Clerk	SBH	2015	Hourly	19.497	20.080	20.687	21.305	21.944	22.601					23.053	23.514	24.220
						Monthly	3,273.871	3,371.767	3,473.692	3,577.465	3,684.763	3,795.085				3,870.983	3,948.393	4,066.942	
405			Maintenance Electronic Technologist	DLC	2080	Hourly	44.717										45.611	46.523	47.918
						Monthly	7,750.947									7,905.907	8,063.987	8,305.787	
406	23-93C		Maintenance Engineer	SBH	2080	Hourly	40.508	42.640									43.493	44.363	45.694
						Monthly	7,021.387	7,390.933								7,538.787	7,689.587	7,920.293	
407	23-93C		Maintenance Engineer	SBH	2080	Hourly	40.508	42.640									43.493	44.363	45.694
						Monthly	7,021.387	7,390.933								7,538.787	7,689.587	7,920.293	
408	23-93E		Maintenance Engineer - 5th Class	SCPCH	2015	Hourly	30.123	30.728									31.343	31.970	32.928
						Monthly	5,058.154	5,159.743								5,263.012	5,368.296	5,529.160	
						Annual	60,697,845	61,916,920								63,156,145	64,419,550	66,349,920	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
409	23-93E		Maintenance Engineer - 5th Class	FDL, ASB, ASV	2080	Hourly 30.123 Monthly 5,221.320 Annual 62,655.840	30.728 5,326.187 63,914.240									31.343 5,432.787 65,193.440	31.970 5,541.467 66,497.600	32.928 5,707.520 68,490.240
410			Maintenance Engineer (5th Class)	MCC	1950	Hourly 26.417 Monthly 4,292.763 Annual 51,513.150										26.945 4,378.563 52,542.750	27.484 4,466.150 53,593.800	28.308 4,600.050 55,200.600
411			Maintenance Engineer (5th Class) - PIO	MCC	1950	Hourly 33.078 Monthly 5,375.175 Annual 64,502.100	33.755 5,485.188 65,822.250									34.430 5,594.875 67,138.500	35.119 5,706.838 68,482.050	36.172 5,877.950 70,535.400
412	1		Maintenance Helper	ASJ	1950	Hourly 20.284 Monthly 3,296.150 Annual 39,553.800	20.892 3,394.950 40,739.400	21.520 3,497.000 41,964.000	22.165 3,601.813 43,221.750	22.830 3,709.875 44,518.500						23.287 3,784.138 45,409.650	23.753 3,859.863 46,318.350	24.466 3,975.725 47,708.700
413	1,2,3		Maintenance Helper	CHL (Northern Scale)	2015	Hourly 22.587 Monthly 3,792.734 Annual 45,512.805	23.036 3,868.128 46,417.540	23.521 3,949.568 47,394.815	23.977 4,026.138 48,313.655							24.457 4,106.738 49,280.855	24.946 4,188.849 50,266.190	25.894 4,314.451 51,773.410
414	1, 2		Maintenance Helper	GH	2015	Hourly 26.440 Monthly 4,439.717 Annual 53,276.600										26.969 4,528.545 54,342.535	27.508 4,619.052 55,428.620	28.333 4,757.583 57,090.995
415	1		Maintenance Helper	SCPCH	2015	Hourly 20.284 Monthly 3,406.022 Annual 40,872.260	20.892 3,508.115 42,097.390	21.520 3,613.567 43,362.800	22.165 3,721.873 44,662.475	22.830 3,833.538 46,002.450						23.287 3,910.275 46,923.305	23.753 3,988.525 47,862.295	24.466 4,108.249 49,298.990
416	2		Maintenance Mechanic	CH	2015	Hourly 33.211 Monthly 5,576.680 Annual 66,920.165										33.875 5,688.177 68,258.125	34.552 5,801.857 69,622.280	35.588 5,975.818 71,709.820
417			Maintenance Mechanic	DLC	2080	Hourly 31.136 Monthly 5,396.907 Annual 64,762.880										31.759 5,504.893 66,058.720	32.394 5,614.960 67,379.520	33.366 5,783.440 69,401.280
418	2		Maintenance Mechanic	SBH	2080	Hourly 33.211 Monthly 5,756.573 Annual 69,078.880										33.875 5,871.667 70,460.000	34.552 5,989.013 71,868.160	35.588 6,168.587 74,023.040
419			Maintenance Mechanic	SOGH	2015	Hourly 38.603 Monthly 6,482.087 Annual 77,785.045										39.375 6,611.719 79,340.625	40.162 6,743.869 80,926.430	41.367 6,946.209 83,354.505
420			Maintenance Mechanic - N&S	CRS	2015	Hourly 41.398 Monthly 6,951.414 Annual 83,416.970	42.431 7,124.872 85,498.465	43.494 7,303.368 87,640.410	44.578 7,485.389 89,824.670							45.470 7,635.171 91,622.050	46.379 7,787.807 93,453.685	47.771 8,021.547 96,258.565
421	23-93B		Maintenance Power Engineer (2nd Class)	MHC	1950	Hourly 49.629 Monthly 8,064.713 Annual 96,776.550	50.622 8,226.075 98,712.900									51.634 8,390.525 100,686.300	52.667 8,558.388 102,700.650	54.247 8,815.138 105,781.650
422			Maintenance Systems Technologist	SBH	2080	Hourly 44.315 Monthly 7,681.267 Annual 92,175.200	45.841 7,945.773 95,349.280	47.428 8,220.853 98,650.240	49.071 8,505.640 102,067.680							50.053 8,675.853 104,110.240	51.053 8,849.187 106,190.240	52.585 9,114.733 109,376.800
423	23-93E		Maintenance Technician	RHC	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.728 5,159.743 61,916.920									31.343 5,263.012 63,156.145	31.970 5,368.296 64,419.550	32.928 5,529.160 66,349.920
424	2,3		Maintenance Tradesperson	CHL (Northern Scale)	2015	Hourly 36.079 Monthly 6,058.265 Annual 72,699.185	37.400 6,280.083 75,361.000	38.780 6,511.808 78,141.700	40.281 6,763.851 81,166.215							41.087 6,899.192 82,790.305	41.909 7,037.220 84,446.635	43.166 7,248.291 86,979.490
425	23-93E		Maintenance Utility Person	RHC	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.728 5,159.743 61,916.920									31.343 5,263.012 63,156.145	31.970 5,368.296 64,419.550	32.928 5,529.160 66,349.920
426	1		Maintenance Worker	MCC	1950	Hourly 20.961 Monthly 3,406.163 Annual 40,873.950	21.589 3,508.213 42,098.550	22.238 3,613.675 43,364.100	22.904 3,721.900 44,662.800	23.590 3,833.375 46,000.500						24.062 3,910.075 46,920.900	24.543 3,988.238 47,858.850	25.279 4,107.838 49,294.050
427	1,2,3		Maintenance Worker	CHL (Northern Scale)	2015	Hourly 25.853 Monthly 4,341.150 Annual 52,093.795	26.379 4,429.474 53,153.685	26.918 4,519.981 54,239.770								27.456 4,610.320 55,323.840	28.005 4,702.506 56,430.075	28.845 4,843.556 58,122.675
428	1		Maintenance Worker 1	GLL, MM	2015	Hourly 20.284 Monthly 3,406.022 Annual 40,872.260	20.892 3,508.115 42,097.390	21.520 3,613.567 43,362.800	22.165 3,721.873 44,662.475	22.830 3,833.538 46,002.450						23.287 3,910.275 46,923.305	23.753 3,988.525 47,862.295	24.466 4,108.249 49,298.990
429	23-93E		Maintenance Worker II (Maintenance Worker 2)	GLL	2015	Hourly 30.123 Monthly 5,058.154 Annual 60,697.845	30.728 5,159.743 61,916.920									31.343 5,263.012 63,156.145	31.970 5,368.296 64,419.550	32.928 5,529.160 66,349.920
430			Maintenance-Electrical	BPCH	2015	Hourly 19.668 Monthly 3,302.585 Annual 39,631.020	20.278 3,405.014 40,860.170	20.887 3,507.275 42,087.305	21.440 3,600.133 43,201.600	22.157 3,720.530 44,646.355	22.826 3,832.866 45,994.390					23.282 3,909.436 46,913.230	23.748 3,987.685 47,852.220	24.460 4,107.242 49,286.900
431			Maintenance Engineer (5th Class)	KL	2080	Hourly 26.027 Monthly 4,511.347 Annual 54,136.160										26.548 4,601.653 55,219.840	27.079 4,693.693 56,324.320	27.891 4,834.440 58,013.280
432			Material Handler	RHC	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625					25.270 4,243.254 50,919.050	25.776 4,326.220 51,938.640	26.550 4,458.188 53,498.250

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary + 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
433			Materials Management Floot	VGH	2015	Hourly 22.342 Monthly 3,751.594 Annual 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
434	23-55UMDR	3	MDR Aide Uncertified	CHL (Northern Scale)	2080	Hourly 20.472 Monthly 3,548.480 Annual 42,581.760	21.085 3,654.733 43,856.800	21.720 3,764.800 45,177.600	22.371 3,877.640 46,531.680	23.042 3,993.947 47,927.360	23.731 4,113.373 49,360.480					24.206 4,195.707 50,348.480	24.690 4,279.600 51,355.200	25.431 4,408.040 52,896.480
435	23-55MDR2		MDR Technician	CH	2015	Hourly 24.577 Monthly 4,126.888 Annual 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365					29.081 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965
436	23-55MDR2		MDR Technician - PIO	CH	2015	Hourly 24.577 Monthly 4,126.888 Annual 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365					29.081 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965
437			Mechanic (T)	RHC	2015	Hourly 42.941 Monthly 7,210.510 Annual 86,526.115										43.800 7,354.750 88,257.000	44.677 7,502.013 90,024.155	46.017 7,727.021 92,724.255
438	23-55MDR2		Med Dev Reprocess Tech OR and Endoscopy	SBH	2015	Hourly 24.577 Monthly 4,126.888 Annual 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365					29.081 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965
439	23-55MDR2		Med Device Reprocess Technician 2	VGH	2015	Hourly 24.577 Monthly 4,126.888 Annual 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365					29.081 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965
440			Medical Assistant	KL	2080	Hourly 20.017 Monthly 3,469.613 Annual 41,635.360	20.617 3,573.613 42,883.360	21.234 3,680.580 44,166.720	21.871 3,790.973 45,491.680	22.528 3,904.853 46,858.240	23.204 4,022.027 48,264.320					23.668 4,102.453 49,229.440	24.142 4,164.613 50,215.360	24.867 4,310.280 51,723.360
441			Medical Assistant - PIO	KL	2080	Hourly 23.144 Monthly 4,011.627 Annual 48,139.520	24.165 4,188.800 50,263.200	25.251 4,376.840 52,522.080	26.197 4,540.813 54,489.760	27.679 4,797.693 57,572.320	29.029 5,031.693 60,380.320					29.609 5,132.227 61,586.720	30.201 5,234.840 62,818.080	31.108 5,392.053 64,704.840
442	1	1	Medical Clerk	MCC	1950	Hourly 21.653 Monthly 3,518.613 Annual 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500						24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
443			Medical Clerk - PIO	MCC	1950	Hourly 22.895 Monthly 3,720.438 Annual 44,645.250	23.270 3,781.375 45,376.500	23.645 3,842.313 46,107.750	24.022 3,903.575 46,842.900	24.397 3,964.513 47,574.150	24.773 4,025.613 48,307.350					25.268 4,106.050 49,272.600	25.774 4,188.275 50,259.300	26.548 4,314.050 51,768.800
444	3	3	Medical Clinic Aide Trained	CHL (Northern Scale)	2080	Hourly 22.439 Monthly 3,889.427 Annual 46,673.120	23.114 4,006.427 48,077.120	23.806 4,126.373 49,516.480	24.518 4,249.787 50,997.440	25.256 4,377.707 52,532.480	26.014 4,509.093 54,109.120					26.534 4,599.227 55,190.720	27.064 4,691.093 56,293.120	27.876 4,831.840 57,982.080
445	3	3	Medical Clinic Aide Untrained	CHL (Northern Scale)	2080	Hourly 21.579 Monthly 3,740.360 Annual 44,884.320	22.029 3,818.360 45,820.320	22.482 3,896.880 46,762.560	22.930 3,974.533 47,694.400							23.388 4,053.920 48,647.040	23.855 4,134.867 49,618.400	24.572 4,259.147 51,109.760
446	23-55MDR2		Medical Device Reprocessing Technician 2	GH	2015	Hourly 24.577 Monthly 4,126.888 Annual 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365					29.081 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965
447	23-55MDR2		Medical Device Reprocessing Tech-OR	SBH	2015	Hourly 24.577 Monthly 4,126.888 Annual 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365					29.081 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965
448	23-55MDR1		Medical Device Reprocessing(MDR)Tech	SOGH	2015	Hourly 23.507 Monthly 3,947.217 Annual 47,366.605	24.214 4,065.934 48,791.210	24.939 4,187.674 50,252.085	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,812.780					27.997 4,667.580 56,010.955	28.553 4,760.941 57,131.295	29.204 4,903.838 58,846.060
449	1	1	Medical Records Clerk	VGH	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550						24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
450	2	2	Medical Records Technician	CH	2015	Hourly 34.439 Monthly 5,782.882 Annual 69,394.585	35.475 5,956.844 71,482.125	36.539 6,135.507 73,626.085	37.633 6,319.208 75,830.495	38.764 6,508.122 78,109.480	39.929 6,704.745 80,456.935					40.727 6,838.742 82,064.905	41.542 6,975.594 83,707.130	42.788 7,184.818 86,217.820
451	2	2	Medical Records Technician - PIO	CH	2015	Hourly 36.824 Monthly 6,183.363 Annual 74,200.360	37.581 6,310.476 75,725.715	38.345 6,438.765 77,265.175	39.128 6,570.243 78,842.920	39.932 6,705.248 80,462.980						40.730 6,839.246 82,070.950	41.545 6,976.098 83,713.175	42.791 7,185.322 86,223.865
452	1	1	Medical Records Transcriptionist 1	CRS	2015	Hourly 22.393 Monthly 3,760.158 Annual 45,121.895	23.063 3,872.662 46,471.945	23.758 3,989.364 47,872.370	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.060						25.708 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135
453	1	1	Medical Secretary	MCC	1950	Hourly 21.695 Monthly 3,525.438 Annual 42,305.250	22.345 3,631.063 43,572.750	23.016 3,740.100 44,881.200	23.705 3,852.063 46,224.750	24.418 3,967.925 47,615.100						24.906 4,047.225 49,566.700	25.404 4,128.150 49,537.800	26.166 4,251.975 51,023.700
454			Medical Secretary - PIO	MCC	1950	Hourly 22.895 Monthly 3,720.438 Annual 44,645.250	23.270 3,781.375 45,376.500	23.645 3,842.313 46,107.750	24.022 3,903.575 46,842.900	24.397 3,964.513 47,574.150	24.773 4,025.613 48,307.350					25.268 4,106.050 49,272.600	25.774 4,188.275 50,259.300	26.548 4,314.050 51,768.800
455	1, 2	1, 2	Medical Transcriptionist	CH	2015	Hourly 22.393 Monthly 3,760.158 Annual 45,121.895	23.063 3,872.662 46,471.945	23.758 3,989.364 47,872.370	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.060						25.708 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135
456	1, 2	1, 2	Medical Transcriptionist	GH	2015	Hourly 22.393 Monthly 3,760.158 Annual 45,121.895	23.063 3,872.662 46,471.945	23.758 3,989.364 47,872.370	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.060						25.708 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
481		2	OR Slatinq Clerk	CH	2015	Hourly 22.342 Monthly 3,751.594 Annual 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
482		2	OR Slatinq Clerk	GH	2015	Hourly 22.342 Monthly 3,751.594 Annual 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
483		1	Outreach Secretary	MCC	1950	Hourly 21.695 Monthly 3,525.438 Annual 42,305.250	22.345 3,631.063 43,572.750	23.016 3,740.100 44,881.200	23.705 3,852.063 46,224.750	24.418 3,967.925 47,615.100	25.146 4,086.070 49,008.200					25.900 4,047.225 48,566.700	26.657 4,128.150 49,537.800	27.465 4,251.975 51,023.700
484		1	Outreach Secretary - PIO	MCC	1950	Hourly 23.270 Monthly 3,781.375 Annual 45,376.500	23.645 3,842.313 46,107.750	24.022 3,903.575 46,842.900	24.397 3,964.513 47,574.150	24.773 4,025.613 48,307.350						25.268 4,106.050 49,272.600	25.773 4,188.113 50,257.350	26.546 4,313.725 51,764.700
485			PACS Administrative Clerk	GH	2015	Hourly 27.001 Monthly 4,533.918 Annual 54,407.015	27.557 4,627.280 55,527.355	28.134 4,724.168 56,690.010	28.891 4,851.280							29.689 4,948.336 59,380.035	30.058 5,047.239 60,566.870	30.961 5,198.868 62,388.415
486	23-12G		Painter	CH	1950	Hourly 36.151 Monthly 5,874.538 Annual 70,494.450	37.235 6,050.688 72,608.250									37.979 6,171.588 74,059.050	38.739 6,295.088 75,541.050	39.901 6,483.913 77,806.950
487	23-12G		Painter	RHC	2015	Hourly 36.151 Monthly 6,070.355 Annual 72,844.265	37.235 6,252.377 75,028.525									37.979 6,377.307 76,527.685	38.739 6,504.924 78,059.085	39.901 6,700.043 80,400.515
488	23-12G		Painter	SBH	2080	Hourly 36.151 Monthly 6,266.173 Annual 75,194.080	37.235 6,454.067 77,448.800									37.979 6,583.027 78,996.320	38.739 6,714.760 80,577.120	39.901 6,916.173 82,994.080
489	23-12G		Painter	DLC	2080	Hourly 36.151 Monthly 6,266.173 Annual 75,194.080	37.235 6,454.067 77,448.800									37.979 6,583.027 78,996.320	38.739 6,714.760 80,577.120	39.901 6,916.173 82,994.080
490	23-12GL	2	Painter - Lead Hand	MHC	2015	Hourly 38.664 Monthly 6,492.330 Annual 77,907.960	39.825 6,687.281 80,247.375									40.621 6,820.943 81,851.315	41.434 6,957.459 83,489.510	42.677 7,166.180 85,994.155
491	23-12G		Painter - PIO	RHC	2015	Hourly 36.151 Monthly 6,070.355 Annual 72,844.265	37.235 6,252.377 75,028.525									37.979 6,377.307 76,527.685	38.739 6,504.924 78,059.085	39.901 6,700.043 80,400.515
492	23-12G		Painter (Journeyman)		1950	Hourly 36.151 Monthly 5,874.538 Annual 70,494.450	37.235 6,050.688 72,608.250									37.979 6,171.588 74,059.050	38.739 6,295.088 75,541.050	39.901 6,483.913 77,806.950
493	23-12G	2	Painter (Journeyman)	GH	2015	Hourly 36.151 Monthly 6,070.355 Annual 72,844.265	37.235 6,252.377 75,028.525									37.979 6,377.307 76,527.685	38.739 6,504.924 78,059.085	39.901 6,700.043 80,400.515
494	23-12G		Painter (Journeyman)	SOGH	2015	Hourly 36.151 Monthly 6,070.355 Annual 72,844.265	37.235 6,252.377 75,028.525									37.979 6,377.307 76,527.685	38.739 6,504.924 78,059.085	39.901 6,700.043 80,400.515
495	23-12GL		Painter 2	VGH	2080	Hourly 38.664 Monthly 6,701.760 Annual 80,421.120	39.825 6,903.000 82,836.000									40.621 7,040.973 84,491.680	41.434 7,181.893 86,182.720	42.677 7,397.347 88,768.160
496			Patient Accounts Clerk	SBH	2015	Hourly 23.124 Monthly 3,882.905 Annual 46,594.860	23.816 3,999.103 47,989.240	24.532 4,119.332 49,431.980	25.268 4,242.918 50,915.020	26.026 4,370.199 52,442.390	26.805 4,501.006 54,012.075					27.342 4,591.178 55,094.130	27.888 4,682.860 56,194.320	28.725 4,823.406 57,880.875
497		1, 2	Patient Registrar	MHC	2015	Hourly 22.476 Monthly 3,774.095 Annual 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425						25.801 4,332.418 51,969.015	26.317 4,419.063 53,028.755	27.107 4,551.717 54,620.605
498		1, 2	Patient Registration Clerk	GH	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550						24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
499		1	Patient Registration Clerk	SBH	2015	Hourly 22.476 Monthly 3,774.095 Annual 45,289.140	23.149 3,887.103 46,645.235	23.843 4,003.637 48,043.645	24.559 4,123.865 49,486.385	25.294 4,247.284 50,967.410						25.801 4,332.250 51,987.000	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575
500	23-53HA	1	Patient Services Assistant	SOGH	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155						22.111 3,712.805 44,553.685	22.553 3,787.025 45,444.295	23.230 3,900.704 46,808.450
501			Patrol Officer / Community Host	MCC	1950	Hourly 21.355 Monthly 3,470.188 Annual 41,642.250	22.016 3,577.600 42,931.200	22.746 3,696.225 44,354.700	23.522 3,822.325 45,867.900	24.322 3,952.325 47,427.900	25.148 4,086.550 49,038.600	26.005 4,225.813 50,709.750				26.252 4,310.313 51,723.750	27.055 4,396.438 52,757.250	27.867 4,528.388 54,340.650
502			Payroll / Finance Assistant	NCC	2015	Hourly 22.534 Monthly 3,783.834 Annual 45,406.010	23.052 3,870.815 46,449.780	23.634 3,968.543 47,622.510	24.243 4,070.804 48,849.645	24.958 4,190.884 50,280.370	25.594 4,297.659 51,571.910					26.196 4,383.633 52,603.590	26.628 4,471.285 53,655.420	27.426 4,605.283 55,263.390
503			Payroll Clerk	KL	2080	Hourly 24.350 Monthly 4,220.667 Annual 50,648.000	25.079 4,347.027 52,164.320	25.833 4,477.720 53,732.640	26.606 4,611.707 55,340.480	27.404 4,750.027 57,000.320	28.226 4,892.507 58,885.280					28.791 4,990.440 59,885.280	29.366 5,090.107 61,081.280	30.247 5,242.813 62,913.760
504	23-53HA	1	Pharmacy Aide	CRS	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155						22.111 3,712.805 44,553.685	22.553 3,787.025 45,444.295	23.230 3,900.704 46,808.450

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
553		2	Refrigeration Mechanic (Journeyman)	MHC	2015	Hourly 44.122 Monthly 7,408.819 Annual 88,905.830										45,005	45,905	47,281	
554	23-52SRDF		Reg Distribution Food Supervisor-RDF	CRS	2015	Hourly 26.573 Monthly 4,462.050 Annual 53,544.585	27.372 4,596.215 55,154.580	28.190 4,733.571 56,802.850	29.036 4,875.628 58,507.540	29.909 5,022.220 60,266.635	30.807 5,173.009 62,076.105					31,423	32,052	33,014	
555		1, 2	Registration Clerk	SOGH	2015	Hourly 21.653 Monthly 3,635.900 Annual 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550						24,857	25,354	26,115	
556			Rehab - Client Support	SOGH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625					25,270	25,776	26,550	
557		1	Rehab - Front Desk	SOGH	1950	Hourly 20.861 Monthly 3,389.913 Annual 40,678.950	21.485 3,491.313 41,895.750	22.128 3,595.800 43,149.600	22.794 3,704.025 44,448.300	23.478 3,815.175 45,782.100						23,948	24,427	25,160	
558		2	Resource Coordinator	CRS	2015	Hourly 28.427 Monthly 4,773.367 Annual 57,280.405	29.413 4,938.933 59,267.195	30.450 5,113.063 61,356.750	31.465 5,283.498 63,401.975	32.645 5,481.640 65,779.675	33.748 5,666.852 68,002.220	34.956 5,869.695 70,436.340	36.043 6,052.220 72,626.645				36,764	37,500	38,625
559		2	Resource Coordinator Specialist	CRS	2015	Hourly 31.099 Monthly 5,222.040 Annual 62,664.485	32.166 5,401.208 64,814.490	33.307 5,582.800 67,113.905	34.592 5,808.573 69,702.880	35.851 6,019.980 72,239.765	37.185 6,243.981 74,927.775	38.655 6,490.819 77,889.825					39,427	40,215	41,422
560			Respiratory Aide (Clerical)	CH	2015	Hourly 20.109 Monthly 3,376.636 Annual 40,519.635	20.712 3,477.890 41,734.680	21.336 3,582.670 42,992.040	21.975 3,689.969 44,279.625	22.636 3,800.962 45,611.540	23.314 3,914.809 46,977.710					23,790	24,256	24,984	
561	23-52DA	1	Retail Café Worker	SCPCH	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155						22,111	22,553	23,230	
562		2	Safety Coordinator	RHC	2015	Hourly 39.828 Monthly 6,687.785 Annual 80,253.420	41.101 6,901.543 82,818.515	43.096 7,236.537 86,838.440	44.792 7,521.323 90,255.880	46.645 7,832.473 93,989.675						47,578	48,530	49,986	
563	23-53HA	1	Sanitation-Warewash Attendant	SBH	2015	Hourly 19.259 Monthly 3,233.907 Annual 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155						22,111	22,553	23,230	
564		2	Scheduling Assistant	MHC	2015	Hourly 23.181 Monthly 3,892.476 Annual 46,709.715	23.878 4,009.514 48,114.170	24.596 4,130.078 49,560.940	25.335 4,254.169 51,050.025	26.093 4,381.450 52,577.395	26.876 4,512.928 54,155.140					27,414	27,962	28,901	
565			Scheduling Assistant	SBH	2015	Hourly 21.741 Monthly 3,650.676 Annual 43,808.115	22.393 3,760.158 45,121.895	23.063 3,872.662 46,471.945	23.757 3,989.196 47,870.355	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.080					25,708	26,222	27,009	
566			Scheduling Assistant-Operations	SBH	2015	Hourly 21.741 Monthly 3,650.676 Annual 43,808.115	22.393 3,760.158 45,121.895	23.063 3,872.662 46,471.945	23.757 3,989.196 47,870.355	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.080					25,708	26,222	27,009	
567		2	Scheduling Clerk	Com	2015	Hourly 25.309 Monthly 4,249.803 Annual 50,997.635	25.959 4,358.949 52,307.385	26.685 4,480.856 53,770.275	27.387 4,598.734 55,184.805	28.127 4,722.992 56,675.905	28.925 4,873.781 58,485.375					29,605	30,197	31,103	
568			Scheduling Clerk	ASV	2015	Hourly 22.767 Monthly 3,822.959 Annual 45,875.505	23.453 3,938.150 47,257.795	24.154 4,055.859 48,670.310	24.883 4,178.270 50,139.245	25.627 4,303.200 51,638.405	26.398 4,432.664 53,191.970					26,926	27,464	28,288	
569			Scheduling Clerk	FDL	2015	Hourly 22.767 Monthly 3,822.959 Annual 45,875.505	23.453 3,938.150 47,257.795	24.154 4,055.859 48,670.310	24.883 4,178.270 50,139.245	25.627 4,303.200 51,638.405	26.398 4,432.664 53,191.970					26,926	27,464	28,288	
570			Scheduling Clerk	ASB	2015	Hourly 22.767 Monthly 3,822.959 Annual 45,875.505	23.453 3,938.150 47,257.795	24.154 4,055.859 48,670.310	24.883 4,178.270 50,139.245	25.627 4,303.200 51,638.405	26.398 4,432.664 53,191.970					26,926	27,464	28,288	
571			Scheduling Clerk - DI	SOGH	1950	Hourly 21.820 Monthly 3,545.750 Annual 42,549.000	22.476 3,652.350 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.559 3,990.838 47,890.050	25.295 4,110.438 49,325.250					25,801	26,316	27,105	
572			Screeener attendant- 2015	CDS	2015	Hourly 16.984 Monthly 2,851.897 Annual 34,222.760										17,324	17,670	18,200	
573	23-54S		Seamster/Seamstress	DLC	2015	Hourly 18.699 Monthly 3,139.874 Annual 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155					22,111	22,553	23,229	
574	23-54S		Seamstress	SCPCH, HF	2015	Hourly 18.699 Monthly 3,139.874 Annual 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155					22,111	22,553	23,229	
575		1	Seasonal Groundskeeper	RHC	2015	Hourly 17.912 Monthly 3,007.723 Annual 36,092.680										18,271	18,637	19,196	
576		1, 2	Secretary	SOGH	2015	Hourly 21.695 Monthly 3,642.952 Annual 43,715.425	22.345 3,752.098 45,025.175	23.016 3,864.770 46,377.240	23.705 3,980.465 47,765.575	24.418 4,100.189 49,202.270						24,906	25,404	26,166	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
601			Shop Head-Grounds	SBH	2080	Hourly 30.835 Monthly 5,344.733 Annual 64,136.800	31.606 5,478.373 65,740.480									32.238 5,587.920 67,055.040	32.883 5,699.720 68,396.640	33.869 5,870.627 70,447.520
602			Shop Head-Machinist	SBH	2080	Hourly 45.213 Monthly 7,836.920 Annual 94,043.040	46.216 8,010.773 96,129.280									47.141 8,171.107 98,053.280	48.084 8,334.560 100,014.720	49.527 8,584.680 103,016.160
603	23-12FL		Shop Head-Mechanical Services	SBH	2080	Hourly 46.419 Monthly 8,045.960 Annual 96,551.520	47.812 8,287.413 99,448.960									48.768 8,453.120 101,437.440	49.743 8,622.120 103,465.440	51.235 8,880.733 106,568.800
604	23-12GL		Shop Head-Painting	SBH	2080	Hourly 38.664 Monthly 6,701.760 Annual 80,421.120	39.825 6,903.000 82,836.000									40.621 7,040.973 84,491.680	41.434 7,181.893 86,182.720	42.677 7,397.347 88,768.160
605	2		Slating Clerk	MHC	2015	Hourly 22.342 Monthly 3,751.594 Annual 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
606			Slating Clerk	SBH	2015	Hourly 22.341 Monthly 3,751.426 Annual 45,017.115	23.013 3,864.266 46,371.195	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
607			Slating Clerk	VGH	2015	Hourly 22.342 Monthly 3,751.594 Annual 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
608	2		Slating Clerk - 1950	PAC	2015	Hourly 22.342 Monthly 3,751.594 Annual 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500					26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325
609			Slating Clerk Cardiac Sciences	SBH	1950	Hourly 22.341 Monthly 3,630.413 Annual 43,564.950	23.013 3,739.613 44,875.350	23.700 3,851.250 46,215.000	24.412 3,966.950 47,603.400	25.145 4,086.063 49,032.750	25.900 4,208.750 50,505.000					26.418 4,292.925 51,515.100	26.946 4,378.725 52,544.700	27.755 4,510.188 54,122.250
610			Specific Purposes Accts Clerk	CRS	1950	Hourly 22.650 Monthly 3,680.625 Annual 44,167.500	23.328 3,790.800 45,489.600	24.029 3,904.713 46,856.550	24.748 4,021.550 48,258.600	25.492 4,142.450 49,709.400	26.257 4,266.763 51,201.150					26.782 4,352.075 52,224.900	27.317 4,439.013 53,268.150	28.137 4,572.263 54,867.150
611	23-53HALH	1	Sr. Environmental Cleaning Aide 1 (Lead Hand)	SOGH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.520 4,287.575 51,354.000					25.971 4,243.422 50,921.085	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
612			Staff Development Asst-Nut	Com	2015	Hourly 23.494 Monthly 3,945.034 Annual 47,340.410	23.859 4,006.324 48,075.885	24.221 4,067.110 48,805.315	24.584 4,128.063 49,536.760	24.960 4,191.200 50,294.400	25.324 4,252.322 51,027.880					25.801 4,337.288 52,047.450	26.347 4,424.100 53,089.205	27.137 4,586.755 54,681.055
613	2		Staffing Clerk	CH	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425					25.801 4,332.418 51,889.015	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575
614	2		Staffing Clerk	SOGH	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425					25.801 4,332.418 51,889.015	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575
615	3		Staffing Clerk	CHL (Northern Scale)	2015	Hourly 22.911 Monthly 3,847.139 Annual 46,165.665	23.599 3,962.665 47,551.985	24.307 4,081.550 48,978.605	25.036 4,203.962 50,447.540	25.787 4,330.067 51,960.805	26.560 4,459.867 53,518.400					27.091 4,549.030 54,588.365	27.633 4,640.041 55,680.495	28.462 4,779.244 57,350.930
616	2		Staffing Clerk - Long Call	GH	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425					25.801 4,332.418 51,889.015	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575
617	2		Staffing Clerk - PIO	CH	2015	Hourly 22.247 Monthly 3,735.642 Annual 44,827.705	23.032 3,867.457 46,409.480	23.831 4,001.622 48,019.465	24.650 4,139.146 49,669.750	25.482 4,278.853 51,346.230	26.295 4,397.500 52,771.000					25.992 4,364.490 52,373.880	26.512 4,451.807 53,421.680	27.307 4,585.300 55,023.605
618	2		Staffing Clerk - Short Call	GH	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425					25.801 4,332.418 51,889.015	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575
619	1		Steno 2 - Diagnostics	MHC	1950	Hourly 22.393 Monthly 3,638.863 Annual 43,666.350	23.063 3,747.738 44,972.850	23.758 3,860.675 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800	25.950 4,217.500 50,130.600					26.222 4,316.802 51,132.800	26.222 4,261.075 51,132.800	27.009 4,388.963 52,667.550
620	1, 2		Steno 2 - Diagnostics	MHC	2015	Hourly 22.393 Monthly 3,760.158 Annual 45,121.895	23.063 3,872.662 46,471.945	23.758 3,989.364 47,872.370	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.080	25.950 4,346.023 52,232.270					26.222 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135
621	1		Steno 2 - Diagnostics - Sleep Lab	MHC	2015	Hourly 22.393 Monthly 3,760.158 Annual 45,121.895	23.063 3,872.662 46,471.945	23.758 3,989.364 47,872.370	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.080	25.950 4,346.023 52,232.270					26.222 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135
622	1		Stenographer 2	GH	1950	Hourly 21.653 Monthly 3,518.613 Annual 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,136.950	24.370 3,960.125 47,521.500	25.080 4,077.125 48,854.000					24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
623	23-55MDR1		Sterile Processing Attendant-MDR Main	SBH	2015	Hourly 23.507 Monthly 3,947.217 Annual 47,366.605	24.214 4,065.934 48,791.210	24.939 4,187.674 50,252.085	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780					27.997 4,667.580 56,010.955	28.363 4,760.941 57,131.295	29.204 4,903.838 58,846.060
624	23-55MDR2		Sterile Processing Attendant-MFA	SBH	2015	Hourly 24.577 Monthly 4,126.888 Annual 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365					29.061 4,879.826 58,557.915	29.642 4,977.396 59,728.630	30.531 5,126.664 61,519.965

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Table with 19 columns: Row, Standard Grp No., Note, Employer Classification, Site, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. The table lists various job positions such as Telephone Operator, Trades Helper, Transcriptionist, and Unit Clerk across different sites like CH, SOGH, MHC, VGH, DLC, SBH, CRS, SBH, PAC, ASJ, SOGH, and RHC, with associated salary ranges and projections.

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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FACILITY SUPPORT**

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
673			Volunteer Services Assistant	VGH	2015	Hourly	21,820	22,476	23,149	23,844	24,559	25,295					25,801	26,316	27,105
						Monthly	3,663.942	3,774.095	3,887.103	4,003.805	4,123.865	4,247.452					4,332.418	4,418.895	4,551.381
						Annual	43,967.300	45,289.140	46,645.235	48,045.660	49,486.385	50,969.425					51,989.015	53,026.740	54,616.575
674	2	Ward Clerk	DLC	2015	Hourly	21,370	22,012	22,672	23,351	24,053	24,775						25,270	25,776	26,550
					Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135					4,243.254	4,328.220	4,458.188	
					Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625					50,919.050	51,938.640	53,498.250	
675	2	Ward Clerk	GH	2015	Hourly	21,370	22,012	22,672	23,351	24,053	24,775						25,270	25,776	26,550
					Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135					4,243.254	4,328.220	4,458.188	
					Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625					50,919.050	51,938.640	53,498.250	
676		Ward Clerk	FDL, SCPCH	2015	Hourly	21,370	22,012	22,672	23,351	24,053	24,775						25,270	25,776	26,550
					Monthly	3,588.379	3,696.182	3,807.007	3,921.022	4,038.900	4,160.135					4,243.254	4,328.220	4,458.188	
					Annual	43,060.550	44,354.180	45,684.080	47,052.265	48,466.795	49,921.625					50,919.050	51,938.640	53,498.250	
677	3	Ward Clerk	CHL (Northern Scale)	2080	Hourly	22,439	23,114	23,806	24,518	25,256	26,014						26,534	27,064	27,876
					Monthly	3,889.427	4,006.427	4,126.373	4,249.787	4,377.707	4,509.093					4,599.227	4,691.093	4,831.840	
					Annual	46,673.120	48,077.120	49,516.480	50,997.440	52,532.480	54,109.120					55,190.720	56,293.120	57,982.080	
678	23-52DARDF	1	Warewasher	CRS	2015	Hourly	20,266	20,640	21,016	21,392	21,766						21,895	22,333	23,003
						Monthly	3,402.999	3,465.800	3,528.937	3,592.073	3,604.999						3,676.535	3,760.083	3,862.587
						Annual	40,835.990	41,589.600	42,347.240	43,104.880	43,253.990						44,118.425	45,000.995	46,351.045
679	23-53HA2	1	Washfloor Attendant	CRS	2015	Hourly	20,687	21,305	21,942	22,601	23,278						23,744	24,219	24,946
						Monthly	3,473.692	3,577.465	3,684.428	3,795.085	3,908.764						3,987.013	4,066.774	4,188.849
						Annual	41,684.305	42,929.575	44,213.130	45,541.015	46,905.170						47,844.160	48,801.285	50,266.190
680	2	WCB Program Coordinator / Clerk	PAC	2015	Hourly	21,906	22,563	23,238	23,937	24,655	25,396						25,903	26,421	27,213
					Monthly	3,678.383	3,788.704	3,902.048	4,019.421	4,139.985	4,264.412					4,349.545	4,436.526	4,569.516	
					Annual	44,140.590	45,464.445	46,824.570	48,233.055	49,679.825	51,172.940					52,194.545	53,238.315	54,834.195	
681		Workplace Safety and Support	KL	2080	Hourly	16,275	16,275	16,275	16,275	17,213							17,567	17,908	18,446
					Monthly	2,821.000	2,821.000	2,821.000	2,821.000	2,983.587						3,043.213	3,104.053	3,197.307	
					Annual	33,852.000	33,852.000	33,852.000	33,852.000	35,903.040						36,518.560	37,248.640	38,367.680	
682		WRHA Interpreter	CRS	1950	Hourly	28,328	30,167	32,130	34,219								34,903	35,601	36,668
					Monthly	4,603.300	4,902.138	5,221.125	5,680.588							5,671.738	5,785.163	5,958.550	
					Annual	55,239.600	58,825.650	62,653.500	66,727.050							68,060.850	69,421.950	71,502.600	

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025 1** Step eliminated for multi-step salary scales

** Standardized to 2015 Base Annual Hours effective October 25, 2024

*** Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

* Standardized to 2015 Base Annual Hours effective October 6, 2024

** Discontinued effective May 31, 2024

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
1	23-93B	2	2nd Class (Shift Engineer)	GH	2028	Hourly 50.079 Monthly 8,463.351 Annual 101,560.212	51.072 8,631.168 103,574.016									52,093 8,803.717 105,644.604	53,135 8,979.815 107,757.780	54,729 9,249.201 110,980.412
2	23-93B	2	2nd Class Chief Power Engineer (shift)	DLC, MHC	2080	Hourly 53.801 Monthly 9,325.507 Annual 111,906.080	54.867 9,510.280 114,123.360									55,964 9,700.427 116,405.120	57,083 9,894.387 118,732.640	58,795 10,191.133 122,293.600
3	23-93B	2	2nd Class Power Engineer	DLC	2080	Hourly 50.079 Monthly 8,680.360 Annual 104,164.320	51.072 8,852.480 106,229.760									52,093 9,029.453 108,353.440	53,135 9,210.067 110,520.800	54,729 9,486.360 113,836.320
4	23-93B	2	2nd Class Power Engineer	MHC	2080	Hourly 50.079 Monthly 8,680.360 Annual 104,164.320	51.072 8,852.480 106,229.760									52,093 9,029.453 108,353.440	53,135 9,210.067 110,520.800	54,729 9,486.360 113,836.320
5	23-93C	2	3rd Class Power Engineer	DLC	2080	Hourly 40.958 Monthly 7,099.387 Annual 85,192.640	43.090 7,468.933 89,627.200									43,952 7,618.347 91,420.160	44,831 7,770.707 93,248.480	46,176 8,003.840 96,046.080
6	23-93C	2	3rd Class (Shift Engineer)	GH	2028	Hourly 40.958 Monthly 6,921.902 Annual 83,062.824	43.090 7,282.210 87,386.520									43,952 7,427.888 89,134.656	44,831 7,576.439 90,917.268	46,176 7,803.744 93,644.928
7	23-93C	2	3rd Class Maintenance Engineer	RHC	2015	Hourly 40.958 Monthly 6,877.531 Annual 82,530.370	43.090 7,235.529 86,826.350									43,952 7,390.273 88,563.280	44,831 7,527.872 90,334.465	46,176 7,753.720 93,044.640
8	23-93C	2	3rd Class Power Engineer	VGH	2080	Hourly 40.958 Monthly 7,099.387 Annual 85,192.640	43.090 7,468.933 89,627.200									43,952 7,618.347 91,420.160	44,831 7,770.707 93,248.480	46,176 8,003.840 96,046.080
9	23-93C	2	3rd Class Power Engineer	SOGH	2080	Hourly 40.958 Monthly 7,099.387 Annual 85,192.640	43.090 7,468.933 89,627.200									43,952 7,618.347 91,420.160	44,831 7,770.707 93,248.480	46,176 8,003.840 96,046.080
10	23-93C	2	3rd Class Working Chief Engineer (shift)		2080	Hourly 43.996 Monthly 7,625.973 Annual 91,511.680	46.288 8,023.253 96,279.040									47,214 8,183.760 98,205.120	48,158 8,347.387 100,168.640	49,803 8,587.853 103,174.240
11	23-93D	2	4th Class Power Engineer	VGH	2080	Hourly 38.030 Monthly 6,591.867 Annual 79,102.400	40.010 6,935.087 83,220.800									40,810 7,073.733 84,884.800	41,626 7,215.173 86,582.080	42,875 7,431.667 89,180.000
12		2	Aboriginal Interpreter-Resource Worker	SBH	1950	Hourly 28.778 Monthly 4,676.425 Annual 56,117.100	30.617 4,975.263 59,703.150	32.580 5,294.250 63,531.000	34.669 5,633.713 67,604.550							35,362 5,746.325 68,955.900	36,069 5,861.213 70,334.550	37,151 6,037.038 72,444.450
13		2	Accountant	SERC	1820	Hourly 33.517 Monthly 5,083.412 Annual 61,000.940	34.506 5,233.410 62,800.920	35.529 5,388.565 64,662.780	36.581 5,548.118 66,577.420	37.667 5,712.828 68,553.940	38.783 5,882.088 70,585.080					39,559 5,999.782 71,997.380	40,350 6,119.750 73,437.000	41,561 6,303.418 75,641.020
14		2	Accountant - RHC	RHC	2015	Hourly 36.184 Monthly 6,075.897 Annual 72,910.760	37.927 6,368.575 76,422.905	39.768 6,677.710 80,132.520	41.659 6,995.240 83,942.885	43.670 7,332.921 87,985.050						44,543 7,479.512 89,754.145	45,434 7,629.126 91,549.510	46,797 7,857.996 94,295.955
15		1	Accounting Clerk	BPCH	1950	Hourly 22.976 Monthly 3,733.600 Annual 44,803.200	23.649 3,842.963 46,115.550	24.344 3,955.900 47,470.800	25.059 4,072.088 48,865.050	25.795 4,191.688 50,300.250						26,311 4,275.538 51,306.450	26,837 4,361.013 52,332.150	27,642 4,481.825 53,901.900
16		1,3	Accounting Clerk	CHL (Northern Scale)	2015	Hourly 24.099 Monthly 4,046.624 Annual 48,559.485	24.807 4,165.509 49,986.105	25.536 4,287.920 51,455.040	26.287 4,414.025 52,968.305	27.060 4,543.825 54,525.900						27,601 4,634.668 55,616.015	28,153 4,727.358 56,728.295	28,998 4,869.248 58,430.970
17		2	Accounting Clerk	CRS	2015	Hourly 23.574 Monthly 3,958.468 Annual 47,501.610	24.266 4,074.666 48,895.990	24.982 4,194.894 50,338.730	25.718 4,318.481 51,821.770	26.476 4,445.762 53,349.140	27.255 4,576.569 54,918.825					27,800 4,668.083 56,017.000	28,356 4,761.445 57,137.340	29,207 4,904.342 58,852.105
18		1	Accounting Clerk	WHC	2080	Hourly 21.570 Monthly 3,738.800 Annual 44,865.600	22.202 3,848.347 46,180.160	22.854 3,961.360 47,536.320	23.523 4,077.320 48,927.840	24.215 4,197.267 50,367.200						24,699 4,281.160 51,373.920	25,193 4,366.787 52,401.440	25,949 4,487.827 53,973.920
19		1	Accounting Clerk - Receivables	CH	2015	Hourly 22.976 Monthly 3,858.053 Annual 46,296.640	23.649 3,971.061 47,652.735	24.344 4,087.763 49,053.160	25.059 4,207.824 50,493.885	25.795 4,331.410 51,976.925						26,311 4,418.055 53,016.665	26,837 4,506.380 54,076.555	27,642 4,641.553 55,698.630
20		1	Accounting Clerk 1	CRS	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050						25,387 4,259.542 51,114.505	25,874 4,344.676 52,136.110	26,650 4,474.979 53,699.750
21		1	Accounting Clerk 2	CRS	2015	Hourly 22.976 Monthly 3,858.053 Annual 46,296.640	23.649 3,971.061 47,652.735	24.344 4,087.763 49,053.160	25.059 4,207.824 50,493.885	25.795 4,331.410 51,976.925						26,311 4,418.055 53,016.665	26,837 4,506.380 54,076.555	27,642 4,641.553 55,698.630
22		2	Accounts Payable-Receivable Clerk	RPG	2015	Hourly 23.574 Monthly 3,958.468 Annual 47,501.610	24.266 4,074.666 48,895.990	24.982 4,194.894 50,338.730	25.718 4,318.481 51,821.770	26.476 4,445.762 53,349.140	27.255 4,576.569 54,918.825					27,800 4,668.083 56,017.000	28,356 4,761.445 57,137.340	29,207 4,904.342 58,852.105
23		2	Accounts Receivable Clerk - Level 2	CRS	1950	Hourly 23.100 Monthly 3,753.750 Annual 45,045.000	23.778 3,863.925 46,367.100	24.479 3,977.838 47,734.050	25.198 4,094.675 49,136.100	25.942 4,215.575 50,586.900	26.707 4,339.888 52,078.650					27,241 4,426.663 53,119.950	27,786 4,515.225 54,182.700	28,620 4,650.750 55,809.000
24		2	Accounts Receivable Clerk - Level 2	Req	2015	Hourly 23.100 Monthly 3,878.875 Annual 46,546.500	23.778 3,992.723 47,912.670	24.479 4,110.432 49,325.185	25.198 4,231.164 50,773.970	25.942 4,356.094 52,273.130	26.707 4,484.550 53,814.605					27,241 4,574.218 54,890.615	27,786 4,665.733 55,988.790	28,620 4,805.775 57,669.300

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
97		1	Clerk 1	Com	2015	Hourly 18,582 Monthly 3,120.228 Annual 37,442.730	19,075 3,203.010 38,436.125	19,633 3,296.708 39,560.495								20,026 3,362.699 40,352.390	20,427 3,430.034 41,160.405	21,040 3,532.967 42,395.600
98		1	Clerk 2	MHC	2015	Hourly 21,361 Monthly 3,586.868 Annual 43,042.415	21,985 3,691.648 44,299.775	22,628 3,799.618 45,595.420	23,294 3,911.451 46,937.410	23,978 4,026.306 48,315.670						24,458 4,106.906 49,282.870	24,947 4,189.017 50,268.205	25,695 4,314.619 51,775.425
99		1	Clerk 2	Com	2015	Hourly 21,866 Monthly 3,671.666 Annual 44,059.990	22,410 3,763.013 45,156.150	23,032 3,867.457 46,409.480	23,605 3,963.673 47,564.075	24,269 4,075.170 48,902.035						24,754 4,156.609 49,879.310	25,249 4,239.728 50,876.735	26,006 4,366.841 52,402.090
100		1	Clerk 2 - Comm	Com	1885	Hourly 21,866 Monthly 3,434.784 Annual 41,217.410	22,410 3,520.238 42,242.850	23,032 3,617.943 43,415.320	23,605 3,707.952 44,495.425	24,269 3,812.255 45,747.065						24,754 3,888.441 46,661.290	25,249 3,966.197 47,594.365	26,006 4,085.109 49,021.310
101		1	Clerk 2 - Purchasing	MHC	2015	Hourly 21,361 Monthly 3,586.868 Annual 43,042.415	21,985 3,691.648 44,299.775	22,628 3,799.618 45,595.420	23,294 3,911.451 46,937.410	23,978 4,026.306 48,315.670						24,458 4,106.906 49,282.870	24,947 4,189.017 50,268.205	25,695 4,314.619 51,775.425
102		1	Clerk 2 Health Records/Social Work	MHC	2015	Hourly 22,153 Monthly 3,719.858 Annual 44,638.295	22,802 3,828.836 45,946.030	23,470 3,941.004 47,292.050	24,161 4,057.035 48,684.415	24,870 4,176.088 50,113.050						25,367 4,259.542 51,114.505	25,874 4,344.676 52,136.110	26,650 4,474.979 53,699.750
103		1	Clerk 3	CH	2015	Hourly 22,153 Monthly 3,719.858 Annual 44,638.295	22,802 3,828.836 45,946.030	23,470 3,941.004 47,292.050	24,161 4,057.035 48,684.415	24,870 4,176.088 50,113.050						25,367 4,259.542 51,114.505	25,874 4,344.676 52,136.110	26,650 4,474.979 53,699.750
104		1	Clerk 3	SBH	2015	Hourly 20,580 Monthly 3,455.725 Annual 41,468.700	21,187 3,557.650 42,691.805	21,805 3,661.423 43,937.075	22,444 3,768.722 45,224.660	23,101 3,879.043 46,548.515						23,563 3,956.620 47,479.445	24,034 4,035.709 48,428.510	24,755 4,156.777 49,881.325
105		2	Clerk 3 - Accounts / Cash	CRS	2015	Hourly 23,574 Monthly 3,958.468 Annual 47,501.610	24,266 4,074.666 48,895.990	24,982 4,194.894 50,338.730	25,718 4,318.481 51,821.770	26,476 4,445.762 53,349.140	27,255 4,576.569 54,918.825					27,800 4,668.083 56,017.000	28,356 4,761.445 57,137.340	29,207 4,904.342 58,852.105
106		2	Clerk 3 - Accounts Receivable	CRS	2015	Hourly 23,574 Monthly 3,958.468 Annual 47,501.610	24,266 4,074.666 48,895.990	24,982 4,194.894 50,338.730	25,718 4,318.481 51,821.770	26,476 4,445.762 53,349.140	27,255 4,576.569 54,918.825					27,800 4,668.083 56,017.000	28,356 4,761.445 57,137.340	29,207 4,904.342 58,852.105
107		2	Clerk 4	Com	2015	Hourly 30,148 Monthly 5,062.352 Annual 60,748.220	30,900 5,188.625 62,263.500	31,693 5,321.783 63,861.395	32,551 5,465.855 65,590.265	33,407 5,609.592 67,315.105	34,281 5,752.993 69,035.915					34,946 5,868.016 70,416.190	35,645 5,985.390 71,824.675	36,714 6,164.893 73,978.710
108		1	Clerk 4	SBH	2015	Hourly 21,361 Monthly 3,586.868 Annual 43,042.415	21,986 3,691.816 44,301.790	22,628 3,799.618 45,595.420	23,294 3,911.451 46,937.410	23,977 4,026.138 48,313.655						24,577 4,106.738 49,280.855	25,099 4,188.849 50,266.190	25,694 4,314.451 51,773.410
109		1	Clerk 5	SBH	2015	Hourly 22,153 Monthly 3,719.858 Annual 44,638.295	22,802 3,828.836 45,946.030	23,469 3,940.836 47,290.035	24,161 4,057.035 48,684.415	24,869 4,175.920 50,111.035						25,366 4,259.374 51,112.490	25,873 4,344.508 52,134.095	26,649 4,474.811 53,697.735
110		1	Clerk A	CRS	2015	Hourly 21,163 Monthly 3,553.620 Annual 42,643.445	23,127 3,883.409 46,600.905	25,015 4,200.435 50,405.225	27,023 4,537.612 54,451.345	31,994 5,166.628 61,999.535	36,994 5,372.326 64,647.910					32,634 5,479.793 65,757.510	33,287 5,589.442 67,073.305	34,286 5,757.191 69,086.290
111		2	Clerk B	CRS	2015	Hourly 27,375 Monthly 4,596.719 Annual 55,160.625	28,565 4,796.540 57,558.475	29,618 4,973.356 59,680.270	30,769 5,166.628 61,999.535	31,994 5,372.326 64,647.910						32,634 5,479.793 65,757.510	33,287 5,589.442 67,073.305	34,286 5,757.191 69,086.290
112		1	Clerk Master Patient Index	SBH	2015	Hourly 22,976 Monthly 3,858.053 Annual 46,296.640	23,649 3,971.081 47,652.735	24,343 4,087.595 49,051.145	25,059 4,207.824 50,493.885	25,794 4,331.243 51,974.910						26,310 4,417.888 53,014.650	26,836 4,506.212 54,074.540	27,641 4,641.385 55,696.615
113		1	Clerk Typist	VGH	2015	Hourly 22,153 Monthly 3,719.858 Annual 44,638.295	22,802 3,828.836 45,946.030	23,470 3,941.004 47,292.050	24,161 4,057.035 48,684.415	24,870 4,176.088 50,113.050						25,367 4,259.542 51,114.505	25,874 4,344.676 52,136.110	26,650 4,474.979 53,699.750
114		1	Clerk Typist / Receptionist - Recreation / Volunteer Serv	DLC	2015	Hourly 22,150 Monthly 3,719.354 Annual 44,632.250	22,802 3,828.836 45,946.030	23,469 3,940.836 47,290.035	24,160 4,056.867 48,682.400	24,869 4,175.920 50,111.035						25,366 4,259.374 51,112.490	25,873 4,344.508 52,134.095	26,649 4,474.811 53,697.735
115		2	Clerk Typist 1	SOGH	1950	Hourly 21,473 Monthly 3,489.363 Annual 41,872.350	22,103 3,591.738 43,100.850	22,752 3,697.200 44,366.400	23,420 3,805.750 45,669.000	24,111 3,918.038 47,016.450	24,820 4,033.250 48,399.000					25,311 4,113.850 49,366.200	25,922 4,196.075 50,352.900	26,597 4,322.013 51,864.150
116		1	Clerk Typist 1 - PIO	SOGH	2015	Hourly 22,644 Monthly 3,802.305 Annual 45,627.660	23,020 3,865.442 46,385.300	23,396 3,928.578 47,142.940	23,773 3,991.883 47,902.595	24,146 4,054.516 48,654.190						24,629 4,135.620 49,627.435	25,122 4,218.403 50,620.830	25,876 4,345.012 52,140.140
117		1	Clerk Typist 2	GH	1950	Hourly 21,361 Monthly 3,471.163 Annual 41,653.950	21,985 3,572.563 42,870.750	22,628 3,677.050 44,124.600	23,294 3,785.275 45,423.300	23,978 3,896.425 46,757.100						24,458 3,974.425 47,693.100	24,947 4,053.888 48,646.650	25,695 4,175.438 50,105.250
118		1	Clerk Typist 2	SOGH	2015	Hourly 22,153 Monthly 3,719.858 Annual 44,638.295	22,802 3,828.836 45,946.030	23,470 3,941.004 47,292.050	24,161 4,057.035 48,684.415	24,870 4,176.088 50,113.050						25,367 4,259.542 51,114.505	25,874 4,344.676 52,136.110	26,650 4,474.979 53,699.750
119		1	Clerk Typist 2	GH	2015	Hourly 21,361 Monthly 3,586.868 Annual 43,042.415	21,985 3,691.648 44,299.775	22,628 3,799.618 45,595.420	23,294 3,911.451 46,937.410	23,978 4,026.306 48,315.670						24,458 4,106.906 49,282.870	24,947 4,189.017 50,268.205	25,695 4,314.619 51,775.425
120		1	Clerk Typist 2 Ophthalmology/PRIME	MHC	2015	Hourly 22,976 Monthly 3,858.053 Annual 46,296.640	23,649 3,971.081 47,652.735	24,344 4,087.763 49,053.160	25,059 4,207.824 50,493.885	25,795 4,331.410 51,976.925						26,311 4,418.055 53,016.665	26,837 4,506.380 54,076.555	27,642 4,641.553 55,698.630

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
145		2	Community Host	NCC	2015	Hourly 24.414 Monthly 4,099.518 Annual 49,194.210	24.786 4,161.983 49,943.790	25.155 4,223.944 50,687.325	25.527 4,286.409 51,436.905	25.910 4,350.721 52,208.650	26.274 4,411.843 52,942.110					26.799 4,499.999 53,999.995	27.335 4,590.002 55,034.850	28.155 4,727.694 56,732.325
146		2	Community Host	KL	2080	Hourly 24.074 Monthly 4,172.827 Annual 50,073.920	24.766 4,292.773 51,513.280	25.496 4,419.307 53,031.680	26.247 4,549.480 54,593.760	27.021 4,683.640 56,203.680	27.817 4,821.613 57,859.360					28.373 4,917.987 59,015.840	28.940 5,016.267 60,195.200	29.808 5,166.720 62,000.640
147	23-52C	2	Cook	MCC	1950	Hourly 23.462 Monthly 3,812.575 Annual 45,750.900	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500	27.127 4,408.138 52,897.650					27.670 4,496.375 53,956.500	28.223 4,586.238 55,034.850	29.070 4,723.875 56,686.500
148	23-52C	2	Cook	DM	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
149	23-52C	2	Cook	MH	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
150	23-52C	2	Cook	FDL, GLL, SEPCH, SCPCH	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
151	23-52C	2	Cook 1	SBH	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
152	23-52C	2	Cook 1	Com	2080	Hourly 23.462 Monthly 4,066.747 Annual 48,800.960	24.150 4,186.000 50,232.000	24.862 4,309.413 51,712.960	25.595 4,436.467 53,237.600	26.350 4,567.333 54,808.000	27.127 4,702.013 56,424.160					27.670 4,796.133 57,553.600	28.223 4,891.987 58,703.840	29.070 5,038.800 60,465.600
153	23-52UC	2	Cook 1	ASB, BPCH, SCPCH, PPCH	2015	Hourly 20.531 Monthly 3,447.497 Annual 41,369.965	21.137 3,549.255 42,591.055	21.755 3,653.027 43,836.325	22.392 3,759.990 45,119.880	23.051 3,870.647 46,447.785	23.728 3,984.327 47,811.920					24.203 4,064.087 48,769.045	24.687 4,145.359 49,744.305	25.428 4,269.785 51,237.420
154	23-52UC	2	Cook 1 (Certified)	ASJ	1950	Hourly 20.531 Monthly 3,336.288 Annual 40,035.450	21.137 3,434.763 41,217.150	21.755 3,535.188 42,422.250	22.392 3,638.700 43,664.400	23.051 3,745.788 44,949.450	23.728 3,855.800 46,269.600					24.203 3,932.988 47,195.850	24.687 4,011.638 48,139.650	25.428 4,132.050 49,584.600
155	23-52UC	2	Cook 1 (Uncertified)	ASV	2015	Hourly 20.531 Monthly 3,447.497 Annual 41,369.965	21.137 3,549.255 42,591.055	21.755 3,653.027 43,836.325	22.392 3,759.990 45,119.880	23.051 3,870.647 46,447.785	23.728 3,984.327 47,811.920					24.203 4,064.087 48,769.045	24.687 4,145.359 49,744.305	25.428 4,269.785 51,237.420
156	23-52C	2	Cook 2	ASJ	1950	Hourly 23.462 Monthly 3,812.575 Annual 45,750.900	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500	27.127 4,408.138 52,897.650					27.670 4,496.375 53,956.500	28.223 4,586.238 55,034.850	29.070 4,723.875 56,686.500
157	23-52C	2	Cook 2	ASB, SCPCH, ASV	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
158	23-52C	2	Cook 2	FDL	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
159	23-52C	2	Cook 2 - Comm	Com	2080	Hourly 23.462 Monthly 4,066.747 Annual 48,800.960	24.150 4,186.000 50,232.000	24.862 4,309.413 51,712.960	25.595 4,436.467 53,237.600	26.350 4,567.333 54,808.000	27.127 4,702.013 56,424.160					27.670 4,796.133 57,553.600	28.223 4,891.987 58,703.840	29.070 5,038.800 60,465.600
160	23-52C	2	Cook 2 (Certified)	ASV	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
161	23-52C	2	Cook 3	SBH	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
162	23-52C	2	Cook 3	SBH	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905					27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
163	23-52DS	2	Cook 3 - Comm	Com	2080	Hourly 23.967 Monthly 4,154.280 Annual 49,851.360	24.676 4,277.173 51,326.080	25.402 4,403.013 52,836.160	26.150 4,532.667 54,392.000	26.920 4,666.133 55,993.600	27.714 4,803.760 57,645.120					28.339 4,899.787 58,797.440	28.833 4,997.720 59,972.640	29.698 5,147.653 61,771.840
164	23-52C	2	Cook I	LPCH	1950	Hourly 23.462 Monthly 3,812.575 Annual 45,750.900	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500	27.127 4,408.138 52,897.650					27.670 4,496.375 53,956.500	28.223 4,586.238 55,034.850	29.070 4,723.875 56,686.500
165	23-52C	2,3	Cook/Baker Certified	CHL (Northern Scale)	2080	Hourly 24.612 Monthly 4,266.080 Annual 51,192.960	25.336 4,391.573 52,698.880	26.083 4,521.053 54,252.640	26.853 4,654.520 55,854.240	27.646 4,791.973 57,503.680	28.461 4,933.240 59,198.880					29.030 5,031.867 60,382.400	29.611 5,132.573 61,590.880	30.499 5,286.493 63,437.920
166	23-52UC	2,3	Cook/Baker Uncertified	CHL (Northern Scale)	2080	Hourly 21.536 Monthly 3,732.907 Annual 44,794.880	22.170 3,842.800 46,113.600	22.821 3,955.640 47,467.680	23.490 4,071.600 48,859.200	24.181 4,191.373 50,296.480	24.892 4,314.613 51,775.360					25.390 4,400.933 52,811.200	25.898 4,488.987 53,867.840	26.675 4,623.867 55,484.000
167		2,3	Cook/Baker Uncertified -8 DISCONTINUED	CHL (Northern Scale)	2080	Hourly Monthly Annual												
168	23-52UC	2	Cooks Helper	LPCH	1950	Hourly 20.531 Monthly 3,336.288 Annual 40,035.450	21.137 3,434.763 41,217.150	21.755 3,535.188 42,422.250	22.392 3,638.700 43,664.400	23.051 3,745.788 44,949.450	23.728 3,855.800 46,269.600					24.203 3,932.988 47,195.850	24.687 4,011.638 48,139.650	25.428 4,132.050 49,584.600

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
241		2	Entry Point Screener	MHC	1950	Hourly 17,434 Monthly 2,833.025 Annual 33,996.300										17,783 2,889.738 34,676.850	18,139 2,947.588 35,371.050	18,683 3,035.988 36,431.850
242		2	Entry Point Screener	PAC	1950	Hourly 17,434 Monthly 2,833.025 Annual 33,996.300										17,783 2,889.738 34,676.850	18,139 2,947.588 35,371.050	18,683 3,035.988 36,431.850
243		2	Entry Point Screener	SBH	1950	Hourly 17,434 Monthly 2,833.025 Annual 33,996.300										17,783 2,889.738 34,676.850	18,139 2,947.588 35,371.050	18,683 3,035.988 36,431.850
244		2	Entry Point Screener	CRS	1950	Hourly 17,434 Monthly 2,833.025 Annual 33,996.300										17,783 2,889.738 34,676.850	18,139 2,947.588 35,371.050	18,683 3,035.988 36,431.850
245		2,3	Entry Point Screener - 1950	CHL (Northern Scale)	1950	Hourly 18,282 Monthly 2,970.825 Annual 35,649.900										18,648 3,030.300 36,363.600	19,021 3,090.913 37,090.950	19,592 3,183.700 38,204.400
246		2	Entry Point Screener - 2015	MM	2015	Hourly 17,434 Monthly 2,927.459 Annual 35,129.510										17,783 2,986.062 35,832.745	18,139 3,045.840 36,550.085	18,683 3,137.187 37,646.245
247	23-53HA	1	Environmental Assistant	MH	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
248	23-53HALH	1	Environmental Cleaning	CH	2015	Hourly 22,512 Monthly 3,780.140 Annual 45,361.680	23,172 3,890.965 46,691.580	23,851 4,004.980 48,059.765	24,553 4,122.858 49,474.295	25,275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290
249	23-53HS	2	Environmental Cleaning - PIO	CH	2015	Hourly 23,967 Monthly 4,024.459 Annual 48,293.505	24,676 4,143.512 49,722.140	25,402 4,265.419 51,185.030	26,150 4,391.021 52,692.250	26,920 4,520.317 54,243.800	27,714 4,653.843 55,843.710					28,288 4,748.668 56,980.020	28,833 4,841.541 58,089.495	29,698 4,986.789 59,841.470
250	23-53HA	1	Environmental Cleaning Aide 1	SOGH	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
251	23-53HA	1	Environmental Services Attendant	MHC	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
252	23-53HA	1	EPH Caretaker	MM	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
253		2	Equipment & Supply Coordinator	SBH	2015	Hourly 24,453 Monthly 4,106.066 Annual 49,272.795	25,176 4,227.470 50,729.640	25,916 4,351.728 52,220.740	26,682 4,480.353 53,764.230	27,467 4,612.167 55,346.005	28,279 4,748.515 56,982.185					28,845 4,843.556 58,122.675	29,422 4,940.444 59,285.330	30,305 5,088.715 61,064.575
254		2	Facility Assistant	NCC	2015	Hourly 22,984 Monthly 3,859.397 Annual 46,312.760	23,502 3,946.378 47,356.530	24,084 4,044.105 48,529.260	24,693 4,146.366 49,756.395	25,408 4,266.427 51,197.120	26,044 4,373.222 52,478.660					26,565 4,460.706 53,528.475	27,096 4,549.870 54,598.440	27,909 4,686.386 56,236.635
255		2	Facility Tradesperson	CH	2015	Hourly 33,661 Monthly 5,652.243 Annual 67,826.915										34,334 5,765.251 69,183.010	35,021 5,880.610 70,567.315	36,072 6,057.090 72,685.090
256		2	Finance Assistant - Accountant	WHC	2080	Hourly 29,382 Monthly 5,092.880 Annual 61,114.560	30,249 5,243.160 62,917.920	31,145 5,398.467 64,781.600	32,065 5,557.933 66,695.200	33,013 5,722.253 68,667.040	33,989 5,891.427 70,697.120					34,669 6,009.293 72,111.520	35,362 6,129.413 73,552.960	36,423 6,313.320 75,759.840
257		1	Finance Clerk	MCC	1950	Hourly 22,976 Monthly 3,733.600 Annual 44,803.200	23,649 3,842.963 46,115.550	24,344 3,955.900 47,470.800	25,059 4,072.088 48,865.050	25,795 4,191.688 50,300.250						26,311 4,275.538 51,306.450	26,837 4,361.013 52,332.150	27,642 4,491.825 53,901.900
258		1	Finance Clerk	NWC	1950	Hourly 22,976 Monthly 3,733.600 Annual 44,803.200	23,649 3,842.963 46,115.550	24,343 3,955.738 47,468.850	25,059 4,072.088 48,865.050	25,794 4,191.525 50,288.300						26,310 4,275.375 51,304.500	26,836 4,360.850 52,330.200	27,641 4,491.663 53,899.950
259		1	Finance Clerk - Community Sites	CRS	2015	Hourly 22,976 Monthly 3,858.053 Annual 46,296.640	23,649 3,971.061 47,652.735	24,343 4,087.595 49,051.145	25,059 4,207.824 50,493.885	25,794 4,331.243 51,974.910						26,310 4,417.888 53,014.650	26,836 4,506.212 54,074.540	27,641 4,641.385 55,696.615
260		2	Financial Reporting Assistant	CRS	1950	Hourly 23,537 Monthly 3,824.763 Annual 45,897.150	24,222 3,936.075 47,232.900	24,925 4,050.313 48,603.750	25,659 4,169.588 50,035.050	26,410 4,291.625 51,499.500	27,181 4,416.913 53,002.950	27,990 4,548.375 54,580.250				28,550 4,639.375 55,872.500	29,121 4,732.163 56,795.950	29,995 4,874.188 58,490.250
261	23-53HA	1	Floor Cleaner	BPCH PPCH	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
262	23-53HA	1	Floor Cleaner	ASV	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
263	23-52UC	2	Food Production Attendant	SBH	2015	Hourly 20,531 Monthly 3,447.497 Annual 41,369.965	21,137 3,549.255 42,581.055	21,755 3,653.027 43,836.325	22,392 3,758.990 45,119.880	23,051 3,870.647 46,447.765	23,728 3,984.327 47,811.920					24,203 4,064.087 48,769.045	24,685 4,145.359 49,744.305	25,428 4,269.785 51,237.420
264	23-52DA	1	Food Service Attendant	SEPCH	2015	Hourly 19,759 Monthly 3,317.865 Annual 39,814.385	20,339 3,415.257 40,983.085	20,934 3,515.168 42,182.010	21,546 3,617.933 43,415.190	22,177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475

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- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows include job positions like Housekeeper, Housekeeping Aide, and Housekeeping Assistant across various sites and years.

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
361	23-54LA2	1	Laundry Aide	FDL	2015	Hourly 21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670						24,254 4,072.651 48,871.810	24,739 4,154.090 49,849.085	25,481 4,278.685 51,344.215
362	23-54LA	1	Laundry Aide 1	CRS	2015	Hourly 19.759 3,317.865 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
363	23-54LA2	1	Laundry Aide 2	CRS	2015	Hourly 21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670						24,254 4,072.651 48,871.810	24,739 4,154.090 49,849.085	25,481 4,278.685 51,344.215
364	23-54LA	1	Laundry Assistant	MM	1950	Hourly 19.759 3,210.838 38,530.050	20.339 3,305.088 39,661.050	20.934 3,401.775 40,821.300	21.546 3,501.225 42,014.700	22.177 3,603.763 43,245.150						22,621 3,675.913 44,110.950	23,073 3,749.363 44,992.350	23,765 3,861.813 46,341.750
365	23-54LA	1	Laundry Assistant	DM	2015	Hourly 19.759 3,317.865 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
366	23-54LA	1	Laundry Attendant	RPG	2015	Hourly 19.759 3,317.865 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
367	23-54LA	1	Laundry Attendant, Cart Makeup	SBH	2015	Hourly 19.759 3,317.865 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
368	23-54LA	1	Laundry Helper	DLC	2015	Hourly 19.759 3,317.865 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
369		2	Laundry Maintenance Mechanic 1	CRS	2080	Hourly 29.578 5,126.853 61,522.240	30.276 5,247.840 62,974.080	30.989 5,371.427 64,457.120	31.580 5,473.867 65,986.400							32,212 5,583.413 67,000.960	32,856 5,695.040 68,391.360	33,842 5,865.947 70,391.360
370		2	Laundry Maintenance Mechanic 3	CRS	2080	Hourly 45.028 7,804.853 93,658.240										45,929 7,961.027 95,532.320	46,848 8,120.320 97,443.840	48,253 8,363.853 100,366.240
371	23-54LSH	2	Laundry Shipper	CRS	2015	Hourly 19.830 3,329.788 39,957.450	20.413 3,427.883 41,132.195	21.010 3,527.929 42,335.150	21.628 3,631.702 43,580.420	22.264 3,738.497 44,861.960	22.918 3,848.314 46,179.770					23,576 3,925.220 47,102.640	24,559 4,003.805 48,045.060	25,598 4,123.865 49,486.385
372	23-54LSH	2	Laundry Shipper - Selkirk	CRS	2080	Hourly 19.830 3,437.200 41,246.400	20.413 3,538.253 42,459.040	21.010 3,641.733 43,700.800	21.628 3,748.853 44,986.240	22.264 3,859.093 46,309.120	22.918 3,972.453 47,669.440					23,576 4,051.840 48,622.080	24,559 4,132.960 49,595.520	25,598 4,266.893 51,082.720
373	23-54LA2	1	Laundry Soil Sorter	CRS	2015	Hourly 21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670						24,254 4,072.651 48,871.810	24,739 4,154.090 49,849.085	25,481 4,278.685 51,344.215
374	23-54LALH	1	Laundry Supervisor	LH	2015	Hourly 22.512 3,780.140 45,381.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290
375	23-54LA	1	Laundry/Waste Disposal Attendant	PAC	2015	Hourly 19.759 3,317.865 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655						22,621 3,798.443 45,581.315	23,073 3,874.341 46,492.095	23,765 3,990.540 47,886.475
376	23-55MDRL	2	Lead Hand - Anesthesia	SBH	2015	Hourly 26.098 4,382.289 52,587.470	26.869 4,511.753 54,141.035	27.659 4,644.407 55,732.885	28.477 4,781.763 57,381.155	29.318 4,922.981 59,075.770	30.185 5,068.565 60,822.775					30,789 5,169.986 62,039.835	31,405 5,273.423 63,281.075	32,347 5,431.600 65,179.205
377	23-12EL	2	Lead Hand - Electrical	CRS	2080	Hourly 46.869 8,123.960 97,487.520	48.262 8,365.413 100,384.960									49,227 8,532.680 102,392.160	50,212 8,703.413 104,440.960	51,718 8,964.453 107,573.440
378	23-53HALH	1	Lead Hand - Housekeeping	CRS	2015	Hourly 22.512 3,780.140 45,381.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290
379	23-53HALH	1	Lead Hand - Housekeeping (Evening)	VGH	2015	Hourly 22.512 3,780.140 45,381.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290
380		2	Lead Hand - ISO Security Personnel	CRS	2080	Hourly 38.491 6,671.773 80,061.280	39.631 6,869.373 82,432.480	40.806 7,073.040 84,876.480	42.018 7,283.120 87,397.440	43.266 7,499.440 89,983.280	44.548 7,721.653 92,659.840					45,439 7,876.093 94,513.120	46,348 8,033.653 96,403.840	47,738 8,274.587 99,295.040
381		2,3	Lead Hand - Maintenance	CHL (Northern Scale)	2015	Hourly 42.734 7,175.751 86,109.010										43,589 7,319.320 87,831.835	44,461 7,465.743 89,588.915	45,795 7,689.744 92,276.925
382	23-55MDRL	2	Lead Hand - Sterile Processing	PAC	2015	Hourly 26.098 4,382.289 52,587.470	26.869 4,511.753 54,141.035	27.659 4,644.407 55,732.885	28.477 4,781.763 57,381.155	29.318 4,922.981 59,075.770	30.185 5,068.565 60,822.775					30,789 5,169.986 62,039.835	31,405 5,273.423 63,281.075	32,347 5,431.600 65,179.205
383		2	Lead Hand 2, Security	SBH	2015	Hourly 25.883 4,346.187 52,154.245	26.387 4,430.817 53,169.805	26.892 4,515.615 54,187.380	27.394 4,599.909 55,198.910	27.899 4,684.707 56,216.485	28.400 4,768.833 57,228.000					28,968 4,864.210 58,370.520	29,968 4,961.434 59,537.205	30,433 5,110.208 61,322.495
384	23-53HALH	1	Lead Hand Dietary/Housekeeping	FDL	2015	Hourly 22.512 3,780.140 45,381.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125						25,781 4,329.060 51,948.715	26,297 4,415.705 52,988.455	27,086 4,548.191 54,578.290

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

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- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
409	23-93E	2	Maintenance Engineer - 5th Class	FDL, ASB, ASV	2080	Hourly 30,573 Monthly 5,299.320 Annual 63,591.840	31,178 5,404.187 64,850.240									31,802 5,512.347 66,148.160	32,438 5,622.587 67,471.040	33,411 5,791.240 69,494.880
410		2	Maintenance Engineer (5th Class)	MCC	1950	Hourly 26,867 Monthly 4,365.888 Annual 52,390.650										27,404 4,453.150 53,437.800	27,952 4,542.200 54,506.400	28,791 4,678.538 56,142.450
411		2	Maintenance Engineer (5th Class) - PIO	MCC	1950	Hourly 33,528 Monthly 5,448.300 Annual 65,379.600	34,205 5,558.313 66,699.750									34,889 5,669.463 68,033.550	35,587 5,782.888 69,394.650	36,655 5,956.438 71,477.250
412		1	Maintenance Helper	ASJ	1950	Hourly 20,784 Monthly 3,377.400 Annual 40,528.800	21,392 3,476.200 41,714.400	22,020 3,578.250 42,939.000	22,665 3,683.063 44,196.750	23,330 3,791.125 45,493.500						23,797 3,867.013 46,404.150	24,273 3,944.363 47,332.350	25,001 4,062.663 48,751.950
413		1.3	Maintenance Helper	CHL (Northern Scale)	2015	Hourly 23,087 Monthly 3,676.692 Annual 46,520.305	23,536 3,952.087 47,425.040	24,021 4,033.526 48,402.315	24,477 4,110.096 49,321.155							24,967 4,192.375 50,308.505	25,466 4,276.166 51,313.990	26,230 4,404.454 52,853.450
414		1	Maintenance Helper	GH	2015	Hourly 26,940 Monthly 4,523.675 Annual 54,284.100										27,479 4,614.182 55,370.185	28,029 4,706.536 56,478.435	28,870 4,847.754 58,173.050
415		1	Maintenance Helper	SCPCH	2015	Hourly 20,784 Monthly 3,489.980 Annual 41,879.760	21,392 3,592.073 43,104.880	22,020 3,697.525 44,370.300	22,665 3,805.831 45,669.975	23,330 3,917.496 47,009.950						23,797 3,995.913 47,950.955	24,273 4,075.841 48,910.095	25,001 4,198.085 50,377.015
416		2	Maintenance Mechanic	CH	2015	Hourly 33,661 Monthly 5,652.243 Annual 67,826.915										34,334 5,765.251 69,183.010	35,021 5,860.610 70,567.315	36,072 6,057.090 72,685.080
417		2	Maintenance Mechanic	DLC	2080	Hourly 31,586 Monthly 5,474.907 Annual 65,698.880										32,218 5,584.453 67,013.440	32,862 5,696.080 68,352.960	33,848 5,866.987 70,403.840
418		2	Maintenance Mechanic	SBH	2080	Hourly 33,661 Monthly 5,834.573 Annual 70,014.880										34,334 5,951.227 71,414.720	35,021 6,070.307 72,843.680	36,072 6,282.480 75,029.760
419		2	Maintenance Mechanic	SOGH	2015	Hourly 39,053 Monthly 6,557.650 Annual 78,691.795										39,834 6,888.793 80,265.510	40,631 6,822.622 81,871.465	41,850 7,027.313 84,327.750
420		2	Maintenance Mechanic - N&FS	CRS	2015	Hourly 41,848 Monthly 7,026.977 Annual 84,323.720	42,881 7,200.435 86,405.215	43,944 7,378.930 88,547.160	45,028 7,560.952 90,731.420							45,929 7,712.245 92,546.935	46,848 7,866.560 94,398.720	48,253 8,102.483 97,229.795
421	23-93B	2	Maintenance Power Engineer (2nd Class)	MHC	1950	Hourly 50,079 Monthly 8,137.838 Annual 97,654.050	51,072 8,299.200 99,590.400									52,093 8,465.113 101,581.350	53,135 8,634.438 103,613.250	54,729 8,893.463 106,721.550
422		2	Maintenance Systems Technologist	SBH	2080	Hourly 44,765 Monthly 7,759.267 Annual 93,111.200	46,291 8,023.773 96,285.280	47,878 8,298.853 99,586.240	49,521 8,583.640 103,003.680							50,511 8,755.240 105,062.880	51,521 8,930.307 107,163.680	53,067 9,198.280 110,379.360
423	23-93E	2	Maintenance Technician	RHC	2015	Hourly 30,573 Monthly 5,133.716 Annual 61,604.595	31,178 5,235.306 62,823.670									31,802 5,340.086 64,081.030	32,438 5,446.881 65,362.570	33,411 5,610.264 67,323.165
424		2.3	Maintenance Tradesperson	CHL (Northern Scale)	2015	Hourly 36,529 Monthly 6,133.828 Annual 73,605.935	37,850 6,355.646 76,267.750	39,230 6,587.371 79,048.450	40,731 6,839.414 82,072.965							41,546 6,976.266 83,715.190	42,377 7,115.805 85,389.655	43,648 7,329.227 87,950.720
425	23-93E	2	Maintenance Utility Person	RHC	2015	Hourly 30,573 Monthly 5,133.716 Annual 61,604.595	31,178 5,235.306 62,823.670									31,802 5,340.086 64,081.030	32,438 5,446.881 65,362.570	33,411 5,610.264 67,323.165
426		1	Maintenance Worker	MCC	1950	Hourly 21,461 Monthly 3,487.413 Annual 41,848.950	22,089 3,589.463 43,073.550	22,738 3,694.925 44,339.100	23,404 3,803.150 45,637.800	24,090 3,914.625 46,975.500						24,572 3,992.950 47,915.400	25,063 4,072.738 48,872.850	25,815 4,194.938 50,339.250
427		1.3	Maintenance Worker	CHL (Northern Scale)	2015	Hourly 26,353 Monthly 4,425.108 Annual 53,101.295	26,879 4,513.432 54,161.185	27,418 4,603.939 55,247.270								27,966 4,695.958 56,351.490	28,525 4,789.823 57,477.875	29,381 4,933.560 59,202.715
428		1	Maintenance Worker 1	GLL, MM	2015	Hourly 20,784 Monthly 3,489.980 Annual 41,879.760	21,392 3,592.073 43,104.880	22,020 3,697.525 44,370.300	22,665 3,805.831 45,669.975	23,330 3,917.496 47,009.950						23,797 3,995.913 47,950.955	24,273 4,075.841 48,910.095	25,001 4,198.085 50,377.015
429	23-93E	2	Maintenance Worker II (Maintenance Worker 2)	GLL	2015	Hourly 30,573 Monthly 5,133.716 Annual 61,604.595	31,178 5,235.306 62,823.670									31,802 5,340.086 64,081.030	32,438 5,446.881 65,362.570	33,411 5,610.264 67,323.165
430		2	Maintenance-Electrical	BPCH	2015	Hourly 20,118 Monthly 3,378.148 Annual 40,537.770	20,728 3,480.577 41,766.920	21,337 3,582.838 42,994.055	21,890 3,675.696 44,108.350	22,607 3,796.092 45,553.105	23,276 3,908.428 46,901.140					23,742 3,986.678 47,840.130	24,217 4,066.438 48,797.255	24,944 4,188.513 50,262.160
431		2	Maintenance Engineer (5th Class)	KL	2080	Hourly 26,477 Monthly 4,589.347 Annual 55,072.160										27,007 4,681.213 56,174.560	27,547 4,774.813 57,297.760	28,373 4,917.987 59,015.840
432		2	Material Handler	RHC	2015	Hourly 21,820 Monthly 3,663.942 Annual 43,967.300	22,462 3,771.744 45,260.930	23,122 3,882.569 46,590.830	23,801 3,996.585 47,959.015	24,503 4,114.462 49,373.545	25,225 4,235.698 50,828.375					25,730 4,320.496 51,845.950	26,245 4,406.973 52,883.675	27,032 4,539.123 54,469.480

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
433		2	Materials Management Float	VGH	2015	Hourly 22,792 Annual 3,827,157	23,462 3,939,861	24,150 4,055,188	24,862 4,174,744	25,595 4,297,827	26,350 4,424,604					26,877 4,513,096	27,415 4,603,435	28,237 4,741,463
434	23-55UMDR	2,3	MDR Aide Uncertified	CHL (Northern Scale)	2080	Hourly 20,922 Annual 3,626,480	21,535 3,732,733	22,170 3,842,800	22,821 3,955,640	23,492 4,071,947	24,181 4,191,373					24,665 4,275,267	25,158 4,360,720	25,913 4,491,587
435	23-55MDR2	2	MDR Technician	CH	2015	Hourly 25,027 Annual 4,202,450	25,762 4,325,869	26,521 4,453,318	27,304 4,584,797	28,110 4,720,138	28,941 4,859,676					29,520 4,956,900	30,110 5,055,971	31,013 5,207,600
436	23-55MDR2	2	MDR Technician - PIO	CH	2015	Hourly 25,027 Annual 4,202,450	25,762 4,325,869	26,521 4,453,318	27,304 4,584,797	28,110 4,720,138	28,941 4,859,676					29,520 4,956,900	30,110 5,055,971	31,013 5,207,600
437		2	Mechanic (T)	RHC	2015	Hourly 43,391 Annual 7,286,072										44,259 7,431,824	45,144 7,580,430	46,498 7,807,789
438	23-55MDR2	2	Med Dev Reprocess Tech OR and Endoscopy	SBH	2015	Hourly 25,027 Annual 4,202,450	25,762 4,325,869	26,521 4,453,318	27,304 4,584,797	28,110 4,720,138	28,941 4,859,676					29,520 4,956,900	30,110 5,055,971	31,013 5,207,600
439	23-55MDR2	2	Med Device Reprocess Technician 2	VGH	2015	Hourly 25,027 Annual 4,202,450	25,762 4,325,869	26,521 4,453,318	27,304 4,584,797	28,110 4,720,138	28,941 4,859,676					29,520 4,956,900	30,110 5,055,971	31,013 5,207,600
440		2	Medical Assistant	KL	2080	Hourly 20,467 Annual 3,547,613	21,067 3,651,613	21,684 3,758,580	22,321 3,868,973	22,977 3,982,853	23,654 4,100,227					24,127 4,182,013	24,720 4,265,733	25,348 4,393,653
441		2	Medical Assistant - PIO	KL	2080	Hourly 23,594 Annual 4,089,627	24,615 4,266,600	25,701 4,454,840	26,647 4,618,813	28,129 4,875,693	29,479 5,109,693					30,069 5,211,960	30,670 5,316,133	31,590 5,475,600
442		1	Medical Clerk	MCC	1950	Hourly 22,153 Annual 3,599,863	22,802 3,705,325	23,470 3,813,875	24,161 3,926,163	24,870 4,041,375	25,600 4,166,500					25,367 4,122,138	25,874 4,204,525	26,650 4,330,625
443		2	Medical Clerk - PIO	MCC	1950	Hourly 23,345 Annual 3,793,563	23,720 3,854,500	24,095 3,915,438	24,472 3,976,700	24,847 4,037,638	25,223 4,098,738					25,727 4,180,638	26,242 4,264,325	27,029 4,392,213
444		2,3	Medical Clinic Aide Trained	CHL (Northern Scale)	2080	Hourly 22,889 Annual 3,967,427	23,564 4,084,427	24,256 4,204,373	24,968 4,327,787	25,706 4,455,707	26,464 4,587,093					26,993 4,678,787	27,533 4,772,387	28,359 4,915,560
445		2,3	Medical Clinic Aide Untrained	CHL (Northern Scale)	2080	Hourly 22,029 Annual 3,818,360	22,479 3,896,360	22,932 3,974,880	23,380 4,052,533	23,820 4,133,653	24,260 4,216,333					24,700 4,299,000	25,140 4,382,667	25,580 4,467,800
446	23-55MDR2	2	Medical Device Reprocessing Technician 2	GH	2015	Hourly 25,027 Annual 4,202,450	25,762 4,325,869	26,521 4,453,318	27,304 4,584,797	28,110 4,720,138	28,941 4,859,676					29,520 4,956,900	30,110 5,055,971	31,013 5,207,600
447	23-55MDR2	2	Medical Device Reprocessing Tech-OR	SBH	2015	Hourly 25,027 Annual 4,202,450	25,762 4,325,869	26,521 4,453,318	27,304 4,584,797	28,110 4,720,138	28,941 4,859,676					29,520 4,956,900	30,110 5,055,971	31,013 5,207,600
448	23-55MDR1	2	Medical Device Reprocessing(MDR)Tech	SOGH	2015	Hourly 23,957 Annual 4,022,780	24,664 4,141,497	25,389 4,263,236	26,135 4,388,502	26,908 4,518,302	27,702 4,651,628					28,256 4,744,653	28,821 4,839,526	29,686 4,984,774
449		1	Medical Records Clerk	VGH	2015	Hourly 22,153 Annual 3,719,858	22,802 3,828,836	23,470 3,941,004	24,161 4,057,035	24,870 4,176,088	25,600 4,299,000					25,367 4,259,542	25,874 4,344,676	26,650 4,474,979
450		2	Medical Records Technician	CH	2015	Hourly 34,889 Annual 5,858,445	35,925 6,032,406	36,989 6,211,070	38,083 6,394,770	39,214 6,584,684	40,379 6,780,307					41,187 6,915,984	42,011 7,054,347	43,271 7,265,922
451		2	Medical Records Technician - PIO	CH	2015	Hourly 37,274 Annual 6,258,926	38,031 6,386,039	38,795 6,514,327	39,578 6,645,806	40,382 6,780,811	41,200 6,919,811					41,946 6,916,488	42,720 7,054,851	43,724 7,266,426
452		1	Medical Records Transcriptionist 1	CRS	2015	Hourly 22,893 Annual 3,844,116	23,563 3,956,620	24,258 4,073,323	24,970 4,192,879	25,704 4,316,130	26,464 4,449,220					26,218 4,402,439	26,742 4,490,428	27,544 4,625,097
453		1	Medical Secretary	MCC	1950	Hourly 22,195 Annual 3,606,688	22,845 3,712,313	23,516 3,821,350	24,205 3,933,313	24,918 4,049,175	25,640 4,172,500					25,416 4,130,100	25,924 4,212,650	26,702 4,339,075
454		2	Medical Secretary - PIO	MCC	1950	Hourly 23,345 Annual 3,793,563	23,720 3,854,500	24,095 3,915,438	24,472 3,976,700	24,847 4,037,638	25,223 4,098,738					25,727 4,180,638	26,242 4,264,325	27,029 4,392,213
455		1	Medical Transcriptionist	CH	2015	Hourly 22,893 Annual 3,844,116	23,563 3,956,620	24,258 4,073,323	24,970 4,192,879	25,704 4,316,130	26,464 4,449,220					26,218 4,402,439	26,742 4,490,428	27,544 4,625,097
456		1	Medical Transcriptionist	GH	2015	Hourly 22,893 Annual 3,844,116	23,563 3,956,620	24,258 4,073,323	24,970 4,192,879	25,704 4,316,130	26,464 4,449,220					26,218 4,402,439	26,742 4,490,428	27,544 4,625,097

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary + 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
505		1	Plant Services Clerk	MHC	2015	Hourly 22,976 Monthly 3,858.053 Annual 46,296.640	23.649 3,971.061 47,652.735	24.344 4,087.763 49,053.160	25.059 4,207.824 50,493.885	25.795 4,331.410 51,976.925						26.311 4,418.055 53,016.665	26.837 4,506.380 54,076.555	27.642 4,641.553 55,698.630
506	23-12F	2	Plumber	CH	2015	Hourly 43.741 Monthly 7,344.843 Annual 88,138.115	45.039 7,562.799 90,753.585									45.940 7,714.092 92,569.100	46.859 7,868.407 94,420.885	48.265 8,104.498 97,253.975
507	23-12F	2	Plumber	SOGH	2015	Hourly 43.741 Monthly 7,344.843 Annual 88,138.115	45.039 7,562.799 90,753.585									45.940 7,714.092 92,569.100	46.859 7,868.407 94,420.885	48.265 8,104.498 97,253.975
508	23-12F	2	Plumber	SBH	2080	Hourly 43.741 Monthly 7,581.773 Annual 90,981.280	45.039 7,806.760 93,681.120									45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
509	23-12F	2	Plumber	VGH	2080	Hourly 43.741 Monthly 7,581.773 Annual 90,981.280	45.039 7,806.760 93,681.120									45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
510	23-12F	2	Plumber - Steamfitter	DLC	2080	Hourly 43.741 Monthly 7,581.773 Annual 90,981.280	45.039 7,806.760 93,681.120									45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
511	23-12FL	2	Plumber - Supervisor	DLC	2080	Hourly 46.869 Monthly 8,123.960 Annual 97,487.520	48.262 8,365.413 100,384.960									49.227 8,532.680 102,392.160	50.212 8,703.413 104,440.960	51.718 8,964.453 107,573.440
512	23-12F	2	Plumber (Journeyman)	MHC	2015	Hourly 43.741 Monthly 7,344.843 Annual 88,138.115	45.039 7,562.799 90,753.585									45.940 7,714.092 92,569.100	46.859 7,868.407 94,420.885	48.265 8,104.498 97,253.975
513	23-12F	2	Plumber (Journeyman)	GH	2015	Hourly 43.741 Monthly 7,344.843 Annual 88,138.115	45.039 7,562.799 90,753.585									45.940 7,714.092 92,569.100	46.859 7,868.407 94,420.885	48.265 8,104.498 97,253.975
514	23-12F	2	Plumber (Journeyman)	RHC	2015	Hourly 43.741 Monthly 7,344.843 Annual 88,138.115	45.039 7,562.799 90,753.585									45.940 7,714.092 92,569.100	46.859 7,868.407 94,420.885	48.265 8,104.498 97,253.975
515	23-12FL	2	Plumber / Refrigeration - Supervisor	MHC	2015	Hourly 46.869 Monthly 7,870.086 Annual 94,441.035	48.262 8,103.994 97,247.930									49.227 8,266.034 99,192.405	50.212 8,431.432 101,177.180	51.718 8,684.314 104,211.770
516		2	Policy Analyst (PIO)	CH	2015	Hourly 25.804 Monthly 4,332.922 Annual 51,995.060	26.566 4,460.874 53,530.490	27.341 4,591.010 55,092.115	28.159 4,728.365 56,740.385	28.995 4,868.744 58,424.925	29.842 5,010.969 60,131.630	31.312 5,257.807 63,093.680				31.938 5,362.923 64,355.070	32.577 5,470.221 65,642.655	33.554 5,634.276 67,611.310
517		2	Porter - Delivery Driver	SBH	2015	Hourly 20.996 Monthly 3,525.578 Annual 42,306.940	21.611 3,628.847 43,546.165	22.246 3,735.474 44,825.690	22.901 3,845.460 46,145.515	23.573 3,958.300 47,499.595	24.264 4,074.330 48,891.960					24.749 4,155.770 49,869.235	25.244 4,238.888 50,866.660	26.001 4,366.001 52,392.015
518	23-54LA2	1	Porter - Laundry	SBH	2015	Hourly 21.187 Monthly 3,557.650 Annual 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670						24.254 4,072.651 48,871.810	24.739 4,154.090 49,849.085	25.481 4,278.685 51,344.215
519	23-54LA2	1	Porter - Laundry Cart Make-Up	SBH	2015	Hourly 21.187 Monthly 3,557.650 Annual 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670						24.254 4,072.651 48,871.810	24.739 4,154.090 49,849.085	25.481 4,278.685 51,344.215
520	23-93C	2	Power Engineer (3rd Class)-Misericordia	MHC	2080	Hourly 40.958 Monthly 7,099.387 Annual 85,192.640	43.090 7,468.933 89,627.200									43.952 7,618.347 91,420.160	44.831 7,770.707 93,248.480	46.176 8,003.840 96,046.080
521	23-93D	2	Power Engineer 4	CH	2080	Hourly 38.030 Monthly 6,591.867 Annual 79,102.400	40.010 6,935.067 83,220.800									40.810 7,073.733 84,884.800	41.626 7,215.173 86,582.080	42.875 7,431.667 89,160.000
522		2	Power Engineer 5th Class	GLL	2015	Hourly 30.573 Monthly 5,133.716 Annual 61,604.595	31.178 5,235.306 62,823.670									31.802 5,340.086 64,081.030	32.438 5,446.881 65,362.570	33.411 5,610.264 67,323.165
523		2	Pre-Operative Assessment Clerk	SBH	2015	Hourly 22.191 Monthly 3,726.239 Annual 44,714.865	22.843 3,835.720 46,028.645	23.513 3,948.225 47,378.695	24.207 4,064.759 48,777.105	24.920 4,184.483 50,213.800	25.654 4,307.734 51,692.810					26.167 4,393.875 52,726.505	26.690 4,481.696 53,780.350	27.491 4,616.197 55,394.365
524		2	Primary Care Assistant	CRS, Com, MHC	2015	Hourly 22.541 Monthly 3,785.010 Annual 45,420.115	23.049 3,870.311 46,443.735	23.619 3,966.024 47,592.285	24.219 4,066.774 48,801.285	24.918 4,184.148 50,209.770	25.538 4,288.256 51,459.070					26.049 4,374.061 52,488.735	26.570 4,461.546 53,538.550	27.367 4,595.375 55,144.505
525		2	Primary Care Assistant	NCC	2015	Hourly 22.984 Monthly 3,859.397 Annual 46,312.760	23.502 3,946.378 47,356.530	24.084 4,044.105 48,529.260	24.693 4,146.366 49,756.395	25.408 4,266.427 51,197.120	26.044 4,373.222 52,478.680					26.565 4,460.706 53,528.475	27.096 4,549.870 54,598.440	27.909 4,686.386 56,236.635
526		2	Primary Care Assistant	CDS	2015	Hourly 22.541 Monthly 3,785.010 Annual 45,420.115	23.049 3,870.311 46,443.735	23.619 3,966.024 47,592.285	24.219 4,066.774 48,801.285	24.918 4,184.148 50,209.770	25.538 4,288.256 51,459.070					26.049 4,374.061 52,488.735	26.570 4,461.546 53,538.550	27.367 4,595.375 55,144.505
527		2	Primary Care Assistant	NWC	2015	Hourly 22.541 Monthly 3,785.010 Annual 45,420.115	23.049 3,870.311 46,443.735	23.619 3,966.024 47,592.285	24.219 4,066.774 48,801.285	24.918 4,184.148 50,209.770	25.538 4,288.256 51,459.070					26.049 4,374.061 52,488.735	26.570 4,461.546 53,538.550	27.367 4,595.375 55,144.505
528		2	Primary Care Assistant 1885	CRS	2015	Hourly 22.541 Monthly 3,785.010 Annual 45,420.115	23.049 3,870.311 46,443.735	23.619 3,966.024 47,592.285	24.219 4,066.774 48,801.285	24.918 4,184.148 50,209.770	25.538 4,288.256 51,459.070					26.049 4,374.061 52,488.735	26.570 4,461.546 53,538.550	27.367 4,595.375 55,144.505

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
553		2	Refrigeration Mechanic (Journeymen)	MHC	2015	Hourly 44,572 7,484.382 Annual 89,812,580										45,463 7,633.995 91,607.945	46,372 7,786.632 93,439.580	47,763 8,020.204 96,242.445
554	23-52DSRDF	2	Req Distribution Food Supervisor-RDF	CRS	2015	Hourly 27,023 4,537.612 Annual 54,451,345	27,822 4,671.778 56,061,330	28,640 4,809.133 57,709,600	29,486 4,951.191 59,414,290	30,359 5,097.782 61,173,385	31,257 5,248.571 62,982,855					31,882 5,353.519 64,242,230	32,620 5,460.500 65,527,800	33,496 5,624.537 67,494,440
555		1	Registration Clerk	SOGH	2015	Hourly 22,153 3,719.858 Annual 44,638,295	22,802 3,828.836 45,946,030	23,470 3,941.004 47,292,050	24,161 4,057.035 48,684,415	24,870 4,176.088 50,113,050						25,367 4,259.542 51,114,505	25,874 4,344.676 52,136,110	26,650 4,474.979 53,699,750
556		2	Rehab - Client Support	SOGH	2015	Hourly 21,820 3,663.942 Annual 43,967,300	22,462 3,771.744 45,260,930	23,122 3,882.569 46,590,830	23,801 3,996.585 47,959,015	24,503 4,114.462 49,373,545	25,225 4,235.698 50,828,375					25,730 4,320.496 51,845,950	26,245 4,406.973 52,883,675	27,032 4,539.123 54,469,480
557		1	Rehab - Front Desk	SOGH	1950	Hourly 21,361 3,471.163 Annual 41,653,950	21,985 3,572.563 42,870,750	22,628 3,677.050 44,124,600	23,294 3,785.275 45,423,300	23,978 3,896.425 46,757,100						24,458 3,974.425 47,693,100	24,947 4,053.888 48,646,650	25,695 4,175.438 50,105,250
558		2	Resource Coordinator	CRS	2015	Hourly 28,877 4,848.930 Annual 58,187,155	29,863 5,014.495 60,173,945	30,900 5,188.625 62,263,500	31,915 5,359.060 64,308,725	33,095 5,557.202 66,686,425	34,198 5,742.414 68,908,970	35,406 5,945.258 71,343,090	36,493 6,127.783 73,533,395			37,223 6,250.362 75,004,345	37,967 6,375.292 76,503,505	39,106 6,566.549 78,798,590
559		2	Resource Coordinator Specialist	CRS	2015	Hourly 31,549 5,297.603 Annual 63,571,235	32,616 5,476.770 65,721,240	33,757 5,668.363 68,020,355	35,042 5,884.136 70,609,630	36,301 6,095.543 73,146,515	37,625 6,319.544 75,834,625	39,105 6,566.381 78,796,575			39,887 6,697.692 80,372,305	40,685 6,831.690 81,980,275	41,906 7,036.716 84,440,990	
560		2	Respiratory Aide (Clerical)	CH	2015	Hourly 20,559 3,452.199 Annual 41,426,385	21,162 3,553.453 42,641,430	21,786 3,658.233 43,898,790	22,425 3,765.531 45,186,375	23,086 3,876.524 46,518,290	23,764 3,990.372 47,884,460					24,239 4,070.132 48,841,585	24,725 4,151.572 49,818,960	25,466 4,276.166 51,313,990
561	23-52DA	1	Retail Café Worker	SCPCH	2015	Hourly 19,759 3,317.865 Annual 39,814,385	20,339 3,415.257 40,963,085	20,934 3,515.168 42,182,010	21,546 3,617.933 43,415,190	22,177 3,723.888 44,686,655						22,621 3,798.443 45,581,315	23,073 3,874.341 46,492,095	23,765 3,990.540 47,886,475
562		2	Safety Coordinator	RHC	2015	Hourly 40,278 6,763.348 Annual 81,160,170	41,551 6,977.105 83,725,265	43,546 7,312.099 87,745,190	45,242 7,596.886 91,162,630	47,095 7,908.035 94,896,425						48,037 8,066.213 96,794,555	48,988 8,227.581 98,730,970	50,468 8,474.418 101,693,020
563	23-53HA	1	Sanitation-Warewash Attendant	SBH	2015	Hourly 19,759 3,317.865 Annual 39,814,385	20,339 3,415.257 40,963,085	20,934 3,515.168 42,182,010	21,546 3,617.933 43,415,190	22,177 3,723.888 44,686,655						22,621 3,798.443 45,581,315	23,073 3,874.341 46,492,095	23,765 3,990.540 47,886,475
564		2	Scheduling Assistant	MHC	2015	Hourly 23,631 3,968.039 Annual 47,616,465	24,328 4,085.077 49,020,920	25,046 4,205.841 50,467,690	25,785 4,329.731 51,956,775	26,543 4,457.012 53,484,145	27,326 4,588.491 55,061,890					27,873 4,680.341 56,164,095	28,430 4,773.871 57,286,540	29,283 4,917.104 59,005,245
565		2	Scheduling Assistant	SBH	2015	Hourly 22,191 3,726.239 Annual 44,714,865	22,843 3,835.720 46,028,645	23,513 3,948.225 47,378,695	24,207 4,064.759 48,777,105	24,920 4,184.483 50,213,800	25,654 4,307.734 51,692,810					26,167 4,393.875 52,726,505	26,690 4,481.696 53,780,350	27,491 4,616.197 55,394,365
566		2	Scheduling Assistant-Operations	SBH	2015	Hourly 22,191 3,726.239 Annual 44,714,865	22,843 3,835.720 46,028,645	23,513 3,948.225 47,378,695	24,207 4,064.759 48,777,105	24,920 4,184.483 50,213,800	25,654 4,307.734 51,692,810					26,167 4,393.875 52,726,505	26,690 4,481.696 53,780,350	27,491 4,616.197 55,394,365
567		2	Scheduling Clerk	Com	2015	Hourly 25,759 4,325.365 Annual 51,904,385	26,409 4,434.511 53,214,135	27,135 4,556.419 54,677,025	27,837 4,674.296 56,091,555	28,577 4,798.555 57,582,655	29,475 4,949.344 59,392,125					30,065 5,048.415 60,580,975	30,666 5,149.333 61,791,990	31,586 5,303.816 63,645,790
568		2	Scheduling Clerk	ASV	2015	Hourly 23,217 3,898.521 Annual 46,782,255	23,903 4,013.712 48,164,545	24,604 4,131.422 49,577,060	25,333 4,253.833 51,045,995	26,077 4,378.763 52,545,155	26,848 4,508.227 54,098,720					27,385 4,598.398 55,180,775	27,933 4,690.416 56,284,995	28,771 4,831.130 57,973,565
569		2	Scheduling Clerk	FDL	2015	Hourly 23,217 3,898.521 Annual 46,782,255	23,903 4,013.712 48,164,545	24,604 4,131.422 49,577,060	25,333 4,253.833 51,045,995	26,077 4,378.763 52,545,155	26,848 4,508.227 54,098,720					27,385 4,598.398 55,180,775	27,933 4,690.416 56,284,995	28,771 4,831.130 57,973,565
570		2	Scheduling Clerk	ASB	2015	Hourly 23,217 3,898.521 Annual 46,782,255	23,903 4,013.712 48,164,545	24,604 4,131.422 49,577,060	25,333 4,253.833 51,045,995	26,077 4,378.763 52,545,155	26,848 4,508.227 54,098,720					27,385 4,598.398 55,180,775	27,933 4,690.416 56,284,995	28,771 4,831.130 57,973,565
571		2	Scheduling Clerk - DI	SOGH	1950	Hourly 22,270 3,618.875 Annual 43,426,500	22,826 3,725.475 44,705,700	23,599 3,834.838 46,018,050	24,294 3,947.775 47,373,300	25,009 4,063.963 48,767,550	25,745 4,183.563 50,202,750					26,280 4,267.250 51,207,000	26,788 4,352.563 52,230,750	27,589 4,483.213 53,798,550
572		2	Screeener attendant- 2015	CDS	2015	Hourly 17,434 2,927.459 Annual 35,129,510										17,783 2,986.062 35,832,745	18,139 3,045.840 36,550,085	18,683 3,137.187 37,646,245
573	23-54S	2	Seamster/Seamstress	DLC	2015	Hourly 19,149 3,215.436 Annual 38,585,235	19,709 3,309.470 39,713,635	20,289 3,406.861 40,882,335	20,884 3,506.772 42,081,260	21,496 3,609.537 43,314,440	22,127 3,715.492 44,585,905					22,570 3,789.879 45,478,550	23,021 3,865.610 46,387,315	23,712 3,981.640 47,779,680
574	23-54S	2	Seamstress	SCPCH, HF	2015	Hourly 19,149 3,215.436 Annual 38,585,235	19,709 3,309.470 39,713,635	20,289 3,406.861 40,882,335	20,884 3,506.772 42,081,260	21,496 3,609.537 43,314,440	22,127 3,715.492 44,585,905					22,570 3,789.879 45,478,550	23,021 3,865.610 46,387,315	23,712 3,981.640 47,779,680
575		1	Seasonal Groundskeeper	RHC	2015	Hourly 18,412 3,091.682 Annual 37,100,180										18,780 3,153.475 37,841,700	19,156 3,216.612 38,599,340	19,731 3,313.164 39,757,965
576		1	Secretary	SOGH	2015	Hourly 22,195 3,726.910 Annual 44,722,925	22,845 3,836.056 46,032,675	23,516 3,948.728 47,384,740	24,205 4,064.423 48,773,075	24,918 4,184.148 50,209,770						25,416 4,267.770 51,213,240	25,924 4,353.072 52,236,860	26,702 4,483.711 53,804,530

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- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary / 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows 625-648 list various positions like Sterile Processing Technician, Stockkeeper/Receiver, Stores Clerk, Supervisor, etc., with their respective salary scales and 15, 20, and 25-year projections.

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
673		2	Volunteer Services Assistant	VGH	2015	Hourly	22.270	22.926	23.599	24.294	25.009	25.745					26.260	26.785	27.589			
						Monthly	3,739.504	3,849.658	3,962.665	4,079.368	4,199.428	4,323.015								4,409.492	4,497.648	4,632.653
						Annual	44,874.050	46,195.890	47,551.985	48,952.410	50,393.135	51,876.175								52,913.900	53,971.775	55,581.835
674		2	Ward Clerk	DLC	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225						25.730	26.245	27.032		
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698								4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375								51,845.950	52,883.675	54,469.480
675		2	Ward Clerk	GH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225						25.730	26.245	27.032		
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698								4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375								51,845.950	52,883.675	54,469.480
676		2	Ward Clerk	FDL, SCPCH	2015	Hourly	21.820	22.462	23.122	23.801	24.503	25.225						25.730	26.245	27.032		
						Monthly	3,663.942	3,771.744	3,882.569	3,996.585	4,114.462	4,235.698								4,320.496	4,406.973	4,539.123
						Annual	43,967.300	45,260.930	46,590.830	47,959.015	49,373.545	50,828.375								51,845.950	52,883.675	54,469.480
677		2,3	Ward Clerk	CHL (Northern Scale)	2080	Hourly	22.889	23.564	24.256	24.968	25.706	26.464						26.993	27.533	28.359		
						Monthly	3,967.427	4,084.427	4,204.373	4,327.787	4,455.707	4,587.093								4,678.787	4,772.387	4,915.560
						Annual	47,609.120	49,013.120	50,452.480	51,933.440	53,468.480	55,045.120								56,145.440	57,268.640	58,986.720
678	23-52DARDF	1	Warewasher	CRS	2015	Hourly	20.766	21.140	21.516	21.892	21.966							22.405	22.853	23.539		
						Monthly	3,486.958	3,549.758	3,612.895	3,676.032	3,688.458									3,762.173	3,837.400	3,952.590
						Annual	41,843.490	42,597.100	43,354.740	44,112.380	44,261.490									45,146.075	46,048.795	47,431.085
679	23-53HA2	1	Washfloor Attendant	CRS	2015	Hourly	21.187	21.805	22.442	23.101	23.778							24.254	24.739	25.481		
						Monthly	3,557.650	3,661.423	3,768.368	3,879.043	3,992.723									4,072.651	4,154.090	4,278.685
						Annual	42,691.805	43,937.075	45,220.630	46,548.515	47,912.670									48,871.810	49,849.085	51,344.215
680		2	WCB Program Coordinator / Clerk	PAC	2015	Hourly	22.356	23.013	23.688	24.387	25.105	25.846						26.363	26.890	27.697		
						Monthly	3,753.945	3,864.266	3,977.610	4,094.984	4,215.548	4,339.974								4,426.787	4,515.279	4,650.788
						Annual	45,047.340	46,371.195	47,731.320	49,139.805	50,586.575	52,079.690								53,121.445	54,183.350	55,809.455
681		2	Workplace Safety and Support	KL	2080	Hourly	16.725	16.725	16.725	16.725	17.663							18.016	18.376	18.927		
						Monthly	2,899.000	2,899.000	2,899.000	2,899.000	3,061.587									3,122.773	3,185.173	3,280.680
						Annual	34,788.000	34,788.000	34,788.000	34,788.000	36,739.040									37,473.280	38,222.080	39,368.160
682		2	WRHA Interpreter	CRS	1950	Hourly	28.778	30.617	32.580	34.669								35.362	36.069	37.151		
						Monthly	4,676.425	4,975.263	5,294.250	5,633.713										5,746.325	5,861.213	6,037.038
						Annual	56,117.100	59,703.150	63,531.000	67,604.550										68,955.900	70,334.550	72,444.450

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

* Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

* Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

* Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
73	23-12H		Carpenter	DLC	2080	Hourly 40.112 Monthly 6,952.747 Annual 83,432.960	41.302 7,159.013 85,908.160									42.128 7,302.187 87,626.240	42.971 7,448.307 89,379.680	44.260 7,671.733 92,060.800
74	23-12H		Carpenter (Journeyman)	GH	2015	Hourly 40.112 Monthly 6,735.473 Annual 80,825.680	41.302 6,935.294 83,223.530									42.128 7,073.993 84,887.920	42.971 7,215.547 86,586.565	44.260 7,431.992 89,183.900
75	23-12H		Carpenter (Journeyman)	HF	2015	Hourly 40.112 Monthly 6,735.473 Annual 80,825.680	41.302 6,935.294 83,223.530									42.128 7,073.993 84,887.920	42.971 7,215.547 86,586.565	44.260 7,431.992 89,183.900
76	23-12H		Carpenter (Journeyman)	SOGH	2015	Hourly 40.112 Monthly 6,735.473 Annual 80,825.680	41.302 6,935.294 83,223.530									42.128 7,073.993 84,887.920	42.971 7,215.547 86,586.565	44.260 7,431.992 89,183.900
77			Cashier / Receptionist	VGH	2015	Hourly 22.117 Monthly 3,713.813 Annual 44,565.755	22.766 3,822.791 45,873.490	23.435 3,935.127 47,221.525	24.123 4,050.654 48,607.845	24.834 4,170.043 50,040.510	25.565 4,292.790 51,513.475					26.075 4,378.427 52,541.125	26.597 4,466.080 53,592.955	27.395 4,600.077 55,200.925
78			Cashier Receptionist	RPG	2015	Hourly 22.117 Monthly 3,713.813 Annual 44,565.755	22.766 3,822.791 45,873.490	23.435 3,935.127 47,221.525	24.123 4,050.654 48,607.845	24.834 4,170.043 50,040.510	25.565 4,292.790 51,513.475					26.075 4,378.427 52,541.125	26.597 4,466.080 53,592.955	27.395 4,600.077 55,200.925
79			Central Intake Clerk	DLC	2015	Hourly 22.938 Monthly 3,851.673 Annual 46,220.070	23.614 3,965.184 47,582.210	24.307 4,081.550 48,978.605	25.023 4,201.779 50,421.345	25.759 4,325.365 51,904.385	26.517 4,452.646 53,431.755					27.267 4,541.810 54,501.720	27.989 4,632.653 55,591.835	28.817 4,771.688 57,260.255
80	23-56UMDR		Central Supply Room Attendant	RHC	2015	Hourly 20.545 Monthly 3,449.848 Annual 41,398.175	21.146 3,550.766 42,609.190	21.771 3,655.714 43,868.565	22.408 3,762.677 45,152.120	23.066 3,873.166 46,477.990	23.743 3,986.845 47,842.145					24.217 4,066.438 48,797.255	24.701 4,147.710 49,772.515	25.442 4,272.136 51,265.630
81	23-93B		Chief Power Engineer 2nd Class	VGH	2080	Hourly 51.581 Monthly 8,940.707 Annual 107,288.480	52.604 9,118.027 109,416.320									53.656 9,300.373 111,604.480	54.729 9,486.360 113,836.320	56.371 9,770.973 117,251.680
82			Cleaner	NWC	1950	Hourly 19.775 Monthly 3,213.438 Annual 38,561.250	20.352 3,307.200 39,686.400	20.949 3,404.213 40,850.550	21.562 3,503.825 42,045.900	22.192 3,606.200 43,274.400						22.842 3,678.350 44,140.200	23.478 3,752.125 45,025.500	24.178 3,864.738 46,376.850
83	23-53HA		Cleaner 1	CH	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
84	23-53HA2		Cleaner 2	CH	2015	Hourly 21.823 Monthly 3,664.445 Annual 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910	24.491 4,112.447 49,349.365						24.982 4,194.894 50,338.730	25.481 4,278.685 51,344.215	26.245 4,406.973 52,883.675
85	23-53HA		Cleaner Housekeeping	ASV	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
86	23-53HA		Cleaner Housekeeping	ASB	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23.300 3,912.458 46,949.500	23.765 3,990.540 47,886.475	24.478 4,110.264 49,323.170
87			Clerical Aide	MHC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495						26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
88			Clerical Partner	RHC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495						26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
89			Clerical Support - Sage House	MCC	1950	Hourly 22.002 Monthly 3,575.325 Annual 42,903.900	22.645 3,679.813 44,157.750	23.307 3,787.388 45,448.650	23.993 3,898.863 46,786.350	24.697 4,013.263 48,159.150						25.192 4,093.700 49,124.400	25.695 4,175.438 50,105.250	26.466 4,300.725 51,608.700
90			Clerical Support Sage House - PIO	MCC	1950	Hourly 23.323 Monthly 3,789.988 Annual 45,479.850	23.710 3,852.875 46,234.500	24.097 3,915.763 46,989.150	24.483 3,978.488 47,741.850	24.869 4,041.213 48,494.550						25.367 4,122.138 49,465.650	25.875 4,204.688 50,456.250	26.651 4,330.788 51,969.450
91			Clerk	RHC	2015	Hourly 23.665 Monthly 3,973.748 Annual 47,684.975	24.358 4,090.114 49,081.370	25.074 4,210.343 50,524.110	25.811 4,334.097 52,009.165	26.569 4,461.378 53,536.535						27.100 4,550.542 54,606.500	27.642 4,641.553 55,698.630	28.471 4,780.755 57,369.065
92	1		Clerk - CHC	CHL (Northern Scale)	2015	Hourly 24.340 Monthly 4,087.092 Annual 49,045.100	24.898 4,174.073 50,088.870	25.381 4,261.893 51,142.715								25.889 4,347.195 52,166.335	26.407 4,434.175 53,210.105	27.199 4,567.165 54,805.985
93			Clerk - Communication - PIO	RHC	2015	Hourly 25.130 Monthly 4,219.746 Annual 50,636.950	26.063 4,376.412 52,516.945	26.997 4,533.246 54,398.955	28.228 4,739.952 56,879.420	29.236 4,909.212 58,910.540						29.821 5,007.443 60,089.315	30.417 5,107.521 61,290.255	31.330 5,260.829 63,129.950
94			Clerk - PIO	RHC	2015	Hourly 25.130 Monthly 4,219.746 Annual 50,636.950	26.063 4,376.412 52,516.945	26.997 4,533.246 54,398.955	28.228 4,739.952 56,879.420	29.236 4,909.212 58,910.540						29.821 5,007.443 60,089.315	30.417 5,107.521 61,290.255	31.330 5,260.829 63,129.950
95			Clerk / Receptionist	MCC	1950	Hourly 22.818 Monthly 3,707.925 Annual 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200						26.128 4,245.800 50,949.600	26.650 4,330.625 51,967.500	27.450 4,460.625 53,527.500
96			Clerk / Receptionist - PIO	MCC	1950	Hourly 24.045 Monthly 3,907.313 Annual 46,887.750	24.432 3,970.200 47,642.400	24.818 4,032.925 48,395.100	25.206 4,095.975 49,151.700	25.592 4,158.700 49,904.400	25.980 4,221.750 50,661.000					26.499 4,306.088 51,673.050	27.029 4,392.213 52,706.550	27.840 4,524.000 54,288.000

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
145			Community Host	NCC	2015	Hourly 25.146 Monthly 4,222.433 Annual 50,669.190	25.530 4,286.913 51,442.950	25.910 4,350.721 52,008.650	26.293 4,415.033 52,980.395	26.687 4,481.192 53,774.305	27.062 4,544.161 54,529.930					27.603 4,635.004 55,620.045	28.155 4,727.694 56,732.325	29.000 4,869.583 58,435.000
146			Community Host	KL	2080	Hourly 24.796 Monthly 4,297.973 Annual 51,575.680	25.509 4,421.560 53,058.720	26.261 4,551.907 54,622.880	27.034 4,685.893 56,230.720	27.832 4,824.213 57,890.560	28.652 4,966.347 59,596.160					29.224 5,065.493 60,785.920	29.808 5,166.720 62,600.640	30.702 5,321.680 64,660.160
147	23-52C		Cook	MCC	1950	Hourly 24.166 Monthly 3,926.975 Annual 47,123.700	24.875 4,042.188 48,506.250	25.608 4,161.300 49,935.600	26.363 4,283.988 51,407.850	27.141 4,410.413 52,924.950	27.941 4,540.413 54,484.950					28.500 4,631.250 55,575.000	29.070 4,723.875 56,686.500	29.942 4,865.575 58,386.900
148	23-52C		Cook	DM	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
149	23-52C		Cook	MH	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
150	23-52C		Cook	FDL, GLL, SEPCH, SCPCH	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
151	23-52C		Cook 1	SBH	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
152	23-52C		Cook 1	Com	2080	Hourly 24.166 Monthly 4,188.773 Annual 50,265.280	24.875 4,311.667 51,740.000	25.608 4,438.720 53,264.640	26.363 4,569.587 54,835.040	27.141 4,704.440 56,453.280	27.941 4,843.107 58,117.280					28.500 4,940.000 59,280.000	29.070 5,038.800 60,465.600	29.942 5,189.947 62,279.360
153	23-52UC		Cook 1	ASB, BPCH, SCPCH, PPCH	2015	Hourly 21.147 Monthly 3,550.934 Annual 42,611.205	21.771 3,655.714 43,868.585	22.408 3,762.677 45,152.120	23.064 3,872.830 46,473.960	23.743 3,986.845 47,842.145	24.440 4,103.883 49,246.800					24.929 4,185.995 50,231.935	25.428 4,269.785 51,237.420	26.191 4,397.905 52,174.865
154	23-52UC		Cook 1 (Certified)	ASJ	1950	Hourly 21.147 Monthly 3,436.388 Annual 41,236.650	21.771 3,537.788 42,453.450	22.408 3,641.300 43,695.600	23.064 3,747.900 44,974.800	23.743 3,858.238 46,298.850	24.440 3,971.500 47,658.000					24.929 4,050.963 48,611.550	25.428 4,132.050 49,584.600	26.191 4,256.038 51,072.450
155	23-52UC		Cook 1 (Uncertified)	ASV	2015	Hourly 21.147 Monthly 3,550.934 Annual 42,611.205	21.771 3,655.714 43,868.585	22.408 3,762.677 45,152.120	23.064 3,872.830 46,473.960	23.743 3,986.845 47,842.145	24.440 4,103.883 49,246.800					24.929 4,185.995 50,231.935	25.428 4,269.785 51,237.420	26.191 4,397.905 52,174.865
156	23-52C		Cook 2	ASJ	1950	Hourly 24.166 Monthly 3,926.975 Annual 47,123.700	24.875 4,042.188 48,506.250	25.608 4,161.300 49,935.600	26.363 4,283.988 51,407.850	27.141 4,410.413 52,924.950	27.941 4,540.413 54,484.950					28.500 4,631.250 55,575.000	29.070 4,723.875 56,686.500	29.942 4,865.575 58,386.900
157	23-52C		Cook 2	ASB, SCPCH, ASV	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
158	23-52C		Cook 2	FDL	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
159	23-52C		Cook 2 - Comm	Com	2080	Hourly 24.166 Monthly 4,188.773 Annual 50,265.280	24.875 4,311.667 51,740.000	25.608 4,438.720 53,264.640	26.363 4,569.587 54,835.040	27.141 4,704.440 56,453.280	27.941 4,843.107 58,117.280					28.500 4,940.000 59,280.000	29.070 5,038.800 60,465.600	29.942 5,189.947 62,279.360
160	23-52C		Cook 2 (Certified)	ASV	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
161	23-52C		Cook 3	SBH	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
162	23-52C		Cook 3	SBH	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115					28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
163	23-52DS		Cook 3 - Comm	Com	2080	Hourly 24.686 Monthly 4,278.907 Annual 51,346.880	25.416 4,405.440 52,865.280	26.164 4,535.093 54,421.120	26.935 4,668.733 56,024.800	27.728 4,806.187 57,674.240	28.545 4,947.800 59,373.600					29.116 5,046.773 60,561.280	29.698 5,147.653 61,771.840	30.589 5,302.093 63,625.120
164	23-52C		Cook I	LPCH	1950	Hourly 24.166 Monthly 3,926.975 Annual 47,123.700	24.875 4,042.188 48,506.250	25.608 4,161.300 49,935.600	26.363 4,283.988 51,407.850	27.141 4,410.413 52,924.950	27.941 4,540.413 54,484.950					28.500 4,631.250 55,575.000	29.070 4,723.875 56,686.500	29.942 4,865.575 58,386.900
165	23-52C	1	CookBaker Certified	CHL (Northern Scale)	2080	Hourly 25.350 Monthly 4,394.000 Annual 52,728.000	26.096 4,523.307 54,279.680	26.865 4,656.600 55,879.200	27.659 4,794.227 57,530.720	28.475 4,935.667 59,228.000	29.315 5,081.267 60,975.200					29.901 5,182.840 62,194.080	30.499 5,286.493 63,437.920	31.414 5,445.093 65,341.120
166	23-52UC	1	CookBaker Uncertified	CHL (Northern Scale)	2080	Hourly 22.182 Monthly 3,844.880 Annual 46,138.560	22.835 3,958.067 47,496.800	23.506 4,074.373 48,892.480	24.195 4,193.800 50,325.600	24.906 4,317.040 51,804.480	25.639 4,444.093 53,329.120					26.152 4,533.013 54,396.160	26.675 4,623.667 55,484.000	27.475 4,742.333 57,148.000
167		1	CookBaker Uncertified -8 DISCONTINUED	CHL (Northern Scale)	2080	Hourly Monthly Annual												
168	23-52UC		Cooks Helper	LPCH	1950	Hourly 21.147 Monthly 3,436.388 Annual 41,236.650	21.771 3,537.788 42,453.450	22.408 3,641.300 43,695.600	23.064 3,747.900 44,974.800	23.743 3,858.238 46,298.850	24.440 3,971.500 47,658.000					24.929 4,050.963 48,611.550	25.428 4,132.050 49,584.600	26.191 4,256.038 51,072.450

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. The table contains multiple rows for different positions such as Diet Aide, Diet Clerk, and Dietary Aide across various sites (CRS, MHC, CH, DLC, SOGH, VGH, GH, MH, HF, ASB, ASV, DM, GLL, HF).

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
241			Entry Point Screener	MHC	1950	Hourly 17.957 Monthly 2,918.013 Annual 35,016.150										18,316 2,976.350 35,716.200	18,683 3,035.988 36,431.850	19,243 3,126.988 37,523.850
242			Entry Point Screener	PAC	1950	Hourly 17.957 Monthly 2,918.013 Annual 35,016.150										18,316 2,976.350 35,716.200	18,683 3,035.988 36,431.850	19,243 3,126.988 37,523.850
243			Entry Point Screener	SBH	1950	Hourly 17.957 Monthly 2,918.013 Annual 35,016.150										18,316 2,976.350 35,716.200	18,683 3,035.988 36,431.850	19,243 3,126.988 37,523.850
244			Entry Point Screener	CRS	1950	Hourly 17.957 Monthly 2,918.013 Annual 35,016.150										18,316 2,976.350 35,716.200	18,683 3,035.988 36,431.850	19,243 3,126.988 37,523.850
245		1	Entry Point Screener - 1950	CHL (Northern Scale)	1950	Hourly 18.830 Monthly 3,059.875 Annual 36,718.500										19,207 3,121.138 37,453.650	19,592 3,183.700 38,204.400	20,180 3,279.250 39,351.000
246			Entry Point Screener - 2015	MM	2015	Hourly 17.957 Monthly 3,015.280 Annual 36,183.355										18,316 3,075.562 36,906.740	18,683 3,137.187 37,646.245	19,243 3,231.220 38,774.645
247	23-53HA		Environmental Assistant	MH	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
248	23-53HALH		Environmental Cleaning	CH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23,867 4,007.667 48,092.005	24,567 4,125.209 49,502.505	25,290 4,246.613 50,959.350	26,033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485
249	23-53HS		Environmental Cleaning - PIO	CH	2015	Hourly 24.686 Monthly 4,145.191 Annual 49,742.290	25,416 4,267.770 51,213.240	26,164 4,393.372 52,720.460	26,935 4,522.835 54,274.025	27,728 4,655.993 55,871.920	28,545 4,793.181 57,518.175					29,116 4,889.062 58,668.740	29,698 4,966.789 59,841.470	30,589 5,136.403 61,636.835
250	23-53HA		Environmental Cleaning Aide 1	SOGH	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
251	23-53HA		Environmental Services Attendant	MHC	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
252	23-53HA		EPH Caretaker	MM	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
253			Equipment & Supply Coordinator	SBH	2015	Hourly 25.187 Monthly 4,229.317 Annual 50,751.805	25,931 4,354.247 52,250.965	26,693 4,482.200 53,786.395	27,482 4,614.686 55,376.230	28,291 4,750.530 57,006.365	29,127 4,890.909 58,690.905					29,710 4,988.804 59,865.650	30,305 5,088.715 61,064.575	31,214 5,241.351 62,896.210
254			Facility Assistant	NCC	2015	Hourly 23.674 Monthly 3,975.259 Annual 47,703.110	24,207 4,064.759 48,777.105	24,807 4,165.509 49,986.105	25,434 4,270.793 51,249.510	26,170 4,394.379 52,732.550	26,825 4,504.365 54,052.375					27,362 4,594.536 55,134.430	27,909 4,686.386 56,236.635	28,746 4,826.933 57,923.190
255			Facility Tradesperson	CH	2015	Hourly 34.671 Monthly 5,821.839 Annual 69,862.065										35,364 5,838.205 71,258.460	36,072 6,057.090 72,685.080	37,154 6,238.776 74,865.310
256			Finance Assistant - Accountant	WHC	2080	Hourly 30.263 Monthly 5,245.587 Annual 62,947.040	31,156 5,400.373 64,804.480	32,079 5,560.360 66,724.320	33,027 5,724.680 68,696.160	34,003 5,893.853 70,726.240	35,009 6,068.227 72,818.720					35,709 6,189.560 74,274.720	36,423 6,313.320 75,759.840	37,516 6,502.773 78,033.280
257			Finance Clerk	MCC	1950	Hourly 23.665 Monthly 3,845.563 Annual 46,146.750	24,358 3,958.175 47,498.100	25,074 4,074.525 48,894.300	25,811 4,194.288 50,331.450	26,569 4,317.463 51,809.550						27,100 4,403.750 52,845.000	27,642 4,491.825 53,901.900	28,471 4,626.538 55,518.450
258			Finance Clerk	NWC	1950	Hourly 23.665 Monthly 3,845.563 Annual 46,146.750	24,358 3,958.175 47,498.100	25,073 4,074.363 48,892.350	25,811 4,194.288 50,331.450	26,568 4,317.300 51,807.600						27,099 4,403.588 52,843.050	27,641 4,491.663 53,899.950	28,470 4,626.375 55,516.500
259			Finance Clerk - Community Sites	CRS	2015	Hourly 23.665 Monthly 3,973.748 Annual 47,684.975	24,358 4,090.114 49,081.370	25,073 4,210.175 50,522.095	25,811 4,334.097 52,009.165	26,568 4,461.210 53,534.520						27,099 4,560.374 54,604.485	27,641 4,641.385 55,696.615	28,470 4,780.588 57,367.050
260			Financial Reporting Assistant	CRS	1950	Hourly 24.243 Monthly 3,939.488 Annual 47,273.850	24,949 4,054.213 48,650.550	25,673 4,171.863 50,062.350	26,429 4,294.713 51,536.550	27,202 4,420.325 53,043.900	27,996 4,549.350 54,592.200	28,830 4,684.875 56,218.500				29,407 4,778.638 57,343.650	29,995 4,874.188 58,490.250	30,895 5,020.438 60,245.250
261	23-53HA		Floor Cleaner	BPCH PPCH	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
262	23-53HA		Floor Cleaner	ASV	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
263	23-52UC		Food Production Attendant	SBH	2015	Hourly 21.147 Monthly 3,550.934 Annual 42,611.205	21,771 3,655.714 43,868.565	22,408 3,762.677 45,152.120	23,064 3,872.830 46,473.960	23,743 3,986.845 47,842.145	24,440 4,103.883 49,246.500					24,929 4,185.995 50,231.935	25,428 4,269.785 51,237.420	26,191 4,397.905 52,774.865
264	23-52DA		Food Service Attendant	SEPCH	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20,949 3,517.686 42,212.235	21,562 3,620.619 43,447.430	22,192 3,726.407 44,716.880	22,842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
361	23-54LA2		Laundry Aide	FDL	2015	Hourly 21.823 Monthly 3,664.445 Annual 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910	24.491 4,112.447 49,349.365						24,982 4,194.894 50,338.730	25,481 4,278.685 51,344.215	26,245 4,406.973 52,883.675
362	23-54LA		Laundry Aide 1	CRS	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
363	23-54LA2		Laundry Aide 2	CRS	2015	Hourly 21.823 Monthly 3,664.445 Annual 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910	24.491 4,112.447 49,349.365						24,982 4,194.894 50,338.730	25,481 4,278.685 51,344.215	26,245 4,406.973 52,883.675
364	23-54LA		Laundry Assistant	MM	1950	Hourly 20.352 Monthly 3,307.200 Annual 39,686.400	20.949 3,404.213 40,850.550	21.562 3,503.825 42,045.900	22.192 3,606.200 43,274.400	22.842 3,711.825 44,541.900						23,300 3,786.250 45,435.000	23,765 3,861.813 46,341.750	24,478 3,977.675 47,732.100
365	23-54LA		Laundry Assistant	DM	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
366	23-54LA		Laundry Attendant	RPG	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
367	23-54LA		Laundry Attendant, Cart Makeup	SBH	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
368	23-54LA		Laundry Helper	DLC	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
369			Laundry Maintenance Mechanic 1	CRS	2080	Hourly 30.465 Monthly 5,280.600 Annual 63,367.200	31.184 5,405.227 64,862.720	31.919 5,532.627 66,391.520	32.527 5,638.013 67,656.160							33,178 5,750.853 69,010.240	33,842 5,865.947 70,391.360	34,857 6,041.880 72,502.560
370			Laundry Maintenance Mechanic 3	CRS	2080	Hourly 46.379 Monthly 8,039.027 Annual 96,468.320										47,307 8,199.880 98,398.560	48,253 8,363.853 100,366.240	49,701 8,614.840 103,378.080
371	23-54LSH		Laundry Shipper	CRS	2015	Hourly 20.425 Monthly 3,429.698 Annual 41,156.375	21.025 3,530.448 42,365.375	21.640 3,633.717 43,604.600	22.277 3,740.680 44,888.155	22.932 3,850.665 46,207.980	23.606 3,963.841 47,566.990					24,077 4,042.930 48,515.155	24,559 4,123.865 49,486.365	25,296 4,247.620 50,971.440
372	23-54LSH		Laundry Shipper - Selkirk	CRS	2080	Hourly 20.425 Monthly 3,540.333 Annual 42,484.000	21.025 3,644.333 43,732.000	21.640 3,750.933 45,011.200	22.277 3,861.347 46,336.160	22.932 3,974.880 47,698.560	23.606 4,091.707 49,100.480					24,077 4,173.347 50,080.160	24,559 4,256.893 51,082.720	25,296 4,384.640 52,615.680
373	23-54LA2		Laundry Soil Sorter	CRS	2015	Hourly 21.823 Monthly 3,664.445 Annual 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910	24.491 4,112.447 49,349.365						24,982 4,194.894 50,338.730	25,481 4,278.685 51,344.215	26,245 4,406.973 52,883.675
374	23-54LALH		Laundry Supervisor	LH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485
375	23-54LA		Laundry/Waste Disposal Attendant	PAC	2015	Hourly 20.352 Monthly 3,417.440 Annual 41,009.280	20.949 3,517.686 42,212.235	21.562 3,620.619 43,447.430	22.192 3,726.407 44,716.880	22.842 3,835.553 46,026.630						23,300 3,912.458 46,949.500	23,765 3,990.540 47,886.475	24,478 4,110.264 49,323.170
376	23-55MDRL		Lead Hand - Anesthesia	SBH	2015	Hourly 26.881 Monthly 4,513.768 Annual 54,165.215	27.675 4,647.094 55,765.125	28.489 4,783.778 57,405.335	29.331 4,925.164 59,101.965	30.198 5,070.748 60,848.970	31.091 5,220.697 62,648.365					31,713 5,325.141 63,901.695	32,347 5,431.600 65,179.205	33,317 5,594.480 67,133.755
377	23-12EL		Lead Hand - Electrical	CRS	2080	Hourly 48.275 Monthly 8,367.667 Annual 100,412.000	49.710 8,616.400 103,396.800									50,704 8,788.693 105,484.320	51,718 8,964.453 107,573.440	53,270 9,233.467 110,801.600
378	23-53HALH		Lead Hand - Housekeeping	CRS	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485
379	23-53HALH		Lead Hand - Housekeeping (Evening)	VGH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485
380			Lead Hand - ISO Security Personnel	CRS	2080	Hourly 39.646 Monthly 6,871.973 Annual 82,463.680	40.820 7,075.467 84,905.600	42.030 7,285.200 87,422.400	43.279 7,501.693 90,020.320	44.564 7,724.427 92,693.120	45.884 7,953.227 95,438.720					46,802 8,112.347 97,348.160	47,738 8,274.587 99,295.040	49,170 8,522.800 102,273.600
381		1	Lead Hand - Maintenance	CHL (Northern Scale)	2015	Hourly 44.016 Monthly 7,391.020 Annual 88,692.240										44,897 7,538.955 90,467.455	45,795 7,689.744 92,276.925	47,169 7,920.461 95,045.535
382	23-55MDRL		Lead Hand - Sterile Processing	PAC	2015	Hourly 26.881 Monthly 4,513.768 Annual 54,165.215	27.675 4,647.094 55,765.125	28.489 4,783.778 57,405.335	29.331 4,925.164 59,101.965	30.198 5,070.748 60,848.970	31.091 5,220.697 62,648.365					31,713 5,325.141 63,901.695	32,347 5,431.600 65,179.205	33,317 5,594.480 67,133.755
383			Lead Hand 2, Security	SBH	2015	Hourly 26.659 Monthly 4,476.490 Annual 53,717.885	27.179 4,563.807 54,765.685	27.699 4,651.124 55,813.485	28.216 4,737.937 56,855.240	28.736 4,825.253 57,903.040	29.252 4,911.898 58,942.780					29,837 5,010.130 60,121.555	30,433 5,110.208 61,322.495	31,346 5,263.516 63,162.190
384	23-53HALH		Lead Hand Dietary/Housekeeping	FDL	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495						26,554 4,458.859 53,506.310	27,086 4,548.191 54,578.290	27,899 4,684.707 56,216.485

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
409	23-93E		Maintenance Engineer - 5th Class	FDL, ASB, ASV	2080	Hourly 31.490 Monthly 5,458.267 Annual 65,499.200	32.113 5,566.253 66,795.040									32.756 5,677.707 68,132.480	33.411 5,791.240 69,494.880	34.413 5,964.920 71,579.040
410			Maintenance Engineer (5th Class)	MCC	1950	Hourly 27.673 Monthly 4,496.863 Annual 53,962.350										28.226 4,586.725 55,040.700	28.791 4,678.538 56,142.450	29.655 4,818.938 57,827.250
411			Maintenance Engineer (5th Class) - PIO	MCC	1950	Hourly 34.534 Monthly 5,611.775 Annual 67,341.300	35.231 5,725.038 68,700.450									35.936 5,839.600 70,075.200	36.655 5,956.438 71,477.250	37.755 6,135.188 73,622.250
412			Maintenance Helper	ASJ	1950	Hourly 21.408 Monthly 3,478.800 Annual 41,745.600	22.034 3,580.525 42,966.300	22.681 3,685.663 44,227.950	23.345 3,793.563 45,522.750	24.030 3,904.875 46,858.500						24.511 3,983.038 47,796.450	25.001 4,062.663 48,751.950	25.751 4,184.538 50,214.450
413	1		Maintenance Helper	CHL (Northern Scale)	2015	Hourly 23.780 Monthly 3,993.058 Annual 47,916.700	24.242 4,070.636 48,847.630	24.742 4,154.594 49,855.130	25.211 4,233.347 50,800.165							25.716 4,318.145 51,817.740	26.230 4,404.454 52,853.450	27.017 4,536.605 54,439.255
414			Maintenance Helper	GH	2015	Hourly 27.748 Monthly 4,659.352 Annual 55,912.220										28.303 4,752.545 57,030.545	28.870 4,847.754 58,173.050	29.736 4,993.170 59,918.040
415			Maintenance Helper	SCPCH	2015	Hourly 21.408 Monthly 3,594.760 Annual 43,137.120	22.034 3,699.876 44,398.510	22.681 3,808.518 45,702.215	23.345 3,920.015 47,040.175	24.030 4,035.038 48,420.450						24.511 4,115.805 49,389.665	25.001 4,198.085 50,377.015	25.751 4,324.022 51,888.265
416			Maintenance Mechanic	CH	2015	Hourly 34.671 Monthly 5,821.839 Annual 69,862.065										35.364 5,938.205 71,258.460	36.072 6,057.090 72,685.080	37.154 6,238.776 74,865.310
417			Maintenance Mechanic	DLC	2080	Hourly 32.534 Monthly 5,639.227 Annual 67,670.720										33.185 5,752.067 69,024.800	33.848 5,866.987 70,403.840	34.863 6,042.920 72,515.040
418			Maintenance Mechanic	SBH	2080	Hourly 34.671 Monthly 6,009.640 Annual 72,115.680										35.364 6,129.760 73,557.120	36.072 6,252.480 75,029.760	37.154 6,440.027 77,280.320
419			Maintenance Mechanic	SOGH	2015	Hourly 40.225 Monthly 6,754.448 Annual 81,053.375										41.029 6,889.453 82,673.435	41.850 7,027.313 84,327.750	43.106 7,238.216 86,858.590
420			Maintenance Mechanic - N&FS	CRS	2015	Hourly 43.103 Monthly 7,237.712 Annual 86,852.545	44.167 7,416.375 88,996.505	45.262 7,600.244 91,202.930	46.379 7,787.807 93,453.685							47.307 7,943.634 95,323.605	48.253 8,102.483 97,229.795	49.701 8,345.626 100,147.515
421	23-93B		Maintenance Power Engineer (2nd Class)	MHC	1950	Hourly 51.581 Monthly 8,381.913 Annual 100,582.950	52.604 8,548.150 102,577.800									53.656 8,719.100 104,629.200	54.729 8,893.463 106,721.550	56.371 9,160.288 109,923.450
422			Maintenance Systems Technologist	SBH	2080	Hourly 46.108 Monthly 7,992.053 Annual 95,904.640	47.680 8,264.533 99,174.400	49.314 8,547.760 102,573.120	51.007 8,841.213 106,094.560							52.026 9,017.840 108,214.080	53.067 9,198.280 110,379.360	54.659 9,474.227 113,690.720
423	23-93E		Maintenance Technician	RHC	2015	Hourly 31.490 Monthly 5,287.696 Annual 63,452.350	32.113 5,392.308 64,707.695									32.756 5,500.278 66,003.340	33.411 5,610.264 67,323.165	34.413 5,778.516 69,342.195
424	1		Maintenance Tradesperson	CHL (Northern Scale)	2015	Hourly 37.625 Monthly 6,317.865 Annual 75,814.375	38.986 6,546.399 78,556.790	40.407 6,785.009 81,420.105	41.953 7,044.608 84,535.295							42.792 7,185.490 86,225.880	43.648 7,329.227 87,950.720	44.957 7,549.030 90,588.355
425	23-93E		Maintenance Utility Person	RHC	2015	Hourly 31.490 Monthly 5,287.696 Annual 63,452.350	32.113 5,392.308 64,707.695									32.756 5,500.278 66,003.340	33.411 5,610.264 67,323.165	34.413 5,778.516 69,342.195
426			Maintenance Worker	MCC	1950	Hourly 22.105 Monthly 3,592.063 Annual 43,104.750	22.752 3,697.200 44,366.400	23.420 3,805.750 45,669.000	24.106 3,917.225 47,006.700	24.813 4,032.113 48,385.350						25.309 4,112.713 49,352.550	25.815 4,194.938 50,339.250	26.589 4,320.713 51,848.550
427	1		Maintenance Worker	CHL (Northern Scale)	2015	Hourly 27.144 Monthly 4,557.930 Annual 54,695.160	27.685 4,648.773 55,785.275	28.241 4,742.135 56,905.615								28.805 4,836.840 58,042.075	29.381 4,933.560 59,202.715	30.262 5,081.494 60,977.930
428			Maintenance Worker 1	GLL, MM	2015	Hourly 21.408 Monthly 3,594.760 Annual 43,137.120	22.034 3,699.876 44,398.510	22.681 3,808.518 45,702.215	23.345 3,920.015 47,040.175	24.030 4,035.038 48,420.450						24.511 4,115.805 49,389.665	25.001 4,198.085 50,377.015	25.751 4,324.022 51,888.265
429	23-93E		Maintenance Worker II (Maintenance Worker 2)	GLL	2015	Hourly 31.490 Monthly 5,287.696 Annual 63,452.350	32.113 5,392.308 64,707.695									32.756 5,500.278 66,003.340	33.411 5,610.264 67,323.165	34.413 5,778.516 69,342.195
430			Maintenance-Electrical	BPCH	2015	Hourly 20.722 Monthly 3,479.569 Annual 41,754.830	21.350 3,585.021 43,020.250	21.977 3,690.305 44,283.655	22.547 3,786.017 45,432.205	23.285 3,909.940 46,919.275	23.974 4,025.634 48,307.610					24.454 4,106.234 49,274.810	24.944 4,188.513 50,262.160	25.692 4,314.115 51,769.380
431			Maintenance Engineer (5th Class)	KL	2080	Hourly 27.271 Monthly 4,726.973 Annual 56,723.680										27.817 4,821.613 57,859.360	28.373 4,917.987 59,015.840	29.224 5,065.493 60,785.920
432			Material Handler	RHC	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
433			Materials Management Float	VGH	2015	Hourly 23.476 Monthly 3,942.012 Annual 47,304.140	24.166 4,057.874 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115					27.683 4,648.337 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.688 58,604.260
434	23-55UMDR	1	MDR Aide Uncertified	CHL (Northern Scale)	2080	Hourly 21.550 Monthly 3,735.333 Annual 44,824.000	22.181 3,844.707 46,136.480	22.835 3,958.067 47,496.800	23.506 4,074.373 48,892.480	24.197 4,194.147 50,329.760	24.906 4,317.040 51,804.480					25.405 4,403.533 52,842.400	25.913 4,491.587 53,899.040	26.690 4,626.267 55,515.200
435	23-55MDR2		MDR Technician	CH	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135					30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
436	23-55MDR2		MDR Technician - PIO	CH	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135					30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
437			Mechanic (T)	RHC	2015	Hourly 44.693 Monthly 7,504.700 Annual 90,056.395										45.587 7,654.817 91,857.805	46.498 7,807.789 93,693.470	47.893 8,042.033 96,504.395
438	23-55MDR2		Med Dev Reprocess Tech OR and Endoscopy	SBH	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135					30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
439	23-55MDR2		Med Device Reprocess Technician 2	VGH	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135					30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
440			Medical Assistant	KL	2080	Hourly 21.081 Monthly 3,654.040 Annual 43,848.480	21.699 3,761.160 45,133.920	22.335 3,871.400 46,456.800	22.991 3,985.107 47,821.280	23.667 4,102.280 49,227.360	24.364 4,223.093 50,677.120					24.851 4,307.507 51,690.080	25.348 4,393.653 52,723.840	26.108 4,525.387 54,304.640
441			Medical Assistant - PIO	KL	2080	Hourly 24.302 Monthly 4,212.347 Annual 50,548.160	25.363 4,394.520 52,734.240	26.472 4,588.480 55,061.760	27.446 4,757.307 57,087.680	28.573 5,021.987 60,263.940	30.363 5,262.920 63,155.040					30.971 5,368.307 64,419.680	31.590 5,475.600 65,707.200	32.538 5,639.920 67,679.040
442			Medical Clerk	MCC	1950	Hourly 22.818 Monthly 3,707.925 Annual 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200						26.128 4,245.800 50,949.600	26.650 4,330.625 51,967.500	27.450 4,460.625 53,527.500
443			Medical Clerk - PIO	MCC	1950	Hourly 24.045 Monthly 3,907.313 Annual 46,887.750	24.432 3,970.200 47,642.400	24.818 4,032.925 48,395.100	25.206 4,095.975 49,151.700	25.592 4,158.700 49,904.400	25.980 4,221.750 50,661.000					26.499 4,306.088 51,673.050	27.029 4,392.213 52,706.550	27.840 4,524.000 54,288.000
444	1		Medical Clinic Aide Trained	CHL (Northern Scale)	2080	Hourly 23.576 Monthly 4,086.507 Annual 49,038.080	24.271 4,206.973 50,483.680	24.984 4,330.560 51,966.720	25.717 4,457.613 53,491.360	26.477 4,589.347 55,072.160	27.258 4,724.720 56,696.640					27.803 4,819.187 57,830.240	28.359 4,915.560 58,986.720	29.210 5,063.067 60,756.800
445	1		Medical Clinic Aide Untrained	CHL (Northern Scale)	2080	Hourly 22.690 Monthly 3,932.933 Annual 47,195.200	23.153 4,013.187 48,158.240	23.620 4,094.133 49,129.600	24.081 4,174.040 50,088.480							24.563 4,257.587 51,091.040	25.055 4,342.867 52,114.400	25.807 4,473.213 53,678.560
446	23-55MDR2		Medical Device Reprocessing Technician 2	GH	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135					30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
447	23-55MDR2		Medical Device Reprocessing Tech-OR	SBH	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135					30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
448	23-55MDR1		Medical Device Reprocessing(MDR)Tech	SOGH	2015	Hourly 24.676 Monthly 4,143.512 Annual 49,722.140	25.404 4,265.755 51,189.060	26.151 4,391.189 52,694.265	26.919 4,520.149 54,241.785	27.715 4,653.810 55,845.725	28.533 4,791.166 57,493.985					29.104 4,887.047 58,644.560	29.686 4,984.774 59,817.280	30.577 5,134.388 61,612.655
449			Medical Records Clerk	VGH	2015	Hourly 22.818 Monthly 3,831.523 Annual 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240						26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750
450			Medical Records Technician	CH	2015	Hourly 35.936 Monthly 6,034.253 Annual 72,411.040	37.003 6,213.420 74,561.045	38.099 6,397.457 76,769.485	39.225 6,586.531 79,038.375	40.390 6,782.154 81,385.850	41.590 6,983.654 83,803.850					42.423 7,123.529 85,482.345	43.271 7,265.922 87,191.065	44.569 7,483.878 89,806.535
451			Medical Records Technician - PIO	CH	2015	Hourly 38.392 Monthly 6,446.657 Annual 77,359.880	39.172 6,577.632 78,931.580	39.959 6,709.782 80,517.385	40.765 6,845.123 82,141.475	41.593 6,984.158 83,809.895						42.426 7,124.033 85,488.390	43.274 7,266.426 87,197.110	44.572 7,484.382 89,812.580
452			Medical Records Transcriptionist 1	CRS	2015	Hourly 23.580 Monthly 3,959.475 Annual 47,513.700	24.270 4,075.338 48,904.050	24.986 4,195.566 50,346.790	25.719 4,318.649 51,823.785	26.475 4,445.594 53,347.125						27.005 4,534.590 54,415.075	27.544 4,625.097 55,501.160	28.370 4,763.796 57,165.550
453			Medical Secretary	MCC	1950	Hourly 22.861 Monthly 3,714.913 Annual 44,578.950	23.530 3,823.625 45,883.500	24.221 3,935.913 47,230.950	24.931 4,051.288 48,615.450	25.666 4,170.725 50,048.700						26.178 4,253.925 51,047.100	26.702 4,339.075 52,068.900	27.503 4,469.238 53,630.850
454			Medical Secretary - PIO	MCC	1950	Hourly 24.045 Monthly 3,907.313 Annual 46,887.750	24.432 3,970.200 47,642.400	24.818 4,032.925 48,395.100	25.206 4,095.975 49,151.700	25.592 4,158.700 49,904.400	25.980 4,221.750 50,661.000					26.499 4,306.088 51,673.050	27.029 4,392.213 52,706.550	27.840 4,524.000 54,288.000
455			Medical Transcriptionist	CH	2015	Hourly 23.580 Monthly 3,959.475 Annual 47,513.700	24.270 4,075.338 48,904.050	24.986 4,195.566 50,346.790	25.719 4,318.649 51,823.785	26.475 4,445.594 53,347.125						27.005 4,534.590 54,415.075	27.544 4,625.097 55,501.160	28.370 4,763.796 57,165.550
456			Medical Transcriptionist	GH	2015	Hourly 23.580 Monthly 3,959.475 Annual 47,513.700	24.270 4,075.338 48,904.050	24.986 4,195.566 50,346.790	25.719 4,318.649 51,823.785	26.475 4,445.594 53,347.125						27.005 4,534.590 54,415.075	27.544 4,625.097 55,501.160	28.370 4,763.796 57,165.550

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
505			Plant Services Clerk	MHC	2015	Hourly 23.665 Monthly 3,973.748 Annual 47,684.975	24.358 4,090.114 49,081.370	25.074 4,210.343 50,524.110	25.811 4,334.097 52,009.165	26.569 4,461.378 53,536.535						27.100 4,560.542 54,606.500	27.642 4,641.553 55,698.630	28.471 4,780.755 57,369.065
506	23-12F		Plumber	CH	2015	Hourly 45.053 Monthly 7,565.150 Annual 90,781.795	46.390 7,789.654 93,475.850									47.318 7,945.481 95,345.770	48.265 8,104.498 97,253.975	49.713 8,347.641 100,171.695
507	23-12F		Plumber	SOGH	2015	Hourly 45.053 Monthly 7,565.150 Annual 90,781.795	46.390 7,789.654 93,475.850									47.318 7,945.481 95,345.770	48.265 8,104.498 97,253.975	49.713 8,347.641 100,171.695
508	23-12F		Plumber	SBH	2080	Hourly 45.053 Monthly 7,809.187 Annual 93,710.240	46.390 8,040.933 96,491.200									47.318 8,201.787 98,421.440	48.265 8,365.933 100,391.200	49.713 8,616.920 103,403.040
509	23-12F		Plumber	VGH	2080	Hourly 45.053 Monthly 7,809.187 Annual 93,710.240	46.390 8,040.933 96,491.200									47.318 8,201.787 98,421.440	48.265 8,365.933 100,391.200	49.713 8,616.920 103,403.040
510	23-12F		Plumber - Steamfitter	DLC	2080	Hourly 45.053 Monthly 7,809.187 Annual 93,710.240	46.390 8,040.933 96,491.200									47.318 8,201.787 98,421.440	48.265 8,365.933 100,391.200	49.713 8,616.920 103,403.040
511	23-12FL		Plumber - Supervisor	DLC	2080	Hourly 48.275 Monthly 8,367.667 Annual 100,412.000	49.710 8,616.400 103,996.800									51.718 8,788.693 105,464.320	53.270 8,964.453 107,573.440	53.270 9,233.467 110,801.600
512	23-12F		Plumber (Journeyman)	MHC	2015	Hourly 45.053 Monthly 7,565.150 Annual 90,781.795	46.390 7,789.654 93,475.850									47.318 7,945.481 95,345.770	48.265 8,104.498 97,253.975	49.713 8,347.641 100,171.695
513	23-12F		Plumber (Journeyman)	GH	2015	Hourly 45.053 Monthly 7,565.150 Annual 90,781.795	46.390 7,789.654 93,475.850									47.318 7,945.481 95,345.770	48.265 8,104.498 97,253.975	49.713 8,347.641 100,171.695
514	23-12F		Plumber (Journeyman)	RHC	2015	Hourly 45.053 Monthly 7,565.150 Annual 90,781.795	46.390 7,789.654 93,475.850									47.318 7,945.481 95,345.770	48.265 8,104.498 97,253.975	49.713 8,347.641 100,171.695
515	23-12FL		Plumber / Refrigeration - Supervisor	MHC	2015	Hourly 48.275 Monthly 8,106.177 Annual 97,274.125	49.710 8,347.138 100,165.650									51.718 8,514.047 102,168.560	53.270 8,684.314 104,211.770	53.270 8,944.921 107,339.050
516			Policy Analyst [PIO]	CH	2015	Hourly 26.578 Monthly 4,462.889 Annual 53,554.670	27.363 4,594.704 55,136.445	28.161 4,728.701 56,744.415	29.004 4,870.255 58,443.060	29.865 5,014.831 60,177.975	30.737 5,161.255 61,935.055	32.251 5,415.480 64,985.765				32.896 5,523.787 66,285.440	33.554 5,634.276 67,611.310	34.561 5,803.368 69,640.415
517			Porter - Delivery Driver	SBH	2015	Hourly 21.626 Monthly 3,631.366 Annual 43,576.390	22.259 3,737.657 44,851.885	22.913 3,847.475 46,169.695	23.588 3,960.818 47,529.820	24.280 4,077.017 48,924.200	24.992 4,196.573 50,358.880					25.491 4,280.364 51,364.365	26.001 4,366.001 52,392.015	26.781 4,496.976 53,963.715
518	23-54LA2		Porter - Laundry	SBH	2015	Hourly 21.823 Monthly 3,664.445 Annual 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910	24.491 4,112.447 49,349.365						24.982 4,194.894 50,338.730	25.481 4,278.685 51,344.215	26.245 4,406.973 52,883.675
519	23-54LA2		Porter - Laundry Cart Make-Up	SBH	2015	Hourly 21.823 Monthly 3,664.445 Annual 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910	24.491 4,112.447 49,349.365						24.982 4,194.894 50,338.730	25.481 4,278.685 51,344.215	26.245 4,406.973 52,883.675
520	23-93C		Power Engineer (3rd Class)-Misericordia	MHC	2080	Hourly 42.187 Monthly 7,312.413 Annual 87,748.960	44.383 7,693.053 92,316.640									45.271 7,846.973 94,163.680	46.176 8,003.840 96,046.080	47.561 8,243.907 98,926.880
521	23-93D		Power Engineer 4	CH	2080	Hourly 39.171 Monthly 6,789.640 Annual 81,475.680	41.210 7,143.067 85,716.800									42.034 7,285.893 87,430.720	42.875 7,431.667 89,180.000	44.161 7,654.573 91,854.880
522			Power Engineer 5th Class	GLL	2015	Hourly 31.490 Monthly 5,287.696 Annual 63,452.350	32.113 5,392.308 64,707.695									32.756 5,500.278 66,003.340	33.411 5,610.264 67,323.165	34.413 5,778.516 69,342.195
523			Pre-Operative Assessment Clerk	SBH	2015	Hourly 22.857 Monthly 3,838.071 Annual 46,056.855	23.528 3,950.743 47,408.920	24.218 4,066.606 48,799.270	24.933 4,186.666 50,239.995	25.668 4,310.085 51,721.020	26.424 4,437.030 53,244.360					26.952 4,525.690 54,308.280	27.491 4,616.197 55,394.365	28.316 4,754.728 57,056.740
524			Primary Care Assistant	CRS, Com, MHC	2015	Hourly 23.217 Monthly 3,898.521 Annual 46,782.255	23.740 3,986.342 47,836.100	24.328 4,085.077 49,020.920	24.946 4,188.849 50,266.190	25.666 4,309.749 51,716.990	26.304 4,416.880 53,002.560					26.830 4,505.204 54,062.450	27.367 4,595.375 55,144.505	28.188 4,733.235 56,798.820
525			Primary Care Assistant	NCC	2015	Hourly 23.674 Monthly 3,975.259 Annual 47,703.110	24.207 4,064.759 48,777.105	24.807 4,165.509 49,986.105	25.434 4,270.793 51,249.510	26.170 4,394.379 52,732.550	26.825 4,504.365 54,052.375					27.362 4,594.536 55,134.430	27.909 4,686.386 56,236.635	28.746 4,826.933 57,923.190
526			Primary Care Assistant	CDS	2015	Hourly 23.217 Monthly 3,898.521 Annual 46,782.255	23.740 3,986.342 47,836.100	24.328 4,085.077 49,020.920	24.946 4,188.849 50,266.190	25.666 4,309.749 51,716.990	26.304 4,416.880 53,002.560					26.830 4,505.204 54,062.450	27.367 4,595.375 55,144.505	28.188 4,733.235 56,798.820
527			Primary Care Assistant	NWC	2015	Hourly 23.217 Monthly 3,898.521 Annual 46,782.255	23.740 3,986.342 47,836.100	24.328 4,085.077 49,020.920	24.946 4,188.849 50,266.190	25.666 4,309.749 51,716.990	26.304 4,416.880 53,002.560					26.830 4,505.204 54,062.450	27.367 4,595.375 55,144.505	28.188 4,733.235 56,798.820
528			Primary Care Assistant 1885	CRS	2015	Hourly 23.217 Monthly 3,898.521 Annual 46,782.255	23.740 3,986.342 47,836.100	24.328 4,085.077 49,020.920	24.946 4,188.849 50,266.190	25.666 4,309.749 51,716.990	26.304 4,416.880 53,002.560					26.830 4,505.204 54,062.450	27.367 4,595.375 55,144.505	28.188 4,733.235 56,798.820

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
529			Printer	VGH	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26,502 4,450.128 53,401.530	27,032 4,539.123 54,469.480	27,843 4,675.304 56,103.645	
530			Printer / Mail Clerk Reproduction	MHC	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26,502 4,450.128 53,401.530	27,032 4,539.123 54,469.480	27,843 4,675.304 56,103.645	
531			Printer/Receiver	GH	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730					26,502 4,450.128 53,401.530	27,032 4,539.123 54,469.480	27,843 4,675.304 56,103.645	
532			Printing Attendant 1	SBH	2015	Hourly 21.119 Monthly 3,546.232 Annual 42,554.785	21.736 3,649.837 43,798.040	22.375 3,757.135 45,085.625	23.033 3,867.625 46,411.495	23.710 3,981.304 47,775.650	24.405 4,098.006 49,176.075					24,893 4,179.950 50,159.395	25,391 4,263.572 51,162.865	26,153 4,391.525 52,698.295	
533			Printing Attendant 2	SBH	2015	Hourly 21.698 Monthly 3,643.456 Annual 43,721.470	22.332 3,749.915 44,998.980	22.990 3,860.404 46,324.850	23.664 3,973.580 47,862.960	24.363 4,090.954 49,091.445	25.078 4,210.678 50,527.510					25,578 4,294.973 51,539.670	26,090 4,380.946 52,571.350	26,873 4,512.425 54,149.095	
534			Program Assistant	CH	2015	Hourly 23.950 Monthly 4,021.604 Annual 48,259.250	24.654 4,139.818 49,677.810	25.379 4,261.557 51,138.685	26.128 4,387.327 52,647.920	26.897 4,516.455 54,197.455	27.688 4,649.277 55,791.320					28,243 4,742.470 56,909.645	28,807 4,837.175 58,046.105	29,671 4,982.255 59,787.065	
535			Program Assistant	MHC	2015	Hourly 23.950 Monthly 4,021.604 Annual 48,259.250	24.654 4,139.818 49,677.810	25.379 4,261.557 51,138.685	26.128 4,387.327 52,647.920	26.897 4,516.455 54,197.455	27.688 4,649.277 55,791.320					28,243 4,742.470 56,909.645	28,807 4,837.175 58,046.105	29,671 4,982.255 59,787.065	
536			Program Assistant - Long Term Care	MHC	2015	Hourly 23.183 Monthly 3,892.812 Annual 46,713.745	23.555 3,955.277 47,463.325	24.476 4,109.928 49,319.140	25.488 4,279.860 51,358.320	26.471 4,444.922 53,339.065						27,000 4,533.750 54,405.000	27,540 4,624.425 55,493.100	28,366 4,763.124 57,157.490	
537			Program Assistant - PIO	CH	2015	Hourly 23.506 Monthly 3,947.049 Annual 47,364.590	24.197 4,063.080 48,756.955	24.918 4,184.148 50,209.770	25.652 4,307.398 51,688.780	26.404 4,433.672 53,204.060	27.183 4,564.479 54,773.745	27.978 4,697.973 56,375.670				28,537 4,791.838 57,502.055	29,108 4,887.718 58,652.620	29,981 5,034.310 60,411.715	
538			Program Coordinator	MCC	1950	Hourly 34.249 Monthly 5,865.463 Annual 66,785.550	35.774 5,813.275 69,759.300	37.363 6,071.488 72,857.850	39.064 6,347.900 76,174.800	40.813 6,632.113 79,585.350	42.580 6,919.250 83,031.000	44.224 7,186.400 86,236.800	44.621 7,250.913 87,010.950				45,513 7,395.863 88,750.350	46,423 7,543.738 90,524.850	47,816 7,770.100 93,241.200
539			Protection Services Officer 1	SOGH	2080	Hourly 22.459 Monthly 3,892.893 Annual 46,714.720	23.140 4,010.933 48,131.200	23.892 4,141.280 49,695.360	24.691 4,279.773 51,357.280	25.515 4,422.600 53,071.200						26,025 4,511.000 54,132.000	26,545 4,601.133 55,213.600	27,341 4,739.107 56,869.280	
540			Protection Services Officer 2	SOGH	2080	Hourly 27.851 Monthly 4,827.507 Annual 57,930.080	28.728 4,979.520 59,754.240	29.631 5,136.040 61,632.480	30.562 5,297.413 63,568.960							31,173 5,403.320 64,839.840	31,796 5,511.307 66,135.680	32,750 5,676.667 68,120.000	
541			Public Education and Training Administrator	KL	2015	Hourly 29.157 Monthly 4,895.946 Annual 58,751.355	30.020 5,040.858 60,490.300	30.923 5,192.487 62,309.845	31.830 5,344.788 64,137.450	32.779 5,504.140 66,049.685	33.743 5,666.012 67,992.145	34.723 5,830.570 69,966.845				35,418 5,947.273 71,367.270	36,126 6,066.158 72,793.890	37,210 6,248.179 74,978.150	
542			Public Health Clerk	CRS	2015	Hourly 26.532 Monthly 4,455.165 Annual 53,461.980	27.201 4,567.501 54,810.015	27.949 4,693.103 56,317.235	28.672 4,814.507 57,774.080	29.434 4,942.459 59,309.510	30.399 5,097.782 61,173.385					30,967 5,199.875 62,398.505	31,586 5,303.816 63,645.790	32,534 5,463.001 65,556.010	
543			Quality and Evaluation Coordinator New Addition	NCC	2015	Hourly 36.887 Monthly 6,193.942 Annual 74,327.305	37.981 6,377.843 76,531.715	39.106 6,566.549 78,798.590	40.266 6,761.333 81,135.990	41.461 6,961.993 83,543.915	42.694 7,169.034 86,028.410	43.960 7,381.617 88,579.400	45.270 7,601.598 91,219.050	46.613 7,827.100 93,925.195	47.997 8,059.496 96,713.955	48,957 8,220.696 98,648.355	49,936 8,385.087 100,621.040	51,434 8,636.626 103,639.510	
544			Receiver - Dietetics	SBH	2015	Hourly 22.097 Monthly 3,710.455 Annual 44,525.455	22.745 3,819.265 45,831.175	23.414 3,931.601 47,179.210	24.103 4,047.295 48,567.545	24.813 4,166.516 49,998.195	25.542 4,288.928 51,467.130					26,093 4,374.733 52,496.795	26,574 4,462.218 53,546.610	27,371 4,596.047 55,152.565	
545			Receptionist	ASB	2015	Hourly 22.818 Monthly 3,831.523 Annual 45,978.270	23.486 3,943.691 47,324.290	24.173 4,059.050 48,708.595	24.886 4,178.774 50,145.290	25.615 4,301.185 51,614.225						26,127 4,387.159 52,645.905	26,649 4,474.811 53,697.735	27,448 4,608.977 55,307.720	
546			Receptionist	SEPCB	2015	Hourly 22.818 Monthly 3,831.523 Annual 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240						26,128 4,387.327 52,647.920	26,650 4,474.979 53,699.750	27,450 4,609.313 55,311.750	
547			Receptionist	WHC	2080	Hourly 20.659 Monthly 3,580.893 Annual 42,970.720	21.260 3,685.067 44,220.800	21.882 3,792.880 45,514.560	22.525 3,904.333 46,852.000	23.186 4,018.907 48,226.880						23,650 4,099.333 49,192.000	24,123 4,181.320 50,175.840	24,847 4,306.813 51,681.760	
548			Receptionist 1	SOGH, SBH	2015	Hourly 22.002 Monthly 3,694.503 Annual 44,334.030	22.646 3,802.641 45,631.690	23.307 3,913.634 46,963.605	23.993 4,028.825 48,345.895	24.696 4,146.870 49,762.440						25,191 4,229.989 50,759.865	25,694 4,314.451 51,773.410	26,465 4,443.915 53,326.975	
549			Receptionist 2	SBH	2015	Hourly 22.818 Monthly 3,831.523 Annual 45,978.270	23.486 3,943.691 47,324.290	24.173 4,059.050 48,710.610	24.886 4,178.774 50,145.290	25.615 4,301.185 51,614.225						26,127 4,387.159 52,647.920	26,649 4,474.811 53,699.750	27,448 4,608.977 55,311.750	
550			Records Management Clerk	PAC	2015	Hourly 22.818 Monthly 3,831.523 Annual 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240						26,128 4,387.327 52,647.920	26,650 4,474.979 53,699.750	27,450 4,609.313 55,311.750	
551			Refrigeration Mechanic	SOGH	2015	Hourly 47.266 Monthly 7,936.749 Annual 95,240.990										48,211 8,095.430 97,145.165	49,175 8,257.302 99,087.625	50,650 8,504.979 102,059.750	
552			Refrigeration Mechanic	DLC	2080	Hourly 45.909 Monthly 7,957.560 Annual 95,490.720										46,827 8,116.680 97,400.160	47,763 8,278.920 99,347.040	49,196 8,527.307 102,327.680	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary + 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows 577-600.

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Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows include various job titles like Sterile Processing Technician, Stockkeeper/Receiver, Stores & Inventory Clerk, etc., with corresponding salary data for 2025 and projected 2030 and 2035 values.

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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
673			Volunteer Services Assistant	VGH	2015	Hourly	22.938	23.814	24.307	25.023	25.759	26.517					27.048	27.589	28.417
						Monthly	3,851.673	3,965.184	4,081.550	4,201.779	4,325.365	4,452.646					4,541.810	4,632.653	4,771.688
						Annual	46,220.070	47,582.210	48,978.605	50,421.345	51,904.385	53,431.755					54,501.720	55,991.835	57,260.255
674			Ward Clerk	DLC	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982					26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811					4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730					53,401.530	54,469.480	56,103.645
675			Ward Clerk	GH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982					26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811					4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730					53,401.530	54,469.480	56,103.645
676			Ward Clerk	FDL, SCPCH	2015	Hourly	22.475	23.136	23.816	24.515	25.238	25.982					26.502	27.032	27.843
						Monthly	3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811					4,450.128	4,539.123	4,675.304
						Annual	45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730					53,401.530	54,469.480	56,103.645
677	1		Ward Clerk	CHL (Northern Scale)	2080	Hourly	23.576	24.271	24.984	25.717	26.477	27.258					27.803	28.359	29.210
						Monthly	4,086.507	4,206.973	4,330.560	4,457.613	4,589.347	4,724.720					4,819.167	4,915.560	5,063.067
						Annual	49,038.080	50,483.680	51,966.720	53,491.360	55,072.160	56,696.640					57,830.240	58,996.720	60,756.800
678	23-52DARDF		Warewasher	CRS	2015	Hourly	21.389	21.774	22.161	22.549	22.925	23.307					23.677	23.938	24.245
						Monthly	3,591.570	3,656.218	3,721.201	3,786.353	3,799.115	3,811.877					3,875.013	3,952.590	4,071.140
						Annual	43,098.835	43,874.610	44,654.415	45,436.235	45,589.375	45,742.515					46,500.155	47,431.085	48,853.675
679	23-53HA2		Washfloor Attendant	CRS	2015	Hourly	21.823	22.459	23.115	23.794	24.491	25.207					24.982	25.481	26.245
						Monthly	3,684.445	3,771.240	3,881.394	3,995.409	4,112.447	4,232.591					4,194.894	4,278.685	4,406.973
						Annual	43,973.345	45,254.885	46,576.725	47,944.910	49,349.365	50,783.091					50,338.730	51,344.215	52,883.675
680			WCB Program Coordinator / Clerk	PAC	2015	Hourly	23.027	23.703	24.399	25.119	25.858	26.621					27.154	27.697	28.528
						Monthly	3,866.617	3,980.129	4,096.999	4,217.899	4,341.989	4,470.110					4,559.609	4,650.788	4,790.327
						Annual	46,399.405	47,761.545	49,163.985	50,614.785	52,103.870	53,641.315					54,715.310	55,809.455	57,483.920
681			Workplace Safety and Support	KL	2080	Hourly	17.227	17.227	17.227	17.227	17.227	18.193					18.556	18.927	19.495
						Monthly	2,986.013	2,986.013	2,986.013	2,986.013	2,986.013	3,153.453					3,216.373	3,280.680	3,379.133
						Annual	35,832.160	35,832.160	35,832.160	35,832.160	35,832.160	37,841.440					38,596.480	39,368.160	40,549.600
682			WRHA Interpreter	CRS	1950	Hourly	29.641	31.536	33.557	35.709							36.423	37.151	38.266
						Monthly	4,816.663	5,124.600	5,453.013	5,802.713							5,918.738	6,037.038	6,218.225
						Annual	57,799.950	61,495.200	65,436.150	69,632.550							71,024.850	72,444.450	74,618.700

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

* Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
1	23-93B	2	2nd Class (Shift Engineer)	GH	2028	Hourly 52.031 Monthly 8,793.239 Annual 105,518.868	53.054 8,966.126 107,593.512									54,115	55,197	56,853
2	23-93B	2	2nd Class Chief Power Engineer (shift)	DLC, MHC	2080	Hourly 55.865 Monthly 9,683.267 Annual 116,199.200	56.963 9,873.587 118,483.040									58,102	59,264	61,042
3	23-93B	2	2nd Class Power Engineer	DLC	2080	Hourly 52.031 Monthly 9,018.707 Annual 108,224.480	53.054 9,196.027 110,352.320									54,115	55,197	56,853
4	23-93B	2	2nd Class Power Engineer	MHC	2080	Hourly 52.031 Monthly 9,018.707 Annual 108,224.480	53.054 9,196.027 110,352.320									54,115	55,197	56,853
5	23-93C	2	3rd Class Power Engineer	DLC	2080	Hourly 42.637 Monthly 7,390.413 Annual 88,684.960	44.833 7,771.053 93,252.640									45,730	46,645	48,044
6	23-93C	2	3rd Class (Shift Engineer)	GH	2028	Hourly 42.637 Monthly 7,205.653 Annual 86,467.836	44.833 7,576.777 90,921.324									45,730	46,645	48,044
7	23-93C	2	3rd Class Maintenance Engineer	RHC	2015	Hourly 42.637 Monthly 7,159,463 Annual 85,913,555	44.833 7,528,208 90,338,495									45,730	46,645	48,044
8	23-93C	2	3rd Class Power Engineer	VGH	2080	Hourly 42.637 Monthly 7,390.413 Annual 88,684.960	44.833 7,771.053 93,252.640									45,730	46,645	48,044
9	23-93C	2	3rd Class Power Engineer	SOGH	2080	Hourly 42.637 Monthly 7,390.413 Annual 88,684.960	44.833 7,771.053 93,252.640									45,730	46,645	48,044
10	23-93C	2	3rd Class Working Chief Engineer (shift)		2080	Hourly 45.766 Monthly 7,932.773 Annual 95,193.280	48.127 8,342.013 100,104.160									49,090	50,072	51,574
11	23-93D	2	4th Class Power Engineer	VGH	2080	Hourly 39.621 Monthly 6,867.640 Annual 82,411.680	41.660 7,221.067 86,652.800									42,493	43,343	44,643
12		2	Aboriginal Interpreter-Resource Worker	SBH	1950	Hourly 30.091 Monthly 4,889.788 Annual 58,677.450	31.986 5,197.725 62,372.700	34.007 5,262.138 63,133.650	36.159 5,875.838 70,510.050							36,882	37,620	38,749
13		2	Accountant	SERC	1820	Hourly 34.973 Monthly 5,304.238 Annual 63,650.860	35.991 5,458.635 65,503.620	37.045 5,618.492 67,421.900	38.128 5,782.747 69,392.960	39.247 5,952.462 71,429.540	40.396 6,126.727 73,520.720					41,204	42,028	43,289
14		2	Accountant - RHC	RHC	2015	Hourly 37.720 Monthly 6,333.817 Annual 76,005.800	39.515 6,635.227 79,622.725	41.411 6,953.597 83,443.165	43.359 7,280.699 87,368.385	45.430 7,628.454 91,541.450	47.069 7,918.090 94,616.280					46,339	47,266	48,684
15		1	Accounting Clerk	BPCH	1950	Hourly 24.165 Monthly 3,926.813 Annual 47,121.750	24.858 4,039.425 48,473.100	25.574 4,155.775 49,869.300	26.311 4,275.538 51,306.450	27.069 4,398.713 52,784.550	27.958 4,543.336 54,544.035					27,610	28,162	29,007
16	1.3		Accounting Clerk	CHL (Northern Scale)	2015	Hourly 25.322 Monthly 4,251.986 Annual 51,023.830	26.051 4,374.397 52,492.765	26.802 4,500.503 54,006.030	27.576 4,630.470 55,565.640	28.372 4,764.132 57,169.580	28.523 4,789.487 57,473.845					28,939	29,518	30,404
17		2	Accounting Clerk	CRS	2015	Hourly 24.731 Monthly 4,152.747 Annual 49,832.965	25.444 4,272.472 51,269.680	26.181 4,396.226 52,754.715	26.940 4,523.675 54,284.100	27.720 4,654.650 55,855.800	28.523 4,789.487 57,473.845					29,093	29,675	30,565
18		1	Accounting Clerk	WHC	2080	Hourly 22.717 Monthly 3,937.613 Annual 47,251.360	23.368 4,050.453 48,605.440	24.040 4,166.933 50,003.200	24.729 4,286.360 51,436.320	25.441 4,409.773 52,917.280	26.311 4,543.336 54,544.035					25,950	26,469	27,263
19		1	Accounting Clerk - Receivables	CH	2015	Hourly 24.165 Monthly 4,057.706 Annual 48,692.475	24.858 4,174.073 50,088.870	25.574 4,294.301 51,531.610	26.311 4,418.055 53,016.665	27.069 4,543.336 54,544.035	27.958 4,636.179 56,048.105					27,610	28,162	29,007
20		1	Accounting Clerk 1	CRS	2015	Hourly 23.318 Monthly 3,915.481 Annual 46,985.770	23.986 4,027.649 48,331.790	24.674 4,143.176 49,718.110	25.386 4,262.733 51,152.790	26.116 4,385.312 52,623.740	26.966 4,514.882 54,134.545					26,638	27,171	27,986
21		1	Accounting Clerk 2	CRS	2015	Hourly 24.165 Monthly 4,057.706 Annual 48,692.475	24.858 4,174.073 50,088.870	25.574 4,294.301 51,531.610	26.311 4,418.055 53,016.665	27.069 4,543.336 54,544.035	27.958 4,636.179 56,048.105					27,610	28,162	29,007
22		2	Accounts Payable-Receivable Clerk	RPG	2015	Hourly 24.731 Monthly 4,152.747 Annual 49,832.965	25.444 4,272.472 51,269.680	26.181 4,396.226 52,754.715	26.940 4,523.675 54,284.100	27.720 4,654.650 55,855.800	28.523 4,789.487 57,473.845					29,093	29,675	30,565
23		2	Accounts Receivable Clerk - Level 2	CRS	1950	Hourly 24.243 Monthly 3,939.488 Annual 47,273.850	24.941 4,052.913 48,634.950	25.663 4,170.238 50,042.850	26.404 4,290.650 51,487.800	27.170 4,415.125 52,981.500	27.958 4,543.175 54,518.100					28,517	29,087	29,960
24		2	Accounts Receivable Clerk - Level 2	Req	2015	Hourly 24.243 Monthly 4,070.804 Annual 48,849.645	24.941 4,188.010 50,266.115	25.663 4,309.245 52,004.060	26.404 4,433.672 53,204.060	27.170 4,562.296 54,747.650	27.958 4,694.614 56,335.370					28,517	29,087	29,960

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows include positions like Laundry Aide, Laundry Assistant, Laundry Attendant, Laundry Shipper, Laundry Supervisor, Lead Hand - Anesthesia, Lead Hand - Electrical, Lead Hand - Housekeeping, Lead Hand - ISO Security Personnel, Lead Hand - Maintenance, Lead Hand - Sterile Processing, Lead Hand 2, Security, Lead Hand Dietary/Housekeeping.

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
409	23-93E	2	Maintenance Engineer - 5th Class	FDL, ASB, ASV	2080	Hourly 31.940 Monthly 5,536.267 Annual 66,435.200	32.563 5,644.253 67,731.040									33,214 5,757.093 69,085.120	33,878 5,872.187 70,466.240	34,894 6,048.293 72,579.520
410		2	Maintenance Engineer (5th Class)	MCC	1950	Hourly 28.123 Monthly 4,569.988 Annual 54,839.850										28,685 4,861.313 55,935.750	29,259 4,754.588 57,055.050	30,137 4,897.263 58,767.150
411		2	Maintenance Engineer (5th Class) - PIO	MCC	1950	Hourly 34.984 Monthly 5,684.900 Annual 68,218.800	35.681 5,798.163 69,577.950									36,395 5,914.188 70,970.250	37,123 6,032.488 72,389.850	38,237 6,213.513 74,562.150
412		1	Maintenance Helper	ASJ	1950	Hourly 21.908 Monthly 3,560.050 Annual 42,720.600	22.534 3,661.775 43,941.300	23.181 3,766.913 45,202.950	23.845 3,874.813 46,497.750	24.530 3,986.125 47,833.500						25,021 4,065.913 48,790.950	25,521 4,147.163 49,765.950	26,287 4,271.638 51,259.650
413		1.3	Maintenance Helper	CHL (Northern Scale)	2015	Hourly 24.280 Monthly 4,077.017 Annual 48,924.200	24.742 4,154.594 49,855.130	25.242 4,238.553 50,862.630	25.711 4,317.305 51,807.665							26,225 4,403.615 52,843.375	26,750 4,491.771 53,901.250	27,553 4,626.608 55,519.295
414		1	Maintenance Helper	GH	2015	Hourly 28.248 Monthly 4,743.310 Annual 56,919.720										28,813 4,838.183 58,058.195	29,389 4,934.903 59,218.835	30,271 5,083.005 60,996.065
415		1	Maintenance Helper	SCPCH	2015	Hourly 21.908 Monthly 3,678.718 Annual 44,144.620	22.534 3,783.834 45,406.010	23.181 3,892.476 46,709.715	23.845 4,003.973 48,047.675	24.530 4,118.996 49,427.950						25,021 4,201.443 50,417.315	25,521 4,285.401 51,424.815	26,287 4,414.025 52,968.305
416		2	Maintenance Mechanic	CH	2015	Hourly 35.121 Monthly 5,897.401 Annual 70,768.815										35,823 6,015.279 72,183.345	36,539 6,135.507 73,626.085	37,635 6,319.544 75,834.525
417		2	Maintenance Mechanic	DLC	2080	Hourly 32.984 Monthly 5,717.227 Annual 68,606.720										33,644 5,831.627 69,979.520	34,317 5,948.280 71,379.360	35,347 6,126.813 73,521.760
418		2	Maintenance Mechanic	SBH	2080	Hourly 35.121 Monthly 6,087.640 Annual 73,051.680										35,823 6,209.320 74,511.840	36,539 6,333.427 76,001.120	37,635 6,523.400 78,280.800
419		2	Maintenance Mechanic	SOGH	2015	Hourly 40.675 Monthly 6,830.010 Annual 81,960.125										41,489 6,966.695 83,600.335	42,319 7,106.065 85,272.785	43,589 7,319.320 87,831.835
420		2	Maintenance Mechanic - N&FS	CRS	2015	Hourly 43.553 Monthly 7,313.275 Annual 87,759.295	44.617 7,491.938 89,903.255	45.712 7,675.807 92,109.680	46.829 7,863.370 94,360.435							47,766 8,020.708 96,248.490	48,721 8,181.068 98,172.815	50,183 8,426.562 101,118.745
421	23-93B	2	Maintenance Power Engineer (2nd Class)	MHC	1950	Hourly 52.031 Monthly 8,455.038 Annual 101,460.450	53.054 8,621.275 103,455.300									54,115 8,793.688 105,524.250	55,197 8,969.513 107,634.150	56,853 9,238.613 110,863.350
422		2	Maintenance Systems Technologist	SBH	2080	Hourly 46.558 Monthly 8,070.053 Annual 96,840.640	48.130 8,342.533 100,110.400	49.764 8,625.760 103,509.120	51.457 8,919.213 107,030.560							52,486 9,097.573 109,170.880	53,536 9,279.573 111,354.880	55,142 9,557.947 114,695.360
423	23-93E	2	Maintenance Technician	RHC	2015	Hourly 31.940 Monthly 5,363.258 Annual 64,359.100	32.563 5,467.870 65,614.445									33,214 5,577.184 66,926.210	33,878 5,688.681 68,264.170	34,894 5,859.284 70,311.410
424		2.3	Maintenance Tradesperson	CHL (Northern Scale)	2015	Hourly 38.075 Monthly 6,393.427 Annual 76,721.125	39.436 6,621.982 79,463.540	40.857 6,860.571 82,326.855	42.403 7,120.170 85,442.045							43,291 7,262.564 87,150.765	44,116 7,407.812 88,893.740	45,439 7,629.965 91,559.585
425	23-93E	2	Maintenance Utility Person	RHC	2015	Hourly 31.940 Monthly 5,363.258 Annual 64,359.100	32.563 5,467.870 65,614.445									33,214 5,577.184 66,926.210	33,878 5,688.681 68,264.170	34,894 5,859.284 70,311.410
426		1	Maintenance Worker	MCC	1950	Hourly 22.605 Monthly 3,673.313 Annual 44,079.750	23.252 3,778.450 45,341.400	23.920 3,887.000 46,644.000	24.606 3,998.475 47,981.700	25.313 4,113.363 49,360.350						25,819 4,195.588 50,347.050	26,335 4,279.438 51,353.250	27,125 4,407.813 52,893.750
427		1.3	Maintenance Worker	CHL (Northern Scale)	2015	Hourly 27.644 Monthly 4,641.888 Annual 55,702.660	28.185 4,732.731 56,792.775	28.741 4,826.093 57,913.115								29,316 4,922.645 59,071.740	29,902 5,021.044 60,252.530	30,799 5,171.665 62,059.985
428		1	Maintenance Worker 1	GLL, MM	2015	Hourly 21.908 Monthly 3,678.718 Annual 44,144.620	22.534 3,783.834 45,406.010	23.181 3,892.476 46,709.715	23.845 4,003.973 48,047.675	24.530 4,118.996 49,427.950						25,021 4,201.443 50,417.315	25,521 4,285.401 51,424.815	26,287 4,414.025 52,968.305
429	23-93E	2	Maintenance Worker II (Maintenance Worker 2)	GLL	2015	Hourly 31.940 Monthly 5,363.258 Annual 64,359.100	32.563 5,467.870 65,614.445									33,214 5,577.184 66,926.210	33,878 5,688.681 68,264.170	34,894 5,859.284 70,311.410
430		2	Maintenance-Electrical	BPCH	2015	Hourly 21.172 Monthly 3,555.132 Annual 42,661.580	21.800 3,660.583 43,927.000	22.427 3,765.867 45,190.405	22.997 3,861.580 46,338.955	23.735 3,985.502 47,826.025	24.424 4,101.197 49,214.360					24,912 4,183.140 50,197.680	25,410 4,266.763 51,201.150	26,172 4,394.715 52,736.580
431		2	Maintenance Engineer (5th Class)	KL	2080	Hourly 27.721 Monthly 4,804.973 Annual 57,659.680										28,275 4,901.000 58,812.000	28,841 4,999.107 59,989.280	29,706 5,149.040 61,788.480
432		2	Material Handler	RHC	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480					26,961 4,527.201 54,326.415	27,500 4,617.708 55,412.500	28,325 4,756.240 57,074.875

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with 18 columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows 457-480 contain salary data for various roles like Medical Transcriptionist, Messenger, Millwright, NFS Cook, etc.

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 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
505		1	Plant Services Clerk	MHC	2015	Hourly	24.165	24.858	25.574	26.311	27.069					27.610	28.162	29.007	
						Monthly	4,057.706	4,174.073	4,294.301	4,418.055	4,545.336				4,636.179	4,728.869	4,870.759		
						Annual	48,692.475	50,088.870	51,531.610	53,016.665	54,544.035	56,034.150	57,646.430	58,449.105					
506	23-12F	2	Plumber	CH	2015	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,640.712	7,865.217							8,022.555	8,183.083	8,428.577		
						Annual	91,688.545	94,382.600							96,270.655	98,196.995	101,142.925		
507	23-12F	2	Plumber	SOGH	2015	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,640.712	7,865.217							8,022.555	8,183.083	8,428.577		
						Annual	91,688.545	94,382.600							96,270.655	98,196.995	101,142.925		
508	23-12F	2	Plumber	SBH	2080	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,887.187	8,118.933							8,281.347	8,447.053	8,700.467		
						Annual	94,646.240	97,427.200							99,376.160	101,364.640	104,405.600		
509	23-12F	2	Plumber	VGH	2080	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,887.187	8,118.933							8,281.347	8,447.053	8,700.467		
						Annual	94,646.240	97,427.200							99,376.160	101,364.640	104,405.600		
510	23-12F	2	Plumber - Steamfitter	DLC	2080	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,887.187	8,118.933							8,281.347	8,447.053	8,700.467		
						Annual	94,646.240	97,427.200							99,376.160	101,364.640	104,405.600		
511	23-12FL	2	Plumber - Supervisor	DLC	2080	Hourly	48.725	50.160								51.163	52.186	53.752	
						Monthly	8,445.667	8,694.400							8,868.253	9,045.573	9,317.013		
						Annual	101,348.000	104,332.800							106,419.040	108,546.880	111,804.160		
512	23-12F	2	Plumber (Journeyman)	MHC	2015	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,640.712	7,865.217							8,022.555	8,183.083	8,428.577		
						Annual	91,688.545	94,382.600							96,270.655	98,196.995	101,142.925		
513	23-12F	2	Plumber (Journeyman)	GH	2015	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,640.712	7,865.217							8,022.555	8,183.083	8,428.577		
						Annual	91,688.545	94,382.600							96,270.655	98,196.995	101,142.925		
514	23-12F	2	Plumber (Journeyman)	RHC	2015	Hourly	45.503	46.840								47.777	48.733	50.195	
						Monthly	7,640.712	7,865.217							8,022.555	8,183.083	8,428.577		
						Annual	91,688.545	94,382.600							96,270.655	98,196.995	101,142.925		
515	23-12FL	2	Plumber / Refrigeration - Supervisor	MHC	2015	Hourly	48.725	50.160								51.163	52.186	53.752	
						Monthly	8,181.740	8,422.700							8,591.120	8,762.899	9,025.857		
						Annual	98,180.875	101,072.400							103,093.445	105,154.790	108,310.280		
516	2	Policy Analyst [PIO]	CH	2015	Hourly	27.028	27.813	28.611	29.454	30.315	31.187	32.701				33.355	34.022	35.043	
					Monthly	4,538.462	4,670.266	4,804.264	4,945.818	5,090.394	5,236.817	5,491.043				5,600.860	5,712.861	5,884.304	
					Annual	54,461.420	56,043.195	57,651.165	59,349.810	61,084.725	62,841.805	65,892.515				67,210.325	68,554.330	70,611.645	
517	2	Porter - Delivery Driver	SBH	2015	Hourly	22.076	22.709	23.363	24.038	24.730	25.442						25.951	26.470	27.264
					Monthly	3,706.928	3,813.220	3,923.037	4,036.381	4,152.579	4,272.136				4,357.605	4,444.754	4,578.080		
					Annual	44,483.140	45,758.635	47,076.445	48,436.570	49,830.950	51,265.630				52,291.265	53,337.050	54,936.960		
518	23-54LA2	1	Porter - Laundry	SBH	2015	Hourly	22.323	22.959	23.615	24.294	24.991						25.491	26.001	26.781
						Monthly	3,748.404	3,855.199	3,965.352	4,079.368	4,196.405					4,280.364	4,366.001	4,496.976	
						Annual	44,980.845	46,262.385	47,584.225	48,952.410	50,356.865					51,364.365	52,392.015	53,963.715	
519	23-54LA2	1	Porter - Laundry Cart Make-Up	SBH	2015	Hourly	22.323	22.959	23.615	24.294	24.991						25.491	26.001	26.781
						Monthly	3,748.404	3,855.199	3,965.352	4,079.368	4,196.405					4,280.364	4,366.001	4,496.976	
						Annual	44,980.845	46,262.385	47,584.225	48,952.410	50,356.865					51,364.365	52,392.015	53,963.715	
520	23-93C	2	Power Engineer (3rd Class)-Misericordia	MHC	2080	Hourly	42.637	44.833								45.730	46.645	48.044	
						Monthly	7,390.413	7,771.053								7,926.533	8,085.133	8,327.627	
						Annual	88,684.960	93,252.640								95,118.400	97,021.600	99,931.520	
521	23-93D	2	Power Engineer 4	CH	2080	Hourly	39.621	41.660								42.493	43.343	44.643	
						Monthly	6,867.640	7,221.067								7,365.453	7,512.787	7,738.120	
						Annual	82,411.680	86,652.800								88,385.440	90,153.440	92,857.440	
522	2	Power Engineer 5th Class	GLL	2015	Hourly	31.940	32.563									33.214	33.878	34.894	
					Monthly	5,363.258	5,467.870								5,577.184	5,688.681	5,859.284		
					Annual	64,359.100	65,614.445								66,926.120	68,264.170	70,311.410		
523	2	Pre-Operative Assessment Clerk	SBH	2015	Hourly	23.307	23.978	24.668	25.383	26.118	26.874					27.411	27.959	28.798	
					Monthly	3,913.634	4,026.306	4,142.168	4,262.229	4,385.648	4,512.593				4,602.764	4,694.782	4,835.664		
					Annual	46,963.605	48,315.670	49,706.020	51,146.745	52,627.770	54,151.110				55,233.165	56,337.385	58,027.970		
524	2	Primary Care Assistant	CRS, Com, MHC	2015	Hourly	23.667	24.190	24.778	25.396	26.116	26.754					27.289	27.835	28.670	
					Monthly	3,974.084	4,061.904	4,160.639	4,264.412	4,385.312	4,492.443				4,582.278	4,673.960	4,814.171		
					Annual	47,689.005	48,742.850	49,927.670	51,172.940	52,623.740	53,909.310				54,987.335	56,087.525	57,770.050		
525	2	Primary Care Assistant	NCC	2015	Hourly	24.124	24.657	25.257	25.884	26.620	27.275					27.821	28.377	29.228	
					Monthly	4,050.822	4,140.321	4,241.071	4,346.355	4,469.942	4,579.927				4,671.610	4,764.971	4,907.868		
					Annual	48,609.860	49,683.855	50,892.855	52,156.260	53,639.300	54,959.125				56,059.315	57,179.655	58,894.420		
526	2	Primary Care Assistant	CDS	2015	Hourly	23.667	24.190	24.778	25.396	26.116	26.754					27.289	27.835	28.670	
					Monthly	3,974.084	4,061.904	4,160.639	4,264.412	4,385.312	4,492.443				4,582.278	4,673.960	4,814.171		
					Annual	47,689.005	48,742.850	49,927.670	51,172.940	52,623.740	53,909.310				54,987.335	56,087.525	57,770.050		
527	2	Primary Care Assistant	NWC	2015	Hourly	23.667	24.190	24.778	25.396	26.116	26.754					27.289	27.835	28.670	
					Monthly	3,974.084	4,061.904	4,160.639	4,264.412	4,385.312	4,492.443				4,582.278	4,673.960	4,814.171		
					Annual	47,689.005	48,742.850	49,927.670	51,172.940	52,623.740	53,909.310				54,987.335	56,087.525	57,770.050		
528	2	Primary Care Assistant 1885	CRS	2015	Hourly	23.667	24.190	24.778	25.396	26.116	26.754					27.289	27.835	28.670	
					Monthly	3,974.084	4,061.904	4,160.639	4,264.412	4,385.312	4,492.443				4,582.278	4,673.960	4,814.171		
					Annual	47,689.005	48,742.850	49,927.670	51,172.940	52,623.740	53,909.310				54,987.335	56,087.525	57,770.050		

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows include positions like Printer, Printing Attendant, Program Assistant, Protection Services Officer, Public Education and Training Administrator, Public Health Clerk, Quality and Evaluation Coordinator, Receiver - Dietetics, Receptionist, Records Management Clerk, Refridgeration Mechanic.

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
553		2	Refrigeration Mechanic (Journeymen)	MHC	2015	Hourly 46.359 Monthly 7,784.449 Annual 93,413.385										47,286	48,232	49,679
554	23-52DRDF	2	Req Distribution Food Supervisor-RDF	CRS	2015	Hourly 28.284 Monthly 4,749.355 Annual 56,992.260	29.107 4,887.550 58,650.605	29.949 5,028.936 60,347.235	30.821 5,175.360 62,104.315	31.720 5,326.317 63,915.800	32.645 5,481.640 65,779.675					7,940.108	8,098.957	8,341.932
555		1	Registration Clerk	SOGH	2015	Hourly 23.318 Monthly 3,915.481 Annual 46,985.770	23.986 4,027.649 48,331.790	24.674 4,143.176 49,718.110	25.386 4,262.733 51,152.790	26.116 4,385.312 52,623.740						26,638	27,171	27,986
556		2	Rehab - Client Support	SOGH	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480					26,961	27,500	28,325
557		1	Rehab - Front Desk	SOGH	1950	Hourly 22.502 Monthly 3,656.575 Annual 43,878.900	23.145 3,761.063 45,132.750	23.807 3,868.638 46,423.650	24.493 3,980.113 47,761.350	25.197 4,094.513 49,134.150						25,701	26,215	27,001
558		2	Resource Coordinator	CRS	2015	Hourly 30.193 Monthly 5,069.908 Annual 60,838.895	31.209 5,240.511 62,886.135	32.277 5,419.846 65,038.155	33.322 5,595.319 67,143.830	34.538 5,799.506 69,594.070	35.674 5,990.259 71,883.110	36.918 6,199.148 74,389.770	38.038 6,387.214 76,646.570			38,799	39,575	40,762
559		2	Resource Coordinator Specialist	CRS	2015	Hourly 32.945 Monthly 5,532.015 Annual 66,384.175	34.044 5,716.555 68,598.660	35.220 5,914.025 70,968.300	36.543 6,136.179 73,634.145	37.870 6,353.967 76,247.600	39.214 6,584.684 79,016.210	40.728 6,838.910 82,086.920			41,543	42,374	43,645	
560		2	Respiratory Aide (Clerical)	CH	2015	Hourly 21.626 Monthly 3,631.366 Annual 43,576.390	22.247 3,735.642 44,827.705	22.890 3,843.613 46,123.350	23.548 3,954.102 47,449.220	24.927 4,068.453 48,821.435	26.713 4,185.659 50,227.905					25,426	25,935	26,713
561	23-52DA	1	Retail Café Worker	SCPCH	2015	Hourly 20.852 Monthly 3,501.398 Annual 42,016.780	21.449 3,601.645 43,219.735	22.062 3,704.578 44,454.930	22.692 3,810.365 45,724.380	23.342 3,919.511 47,034.130						23,809	24,285	25,014
562		2	Safety Coordinator	RHC	2015	Hourly 41.936 Monthly 7,041.753 Annual 84,501.040	43.248 7,262.060 87,144.720	45.302 7,606.961 91,283.530	47.049 7,900.311 94,803.735	48.958 8,220.864 98,650.370						49,937	50,936	52,464
563	23-53HA	1	Sanitation-Warewash Attendant	SBH	2015	Hourly 20.852 Monthly 3,501.398 Annual 42,016.780	21.449 3,601.645 43,219.735	22.062 3,704.578 44,454.930	22.692 3,810.365 45,724.380	23.342 3,919.511 47,034.130						23,809	24,285	25,014
564		2	Scheduling Assistant	MHC	2015	Hourly 24.790 Monthly 4,162.654 Annual 49,951.850	25.508 4,283.218 51,398.620	26.247 4,407.309 52,887.705	27.009 4,535.261 54,423.135	27.789 4,666.236 55,994.835	28.596 4,801.745 57,620.940					29,168	29,751	30,644
565		2	Scheduling Assistant	SBH	2015	Hourly 23.307 Monthly 3,913.634 Annual 46,963.605	23.978 4,026.306 48,315.670	24.668 4,142.168 49,706.020	25.383 4,262.229 51,146.745	26.118 4,385.648 52,627.770	26.874 4,512.593 54,151.110					27,411	27,959	28,798
566		2	Scheduling Assistant-Operations	SBH	2015	Hourly 23.307 Monthly 3,913.634 Annual 46,963.605	23.978 4,026.306 48,315.670	24.668 4,142.168 49,706.020	25.383 4,262.229 51,146.745	26.118 4,385.648 52,627.770	26.874 4,512.593 54,151.110					27,411	27,959	28,798
567		2	Scheduling Clerk	Com	2015	Hourly 26.982 Monthly 4,530.728 Annual 54,368.730	27.651 4,643.064 55,716.765	28.399 4,768.665 57,223.965	29.122 4,890.069 58,680.830	29.884 5,018.022 60,216.260	30.809 5,173.345 62,080.135					31,425	32,054	33,016
568		2	Scheduling Clerk	ASV	2015	Hourly 24.364 Monthly 4,081.122 Annual 49,093.460	25.070 4,209.671 50,516.050	25.792 4,330.907 51,970.880	26.543 4,457.012 53,484.145	27.309 4,585.636 55,027.635	28.103 4,718.962 56,627.545					28,665	29,238	30,115
569		2	Scheduling Clerk	FDL	2015	Hourly 24.364 Monthly 4,081.122 Annual 49,093.460	25.070 4,209.671 50,516.050	25.792 4,330.907 51,970.880	26.543 4,457.012 53,484.145	27.309 4,585.636 55,027.635	28.103 4,718.962 56,627.545					28,665	29,238	30,115
570		2	Scheduling Clerk	ASB	2015	Hourly 24.364 Monthly 4,081.122 Annual 49,093.460	25.070 4,209.671 50,516.050	25.792 4,330.907 51,970.880	26.543 4,457.012 53,484.145	27.309 4,585.636 55,027.635	28.103 4,718.962 56,627.545					28,665	29,238	30,115
571		2	Scheduling Clerk - DI	SOGH	1950	Hourly 23.388 Monthly 3,800.550 Annual 45,606.600	24.064 3,910.400 46,924.800	24.757 4,023.013 48,276.150	25.473 4,139.363 49,672.350	26.209 4,258.963 51,107.550	26.967 4,382.138 52,585.650					27,506	28,056	28,898
572		2	Screeener attendant- 2015	CDS	2015	Hourly 18.407 Monthly 3,090.842 Annual 37,090.105										18,775	19,151	19,726
573	23-54S	2	Seamster/Seamstress	DLC	2015	Hourly 20.173 Monthly 3,387.383 Annual 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865	23.241 3,902.551 46,830.615					23,706	24,180	24,905
574	23-54S	2	Seamstress	SCPCH, HF	2015	Hourly 20.173 Monthly 3,387.383 Annual 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865	23.241 3,902.551 46,830.615					23,706	24,180	24,905
575		1	Seasonal Groundskeeper	RHC	2015	Hourly 19.464 Monthly 3,268.330 Annual 39,219.960										19,853	20,250	20,858
576		1	Secretary	SOGH	2015	Hourly 23.361 Monthly 3,922.701 Annual 47,072.415	24.030 4,035.038 48,420.450	24.721 4,151.068 49,812.815	25.431 4,270.289 51,243.465	26.166 4,393.708 52,724.490						26,689	27,223	28,040

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
577		2	Secretary	DLC	2015	Hourly 24.375 Monthly 4,092.969 Annual 49,115.625	25.078 4,211.014 50,532.170	25.802 4,332.596 51,991.030	26.551 4,458.355 53,500.265	27.320 4,587.483 55,049.800	28.113 4,720.641 56,647.695					28.675 4,815.010 57,780.125	29.249 4,911.395 58,936.735	30.126 5,058.658 60,703.890
578		1	Secretary	SBH	2015	Hourly 24.255 Monthly 4,072.819 Annual 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595						27.716 4,653.978 55,847.740	28.270 4,747.004 56,964.050	29.118 4,889.398 58,672.770
579		1	Secretary	VGH	2015	Hourly 24.255 Monthly 4,072.819 Annual 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595						27.716 4,653.978 55,847.740	28.270 4,747.004 56,964.050	29.118 4,889.398 58,672.770
580		1	Secretary - PIO	WHC	2080	Hourly 23.484 Monthly 4,070.560 Annual 48,846.720	23.848 4,133.653 49,603.840	24.212 4,196.747 50,360.960	24.574 4,259.493 51,113.920	24.936 4,322.240 51,866.880						25.435 4,408.733 52,904.800	25.944 4,496.960 53,963.520	26.722 4,631.813 55,581.760
581		1	Secretary 2 - IP & C	CRS	1950	Hourly 24.255 Monthly 3,941.438 Annual 47,297.250	24.950 4,054.375 48,652.500	25.670 4,171.375 50,056.500	26.410 4,291.625 51,499.500	27.173 4,415.813 52,987.350						27.716 4,503.850 54,046.200	28.270 4,593.875 55,126.500	29.118 4,731.675 56,780.100
582		1	Secretary 2 - IP & C	Req	2015	Hourly 24.255 Monthly 4,072.819 Annual 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595						27.716 4,653.978 55,847.740	28.270 4,747.004 56,964.050	29.118 4,889.398 58,672.770
583		2	Security Guard 2	SBH	2015	Hourly 21.952 Monthly 3,686.107 Annual 44,233.280	22.534 3,783.834 45,406.010	23.118 3,881.898 46,582.770	23.703 3,980.129 47,761.545	24.287 4,078.192 48,938.305	24.874 4,176.759 50,121.110					25.371 4,260.214 51,122.565	25.878 4,345.348 52,144.170	26.654 4,475.651 53,707.810
584		2	Senior Clerk-Patient Registration	SBH	2015	Hourly 24.388 Monthly 4,095.152 Annual 49,141.820	25.093 4,213.533 50,562.395	25.818 4,335.273 52,023.270	26.565 4,460.706 53,528.475	27.336 4,580.170 55,082.040	28.127 4,722.992 56,675.905					28.690 4,817.529 57,810.350	29.264 4,913.913 58,966.960	30.142 5,061.344 60,736.130
585		2	Senior Graphics Designer	SBH	2015	Hourly 31.061 Monthly 5,215.660 Annual 62,587.915	31.965 5,367.456 64,409.475	32.896 5,523.787 66,285.440	33.856 5,684.987 68,219.840	34.843 5,850.720 70,208.645	35.892 6,021.490 72,257.900					36.577 6,141.888 73,702.655	37.309 6,264.803 75,177.635	38.428 6,452.702 77,432.420
586		2	Senior Medical Clerk - PIO	MCC	1950	Hourly 27.434 Monthly 4,458.025 Annual 53,496.300	27.820 4,520.750 54,249.000	28.206 4,583.475 55,001.700	28.593 4,646.363 55,756.350	28.978 4,708.925 56,507.100	29.366 4,771.975 57,263.700					29.953 4,867.363 58,408.350	30.552 4,964.700 59,576.400	31.469 5,113.713 61,364.550
587	23-53HALH	1	Senior Porter - Housekeeping	MHC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 48,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995						27.064 4,544.497 54,333.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
588		2	Senior Primary Care Assistant	CDS	2015	Hourly 26.916 Monthly 4,519.645 Annual 54,235.740	27.612 4,636.515 55,638.180	28.347 4,759.934 57,119.205	29.081 4,883.185 58,598.215	29.846 5,011.641 60,139.690	30.672 5,150.340 61,804.080					31.285 5,253.273 63,039.275	31.911 5,358.389 64,300.665	32.868 5,519.085 66,229.020
589		2	Senior Primary Care Assistant	NWC	2015	Hourly 26.916 Monthly 4,519.645 Annual 54,235.740	27.612 4,636.515 55,638.180	28.347 4,759.934 57,119.205	29.081 4,883.185 58,598.215	29.846 5,011.641 60,139.690	30.672 5,150.340 61,804.080					31.285 5,253.273 63,039.275	31.911 5,358.389 64,300.665	32.868 5,519.085 66,229.020
590		2	Senior Primary Care Assistant - 1885	CRS	2015	Hourly 26.916 Monthly 4,519.645 Annual 54,235.740	27.612 4,636.515 55,638.180	28.347 4,759.934 57,119.205	29.081 4,883.185 58,598.215	29.846 5,011.641 60,139.690	30.672 5,150.340 61,804.080					31.285 5,253.273 63,039.275	31.911 5,358.389 64,300.665	32.868 5,519.085 66,229.020
591		2	Senior Primary Care Assistant - 2015	Com	2015	Hourly 26.916 Monthly 4,519.645 Annual 54,235.740	27.612 4,636.515 55,638.180	28.347 4,759.934 57,119.205	29.081 4,883.185 58,598.215	29.846 5,011.641 60,139.690	30.672 5,150.340 61,804.080					31.285 5,253.273 63,039.275	31.911 5,358.389 64,300.665	32.868 5,519.085 66,229.020
592		2	Service Associate - Front Desk	SOGH	1950	Hourly 20.995 Monthly 3,411.688 Annual 40,940.250	21.597 3,509.513 42,114.150	22.221 3,610.913 43,330.950	22.858 3,714.425 44,573.100	23.514 3,821.025 45,852.300	24.193 3,931.363 47,176.350					24.677 4,010.013 48,120.150	25.171 4,090.288 49,083.450	25.926 4,212.975 50,555.700
593	23-53HA	1	Service Partner	RHC	2015	Hourly 20.852 Monthly 3,501.398 Annual 42,016.780	21.449 3,601.645 43,219.735	22.062 3,704.578 44,454.930	22.692 3,810.365 45,724.380	23.342 3,919.511 47,034.130						23.809 3,997.928 47,975.135	24.285 4,077.856 48,934.275	25.014 4,200.268 50,403.210
594	23-54S	2	Sewing Machine Operator	CRS	2015	Hourly 20.173 Monthly 3,387.383 Annual 40,648.595	20.790 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865	23.241 3,902.551 46,830.615					23.706 3,980.633 47,767.580	24.180 4,060.225 48,722.700	24.905 4,181.965 50,183.575
595	23-49	1	SH Tenant Companion	ASB	2015	Hourly 20.852 Monthly 3,501.398 Annual 42,016.780	21.449 3,601.645 43,219.735	22.062 3,704.578 44,454.930	22.692 3,810.365 45,724.380	23.342 3,919.511 47,034.130						23.809 3,997.928 47,975.135	24.285 4,077.856 48,934.275	25.014 4,200.268 50,403.210
596		1	SH Tenant Companion (RC)	ASB	2015	Hourly 20.398 Monthly 3,425.164 Annual 41,101.970										20.806 3,493.674 41,924.090	21.222 3,563.528 42,762.330	21.859 3,670.490 44,045.885
597	23-93B	2	Shift Engineer	SBH	2080	Hourly 52.031 Monthly 9,018.707 Annual 108,224.480	53.054 9,196.027 110,352.320									54.115 9,379.933 112,559.200	55.197 9,567.480 114,809.760	56.853 9,854.520 118,254.240
598		2	Shipping / Receiving Asset Mgmt. Clerk	MHC	2015	Hourly 23.926 Monthly 4,017.574 Annual 48,210.880	24.616 4,133.437 49,601.240	25.325 4,252.490 51,029.875	26.058 4,375.573 52,506.870	26.813 4,502.350 54,028.195	27.591 4,632.989 55,595.865					28.143 4,725.679 56,708.145	28.706 4,820.216 57,842.580	29.567 4,964.792 59,577.505
599	23-12EL	2	Shop Head - Electrical	SBH	2080	Hourly 48.725 Monthly 8,445.667 Annual 101,348.000	50.160 8,694.400 104,332.800									51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
600	23-12HL	2	Shop Head-Carpentry	SBH	2080	Hourly 43.892 Monthly 7,607.947 Annual 91,295.360	45.181 7,831.373 93,978.480									46.085 7,988.067 95,856.800	47.007 8,147.880 97,774.560	48.417 8,392.280 100,707.360

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
601	2	Shop Head-Grounds	SBH	2080	Hourly	32,674	33,468									34,137	34,820	35,865				
					Monthly	5,663.493	5,601.120												5,917.080	6,035.467	6,216.600	
					Annual	67,961.920	69,613.440												71,004.960	72,425.600	74,599.200	
602	2	Shop Head-Machinist	SBH	2080	Hourly	47,483	48,516									49,486	50,476	51,990				
					Monthly	8,230.387	8,409.440												8,577.573	8,749.173	9,011.600	
					Annual	98,764.640	100,913.280												102,930.880	104,990.080	108,139.200	
603	23-12FL	2	Shop Head-Mechanical Services	SBH	2080	Hourly	48,725	50,160								51,163	52,186	53,752				
						Monthly	8,445.667	8,694.400												8,868.253	9,045.573	9,317.013
						Annual	101,348.000	104,332.800												106,419.400	108,546.880	111,804.160
604	23-12GL	2	Shop Head-Painting	SBH	2080	Hourly	40,737	41,933								42,772	43,627	44,936				
						Monthly	7,061.080	7,268.387												7,413.813	7,562.013	7,788.907
						Annual	84,732.960	87,220.640												88,965.760	90,744.160	93,466.880
605	2	Slatinq Clerk	MHC	2015	Hourly	23,926	24,616	25,325	26,058	26,813	27,591						28,143	28,706	29,567			
					Monthly	4,017.574	4,133.437	4,252.490	4,375.573	4,502.350	4,632.989								4,725.679	4,820.216	4,964.792	
					Annual	48,210.890	49,601.240	51,029.875	52,506.870	54,028.195	55,595.865								56,708.145	57,842.590	59,577.505	
606	2	Slatinq Clerk	SBH	2015	Hourly	23,925	24,617	25,325	26,058	26,813	27,591						28,143	28,706	29,567			
					Monthly	4,017.406	4,133.605	4,252.490	4,375.573	4,502.350	4,632.989								4,725.679	4,820.216	4,964.792	
					Annual	48,208.875	49,603.255	51,029.875	52,506.870	54,028.195	55,595.865								56,708.145	57,842.590	59,577.505	
607	2	Slatinq Clerk	VGH	2015	Hourly	23,926	24,616	25,325	26,058	26,813	27,591						28,143	28,706	29,567			
					Monthly	4,017.574	4,133.437	4,252.490	4,375.573	4,502.350	4,632.989								4,725.679	4,820.216	4,964.792	
					Annual	48,210.890	49,601.240	51,029.875	52,506.870	54,028.195	55,595.865								56,708.145	57,842.590	59,577.505	
608	2	Slatinq Clerk - 1950	PAC	2015	Hourly	23,926	24,616	25,325	26,058	26,813	27,591						28,143	28,706	29,567			
					Monthly	4,017.574	4,133.437	4,252.490	4,375.573	4,502.350	4,632.989								4,725.679	4,820.216	4,964.792	
					Annual	48,210.890	49,601.240	51,029.875	52,506.870	54,028.195	55,595.865								56,708.145	57,842.590	59,577.505	
609	2	Slatinq Clerk Cardiac Sciences	SBH	1950	Hourly	23,925	24,617	25,325	26,058	26,813	27,591						28,143	28,706	29,567			
					Monthly	3,887.813	4,000.263	4,115.313	4,234.425	4,357.113	4,483.538								4,573.238	4,664.725	4,804.638	
					Annual	46,653.750	48,003.150	49,383.750	50,813.100	52,285.350	53,802.450								54,878.850	55,976.700	57,655.650	
610	2	Specific Purposes Accts Clerk	CRS	1950	Hourly	24,243	24,941	25,663	26,404	27,170	27,958						28,517	29,087	29,960			
					Monthly	3,939.488	4,052.913	4,170.238	4,290.650	4,415.125	4,543.175								4,634.013	4,726.638	4,868.500	
					Annual	47,273.850	48,634.950	50,042.850	51,487.800	52,981.500	54,518.100								55,608.150	56,719.650	58,422.000	
611	23-53HALH	1	Sr. Environmental Cleaning Aide 1 (Lead Hand)	SOGH	2015	Hourly	23,687	24,367	25,067	25,790	26,533						27,064	27,605	28,433			
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333									4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995									54,533.960	55,624.075	57,292.495
612	2	Staff Development Asst-Nut	Com	2015	Hourly	25,112	25,488	25,861	26,235	26,622	26,997						27,537	28,088	28,931			
					Monthly	4,216.723	4,279.860	4,342.493	4,405.294	4,470.278	4,533.246								4,623.921	4,716.443	4,857.997	
					Annual	50,600.680	51,358.320	52,109.915	52,863.525	53,643.330	54,398.955								55,487.055	56,597.320	58,295.965	
613	2	Staffing Clerk	CH	2015	Hourly	23,388	24,064	24,757	25,473	26,209	26,967						27,506	28,056	28,898			
					Monthly	3,927.235	4,040.747	4,157.113	4,277.341	4,400.928	4,528.209								4,618.716	4,711.070	4,852.456	
					Annual	47,126.820	48,488.960	49,885.355	51,328.095	52,811.135	54,338.505								55,424.590	56,532.840	58,229.470	
614	2	Staffing Clerk	SOGH	2015	Hourly	23,388	24,064	24,757	25,473	26,209	26,967						27,506	28,056	28,898			
					Monthly	3,927.235	4,040.747	4,157.113	4,277.341	4,400.928	4,528.209								4,618.716	4,711.070	4,852.456	
					Annual	47,126.820	48,488.960	49,885.355	51,328.095	52,811.135	54,338.505								55,424.590	56,532.840	58,229.470	
615	2,3	Staffing Clerk	CHL (Northern Scale)	2015	Hourly	24,512	25,220	25,950	26,701	27,474	28,270						28,835	29,412	30,294			
					Monthly	4,115.973	4,234.858	4,357.438	4,483.543	4,613.343	4,747.004								4,841.877	4,938.765	5,086.868	
					Annual	49,391.680	50,818.300	52,289.250	53,802.515	55,360.110	56,964.050								58,102.525	59,265.180	61,042.410	
616	2	Staffing Clerk - Long Call	GH	2015	Hourly	23,388	24,064	24,757	25,473	26,209	26,967						27,506	28,056	28,898			
					Monthly	3,927.235	4,040.747	4,157.113	4,277.341	4,400.928	4,528.209								4,618.716	4,711.070	4,852.456	
					Annual	47,126.820	48,488.960	49,885.355	51,328.095	52,811.135	54,338.505								55,424.590	56,532.840	58,229.470	
617	2	Staffing Clerk - PIO	CH	2015	Hourly	23,828	24,636	25,459	26,303	27,160							27,703	28,257	29,105			
					Monthly	4,001.118	4,136.795	4,274.990	4,416.712	4,560.617									4,651.795	4,744.821	4,887.215	
					Annual	48,013.420	49,641.540	51,299.885	53,000.545	54,727.400									55,821.545	56,937.855	58,648.575	
618	2	Staffing Clerk - Short Call	GH	2015	Hourly	23,388	24,064	24,757	25,473	26,209	26,967						27,506	28,056	28,898			
					Monthly	3,927.235	4,040.747	4,157.113	4,277.341	4,400.928	4,528.209								4,618.716	4,711.070	4,852.456	
					Annual	47,126.820	48,488.960	49,885.355	51,328.095	52,811.135	54,338.505								55,424.590	56,532.840	58,229.470	
619	1	Steno 2 - Diagnostics	MHC	1950	Hourly	24,080	24,770	25,486	26,219	26,975						27,515	28,065	28,907				
					Monthly	3,913.000	4,025.125	4,141.475	4,260.588	4,383.438									4,471.188	4,560.563	4,697.388	
					Annual	46,956.000	48,301.500	49,697.700	51,127.050	52,601.250									53,654.250	54,726.750	56,368.650	
620	1	Steno 2 - Diagnostics	MHC	2015	Hourly	24,080	24,770	25,486	26,219	26,975						27,515	28,065	28,907				
					Monthly	4,043.433	4,159.296	4,279.524	4,402.607	4,529.552									4,620.227	4,712.581	4,853.967	
					Annual	48,521.200	49,911.550	51,354.290	52,831.285	54,354.625									55,442.725	56,550.975	58,247.605	
621	1	Steno 2 - Diagnostics - Sleep Lab	MHC	2015	Hourly	24,080	24,770	25,486	26,219	26,975						27,515	28,065	28,907				
					Monthly	4,043.433	4,159.296	4,279.524	4,402.607	4,529.552									4,620.227	4,712.581	4,853.967	
					Annual	48,521.200	49,911.550	51,354.290	52,831.285	54,354.625									55,442.725	56,550.975	58,247.605	
622	1	Stenographer 2	GH	1950	Hourly	23,318	23,986	24,674	25,386	26,116							26,638	27,171	27,986			
					Monthly	3,789																

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year					
625	23-55MDR2	2	Sterile Processing Technician	PAC	2015	Hourly	26.228	26.985	27.767	28.573	29.403	30.259					30.864	31.481	32.425				
						Monthly	4,404.118	4,531.231	4,662.542	4,797.883	4,937.254	5,080.990											
						Annual	52,849.420	54,374.775	55,950.505	57,574.595	59,247.045	60,971.886											
626		2	Stockkeeper/Receiv - N&S	CRS	2015	Hourly	23.926	24.616	25.325	26.058	26.813	27.591						28.143	28.706	29.567			
						Monthly	4,017.574	4,133.437	4,252.490	4,375.573	4,502.350	4,632.989											
						Annual	48,210.890	49,601.240	51,029.875	52,506.870	54,028.195	55,595.865											
627		2	Stores & Inventory Clerk	GH	2015	Hourly	23.388	24.064	24.757	25.473	26.209	26.967						27.506	28.056	28.898			
						Monthly	3,927.235	4,040.747	4,157.113	4,277.341	4,400.928	4,528.209											
						Annual	47,126.820	48,488.960	49,885.355	51,328.095	52,811.135	54,338.505											
628		2	Stores Attendant - Dietetics	SBH	2015	Hourly	21.725	22.348	22.992	23.655	24.337	25.037						25.538	26.049	26.830			
						Monthly	3,647.990	3,752.602	3,860.740	3,972.069	4,086.588	4,204.130											
						Annual	43,775.875	45,031.220	46,328.880	47,664.825	49,039.055	50,449.555											
629	2.3		Stores Clerk	CHL (Northern Scale)	1950	Hourly	24.026	24.721	25.434	26.167	26.927	27.708						28.262	28.827	29.692			
						Monthly	3,904.225	4,017.163	4,133.025	4,252.138	4,375.638	4,502.550											
						Annual	46,850.700	48,205.950	49,596.300	51,025.650	52,507.650	54,030.600											
630		2	Supervisor - Centralized Scheduling	Com	2015	Hourly	30.193	31.209	32.277	33.322	34.338	35.674	36.918	38.038				38.799	39.575	40.762			
						Monthly	5,069.908	5,240.511	5,419.846	5,598.319	5,799.506	5,990.259	6,199.148	6,387.214									
						Annual	60,838.895	62,886.135	65,038.155	67,143.830	69,594.070	71,883.110	74,389.770	76,646.570									
631	23-53HS	2	Supervisor - Cleaners	DLC	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995						29.575	30.167	31.072			
						Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744											
						Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925											
632	23-52DS	2	Supervisor - Dietary Office	SBH	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995						29.575	30.167	31.072			
						Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744											
						Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925											
633	23-52DS	2	Supervisor - Food Services	SBH	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995						29.575	30.167	31.072			
						Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744											
						Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925											
634		2	Supervisor - Material Management	RHC	2015	Hourly	33.113	34.080	35.072	36.098	37.154	38.414						39.182	39.966	41.165			
						Monthly	5,560.225	5,722.600	5,889.173	6,061.456	6,238.776	6,450.351											
						Annual	66,722.695	68,671.200	70,670.080	72,737.470	74,865.310	77,404.210											
635	23-54LAS	2	Supervisor - Personal Laundry	DLC	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995						29.575	30.167	31.072			
						Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744											
						Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925											
636	23-12HL	2	Supervisor Carpenter	MHC	2015	Hourly	43.892	45.181									46.085	47.007	48.417				
						Monthly	7,370.198	7,566.643															
						Annual	88,442.380	91,039.715															
637	23-52DS	2	Supervisor, Support Services	RHC	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995					29.575	30.167	31.072				
						Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744											
						Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925											
638	23-53HS	2	Supervisor, Support Services	RHC	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995					29.575	30.167	31.072				
						Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744											
						Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925											
639		2	Supervisor-Central Dispatch-MI Handling	DLC	2015	Hourly	25.513	26.254	27.014	27.797	28.602	29.434					30.023	30.623	31.542				
						Monthly	4,284.058	4,408.484	4,536.101	4,667.580	4,802.753	4,942.459											
						Annual	51,408.695	52,901.810	54,433.210	56,010.955	57,633.030	59,309.510											
640	23-52DS	2	Supervisor-Food Services	DLC	2015	Hourly	25.136	25.866	26.614	27.385	28.178	28.995					29.575	30.167	31.072				
						Monthly	4,220.753	4,343.333	4,468.934	4,598.398	4,731.556	4,868.744											
						Annual	50,649.040	52,119.990	53,627.210	55,180.775	56,778.670	58,424.925											
641		2	Supervisor-Intake & After Hours Program	MHC	2015	Hourly	39.300	40.604	42.085	43.552	45.136	46.780	48.574	50.407	52.336	53.846		54.923	56.021	57.702			
						Monthly	6,599.125	6,818.088	7,066.773	7,313.107	7,579.087	7,855.142	8,156.384	8,464.175	8,788.087	9,041.641	9,222.487	9,406.860	9,689.128				
						Annual	79,189.500	81,817.060	84,801.275	87,757.280	90,949.040	94,261.700	97,876.610	101,570.105	105,457.040	108,499.690	110,669.845	112,882.315	116,269.530				
642		2	Supervisory (Maintenance Electronic) Differential	DLC	2080	Hourly	50.444										51.453	52.482	54.056				
						Monthly	8,743.627																
						Annual	104,923.520																
643		2	Supplies & Services Coordinator	GH	1950	Hourly	25.617	26.359	27.123	27.909	28.719	29.554					30.145	30.748	31.670				
						Monthly	4,162.763	4,283.338	4,407.488	4,535.213	4,666.838	4,802.525											
						Annual	49,953.150	51,400.050	52,889.850	54,422.550	56,002.050	57,630.300											
644		2	Supply Attendant	SBH	2015	Hourly	20.854	21.495	22.069	22.705	23.358	24.032					24.513	25.003	25.793				
						Monthly	3,501.734	3,602.652	3,705.753	3,812.548	3,922.198	4,035.373											
						Annual	42,020.810	43,231.825	44,469.035	45,750.575	47,066.370	48,424.480											
645		2	Supply Attendant	VGH	2015	Hourly	20.854	21.495	22.070	22.704	23.358	24.033					24.514	25.004	25.754				
						Monthly	3,501.734	3,602.652	3,705.921	3,812.380	3,922.198	4,035.541											
						Annual	42,020.810	43,231.825	44,471.050	45,748.560	47,066.370	48,426.495											
646		2	Supply Attendant, Transformation	SBH	2015	Hourly	21.725	22.348	22.992	23.655	24.337	25.037					25.538	26.049	26.830				
						Monthly	3,647.990	3,752.602	3,860.740	3,972.069	4,086.588	4,204.130											
						Annual	43,775.875	45,031.220	46,328.880	47,664.825	49,039.055	50,449.555</											

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
649	2	Telephone Operator	CH	2015	Hourly	21.772	22.400	23.043	23.705	24.391	25.096					25.598	26.110	26.893				
					Monthly	3,655.882	3,761.333	3,869.304	3,980.465	4,095.655	4,214.037								4,298.331	4,384.304	4,515.783	
					Annual	43,870.580	45,136.000	46,431.645	47,765.575	49,147.865	50,568.440								51,579.970	52,611.650	54,189.395	
650	2	Telephone Operator	SOGH	2015	Hourly	21.772	22.400	23.043	23.705	24.391	25.096					25.598	26.110	26.893				
					Monthly	3,655.882	3,761.333	3,869.304	3,980.465	4,095.655	4,214.037								4,298.331	4,384.304	4,515.783	
					Annual	43,870.580	45,136.000	46,431.645	47,765.575	49,147.865	50,568.440								51,579.970	52,611.650	54,189.395	
651	2	Telephone Operator - PIO	CH	2015	Hourly	23.614	24.079	24.555	25.035	25.529						26.040	26.561	27.358				
					Monthly	3,965.184	4,043.265	4,123.194	4,203.794	4,286.745									4,372.550	4,460.035	4,593.864	
					Annual	47,582.210	48,519.185	49,478.325	50,445.525	51,440.935									52,470.600	53,520.415	55,126.370	
652	2	Trades Helper	MHC	2015	Hourly	24.670	26.399	28.147								28.710	29.284	30.163				
					Monthly	4,142.504	4,432.832	4,726.350											4,820.888	4,917.272	5,064.870	
					Annual	49,710.050	53,193.985	56,716.205											57,850.650	59,007.260	60,778.445	
653	2	Trades Helper	VGH	2080	Hourly	25.346	25.857	26.438	28.147							28.710	29.284	30.163				
					Monthly	4,393.307	4,481.880	4,582.587	4,878.813										4,976.400	5,075.893	5,228.253	
					Annual	52,719.680	53,782.580	54,991.040	58,545.780										59,716.800	60,910.720	62,739.040	
654	2	Trades Helper	DLC	2080	Hourly	28.147										28.710	29.284	30.163				
					Monthly	4,878.813													4,976.400	5,075.893	5,228.253	
					Annual	58,545.760													59,716.800	60,910.720	62,739.040	
655	2	Trades Helper 2	SBH	2080	Hourly	27.914	28.385	29.483							30.073	30.674	31.594					
					Monthly	4,838.427	4,920.067	5,110.387											5,212.653	5,316.827	5,476.293	
					Annual	58,061.120	59,040.800	61,324.640											62,551.840	63,801.920	65,715.520	
656	1	Transcriptionist / Receptionist	PAC	2015	Hourly	23.980	24.689	25.378	26.109	26.864						27.401	27.949	28.787				
					Monthly	4,026.642	4,142.336	4,261.389	4,384.136	4,510.913									4,601.085	4,693.103	4,833.817	
					Annual	48,319.700	49,708.035	51,136.670	52,609.635	54,130.960									55,213.015	56,317.235	58,005.805	
657	23-54LA2	1	Tunnel Washer Operator	CRS	2015	Hourly	22.323	22.959	23.615	24.294	24.991						25.491	26.001	26.781			
						Monthly	3,748.404	3,855.199	3,965.352	4,079.368	4,196.405									4,280.364	4,366.001	4,496.976
						Annual	44,980.845	46,262.385	47,584.225	48,952.410	50,356.865									51,364.365	52,392.015	53,963.715
658	23-54S	2	Uniform - Sewing Room Attndt	SBH	2015	Hourly	20.173	20.750	21.348	21.961	22.591	23.241					23.706	24.180	24.905			
						Monthly	3,387.383	3,484.271	3,584.685	3,687.618	3,793.405	3,902.551								3,980.633	4,060.225	4,181.965
						Annual	40,648.595	41,811.250	43,016.220	44,251.415	45,520.865	46,830.615								47,767.580	48,722.700	50,183.575
659	2	Unit Assistant	SBH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875	
660	2	Unit Attendant	SBH	2015	Hourly	20.337	20.920	21.520	22.139	22.774	23.428						23.898	24.376	25.107			
					Monthly	3,414.921	3,512.817	3,613.587	3,717.507	3,824.134	3,934.120								4,012.873	4,093.137	4,215.884	
					Annual	40,979.055	42,153.800	43,362.800	44,610.085	45,889.610	47,209.435								48,154.470	49,117.640	50,590.605	
661	2	Unit Clerk	CH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875	
662	2	Unit Clerk	SOGH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875	
663	2	Unit Clerk	SBH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875	
664	2	Unit Clerk	PAC	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875	
665	2	Unit Clerk - Interim Care	MHC	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240	
					Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875	
666	2	Unit Clerk - Surgery	PAC	1950	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,725.313	3,832.725	3,943.225	4,056.813	4,174.300	4,295.200								4,381.163	4,468.750	4,602.813	
					Annual	44,703.750	45,992.700	47,318.700	48,681.750	50,091.600	51,542.400								52,737.950	53,625.000	55,233.750	
667	2	Unit/Scheduling Clerk	ASJ	1950	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325			
					Monthly	3,725.313	3,832.725	3,943.225	4,056.813	4,174.300	4,295.200								4,381.163	4,468.750	4,602.813	
					Annual	44,703.750	45,992.700	47,318.700	48,681.750	50,091.600	51,542.400								52,737.950	53,625.000	55,233.750	
668	2	Utility Person 1	SOGH	2015	Hourly	25.338	27.001	28.682	29.281	30.383							30.991	31.611	32.599			
					Monthly	4,254.673	4,533.918	4,816.186	4,916.768	5,101.812									5,203.905	5,308.014	5,467.199	
					Annual	51,056.070	54,407.015	57,794.230	59,001.215	61,221.745									62,446.865	63,696.165	65,606.385	
669	2	Utility Person 2	SOGH	2015	Hourly	32.170											32.813	33.469	34.473			
					Monthly	5,401.879													5,509.850	5,620.003	5,788.591	
					Annual	64,822.550													66,118.195	67,440.035	69,463.095	
670	2	Volunteer Coordinator	RHC	2015	Hourly	33.810	35.126	36.496	37.919	39.397							40.185	40.989	42.219			
					Monthly	5,677.263	5,898.241	6,128.287	6,367.232	6,615.413												

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
673		2	Volunteer Services Assistant	VGH	2015	Hourly	23.388	24.064	24.757	25.473	26.209	26.967					27.506	28.056	28.898			
						Monthly	3,927.235	4,040.747	4,157.113	4,277.341	4,400.928	4,528.209								4,618.716	4,711.070	4,852.456
						Annual	47,126.820	48,488.960	49,885.355	51,328.095	52,811.135	54,338.505								55,424.590	56,532.840	58,229.470
674		2	Ward Clerk	DLC	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325		
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875
675		2	Ward Clerk	GH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325		
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875
676		2	Ward Clerk	FDL, SCPCH	2015	Hourly	22.925	23.586	24.266	24.965	25.688	26.432						26.961	27.500	28.325		
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373								4,527.201	4,617.708	4,756.240
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480								54,326.415	55,412.500	57,074.875
677		2,3	Ward Clerk	CHL (Northern Scale)	2080	Hourly	24.026	24.721	25.434	26.167	26.927	27.708						28.262	28.827	29.692		
						Monthly	4,164.507	4,284.973	4,408.560	4,535.613	4,667.347	4,802.720								4,898.747	4,996.680	5,146.613
						Annual	49,974.080	51,419.680	52,902.720	54,427.360	56,008.160	57,632.640								58,784.960	59,960.160	61,759.360
678	23-52DARDF	1	Warewasher	CRS	2015	Hourly	21.889	22.274	22.661	23.049	23.125						23.588	24.060	24.782			
						Monthly	3,675.528	3,740.176	3,805.160	3,870.311	3,883.073									3,960.818	4,040.075	4,161.311
						Annual	44,106.335	44,882.110	45,661.915	46,443.735	46,596.875									47,529.820	48,480.900	49,935.730
679	23-53HA2	1	Washfloor Attendant	CRS	2015	Hourly	22.323	22.959	23.615	24.294	24.991						25.491	26.001	26.781			
						Monthly	3,748.404	3,855.199	3,965.352	4,079.368	4,196.405									4,280.364	4,366.001	4,496.976
						Annual	44,980.845	46,262.385	47,584.225	48,952.410	50,356.865									51,364.365	52,392.015	53,963.715
680		2	WCB Program Coordinator / Clerk	PAC	2015	Hourly	23.477	24.153	24.849	25.569	26.308	27.071						27.612	28.164	29.009		
						Monthly	3,942.180	4,055.691	4,172.561	4,293.461	4,417.552	4,545.672								4,636.515	4,729.205	4,871.095
						Annual	47,306.155	48,668.295	50,070.735	51,521.535	53,010.620	54,548.065								55,638.180	56,750.460	58,453.135
681		2	Workplace Safety and Support	KL	2080	Hourly	17.677	17.677	17.677	17.677	18.643						19.016	19.396	19.978			
						Monthly	3,064.013	3,064.013	3,064.013	3,064.013	3,231.453								3,296.107	3,361.973	3,462.853	
						Annual	36,768.160	36,768.160	36,768.160	36,768.160	38,777.440								39,553.280	40,343.680	41,554.240	
682		2	WRHA Interpreter	CRS	1950	Hourly	30.091	31.986	34.007	36.159							36.882	37.620	38.749			
						Monthly	4,889.788	5,197.725	5,526.138	5,875.838										5,993.325	6,113.250	6,296.713
						Annual	58,677.450	62,372.700	66,313.650	70,510.050										71,919.900	73,359.000	75,560.550

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

* Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

* Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

* Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year						
1	23-93B	2	2nd Class (Shift Engineer)	GH	2028	Hourly	55,342	56,396									57,524	58,674	60,434					
						Monthly	4,611.83	4,699.67													4,793.67	4,889.50	5,036.17	
						Annual	55,342.78	56,395.92													57,524.00	58,674.00	60,434.00	
2	23-93B	2	2nd Class Chief Power Engineer (shift)	DLC, MHC	2080	Hourly	58,291	60,422										61,630	62,863	64,749				
						Monthly	4,857.58	5,035.17													5,135.83	5,238.69	5,395.83	
						Annual	58,291.00	60,422.00													61,630.00	62,863.00	64,749.00	
3	23-93B	2	2nd Class Power Engineer	DLC	2080	Hourly	55,342	56,396										57,524	58,674	60,434				
						Monthly	4,611.83	4,699.67													4,793.67	4,889.50	5,036.17	
						Annual	55,342.00	56,396.00													57,524.00	58,674.00	60,434.00	
4	23-93B	2	2nd Class Power Engineer	MHC	2080	Hourly	55,342	56,396										57,524	58,674	60,434				
						Monthly	4,611.83	4,699.67													4,793.67	4,889.50	5,036.17	
						Annual	55,342.00	56,396.00													57,524.00	58,674.00	60,434.00	
5	23-93C	2	3rd Class Power Engineer	DLC	2080	Hourly	45,666	47,928										48,887	49,865	51,361				
						Monthly	3,805.50	3,994.00													4,073.92	4,155.42	4,280.08	
						Annual	45,666.00	47,928.00													48,887.00	49,865.00	51,361.00	
6	23-93C	2	3rd Class (Shift Engineer)	GH	2028	Hourly	45,666	47,928										48,887	49,865	51,361				
						Monthly	3,805.50	3,994.00													4,073.92	4,155.42	4,280.08	
						Annual	45,666.00	47,928.00													48,887.00	49,865.00	51,361.00	
7	23-93C	2	3rd Class Maintenance Engineer	RHC	2015	Hourly	45,666	47,928										48,887	49,865	51,361				
						Monthly	3,805.50	3,994.00													4,073.92	4,155.42	4,280.08	
						Annual	45,666.00	47,928.00													48,887.00	49,865.00	51,361.00	
8	23-93C	2	3rd Class Power Engineer	VGH	2080	Hourly	45,666	47,928										48,887	49,865	51,361				
						Monthly	3,805.50	3,994.00													4,073.92	4,155.42	4,280.08	
						Annual	45,666.00	47,928.00													48,887.00	49,865.00	51,361.00	
9	23-93C	2	3rd Class Power Engineer	SOGH	2080	Hourly	45,666	47,928										48,887	49,865	51,361				
						Monthly	3,805.50	3,994.00													4,073.92	4,155.42	4,280.08	
						Annual	45,666.00	47,928.00													48,887.00	49,865.00	51,361.00	
10	23-93C	2	3rd Class Working Chief Engineer (shift)		2080	Hourly	48,889	51,321										52,347	53,394	54,996				
						Monthly	4,074.08	4,276.75													4,361.75	4,449.50	4,583.00	
						Annual	48,889.00	51,321.00													52,347.00	53,394.00	54,996.00	
11	23-93D	2	4th Class Power Engineer	VGH	2080	Hourly	42,560	44,660										45,553	46,464	47,858				
						Monthly	3,546.67	3,721.67													3,796.08	3,872.00	3,987.33	
						Annual	42,560.00	44,660.00													45,553.00	46,464.00	47,858.00	
12		2	Aboriginal Interpreter-Resource Worker	SBH	1950	Hourly	32,744	34,696	36,777	38,994								39,774	40,569	41,786				
						Monthly	2,728.67	2,891.33	3,064.75	3,249.50											3,314.50	3,380.75	3,482.22	
						Annual	32,744.00	34,696.00	36,777.00	38,994.00											39,774.00	40,569.00	41,786.00	
13		2	Accountant	SERC	1820	Hourly	37,772	38,821	39,906	41,022	42,174	43,358						44,225	45,110	46,463				
						Monthly	3,147.67	3,235.08	3,325.50	3,418.50	3,514.50	3,613.17									3,685.42	3,759.17	3,878.67	
						Annual	37,772.00	38,821.00	39,906.00	41,022.00	42,174.00	43,358.00									44,225.00	45,110.00	46,463.00	
14	2		Accountant - RHC	RHC	2015	Hourly	40,602	42,450	44,403	46,410	48,410	50,419							48,514	50,504	52,019			
						Monthly	3,383.50	3,537.50	3,700.25	3,867.50	4,039.17	4,214.92										4,042.83	4,208.67	4,345.17
						Annual	40,602.00	42,450.00	44,403.00	46,410.00	48,410.00	50,419.00										48,514.00	50,504.00	52,019.00
15	1		Accounting Clerk	BPCH	1950	Hourly	26,890	27,604	28,341	29,100	29,880								30,479	31,089	32,022			
						Monthly	2,240.83	2,300.33	2,361.75	2,425.00	2,490.00											2,540.75	2,590.75	2,668.50
						Annual	26,890.00	27,604.00	28,341.00	29,100.00	29,880.00											30,479.00	31,089.00	32,022.00
16	1,3		Accounting Clerk	CHL (Northern Scale)	2015	Hourly	28,082	28,833	29,606	30,403	31,223								31,847	32,494	33,459			
						Monthly	2,340.17	2,402.75	2,467.17	2,533.67	2,601.83											2,653.83	2,711.62	2,796.58
						Annual	28,082.00	28,833.00	29,606.00	30,403.00	31,223.00											31,847.00	32,494.00	33,459.00
17	2		Accounting Clerk	CRS	2015	Hourly	27,223	27,957	28,716	29,498	30,302	31,129							31,752	32,387	33,359			
						Monthly	2,268.58	2,329.75	2,393.00	2,458.17	2,525.17	2,593.25										2,662.25	2,722.25	2,802.92
						Annual	27,223.00	27,957.00	28,716.00	29,498.00	30,302.00	31,129.00										31,752.00	32,387.00	33,359.00
18	1		Accounting Clerk	WHC	2080	Hourly	25,399	26,069	26,761	27,471	28,200	28,948							29,343	30,223	30,223			
						Monthly	2,116.58	2,172.42	2,230.08	2,289.25	2,350.00	2,412.33										2,445.25	2,510.25	2,510.25
						Annual	25,399.00	26,069.00	26,761.00	27,471.00	28,200.00	28,948.00										29,343.00	30,223.00	30,223.00
19	1		Accounting Clerk - Receivables	CH	2015	Hourly	26,890	27,604	28,341	29,100	29,880								30,479	31,089	32,022			
						Monthly	2,240.83	2,300.33	2,361.75	2,425.00	2,490.00											2,540.75	2,590.75	2,668.50
						Annual	26,890.00	27,604.00	28,341.00	29,100.00	29,880.00											30,479.00	31,089.00	32,022.00
20	1		Accounting Clerk 1	CRS	2015	Hourly	26,018	26,706	27,414	28,148	28,899								29,477	30,067	30,969			
						Monthly	2,168.17	2,225.50	2,284.50	2,345.67	2,408.25											2,456.42	2,517.25	2,581.25
						Annual	26,018.00	26,706.00	27,414.00	28,148.00	28,899.00											29,477.00	30,067.00	30,969.00
21	1		Accounting Clerk 2	CRS	2015	Hourly	26,890	27,604	28,341	29,100	29,880								30,479	31,089	32,022			
						Monthly	2,240.83	2,300.33	2,361.75	2,425.00	2,490.00											2,540.75	2,590.75	2,668.50
						Annual	26,890.00	27,604.00	28,341.00	29,100.00	29,880.00											30,479.00	31,089.00	32,022.00
22	2		Accounts Payable-Receivable Clerk	RPG	2015	Hourly	27,223	27,957	28,716	29,498	30,302	31,129							31,752	32,387	33,359			
						Monthly	2,268.58	2,329.75	2,393.00	2,458.17	2,525.17	2,593.25										2,662.25	2,722.25	2,802.92
						Annual	27,223.00	27,957.00	28,716.00	29,498.00	30,302.00	31,129.00										31,752.00	32,387.00	33,359.00
23	2		Accounts Receivable Clerk - Level 2	CRS	1950	Hourly	26,720	27,439	28,183	28,946	29,735	30,547							31,158	31				

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
 APPENDIX "A" - SALARIES
 FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
25	1		Administrative Assistant	KL	2080	Hourly	25.486	26.161	26.854	27.569	28.302						28.868	29.445	30.328			
						Monthly	4,417.573	4,534.573	4,654.693	4,778.627	4,905.680									5,003.787	5,103.800	5,256.853
						Annual	53,010.880	54,414.880	55,856.320	57,343.520	58,868.160									60,045.440	61,245.600	63,082.240
26	2		Administrative Assistant - PIO	KL	2080	Hourly	27.224	28.298	29.450	30.655	32.024	33.461						34.130	34.813	35.857		
						Monthly	4,718.827	4,904.987	5,104.667	5,278.867	5,550.827	5,799.907								5,915.867	6,034.253	6,215.213
						Annual	56,625.920	58,859.840	61,256.000	63,346.400	66,609.920	69,598.880								70,990.400	72,411.040	74,582.560
27	1		Administrative Assistant 1	CH	2015	Hourly	26.062	26.751	27.463	28.194	28.951							29.530	30.121	31.025		
						Monthly	4,376.244	4,491.939	4,611.495	4,734.243	4,861.355									4,958.579	5,057.818	5,208.615
						Annual	52,514.930	53,903.265	55,337.945	56,810.910	58,336.265									59,502.950	60,693.815	62,515.375
28	2		Administrative Assistant 2	CH	1950	Hourly	26.882	27.607	28.354	29.125	29.917	30.732							31.347	31.974	32.933	
						Monthly	4,368.325	4,486.138	4,607.525	4,732.813	4,861.513	4,993.950								5,093.888	5,195.775	5,351.613
						Annual	52,419.900	53,833.650	55,290.300	56,793.750	58,338.150	59,927.400								61,126.650	62,349.300	64,219.350
29	2		Administrative Assistant 2	CH	1950	Hourly	26.882	27.607	28.354	29.125	29.917	30.732							31.347	31.974	32.933	
						Monthly	4,368.325	4,486.138	4,607.525	4,732.813	4,861.513	4,993.950								5,093.888	5,195.775	5,351.613
						Annual	52,419.900	53,833.650	55,290.300	56,793.750	58,338.150	59,927.400								61,126.650	62,349.300	64,219.350
30	2		Administrative Assistant 2	NWC	1950	Hourly	26.882	27.607	28.354	29.125	29.917	30.732							31.347	31.974	32.933	
						Monthly	4,368.325	4,486.138	4,607.525	4,732.813	4,861.513	4,993.950								5,093.888	5,195.775	5,351.613
						Annual	52,419.900	53,833.650	55,290.300	56,793.750	58,338.150	59,927.400								61,126.650	62,349.300	64,219.350
31	2		Administrative Assistant 2	CH	2015	Hourly	26.882	27.607	28.354	29.125	29.917	30.732							31.347	31.974	32.933	
						Monthly	4,513.936	4,635.675	4,761.109	4,890.573	5,023.563	5,160.415								5,263.684	5,368.968	5,530.000
						Annual	54,167.230	55,628.105	57,133.310	58,686.875	60,282.755	61,924.980								63,164.205	64,427.610	66,359.995
32	2		Administrative Assistant - Resource - Brandon	SERC	1820	Hourly	26.634	27.349	28.091	28.852	29.630	30.446							31.055	31.676	32.626	
						Monthly	4,039.490	4,147.932	4,260.468	4,375.887	4,495.248	4,617.643								4,710.008	4,804.193	4,948.277
						Annual	48,473.880	49,775.180	51,125.620	52,510.640	53,942.980	55,411.720								56,520.100	57,650.320	59,379.320
33	2		Administrative Clerk	SEPOH	2015	Hourly	27.223	27.957	28.716	29.498	30.302	31.129							31.752	32.387	33.599	
						Monthly	4,571.195	4,694.446	4,821.895	4,953.206	5,088.211	5,227.078								5,331.690	5,438.317	5,601.532
						Annual	54,854.345	56,333.355	57,862.740	59,438.470	61,058.530	62,724.935								63,980.280	65,259.805	67,218.385
34	1		Administrative Clerk - RDF	CRS	2015	Hourly	26.890	27.604	28.341	29.100	29.881								30.479	31.089	32.022	
						Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518									5,117.932	5,220.361	5,377.028
						Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215									61,415.185	62,644.335	64,524.330
35	2		Administrative Officer	CDS	2015	Hourly	33.966	35.080	36.225	37.448	38.745	40.052							40.853	41.670	42.920	
						Monthly	5,703.458	5,890.517	6,082.781	6,288.311	6,505.931	6,725.398								6,859.900	6,997.088	7,206.983
						Annual	68,441.490	70,686.200	72,993.375	75,459.735	78,071.175	80,704.780								82,318.795	83,965.050	86,483.800
36	2		Administrative Officer 1	Com	2015	Hourly	33.964	35.079	36.223	37.448	38.741	40.050							40.851	41.668	42.918	
						Monthly	5,703.122	5,890.349	6,082.445	6,288.143	6,505.260	6,725.063								6,859.564	6,996.752	7,206.648
						Annual	68,437.460	70,684.185	72,989.345	75,457.720	78,063.115	80,700.750								82,314.765	83,961.020	86,479.770
37	2		Administrative Secretary - 1950	Com	2015	Hourly	28.473	30.190	30.947	31.703	32.461	33.342							34.009	34.689	35.730	
						Monthly	4,949.008	5,069.404	5,196.517	5,323.462	5,455.780	5,598.678								5,710.678	5,824.861	5,999.663
						Annual	59,388.095	60,832.850	62,358.205	63,881.545	65,469.365	67,184.130								68,528.135	69,898.335	71,995.950
38	1		Administrative Secretary 2	Com	2015	Hourly	27.021	27.625	28.262	28.904	29.662								30.255	30.860	31.786	
						Monthly	4,537.276	4,638.698	4,745.661	4,870.255	4,980.744									5,080.319	5,181.908	5,337.399
						Annual	54,447.315	55,664.375	56,947.930	58,443.060	59,768.930									60,963.825	62,182.900	64,048.790
39	1		Administrative Secretary 2	CRS	2015	Hourly	27.021	27.625	28.262	28.904	29.662								30.255	30.860	31.786	
						Monthly	4,537.276	4,638.698	4,745.661	4,870.255	4,980.744									5,080.319	5,181.908	5,337.399
						Annual	54,447.315	55,664.375	56,947.930	58,443.060	59,768.930									60,963.825	62,182.900	64,048.790
40	2		Administrative Secretary 2	NCC	2015	Hourly	26.988	27.147	27.765	28.411	29.169	29.843							30.440	31.049	31.980	
						Monthly	4,466.248	4,558.434	4,662.206	4,770.680	4,897.961	5,011.137								5,111.383	5,213.645	5,369.975
						Annual	53,594.970	54,701.205	55,946.475	57,248.165	58,775.535	60,133.645								61,336.600	62,563.735	64,499.700
41	1		Administrative Secretary 2 - 2015 DISCONTINUED IN 2025	Com	2015	Hourly																
						Monthly																
						Annual																
42	1		Administrative Secretary 2 - PIO	GH	2015	Hourly	27.400	28.207	29.039	29.866	30.727							31.342	31.969	32.928		
						Monthly	4,600.917	4,736.425	4,876.132	5,014.999	5,159.575									5,262.844	5,368.128	5,529.160
						Annual	55,211.000	56,837.105	58,513.585	60,179.990	61,914.905									63,154.130	64,417.535	66,349.920
43	2		Administrative Secretary 3	Com	2015	Hourly	29.473	30.190	30.947	31.703	32.481	33.342							34.009	34.689	35.730	
						Monthly	4,949.008	5,069.404	5,196.517	5,323.462	5,455.780	5,598.678								5,710.678	5,824.861	5,999.663
						Annual	59,388.095	60,832.850	62,358.205	63,881.545	65,469.365	67,184.130								68,528.135	69,898.335	71,995.950
44	2		Administrative Secretary 3	NCC	2015	Hourly	26.882	27.607	28.354	29.125	29.917	30.732							31.347	31.974	32.933	
						Monthly	4,513.936	4,635.675	4,761.109	4,890.573	5,023.563	5,160.415								5,263.684	5,368.968	5,530.000
						Annual	54,167.230	55,628.105	57,133.310	58,686.875	60,282.755	61,924.980								63,164.205	64,427.610	66,359.995
45	2		Administrative Secretary 3	GH	2015	Hourly	26.882	27.607	28.354	29.125	29.917	30.732							31.347	31.974	32.933	
						Monthly	4,513.936	4,635.675	4,761.109	4,890.573	5,023.563	5,160.415								5,263.684	5,368.968	5,530.000
						Annual	54,167.230	55,628.105</														

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
49		2	Agency Administrative Coordinator	SERC	1820	Hourly 34.480 Monthly 5,229.467 Annual 62,753.600	36.351 5,513.235 66,158.820	38.248 5,800.947 69,611.360								39.013 5,916.972 71,003.660	39.793 6,035.272 72,423.260	40.987 6,216.362 74,596.340
50		2	Agency Assistant	NWC	1950	Hourly 23.827 Monthly 3,888.138 Annual 46,657.650	24.563 3,991.488 47,897.850	25.219 4,098.088 49,177.050	25.894 4,207.775 50,493.300	26.591 4,321.038 51,852.450	27.308 4,437.550 53,250.600					27.854 4,526.275 54,315.300	28.411 4,616.788 55,401.540	29.263 4,755.238 57,062.850
51		2	Agency Assistant	KL	2080	Hourly 23.827 Monthly 4,147.347 Annual 49,768.160	24.563 4,257.587 51,091.040	25.219 4,371.293 52,455.520	25.894 4,488.293 53,859.520	26.591 4,609.107 55,309.280	27.308 4,733.387 56,800.640					27.854 4,828.027 57,936.320	28.411 4,924.573 59,094.880	29.263 5,072.253 60,867.040
52		1	Aide/Clerk/Receptionist	CDS	2015	Hourly 26.018 Monthly 4,368.856 Annual 52,426.270	26.706 4,484.383 53,812.590	27.414 4,603.268 55,239.210	28.148 4,726.518 56,718.220	28.899 4,852.624 58,231.485						29.477 4,949.680 59,396.150	30.067 5,048.750 60,585.005	30.969 5,200.211 62,402.535
53		2	Air Conditioner Mechanic	SBH	2080	Hourly 48.355 Monthly 8,381.533 Annual 100,578.400	49.500 8,580.000 102,960.000									50.490 8,751.600 105,019.200	51.500 8,926.667 107,120.000	53.045 9,194.667 110,333.600
54		2	Anaesthetic Assistant	GH	2015	Hourly 27.630 Monthly 4,639.538 Annual 55,674.450	28.379 4,765.307 57,183.685	29.148 4,894.435 58,733.220	29.940 5,027.425 60,329.100	30.760 5,165.117 61,981.400	31.602 5,306.503 63,678.030					32.334 5,412.626 64,951.510	32.879 5,520.932 66,251.185	33.665 5,686.498 68,237.975
55	23-55ANESAIDE	2	Anesthesia Aide	CH	2015	Hourly 28.765 Monthly 4,830.123 Annual 57,961.475	29.545 4,961.098 59,533.175	30.350 5,096.271 61,155.250	31.180 5,235.642 62,827.700	32.035 5,379.210 64,550.525	32.917 5,527.313 66,327.755					33.575 5,637.802 67,653.625	34.247 5,750.642 69,007.705	35.274 5,923.093 71,077.110
56		2	Anesthesia Assistant	MHC	2015	Hourly 27.630 Monthly 4,639.538 Annual 55,674.450	28.379 4,765.307 57,183.685	29.148 4,894.435 58,733.220	29.940 5,027.425 60,329.100	30.760 5,165.117 61,981.400	31.602 5,306.503 63,678.030					32.334 5,412.626 64,951.510	32.879 5,520.932 66,251.185	33.665 5,686.498 68,237.975
57	23-55ANESAIDE	2	Anesthesia Attendant	SBH	2015	Hourly 28.765 Monthly 4,830.123 Annual 57,961.475	29.545 4,961.098 59,533.175	30.350 5,096.271 61,155.250	31.180 5,235.642 62,827.700	32.035 5,379.210 64,550.525	32.917 5,527.313 66,327.755					33.575 5,637.802 67,653.625	34.247 5,750.642 69,007.705	35.274 5,923.093 71,077.110
58	23-55ANESAIDE	2	Anesthesia/Medical Device Reproc Tech OR	SBH	2015	Hourly 28.765 Monthly 4,830.123 Annual 57,961.475	29.545 4,961.098 59,533.175	30.350 5,096.271 61,155.250	31.180 5,235.642 62,827.700	32.035 5,379.210 64,550.525	32.917 5,527.313 66,327.755					33.575 5,637.802 67,653.625	34.247 5,750.642 69,007.705	35.274 5,923.093 71,077.110
59		2	Assistant - Sleep Disorders Centre	MHC	2015	Hourly 25.363 Monthly 4,258.870 Annual 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,869.160	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,394.625					29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750
60		2	Assistant in Training	MCC	1950	Hourly 19.957 Monthly 3,243.013 Annual 38,916.150	20.449 3,243.013 38,916.150	20.981 3,322.963 39,875.550	21.526 3,409.413 40,912.950	22.098 3,497.975 41,975.700	22.698 3,590.925 43,091.100					23.240 3,662.750 43,932.000	23.991 3,736.038 44,832.450	24.681 3,848.163 46,177.950
61	23-54LA	1	Attendant 1 - Laundry	MHC	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.082 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630	26.694 4,460.370 53,524.445					27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605	29.070 4,866.050 58,348.160
62	23-54LA	1	Attendant 1 - Laundry - PIO	MHC	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.082 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630	26.694 4,460.370 53,524.445					27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605	29.070 4,866.050 58,348.160
63		2	Audio Visual Assistant	SBH	2015	Hourly 24.994 Monthly 4,196.909 Annual 50,362.910	25.662 4,308.078 51,708.930	26.352 4,424.940 53,099.280	27.059 4,543.657 54,523.885	27.793 4,666.908 56,002.895	28.544 4,793.013 57,516.160					29.115 4,888.894 58,666.725	29.697 4,986.621 59,839.455	30.588 5,136.235 61,634.820
64		2	Audiology Intake Assistant	CRS	2015	Hourly 22.553 Monthly 3,787.025 Annual 45,444.295	24.612 4,132.765 49,583.180	26.696 4,482.703 53,792.440	28.699 4,819.040 57,828.485	30.829 5,176.703 62,120.435						31.446 5,280.308 63,363.690	32.075 5,385.927 64,631.125	33.037 5,547.463 66,569.555
65		1	Audiology SLP Clerk	CRS	2015	Hourly 24.967 Monthly 4,192.375 Annual 50,308.505	27.091 4,542.314 54,507.765	29.053 4,878.483 58,541.795	31.184 5,236.313 62,835.760							31.808 5,341.093 64,093.120	32.444 5,447.888 65,374.660	33.417 5,611.271 67,335.255
66	23-52C	2	Baker	DM	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
67	23-52C	2	Baker	BPCH, PPCH	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
68		2	Biomedical Engineering Technologist 1	SBH	2015	Hourly 39.577 Monthly 6,645.638 Annual 79,747.655	41.146 6,909.099 82,908.190	42.783 7,183.979 86,207.745	44.551 7,480.855 89,770.265	45.988 7,656.664 91,879.740	48.589 7,869.804 94,439.115					46.510 7,809.804 93,717.650	47.440 7,965.967 95,591.600	48.863 8,204.912 98,458.945
69	23-53HA2	1	Building Service Person	MH	2015	Hourly 24.993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,899.115						28.262 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
70	23-53HA	1	Caretaker/Custodian-SJ	CRS	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.082 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630	26.694 4,460.370 53,524.445					27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605	29.070 4,866.050 58,348.160
71	23-12H	2	Carpenter	SBH	2080	Hourly 43.529 Monthly 7,545.027 Annual 90,540.320	44.755 7,757.533 93,090.400									45.650 7,912.667 94,952.000	46.563 8,070.920 96,851.040	47.960 8,313.067 99,756.800
72	23-12H	2	Carpenter	VGH	2080	Hourly 43.529 Monthly 7,545.027 Annual 90,540.320	44.755 7,757.533 93,090.400									45.650 7,912.667 94,952.000	46.563 8,070.920 96,851.040	47.960 8,313.067 99,756.800

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
73	23-12H	2	Carpenter	DLC	2080	Hourly 43,528 Monthly 7,545.027 Annual 90,540.320	44,755 7,757.533 93,090.400									45,650 7,912.667 94,952.000	46,563 8,070.920 96,851.040	47,960 8,313.067 99,756.800
74	23-12H	2	Carpenter (Journeyman)	GH	2015	Hourly 43,528 Monthly 7,309.245 Annual 87,710.935	44,755 7,515.110 90,181.325									45,650 7,665.396 91,984.750	46,563 7,818.704 93,824.445	47,960 8,053.283 96,639.400
75	23-12H	2	Carpenter (Journeyman)	HF	2015	Hourly 43,528 Monthly 7,309.245 Annual 87,710.935	44,755 7,515.110 90,181.325									45,650 7,665.396 91,984.750	46,563 7,818.704 93,824.445	47,960 8,053.283 96,639.400
76	23-12H	2	Carpenter (Journeyman)	SOGH	2015	Hourly 43,528 Monthly 7,309.245 Annual 87,710.935	44,755 7,515.110 90,181.325									45,650 7,665.396 91,984.750	46,563 7,818.704 93,824.445	47,960 8,053.283 96,639.400
77		2	Cashier / Receptionist	VGH	2015	Hourly 24,994 Monthly 4,196.909 Annual 50,362.910	25,662 4,309.078 51,708.930	26,352 4,424.940 53,099.280	27,060 4,543.825 54,525.900	27,793 4,666.908 56,002.895	28,545 4,793.181 57,518.175					29,116 4,889.062 58,668.740	29,698 4,986.789 59,841.470	30,589 5,136.403 61,636.835
78		2	Cashier Receptionist	RPG	2015	Hourly 24,994 Monthly 4,196.909 Annual 50,362.910	25,662 4,309.078 51,708.930	26,352 4,424.940 53,099.280	27,060 4,543.825 54,525.900	27,793 4,666.908 56,002.895	28,545 4,793.181 57,518.175					29,116 4,889.062 58,668.740	29,698 4,986.789 59,841.470	30,589 5,136.403 61,636.835
79		2	Central Intake Clerk	DLC	2015	Hourly 25,840 Monthly 4,338.967 Annual 52,067.600	26,536 4,455.837 53,470.040	27,250 4,575.729 54,908.750	27,987 4,699.484 56,393.805	28,745 4,826.765 57,921.175	29,526 4,957.908 59,494.890					30,117 5,057.146 60,685.755	30,719 5,158.232 61,898.785	31,641 5,313.051 63,756.615
80	23-55UMDR	2	Central Supply Room Attendant	RHC	2015	Hourly 23,375 Monthly 3,925.052 Annual 47,100.625	23,984 4,028.993 48,347.910	24,638 4,137.131 49,645.570	25,294 4,247.284 50,967.410	25,971 4,360.964 52,331.565	26,669 4,478.170 53,738.035					27,202 4,567.669 54,812.030	27,746 4,659.016 55,908.190	28,578 4,798.723 57,584.670
81	23-93B	2	Chief Power Engineer 2nd Class	VGH	2080	Hourly 55,342 Monthly 9,592.613 Annual 115,111.360	56,396 9,775.307 117,303.680									57,524 9,970.827 119,649.920	58,674 10,170.160 122,041.920	60,434 10,475.227 125,702.720
82		1	Cleaner	NWC	1950	Hourly 22,883 Monthly 3,718.488 Annual 44,621.850	23,478 3,815.175 45,782.100	24,092 3,914.950 46,979.500	24,724 4,017.650 48,211.800	25,373 4,123.113 49,477.350	26,042 4,205.500 50,456.000					26,880 4,289.675 51,476.100	27,398 4,418.375 52,860.500	27,900 4,418.375 53,020.500
83	23-53HA	1	Cleaner 1	CH	2015	Hourly 23,478 Monthly 3,942.348 Annual 47,308.170	24,092 4,045.448 48,545.380	24,724 4,151.572 49,818.860	25,373 4,260.550 51,126.595	26,042 4,372.886 52,474.630	26,802 4,460.370 53,524.445					27,494 4,549.534 54,594.410	27,907 4,686.050 56,232.605	28,578 4,866.050 58,232.605
84	23-53HA2	1	Cleaner 2	CH	2015	Hourly 24,993 Monthly 4,196.741 Annual 50,360.895	25,648 4,306.727 51,880.720	26,323 4,420.070 53,040.845	27,023 4,537.612 54,451.345	27,741 4,658.176 55,898.115	28,496 4,751.370 57,016.440					29,262 4,846.411 58,156.930	29,728 4,991.827 59,901.920	30,589 5,136.403 61,636.835
85	23-53HA	1	Cleaner Housekeeping	ASV	2015	Hourly 23,478 Monthly 3,942.348 Annual 47,308.170	24,092 4,045.448 48,545.380	24,724 4,151.572 49,818.860	25,373 4,260.550 51,126.595	26,042 4,372.886 52,474.630	26,802 4,460.370 53,524.445					27,494 4,549.534 54,594.410	27,907 4,686.050 56,232.605	28,578 4,866.050 58,232.605
86	23-53HA	1	Cleaner Housekeeping	ASB	2015	Hourly 23,478 Monthly 3,942.348 Annual 47,308.170	24,092 4,045.448 48,545.380	24,724 4,151.572 49,818.860	25,373 4,260.550 51,126.595	26,042 4,372.886 52,474.630	26,802 4,460.370 53,524.445					27,494 4,549.534 54,594.410	27,907 4,686.050 56,232.605	28,578 4,866.050 58,232.605
87		1	Clerical Aide	MHC	2015	Hourly 26,398 Monthly 4,432.664 Annual 53,191.970	27,098 4,550.206 54,602.470	27,819 4,671.274 56,055.285	28,564 4,796.372 57,556.460	29,329 4,924.828 59,097.935	30,142 5,023.395 60,280.740					31,014 5,123.809 61,485.710	31,429 5,277.453 63,329.435	31,625 5,277.453 63,329.435
88		1	Clerical Partner	RHC	2015	Hourly 26,398 Monthly 4,432.664 Annual 53,191.970	27,098 4,550.206 54,602.470	27,819 4,671.274 56,055.285	28,564 4,796.372 57,556.460	29,329 4,924.828 59,097.935	30,142 5,023.395 60,280.740					31,014 5,123.809 61,485.710	31,429 5,277.453 63,329.435	31,625 5,277.453 63,329.435
89		1	Clerical Support - Sage House	MCC	1950	Hourly 25,177 Monthly 4,091.263 Annual 49,095.150	25,839 4,198.838 50,386.050	26,521 4,309.663 51,715.950	27,228 4,424.550 53,094.600	27,953 4,542.363 54,508.350	28,712 4,633.200 55,598.400					29,522 4,725.825 56,709.900	29,982 4,867.525 58,410.300	30,954 4,987.525 60,410.300
90		1	Clerical Support Sage House - PIO	MCC	1950	Hourly 26,538 Monthly 4,312.425 Annual 51,749.100	26,936 4,377.100 52,525.200	27,335 4,441.938 53,303.250	27,732 4,506.450 54,077.400	28,130 4,571.125 54,853.500	28,693 4,662.613 55,951.350					29,267 4,755.888 57,070.650	29,627 4,855.888 58,782.750	30,145 4,988.563 60,410.300
91		1	Clerk	RHC	2015	Hourly 26,890 Monthly 4,515.279 Annual 54,183.350	27,604 4,635.172 55,622.060	28,341 4,758.926 57,107.115	29,100 4,886.375 58,636.500	29,881 5,017.518 60,210.215	30,779 5,117.932 61,415.185					31,698 5,220.361 62,644.335	32,022 5,377.028 64,524.330	32,022 5,377.028 64,524.330
92		1.3	Clerk - CHC	CHL (Northern Scale)	2015	Hourly 27,585 Monthly 4,631.981 Annual 55,583.775	28,119 4,721.649 56,659.785	28,657 4,811.988 57,743.855								29,230 4,908.204 58,898.450	29,815 5,006.435 60,077.225	30,709 5,156.553 61,878.635
93		2	Clerk - Communication - PIO	RHC	2015	Hourly 28,097 Monthly 4,717.955 Annual 56,615.455	29,058 4,879.323 58,551.870	30,020 5,040.858 60,490.300	31,288 5,253.777 63,045.320	32,327 5,428.242 65,138.905	33,633 5,536.884 66,442.610					34,642 5,647.541 67,770.495	34,642 5,647.541 67,770.495	34,642 5,647.541 67,770.495
94		2	Clerk - PIO	RHC	2015	Hourly 28,097 Monthly 4,717.955 Annual 56,615.455	29,058 4,879.323 58,551.870	30,020 5,040.858 60,490.300	31,288 5,253.777 63,045.320	32,327 5,428.242 65,138.905	33,633 5,536.884 66,442.610					34,642 5,647.541 67,770.495	34,642 5,647.541 67,770.495	34,642 5,647.541 67,770.495
95		1	Clerk / Receptionist	MCC	1950	Hourly 26,018 Monthly 4,227.925 Annual 50,735.100	26,706 4,339.725 52,076.700	27,414 4,454.775 53,457.300	28,148 4,574.050 54,888.600	28,899 4,696.088 56,353.050	29,777 4,790.013 57,480.150					30,667 4,885.888 58,630.650	30,969 5,032.463 59,803.630	30,969 5,032.463 59,803.630
96		2	Clerk / Receptionist - PIO	MCC	1950	Hourly 26,980 Monthly 4,384.250 Annual 52,611.000	27,378 4,448.925 53,387.100	27,776 4,513.600 54,163.200	28,176 4,578.600 54,943.200	28,573 4,643.113 55,717.350	28,973 4,708.113 56,497.350					29,552 4,802.200 57,626.400	30,143 4,898.238 58,778.850	31,047 5,045.138 60,541.650

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year		
97	1	Clerk 1	Com		2015	Hourly	22.228	22.751	23.344								23.811	24.287	25.016	
						Monthly	3,732.452	3,820.272	3,919.847											
						Annual	44,789.420	45,843.265	47,038.160								47,979.165	48,938.305	50,407.240	
98	1	Clerk 2	MHC		2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954
						Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									
						Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295						57,451.680	58,600.230	60,357.310	
99	1	Clerk 2	Com		2015	Hourly	25.713	26.289	26.950	27.557	28.262							28.827	29.404	30.286
						Monthly	4,317.641	4,414.361	4,525.354	4,627.280	4,745.661									
						Annual	51,811.695	52,972.335	54,304.250	55,527.355	56,947.930						58,086.405	59,249.060	61,026.290	
100	1	Clerk 2 - Comm	Com		1885	Hourly	25.713	26.289	26.950	27.557	28.262							28.827	29.404	30.286
						Monthly	4,039.084	4,129.564	4,233.396	4,328.745	4,439.489									
						Annual	48,469.005	49,554.765	50,800.750	51,944.945	53,273.870						54,338.895	55,426.540	57,089.110	
101	1	Clerk 2 - Purchasing	MHC		2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954
						Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									
						Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295						57,451.680	58,600.230	60,357.310	
102	1	Clerk 2 Health Records/Social Work	MHC		2015	Hourly	26.018	26.706	27.414	28.148	28.899							29.477	30.067	30.969
						Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624									
						Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485						59,396.155	60,585.005	62,402.535	
103	1	Clerk 3	CH		2015	Hourly	26.018	26.706	27.414	28.148	28.899							29.477	30.067	30.969
						Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624									
						Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485						59,396.155	60,585.005	62,402.535	
104	1	Clerk 3	SBH		2015	Hourly	24.348	24.993	25.648	26.326	27.023							27.563	28.114	28.957
						Monthly	4,088.435	4,196.741	4,306.727	4,420.574	4,537.612									
						Annual	49,061.220	50,360.895	51,680.720	53,046.890	54,451.345						55,539.445	56,649.710	58,348.355	
105	2	Clerk 3 - Accounts / Cash	CRS		2015	Hourly	27.223	27.957	28.716	29.498	30.322	31.129						31.752	32.387	33.599
						Monthly	4,571.195	4,694.446	4,821.895	4,953.206	5,088.211	5,227.078								
						Annual	54,854.345	56,333.355	57,862.740	59,438.470	61,059.530	62,724.935					63,980.280	65,259.805	67,218.385	
106	2	Clerk 3 - Accounts Receivable	CRS		2015	Hourly	27.223	27.957	28.716	29.498	30.302	31.129						31.752	32.387	33.599
						Monthly	4,571.195	4,694.446	4,821.895	4,953.206	5,088.211	5,227.078								
						Annual	54,854.345	56,333.355	57,862.740	59,438.470	61,059.530	62,724.935					63,980.280	65,259.805	67,218.385	
107	2	Clerk 4	Com		2015	Hourly	34.197	34.995	35.837	36.747	37.655	38.561						39.332	40.119	41.323
						Monthly	5,742.246	5,876.244	6,017.630	6,170.434	6,322.902	6,475.035								
						Annual	68,906.955	70,514.925	72,211.555	74,045.205	75,874.825	77,700.415					79,253.980	80,839.785	83,265.845	
108	1	Clerk 4	SBH		2015	Hourly	25.177	25.840	26.521	27.228	27.952							28.511	29.081	29.953
						Monthly	4,227.638	4,338.967	4,453.318	4,572.035	4,693.607									
						Annual	50,731.655	52,067.600	53,439.815	54,864.420	56,323.280					57,449.665	58,598.215	60,355.295		
109	1	Clerk 5	SBH		2015	Hourly	26.018	26.706	27.413	28.148	28.898							29.476	30.066	30.968
						Monthly	4,368.856	4,484.383	4,603.100	4,726.518	4,852.456									
						Annual	52,426.270	53,812.590	55,237.195	56,718.220	58,229.470					59,394.140	60,582.990	62,400.520		
110	1	Clerk A	CRS		2015	Hourly	24.967	27.051	29.053	31.184							31.808	32.444	33.417	
						Monthly	4,192.375	4,542.314	4,878.483	5,236.313										
						Annual	50,308.505	54,507.765	58,541.795	62,836.760						64,093.120	65,374.680	67,335.255		
111	2	Clerk B	CRS		2015	Hourly	31.255	32.518	33.636	34.856	36.156							36.879	37.817	38.746
						Monthly	5,248.235	5,480.314	5,648.045	5,852.903	6,071.195									
						Annual	62,978.825	65,523.770	67,776.540	70,234.840	72,854.340					74,311.185	75,798.255	78,073.190		
112	1	Clerk Master Patient Index	SBH		2015	Hourly	26.890	27.604	28.340	29.100	29.880							30.478	31.088	32.021
						Monthly	4,515.279	4,635.172	4,758.758	4,886.375	5,017.350									
						Annual	54,183.350	55,622.060	57,105.100	58,636.500	60,209.200					61,413.170	62,642.320	64,522.315		
113	1	Clerk Typist	VGH		2015	Hourly	26.018	26.706	27.414	28.148	28.899							29.477	30.067	30.969
						Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624									
						Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485					59,396.155	60,585.005	62,402.535		
114	1	Clerk Typist / Receptionist - Recreation / Volunteer Serv	DLC		2015	Hourly	26.014	26.706	27.413	28.147	28.898							29.476	30.066	30.968
						Monthly	4,368.184	4,484.383	4,603.100	4,726.350	4,852.456									
						Annual	52,418.210	53,812.590	55,237.195	56,716.205	58,229.470					59,394.140	60,582.990	62,400.520		
115	2	Clerk Typist 1	SOGH		1950	Hourly	24.994	25.862	26.352	27.060	27.793	28.545						29.116	29.698	30.599
						Monthly	4,061.525	4,170.075	4,282.200	4,397.250	4,516.363	4,638.563								
						Annual	48,738.300	50,040.900	51,386.400	52,767.000	54,196.350	55,662.750				56,776.200	57,911.100	59,648.550		
116	1	Clerk Typist 1 - PIO	SOGH		2015	Hourly	26.538	26.937	27.336	27.736	28.131							28.694	29.268	30.146
						Monthly	4,456.173	4,523.171	4,590.170	4,657.337	4,723.664									
						Annual	53,474.070	54,278.055	55,082.040	55,888.040	56,693.965					57,818.410	58,975.020	60,744.190		
117	1	Clerk Typist 2	GH		1950	Hourly	25.177	25.839	26.521	27.228	27.952							28.512	29.082	29.954
						Monthly	4,091.263	4,198.838	4,309.663	4,424.550	4,542.363									
						Annual	49,095.150	50,386.050	51,715.950	53,094.600	54,509.350					55,598.400	56,709.900	58,410.300		
118	1	Clerk Typist 2	SOGH		2015	Hourly	26.018</													

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 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
121	1		Clerk Typist 3	SBH	2015	Hourly	24.348	24.983	25.648	26.326	27.023						27.563	28.114	28.957			
						Monthly	4,088.435	4,196.741	4,306.727	4,420.574	4,537.612									4,628.287	4,720.809	4,862.363
						Annual	49,061.220	50,360.895	51,680.720	53,046.890	54,451.345									55,539.445	56,649.710	58,348.355
122	1		Clerk Typist 4	SBH	2015	Hourly	25.177	25.840	26.521	27.228	27.952							28.511	29.081	29.953		
						Monthly	4,227.638	4,338.967	4,453.318	4,572.035	4,693.607									4,787.472	4,883.185	5,029.608
						Annual	50,731.655	52,067.600	53,439.815	54,864.420	56,323.280									57,449.665	58,598.215	60,355.295
123	1		Clerk Typist 5	SBH	2015	Hourly	26.018	26.706	27.413	28.148	28.898							29.476	30.066	30.968		
						Monthly	4,368.856	4,484.383	4,603.100	4,726.518	4,852.456									4,949.512	5,048.583	5,200.043
						Annual	52,426.270	53,812.590	55,237.195	56,718.220	58,229.470									59,394.140	60,582.990	62,400.520
124	1		Clerk Typist Audioogy	CRS	2015	Hourly	24.967	27.051	29.053	31.184								31.808	32.444	33.417		
						Monthly	4,192.375	4,542.314	4,878.483	5,236.313										5,341.093	5,447.888	5,611.271
						Annual	50,308.505	54,507.765	58,541.795	62,835.760										64,093.120	65,374.660	67,335.255
125	1		Clerk-Diet Office	SBH	2015	Hourly	25.177	25.840	26.521	27.228	27.952							28.511	29.081	29.953		
						Monthly	4,227.638	4,338.967	4,453.318	4,572.035	4,693.607									4,787.472	4,883.185	5,029.608
						Annual	50,731.655	52,067.600	53,439.815	54,864.420	56,323.280									57,449.665	58,598.215	60,355.295
126	2		Client Services Clerk	MHC	2015	Hourly	24.468	24.857	25.274	25.920	26.328							26.855	27.392	28.214		
						Monthly	4,108.753	4,173.905	4,243.926	4,352.400	4,420.910									4,509.402	4,599.573	4,737.601
						Annual	49,305.035	50,086.855	50,927.110	52,228.800	53,050.920									54,112.825	55,194.880	56,851.210
127	1		Clinic Assistant-AY2	CRS	2015	Hourly	27.021	27.625	28.262	29.004	29.662							30.255	30.860	31.786		
						Monthly	4,537.276	4,638.898	4,745.661	4,870.255	4,980.744									5,080.319	5,181.908	5,337.399
						Annual	54,447.315	55,664.375	56,947.930	58,443.060	59,768.930									60,963.825	62,182.900	64,048.790
128	2		Coding Technologist	SBH	2015	Hourly	39.228	40.327	41.455	42.615	43.815	45.051						45.952	46.871	48.277		
						Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814								7,716.107	7,870.422	8,106.513
						Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765								92,593.280	94,445.065	97,278.155
129	2		Coding Technologist - Pan Am Clinic	PAC	2015	Hourly	39.228	40.327	41.455	42.615	43.815	45.051						45.952	46.871	48.277		
						Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814								7,716.107	7,870.422	8,106.513
						Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765								92,593.280	94,445.065	97,278.155
130	2		Commis à l'administration	CDS	2015	Hourly	24.994	25.662	26.352	27.060	27.793	28.545						29.116	29.698	30.589		
						Monthly	4,196.909	4,309.078	4,424.940	4,543.825	4,666.908	4,793.181								4,889.062	4,986.789	5,136.403
						Annual	50,362.910	51,708.930	53,099.280	54,525.900	56,002.895	57,518.175								58,668.740	59,841.470	61,636.835
131	2		Communicable Disease Technician	Com	2015	Hourly	30.802	31.882	32.911	33.918	35.090	36.185	37.384	38.463				39.232	40.417	41.218		
						Monthly	5,188.961	5,353.519	5,526.305	5,695.398	5,892.196	6,076.065	6,277.397	6,458.579						6,587.707	6,719.521	6,921.189
						Annual	62,267.530	64,242.230	66,315.665	68,344.770	70,708.560	72,912.775	75,328.760	77,502.945						79,052.480	80,634.255	83,054.270
132	1		Communication Clerk	DLC	2015	Hourly	26.014	26.706	27.413	28.147	28.898							29.476	30.066	30.968		
						Monthly	4,368.184	4,484.383	4,603.100	4,726.350	4,852.456									4,949.512	5,048.583	5,200.043
						Annual	52,418.210	53,812.590	55,237.195	56,716.205	58,229.470									59,394.140	60,582.990	62,400.520
133	1		Communication Clerk	RHC	2015	Hourly	26.890	27.604	28.341	29.100	29.881							30.479	31.088	32.022		
						Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518									5,117.932	5,220.361	5,377.028
						Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215									61,415.185	62,644.335	64,524.330
134	1		Communication Clerk	MHC	2015	Hourly	26.018	26.706	27.414	28.148	28.899							29.477	30.067	30.969		
						Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624									4,949.680	5,048.750	5,200.211
						Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485									59,396.155	60,585.005	62,402.535
135	1		Communication Clerk	VGH	2015	Hourly	26.398	27.098	27.819	28.564	29.329							29.916	30.514	31.429		
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828									5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935									60,280.740	61,485.710	63,329.435
136	1		Communication Clerk	SBH	2015	Hourly	26.018	26.706	27.413	28.148	28.898							29.476	30.066	30.968		
						Monthly	4,368.856	4,484.383	4,603.100	4,726.518	4,852.456									4,949.512	5,048.583	5,200.043
						Annual	52,426.270	53,812.590	55,237.195	56,718.220	58,229.470									59,394.140	60,582.990	62,400.520
137	1		Communications Clerk	GH	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954		
						Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776
						Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,323.295									57,451.680	58,600.230	60,357.310
138	2		Communications Coordinator	WHC	2080	Hourly	27.737	28.488	29.261	30.059	30.880	31.725						32.360	33.007	33.987		
						Monthly	4,807.747	4,937.920	5,071.907	5,210.227	5,352.533	5,499.000								5,609.067	5,721.213	5,892.813
						Annual	57,692.960	59,255.040	60,862.880	62,522.720	64,230.400	65,988.000								67,308.800	68,654.560	70,713.760
139	2		Communications Specialist	WHC	2080	Hourly	39.764	40.880	42.022	43.202	44.418	45.673	46.963	48.294	49.661	51.074	52.095	53.137	54.731			
						Monthly	6,892.427	7,085.867	7,283.813	7,488.347	7,699.120	7,916.653	8,140.253	8,370.960	8,607.907	8,852.827	9,029.800	9,210.413	9,486.707			
						Annual	82,709.120	85,030.400	87,405.760	89,880.160	92,389.440	94,999.840	97,683.040	100,451.520	103,294.880	106,233.920	109,357.600	110,524.960	113,840.480			
140	2		Communications Specialist	KL	2080	Hourly	39.764	40.880	42.022	43.202	44.418	45.673	46.963	48.294	49.661	51.074	52.095	53.137	54.731			
						Monthly	6,892.427	7,085.867	7,283.813	7,488.347	7,699.120	7,916.653	8,140.253	8,370.960	8,607.907	8,852.827	9,029.800	9,210.413	9,486.707			
						Annual	82,709.120	85,030.400	87,405.760	89,880.160	92,389.440	94,999.840	97,683.040	100,451.520	103,294.880	106,233.920	109,357.600	110,524.960	113,840.480			
141	2.3		Community and Clinic Support Worker	CHL (Northern Scale)	2080	Hourly	27.189	27.715	28.236	28.751							29.326	29.813</				

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
145		2	Community Host	NCC	2015	Hourly 28.114 Monthly 4,720.809 Annual 56,649.710	28.509 4,787.136 57,445.635	28.901 4,852.960 58,235.515	29.295 4,919.119 59,029.425	29.701 4,987.293 59,847.515	30.087 5,052.109 60,625.305					30.689 5,153.195 61,838.335	31.303 5,286.295 63,075.545	32.242 5,413.969 64,967.630
146		2	Community Host	KL	2080	Hourly 27.753 Monthly 4,810.520 Annual 57,726.240	28.488 4,937.920 59,255.040	28.262 5,072.080 60,864.960	30.059 5,210.227 62,522.720	30.880 5,352.533 64,230.400	31.728 5,499.000 65,988.000					32.360 5,609.067 67,308.800	33.007 5,721.213 68,654.560	33.997 5,892.813 70,173.760
147	23-52C	2	Cook	MCC	1950	Hourly 27.104 Monthly 4,404.400 Annual 52,852.800	27.835 4,523.188 54,278.250	28.590 4,645.875 55,750.500	29.367 4,772.138 57,265.650	30.169 4,902.463 58,829.550	30.993 5,036.363 60,436.350					31.613 5,137.113 61,645.350	32.245 5,239.813 62,877.750	33.212 5,396.950 64,763.400
148	23-52C	2	Cook	DM	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
149	23-52C	2	Cook	MH	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
150	23-52C	2	Cook	FDL, GLL, SEPCH, SCPCH	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
151	23-52C	2	Cook 1	SBH	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
152	23-52C	2	Cook 1	Com	2080	Hourly 27.104 Monthly 4,698.027 Annual 56,376.320	27.835 4,824.733 57,896.800	28.590 4,955.600 59,467.200	29.367 5,090.280 61,083.360	30.169 5,229.293 62,751.520	30.993 5,372.120 64,465.440					31.613 5,479.587 65,755.040	32.245 5,589.133 67,069.600	33.212 5,756.747 69,080.960
153	23-52UC	2	Cook 1	ASB, BPCH, SCPCH, PPCH	2015	Hourly 23.995 Monthly 4,029.160 Annual 48,349.925	24.638 4,137.131 49,645.570	25.294 4,247.284 50,967.410	25.969 4,360.628 52,327.535	26.669 4,478.170 53,738.035	27.387 4,598.734 55,184.805					27.935 4,690.752 56,289.025	28.494 4,784.618 57,415.410	29.349 4,928.186 59,138.235
154	23-52UC	2	Cook 1 (Certified)	ASJ	1950	Hourly 23.995 Monthly 3,899.188 Annual 46,790.250	24.638 4,003.675 48,044.100	25.294 4,110.275 49,323.300	25.969 4,219.963 50,639.550	26.669 4,333.713 52,004.550	27.387 4,450.388 53,404.650					27.935 4,539.438 54,473.250	28.494 4,630.275 55,563.300	29.349 4,769.213 57,230.550
155	23-52UC	2	Cook 1 (Uncertified)	ASV	2015	Hourly 23.995 Monthly 4,029.160 Annual 48,349.925	24.638 4,137.131 49,645.570	25.294 4,247.284 50,967.410	25.969 4,360.628 52,327.535	26.669 4,478.170 53,738.035	27.387 4,598.734 55,184.805					27.935 4,690.752 56,289.025	28.494 4,784.618 57,415.410	29.349 4,928.186 59,138.235
156	23-52C	2	Cook 2	ASJ	1950	Hourly 27.104 Monthly 4,404.400 Annual 52,852.800	27.835 4,523.188 54,278.250	28.590 4,645.875 55,750.500	29.367 4,772.138 57,265.650	30.169 4,902.463 58,829.550	30.993 5,036.363 60,436.350					31.613 5,137.113 61,645.350	32.245 5,239.813 62,877.750	33.212 5,396.950 64,763.400
157	23-52C	2	Cook 2	ASB, SCPCH, ASV	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
158	23-52C	2	Cook 2	FDL	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
159	23-52C	2	Cook 2 - Comm	Com	2080	Hourly 27.104 Monthly 4,698.027 Annual 56,376.320	27.835 4,824.733 57,896.800	28.590 4,955.600 59,467.200	29.367 5,090.280 61,083.360	30.169 5,229.293 62,751.520	30.993 5,372.120 64,465.440					31.613 5,479.587 65,755.040	32.245 5,589.133 67,069.600	33.212 5,756.747 69,080.960
160	23-52C	2	Cook 2 (Certified)	ASV	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
161	23-52C	2	Cook 3	SBH	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
162	23-52C	2	Cook 3	SBH	2015	Hourly 27.104 Monthly 4,551.213 Annual 54,614.560	27.835 4,673.960 56,087.525	28.590 4,800.738 57,608.850	29.367 4,931.209 59,174.505	30.169 5,065.878 60,790.535	30.993 5,204.241 62,450.895					31.613 5,308.350 63,700.195	32.245 5,414.473 64,973.675	33.212 5,576.848 66,922.180
163	23-52DS	2	Cook 3 - Comm	Com	2080	Hourly 27.640 Monthly 4,790.933 Annual 57,491.200	28.382 4,921.280 59,055.360	29.162 5,054.747 60,656.960	29.957 5,192.547 62,310.560	30.772 5,333.987 64,007.840	31.615 5,479.933 65,759.200					32.247 5,589.480 67,073.760	32.892 5,701.280 68,415.360	33.879 5,872.360 70,468.320
164	23-52C	2	Cook 1	LPCH	1950	Hourly 27.104 Monthly 4,404.400 Annual 52,852.800	27.835 4,523.188 54,278.250	28.590 4,645.875 55,750.500	29.367 4,772.138 57,265.650	30.169 4,902.463 58,829.550	30.993 5,036.363 60,436.350					31.613 5,137.113 61,645.350	32.245 5,239.813 62,877.750	33.212 5,396.950 64,763.400
165	23-52C	2.3	CookBaker Certified	CHL (Northern Scale)	2080	Hourly 28.324 Monthly 4,909.493 Annual 58,913.920	29.092 5,042.613 60,511.360	29.884 5,179.893 62,158.720	30.702 5,321.680 63,880.160	31.543 5,467.453 65,609.440	32.408 5,617.387 67,408.640					33.056 5,729.707 68,756.480	33.717 5,844.280 70,131.360	34.729 6,019.693 72,236.320
166	23-52UC	2.3	CookBaker Uncertified	CHL (Northern Scale)	2080	Hourly 25.061 Monthly 4,343.907 Annual 52,126.880	25.734 4,460.560 53,526.720	26.425 4,580.333 54,964.000	27.134 4,703.227 56,438.720	27.867 4,830.280 57,963.360	28.622 4,961.147 59,533.760					29.194 5,060.293 60,723.520	29.778 5,161.520 61,938.240	30.671 5,316.307 63,795.680
167		2.3	CookBaker Uncertified -8 DISCONTINUED	CHL (Northern Scale)	2080	Hourly Monthly Annual												
168	23-52UC	2	Cooks Helper	LPCH	1950	Hourly 23.995 Monthly 3,899.188 Annual 46,790.250	24.638 4,003.675 48,044.100	25.294 4,110.275 49,323.300	25.969 4,219.963 50,639.550	26.669 4,333.713 52,004.550	27.387 4,450.388 53,404.650					27.935 4,539.438 54,473.250	28.494 4,630.275 55,563.300	29.349 4,769.213 57,230.550

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
193	23-52DARDF	1	Diet Aide - RDF	CRS	2015	Hourly	24.546	24.942	25.341	25.740	25.819						26.335	26.862	27.668			
						Monthly	4,121.683	4,188.178	4,255.176	4,322.175	4,335.440									4,422.085	4,510.578	4,645.918
						Annual	49,460.190	50,258.130	51,062.115	51,866.100	52,025.285									53,065.025	54,126.930	55,751.020
194	23-52DA	1	Diet Aide 3 PIO	MHC	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,480.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
195	1	Diet Clerk	CH	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
196	1	Diet Clerk	DLC	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
197	1	Diet Clerk	CRS	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
198	1	Diet Clerk	SOGH	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
199	1	Diet Clerk	VGH	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
200	1	Diet Clerk	GH	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
201	1	Diet Clerk	MHC	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
202	1	Diet Clerk	MH	2015	Hourly	25.177	25.839	26.521	27.228	27.953							28.512	29.082	29.954			
					Monthly	4,227.638	4,338.799	4,453.318	4,572.035	4,693.775									4,787.640	4,883.353	5,029.776	
					Annual	50,731.655	52,065.585	53,439.815	54,864.420	56,325.295									57,451.680	58,600.230	60,357.310	
203	23-52DALH	1	Dietary - Lead Hand	HF	2015	Hourly	26.398	27.098	27.819	28.564	29.329						29.916	30.514	31.429			
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828									5,023.395	5,123.809	5,277.453
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935									60,280.740	61,485.710	63,329.435
204	23-52DA	1	Dietary Aide	MH	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,480.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
205	23-52DA	1	Dietary Aide	GLL, FD, LPCH	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,480.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
206	1	Dietary Aide - PIO	ASB	2015	Hourly	24.850	25.392	25.832	26.295	26.741							27.276	27.822	28.657			
					Monthly	4,189.521	4,263.740	4,337.623	4,415.369	4,490.260									4,580.095	4,671.778	4,811.988	
					Annual	50,274.250	51,164.880	52,051.480	52,984.425	53,883.115									54,961.140	56,061.330	57,743.855	
207	23-52DA	1	Dietary Aide 1	ASB, BPCH, SCPCCH, PPCH	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,480.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
208	23-52DA	1	Dietary Aide 1 (Uncertified)	ASJ	1950	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,815.175	3,914.950	4,017.650	4,123.113	4,231.825									4,316.488	4,402.775	4,534.888
						Annual	45,782.100	46,979.400	48,211.800	49,477.350	50,781.900									51,797.850	52,833.300	54,418.650
209	23-52DA	1	Dietary Aide 1 (Uncertified)	ASV	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,480.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
210	23-52DA	1	Dietary Aide 2	ASJ	1950	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,815.175	3,914.950	4,017.650	4,123.113	4,231.825									4,316.488	4,402.775	4,534.888
						Annual	45,782.100	46,979.400	48,211.800	49,477.350	50,781.900									51,797.850	52,833.300	54,418.650
211	23-52DA	1	Dietary Aide 2	ASB, BPCH, SCPCCH	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,480.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
212	23-52DA	1	Dietary Aide 2 (Certified)	ASV	2015	Hourly	23.478	24.092	24.724	25.373	26.042							26.563	27.094	27.907		
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886									4,480.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630									53,524.445	54,594.410	56,232.605
213	1	Dietary Aide 2 (Certified) - PIO 2	ASB	2015	Hourly	23.653	24.270	24.907	25.562	26.237							26.762	27.297	28.116			
					Monthly	3,971.733	4,075.338	4,182.300	4,292.286	4,405.630									4,493.786	4,583.621	4,721.145	
					Annual	47,660.795	48,904.050	50,187.605	51,507.430	52,867.555									53,925.430	55,003.455	56,853.740	
214	23-52DA	1</																				

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
241		2	Entry Point Screener	MHC	1950	Hourly 20.709 Monthly 3,365.213 Annual 40,382.550										21.123 3,432.488 41,189.850	21.545 3,501.063 42,012.750	22.191 3,606.038 43,272.450
242		2	Entry Point Screener	PAC	1950	Hourly 20.709 Monthly 3,365.213 Annual 40,382.550										21.123 3,432.488 41,189.850	21.545 3,501.063 42,012.750	22.191 3,606.038 43,272.450
243		2	Entry Point Screener	SBH	1950	Hourly 20.709 Monthly 3,365.213 Annual 40,382.550										21.123 3,432.488 41,189.850	21.545 3,501.063 42,012.750	22.191 3,606.038 43,272.450
244		2	Entry Point Screener	CRS	1950	Hourly 20.709 Monthly 3,365.213 Annual 40,382.550										21.123 3,432.488 41,189.850	21.545 3,501.063 42,012.750	22.191 3,606.038 43,272.450
245		2,3	Entry Point Screener - 1950	CHL (Northern Scale)	1950	Hourly 21.608 Monthly 3,511.300 Annual 42,135.600										22.040 3,581.500 42,978.000	22.481 3,653.163 43,837.950	23.155 3,762.688 45,152.250
246		2	Entry Point Screener - 2015	MM	2015	Hourly 20.709 Monthly 3,477.386 Annual 41,728.635										21.123 3,546.904 42,562.845	21.545 3,617.765 43,413.175	22.191 3,726.239 44,714.865
247	23-53HA	1	Environmental Assistant	MH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
248	23-53HALH	1	Environmental Cleaning	CH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.445 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
249	23-53HS	2	Environmental Cleaning - PIO	CH	2015	Hourly 27.640 Monthly 4,641.217 Annual 55,694.600	28.392 4,767.490 57,209.880	29.162 4,896.786 58,761.430	29.957 5,030.280 60,363.355	30.773 5,167.300 62,007.595	31.615 5,308.685 63,704.225					32.247 5,414.809 64,377.705	32.892 5,523.115 66,277.380	33.879 5,688.849 68,266.185
250	23-53HA	1	Environmental Cleaning Aide 1	SOGH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
251	23-53HA	1	Environmental Services Attendant	MHC	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
252	23-53HA	1	EPH Caretaker	MM	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
253		2	Equipment & Supply Coordinator	SBH	2015	Hourly 28.156 Monthly 4,727.862 Annual 56,734.340	28.922 4,856.486 58,277.830	29.707 4,988.300 59,859.605	30.520 5,124.817 61,497.800	31.353 5,264.691 63,176.295	32.214 5,409.268 64,911.210					32.858 5,517.406 66,208.870	33.515 5,627.727 67,532.725	34.520 5,796.483 69,557.800
254		2	Facility Assistant	NCC	2015	Hourly 26.598 Monthly 4,466.248 Annual 53,594.970	27.147 4,558.434 54,701.205	27.765 4,662.206 55,946.475	28.411 4,770.680 57,248.165	29.169 4,897.961 58,775.535	29.843 5,011.137 60,133.645					30.440 5,111.383 61,336.600	31.049 5,213.645 62,563.735	31.980 5,369.975 64,439.700
255		2	Facility Tradesperson	CH	2015	Hourly 37.925 Monthly 6,368.240 Annual 76,418.875										38.684 6,495.688 77,948.260	39.458 6,625.656 79,507.870	40.642 6,824.469 81,893.630
256		2	Finance Assistant - Accountant	WHC	2080	Hourly 33.384 Monthly 5,786.560 Annual 69,438.720	34.304 5,946.027 71,352.320	35.255 6,110.867 73,330.400	36.231 6,280.040 75,360.480	37.237 6,454.413 77,452.960	38.273 6,633.987 79,607.840					39.038 6,766.587 81,199.040	39.819 6,901.960 82,823.520	41.014 7,109.093 85,309.120
257		1	Finance Clerk	MCC	1950	Hourly 26.890 Monthly 4,369.625 Annual 52,435.500	27.604 4,485.650 53,827.800	28.341 4,605.413 55,264.950	29.100 4,728.750 56,745.000	29.881 4,855.663 58,267.950						30.478 4,952.675 59,434.050	31.089 5,051.963 60,623.550	32.022 5,203.575 62,442.900
258		1	Finance Clerk	NWC	1950	Hourly 26.890 Monthly 4,369.625 Annual 52,435.500	27.604 4,485.650 53,827.800	28.340 4,605.250 55,263.000	29.100 4,728.750 56,745.000	29.880 4,855.500 58,268.000						30.478 4,952.675 59,432.100	31.088 5,051.800 60,621.600	32.021 5,203.413 62,440.950
259		1	Finance Clerk - Community Sites	CRS	2015	Hourly 26.890 Monthly 4,515.279 Annual 54,183.350	27.604 4,635.172 55,622.060	28.340 4,758.758 57,105.100	29.100 4,886.375 58,636.500	29.880 5,017.350 60,208.200						30.478 5,117.764 61,413.170	31.088 5,220.193 62,642.320	32.021 5,376.860 64,522.315
260		2	Financial Reporting Assistant	CRS	1950	Hourly 27.184 Monthly 4,417.400 Annual 53,008.800	27.911 4,535.538 54,426.450	28.657 4,656.763 55,881.150	29.435 4,783.188 57,398.250	30.232 4,912.700 58,952.400	31.049 5,045.463 60,545.550	31.908 5,185.050 62,220.600				32.546 5,288.725 63,464.700	33.197 5,394.513 64,734.150	34.193 5,556.363 66,676.350
261	23-53HA	1	Floor Cleaner	BPCH PPCH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
262	23-53HA	1	Floor Cleaner	ASV	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
263	23-52UC	2	Food Production Attendant	SBH	2015	Hourly 23.965 Monthly 4,029.160 Annual 48,349.925	24.638 4,137.131 49,645.570	25.294 4,247.284 50,967.410	25.969 4,360.628 52,327.535	26.669 4,478.170 53,738.035	27.387 4,598.734 55,184.805					27.935 4,690.752 56,289.025	28.694 4,784.618 57,415.410	29.349 4,928.186 59,138.235
264	23-52DA	1	Food Service Attendant	SEPCH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year						
265	23-52DS	2	Food Service Supervisor	CH	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615					32.247	32.892	33.879					
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685							5,414.809	5,523.115	5,688.849			
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225							64,977.705	66,277.380	68,266.185			
266	23-52DS	2	Food Services & Cafeteria Supervisor	GH	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879				
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685							5,414.809	5,523.115	5,688.849			
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225							64,977.705	66,277.380	68,266.185			
267	23-52DA	1	Food Services Attendant - Dietetics	SBH	2015	Hourly	23.478	24.082	24.724	25.373	26.042							26.563	27.094	27.907				
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886								4,480.370	4,549.534	4,686.050			
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630								53,524.445	54,594.410	56,232.605			
268	23-52DA	1	Food Services Attendant-Special Feedings	SBH	2015	Hourly	23.478	24.082	24.724	25.373	26.042							26.563	27.094	27.907				
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886								4,480.370	4,549.534	4,686.050			
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630								53,524.445	54,594.410	56,232.605			
269	23-52DS	2	Food Services Supervisor	MHC	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879				
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685							5,414.809	5,523.115	5,688.849			
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225							64,977.705	66,277.380	68,266.185			
270	2	Food Services Supervisor - PIO	BPCH	2015	Hourly	28.778	29.310	29.854	30.409	30.972								31.591	32.223	33.190				
					Monthly	4,832.306	4,921.638	5,012.984	5,106.178	5,200.715									5,304.655	5,410.779	5,573.154			
					Annual	57,987.670	59,059.650	60,155.810	61,274.135	62,408.580									63,656.865	64,929.345	66,877.850			
271	2	Front Desk/Legal Assistant	NWC	1950	Hourly	23.375	23.995	24.638	25.294	25.969	26.669							27.202	27.746	28.578				
					Monthly	3,798.438	3,899.188	4,003.675	4,110.275	4,219.963	4,333.713								4,420.325	4,508.725	4,643.925			
					Annual	45,581.250	46,790.250	48,044.100	49,323.300	50,639.550	52,004.550								53,043.900	54,104.700	55,727.100			
272	2	Gardener	RHC	2015	Hourly	37.723												38.477	39.247	40.424				
					Monthly	6,334.320														6,480.930	6,590.225	6,787.863		
					Annual	76,011.845														77,531.155	79,082.705	81,454.360		
273	2	Gardener	DLC	2080	Hourly	33.004												33.664	34.337	35.367				
					Monthly	5,720.693														5,835.093	5,951.747	6,130.280		
					Annual	68,648.320														70,021.120	71,420.960	73,663.360		
274	2	Graphics Designer	SBH	2015	Hourly	30.295	31.029	31.879	32.756	33.658	34.585							35.277	35.983	37.062				
					Monthly	5,071.923	5,210.286	5,353.015	5,500.278	5,651.739	5,807.398									5,923.596	6,042.145	6,223.328		
					Annual	60,863.075	62,523.435	64,236.185	66,003.340	67,820.870	69,688.775									71,083.155	72,505.745	74,679.930		
275	1	Groundskeeper	GH	2015	Hourly	33.358												34.025	34.706	35.747				
					Monthly	5,601.364														5,713.365	5,827.716	6,002.517		
					Annual	67,216.370														68,560.375	69,932.590	72,030.205		
276	1	Groundskeeper	MHC	2015	Hourly	22.883	23.478	24.092	24.724	25.373								25.880	26.398	27.190				
					Monthly	3,842.437	3,942.348	4,045.448	4,151.572	4,260.550										4,345.683	4,432.664	4,565.654		
					Annual	46,109.245	47,308.170	48,545.380	49,818.860	51,126.595										52,148.200	53,191.970	54,787.850		
277	1	Groundskeeper	SBH	2080	Hourly	32.066	32.702	33.358											34.026	34.707	35.748			
					Monthly	5,558.107	5,668.347	5,782.227													5,897.840	6,015.880	6,196.320	
					Annual	66,697.280	68,020.160	69,386.720													70,774.080	72,190.560	74,355.840	
278	1	Groundskeeper / Maintenance Helper	HF	2015	Hourly	32.066	32.119	32.763	33.358										34.026	34.706	35.747			
					Monthly	5,384.416	5,393.315	5,501.454	5,601.364												5,713.365	5,827.716	6,002.517	
					Annual	64,612.990	64,719.785	66,017.445	67,216.370												68,560.375	69,932.590	72,030.205	
279	1	Groundskeeper Helper	GH	2015	Hourly	22.966												23.425	23.894	24.611				
					Monthly	3,856.374															3,933.448	4,012.201	4,132.597	
					Annual	46,276.490															47,201.375	48,146.410	49,591.165	
280	1	Groundskeeper/Maintenance Helper	ASV	2015	Hourly	24.565	25.210	25.877	26.560	27.267								27.812	28.368	29.219				
					Monthly	4,124.873	4,233.179	4,345.180	4,459.867	4,578.584											4,670.098	4,763.460	4,906.357	
					Annual	49,498.475	50,798.150	52,142.155	53,518.400	54,943.005											56,041.180	57,161.520	58,876.285	
281	1	Groundskeeper/Maintenance Helper	ASB	2015	Hourly	24.565	25.210	25.877	26.560	27.266								27.811	28.367	29.218				
					Monthly	4,124.873	4,233.179	4,345.012	4,459.867	4,578.416											4,669.930	4,763.292	4,906.189	
					Annual	49,498.475	50,798.150	52,140.140	53,518.400	54,940.980											56,039.165	57,159.505	58,874.270	
282	23-52DS	2,3	Head Cook	CHL (Northern Scale)	2080	Hourly	28.888	29.678	30.485	31.318	32.177	33.061							33.722	34.396	35.428			
						Monthly	5,007.253	5,144.187	5,284.067	5,428.453	5,577.347	5,730.573										5,845.147	5,961.973	6,140.853
						Annual	60,087.040	61,730.240	63,408.800	65,141.440	66,928.160	68,766.880										70,141.760	71,543.680	73,690.240
283	23-52DS	2	Head Cook	GLL	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615							32.247	32.892	33.879			
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685										5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225										64,977.705	66,277.380	68,266.185
284	2	Health Info Management Professional	MHC	2015	Hourly	39.228	40.327	41.455	42.615	43.815	45.051								45.952	46.871	48.277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814										7,716.107	7,870.422	8,106.513	
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765										92,593.280	94,445.065	97,278.155	
285	2	Health Info Mgmt Professional	RHC	2015	Hourly	39.228	40.327	41.455	42.615	43.815	45.051								45.952	46.871	48.277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814										7,716.107	7,870.422	8,106.513	
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765										92,593.280	94,445.065	97,278.155	
286	2	Health Infor Bed Mgmt Analyst	RHC	2015	Hourly	42.068	43.258	44.472	45.726	47.0														

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
289	2	Health Information Analyst	SOGH	2015	Hourly	42,068	43,258	44,472	45,726	47,013	48,342						49,309	50,295	51,804			
					Monthly	7,063.918	7,263.739	7,467.590	7,678.158	7,894.266	8,117.428									8,279.803	8,445.369	8,698.755
					Annual	84,767.020	87,164.870	89,611.080	92,137.890	94,731.195	97,409.130									99,357.635	101,344.425	104,385.060
290	2	Health Information Analyst	MHC	2015	Hourly	42,068	43,258	44,472	45,726	47,013	48,342						49,309	50,295	51,804			
					Monthly	7,063.918	7,263.739	7,467.590	7,678.158	7,894.266	8,117.428									8,279.803	8,445.369	8,698.755
					Annual	84,767.020	87,164.870	89,611.080	92,137.890	94,731.195	97,409.130									99,357.635	101,344.425	104,385.060
291	2	Health Information Analyst	RHC	2015	Hourly	42,068	43,258	44,472	45,726	47,013	48,342						49,309	50,295	51,804			
					Monthly	7,063.918	7,263.739	7,467.590	7,678.158	7,894.266	8,117.428									8,279.803	8,445.369	8,698.755
					Annual	84,767.020	87,164.870	89,611.080	92,137.890	94,731.195	97,409.130									99,357.635	101,344.425	104,385.060
292	2	Health Information Coordinator	GH	1950	Hourly	42,307	43,496	44,723	45,980	47,282	48,617						49,589	50,581	52,098			
					Monthly	6,874.888	7,088.100	7,267.488	7,471.750	7,683.325	7,900.263									8,058.213	8,219.413	8,465.925
					Annual	82,498.650	84,817.200	87,209.850	89,661.000	92,199.900	94,803.150									96,698.550	98,632.950	101,591.100
293	1	Health Information Data Integrity Clerk	MHC	1950	Hourly	26,890	27,604	28,341	29,100	29,881							30,479	31,089	32,022			
					Monthly	4,369.625	4,486.650	4,605.413	4,726.750	4,852.663										4,952.838	5,051.963	5,203.575
					Annual	52,435.500	53,877.800	55,264.950	56,745.000	58,267.950										59,434.050	60,693.550	62,442.900
294	2	Health Information Services Analyst	DLC	2015	Hourly	42,068	43,258	44,472	45,726	47,013	48,342						49,309	50,295	51,804			
					Monthly	7,063.918	7,263.739	7,467.590	7,678.158	7,894.266	8,117.428									8,279.803	8,445.369	8,698.755
					Annual	84,767.020	87,164.870	89,611.080	92,137.890	94,731.195	97,409.130									99,357.635	101,344.425	104,385.060
295	2	Health Information Services Analyst	SBH	2015	Hourly	42,068	43,258	44,472	45,726	47,013	48,342						49,309	50,295	51,804			
					Monthly	7,063.918	7,263.739	7,467.590	7,678.158	7,894.266	8,117.428									8,279.803	8,445.369	8,698.755
					Annual	84,767.020	87,164.870	89,611.080	92,137.890	94,731.195	97,409.130									99,357.635	101,344.425	104,385.060
296	1	Health Information Services Clerk	DLC	2015	Hourly	26,014	26,706	27,413	28,147	28,899							29,476	30,066	30,968			
					Monthly	4,368.184	4,484.383	4,603.100	4,726.350	4,852.456										4,949.512	5,048.583	5,200.043
					Annual	52,418.210	53,812.590	55,237.195	56,716.205	58,229.470										59,394.140	60,582.990	62,400.520
297	1	Health Information Services Clerk	RHC	2015	Hourly	26,890	27,604	28,341	29,100	29,881							30,479	31,089	32,022			
					Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518										5,117.932	5,220.351	5,377.028
					Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215										61,415.185	62,644.335	64,524.330
298	1	Health Information Services Clerk	RPG	2015	Hourly	26,018	26,706	27,414	28,148	28,899							29,477	30,067	30,969			
					Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624										4,949.680	5,048.750	5,200.211
					Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485										59,396.155	60,585.005	62,402.535
299	2	Health Information Services Intake Coordinator	DLC	2015	Hourly	44,604	45,863	47,160	48,489	49,855	51,262						52,308	53,554	54,955			
					Monthly	7,489.755	7,701.162	7,918.950	8,142.111	8,373.836	8,611.103									8,783.385	8,959.026	9,227.860
					Annual	89,877.060	92,413.945	95,027.400	97,705.335	100,486.035	103,333.230									105,400.620	107,508.310	110,734.325
300	2,3	Health Information Services Technician	CHL (Northern Scale)	1950	Hourly	41,054	42,208	43,393	44,612	45,872	47,169						48,112	49,074	50,546			
					Monthly	6,671.275	6,858.800	7,051.363	7,249.450	7,454.200	7,664.963									7,818.200	7,974.525	8,213.725
					Annual	80,055.300	82,305.600	84,616.350	86,993.400	89,450.400	91,979.550									93,818.400	95,694.300	98,564.700
301	2	Health Records Analyst	VGH	2015	Hourly	42,068	43,258	44,472	45,726	47,013	48,342						49,309	50,295	51,804			
					Monthly	7,063.918	7,263.739	7,467.590	7,678.158	7,894.266	8,117.428									8,279.803	8,445.369	8,698.755
					Annual	84,767.020	87,164.870	89,611.080	92,137.890	94,731.195	97,409.130									99,357.635	101,344.425	104,385.060
302	1	Health Records Clerk	GH	2015	Hourly	26,018	26,706	27,414	28,148	28,899							29,477	30,067	30,969			
					Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624										4,949.680	5,048.750	5,200.211
					Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485										59,396.155	60,585.005	62,402.535
303	1	Health Records Clerk	SOGH	2015	Hourly	26,018	26,706	27,414	28,148	28,899							29,477	30,067	30,969			
					Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624										4,949.680	5,048.750	5,200.211
					Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485										59,396.155	60,585.005	62,402.535
304	2	Health Records Technician	DLC	2015	Hourly	39,228	40,327	41,455	42,615	43,815	45,051						45,952	46,871	48,277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814									7,716.107	7,870.422	8,106.513
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765									92,593.280	94,445.065	97,278.155
305	2	Health Records Technician	GH	2015	Hourly	39,228	40,327	41,455	42,615	43,815	45,051						45,952	46,871	48,277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814									7,716.107	7,870.422	8,106.513
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765									92,593.280	94,445.065	97,278.155
306	2	Health Records Technician	SOGH	2015	Hourly	39,228	40,327	41,455	42,615	43,815	45,051						45,952	46,871	48,277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814									7,716.107	7,870.422	8,106.513
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765									92,593.280	94,445.065	97,278.155
307	2	Health Records Technician 1	VGH	2015	Hourly	39,228	40,327	41,455	42,615	43,815	45,051						45,952	46,871	48,277			
					Monthly	6,587.035	6,771.575	6,960.985	7,155.769	7,357.269	7,564.814									7,716.107	7,870.422	8,106.513
					Annual	79,044.420	81,258.905	83,531.825	85,869.225	88,287.225	90,777.765									92,593.280	94,445.065	97,278.155
308	2	Health Records Technician 2	VGH	2015	Hourly	43,452	44,674	45,934	47,236	48,570	49,944							50,943	51,962	53,521		
					Monthly	7,296.315	7,501.509	7,713.084	7,931.712	8,155.713	8,386.430									8,554.179	8,725.286	8,987.068
					Annual	87,555.780	90,018.110	92,557.010	95,180.540	97,868.550	100,637.160									102,650.145	104,703.430	107,844.815
309	2	Helper	SOGH	2015	Hourly	22,612											23,064	23,525	24,231			
					Monthly																	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
313		1	Housekeeper	MCC	1950	Hourly 23.545 Monthly 3,826.063 Annual 45,912.750	24.160 3,926.000 47,112.000	24.793 4,028.863 48,346.350	25.446 4,134.975 49,619.700	26.117 4,244.013 50,928.150						26.639 4,328.838 51,946.050	27.172 4,415.450 52,985.400	27.987 4,547.888 54,574.650
314	23-53HA	1	Housekeeper - Logistics Services	CRS	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
315	23-53HA	1	Housekeeper - N&FS - PIO	CRS	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
316	23-54LALH	1	Housekeeping - Lead Hand	GLL	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
317	23-53HA	1	Housekeeping Aide	ASJ, PPCH	1950	Hourly 23.478 Monthly 3,815.175 Annual 45,782.100	24.092 3,914.950 46,979.400	24.724 4,017.650 48,211.800	25.373 4,123.113 49,477.350	26.042 4,231.825 50,781.900						26.563 4,316.488 51,797.850	27.094 4,402.775 52,833.300	27.907 4,534.888 54,418.650
318	23-53HA	1	Housekeeping Aide	ASV	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
319	23-53HA	1	Housekeeping Aide	ASB, BPCH, CHPCH, FDL, HF, SCPCH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
320	23-53HA	1	Housekeeping Aide	RHC	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
321	23-53HA	1.3	Housekeeping Aide	CHL (Northern Scale)	2080	Hourly 24.499 Monthly 4,246.493 Annual 50,957.920	25.146 4,358.640 52,303.680	25.808 4,473.387 53,680.640	26.490 4,591.600 55,099.200	27.193 4,713.453 56,561.440						27.737 4,807.747 57,992.960	28.292 4,903.947 58,847.360	29.141 5,051.107 60,613.280
322	23-54LA	1	Housekeeping Aide & Laundry Aide	GLL, MM, LPCH, SEPCH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
323	23-53HA	1	Housekeeping Aide 1	VGH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
324	23-53HA2	1	Housekeeping Aide 2	VGH	2015	Hourly 24.993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
325	23-53HA2	1	Housekeeping Aide 2 - Laundry	CRS	2015	Hourly 24.993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
326	23-53HALH	1	Housekeeping Aide 3	GH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935						29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
327	23-53HA	1	Housekeeping Assistant	DM	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
328	23-53HA	1	Housekeeping Assistant	MM	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
329	23-53HA	1	Housekeeping Attendant	SBH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
330	23-53HA	1	Housekeeping Attendant	RPG	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
331	23-53HA	1	Housekeeping Attendant	SEPCH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
332	23-53HA2	1	Housekeeping Attendant	VGH	2015	Hourly 24.993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
333	23-53HA	1	Housekeeping Cleaner	DLC	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605
334	23-53HA2	1	Housekeeping Cleaner 2	DLC	2015	Hourly 24.993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
335	23-53HA2	1	Housekeeping Porter	SBH	2015	Hourly 24.993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115						28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
336	23-53HA	1	Housekeeping Unit Support Worker	SBH	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630						26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.907 4,686.050 56,232.605

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
385	23-53HS	2	Lead Hand Supervisor - Housekeeping (Day)	VGH	2015	Hourly 27.640 Monthly 4,641.217 Annual 55,694.600	28.382 4,767.490 57,208.880	29.162 4,896.786 58,761.430	29.957 5,030.280 60,363.355	30.773 5,167.300 62,007.595	31.615 5,308.685 63,704.225					32.247 5,414.809 64,977.705	32.892 5,523.115 66,277.380	33.879 5,688.849 68,266.185
386	23-55MDRL	2	Lead Hand, CPD	SBH	2015	Hourly 28.904 Monthly 5,020.876 Annual 60,250.515	30.749 5,158.232 61,898.785	31.557 5,298.946 63,587.365	32.424 5,444.530 65,334.360	33.317 5,594.480 67,133.755	34.237 5,748.963 68,987.555					34.922 5,863.986 70,367.830	35.620 5,981.192 71,774.300	36.689 6,160.695 73,928.335
387	23-53HALH	1	Lead Hand, Housekeeping, Laundry	ASB, ASV	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.259 4,924.828 59,097.935	29.928 5,057.133 60,740.225					29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
388	23-54LALH	1	Lead Hand, Housekeeping, Laundry	ASJ	1950	Hourly 26.398 Monthly 4,289.675 Annual 51,476.100	27.098 4,403.425 52,841.100	27.819 4,520.588 54,247.050	28.564 4,641.650 55,699.800	29.259 4,765.963 57,191.550	29.928 4,913.428 59,136.050					29.916 4,861.350 58,336.200	30.514 4,958.525 59,502.300	31.429 5,107.213 61,286.550
389	23-55MDRS	2	Lead Hand, Medical Device Reprocessing	MHC	2015	Hourly 34.436 Monthly 5,782.378 Annual 69,388.540	35.386 5,941.899 71,302.790	36.369 6,106.961 73,283.535	37.381 6,276.893 75,322.715	38.419 6,451.190 77,414.285	39.481 6,631.197 79,574.365					40.281 6,763.851 81,166.215	41.087 6,899.192 82,790.305	42.320 7,106.233 85,274.800
390	23-54LA2	1	Linens / Laundry Attendant	ASB	2015	Hourly 24.993 Monthly 4,196.741 Annual 50,360.895	25.648 4,306.727 51,680.720	26.323 4,420.070 53,040.845	27.023 4,537.612 54,451.345	27.741 4,658.176 55,898.115	28.474 4,782.828 57,424.340					28.296 4,751.370 57,016.440	28.862 4,846.411 58,156.930	29.728 4,991.827 59,901.920
391	23-54LA	1	Linens Services Aide	RHC	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630	26.724 4,484.116 53,863.715					26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.977 4,686.050 56,232.605
392	23-54LA	1	Linens Services Aide	HF	2015	Hourly 23.478 Monthly 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630	26.724 4,484.116 53,863.715					26.563 4,460.370 53,524.445	27.094 4,549.534 54,594.410	27.977 4,686.050 56,232.605
393	23-12J	2	Locksmith	SBH	2080	Hourly 40.558 Monthly 7,030.053 Annual 84,360.640	41.694 7,226.960 86,723.520	42.844 7,424.860 89,188.400	44.000 7,624.760 91,653.280	45.166 7,824.660 94,118.140	46.344 8,024.560 96,592.880					46.538 8,124.460 97,067.620	47.744 8,324.360 100,232.480	48.960 8,524.260 103,407.340
394		2	Machinist	SBH	2080	Hourly 47.189 Monthly 8,179.427 Annual 98,153.120	48.271 8,366.973 100,403.680	49.364 8,555.016 102,654.240	50.466 8,744.060 104,904.800	51.666 8,931.100 107,155.920	52.872 9,118.140 109,407.040					52.236 8,924.100 107,087.200	53.456 9,111.240 109,398.400	54.680 9,303.340 111,399.600
395		2	Machinist / Millwright / Industrial Mechanic	GH	2015	Hourly 48.761 Monthly 8,187.785 Annual 98,253.415	49.854 8,374.828 100,504.980	50.948 8,561.870 102,756.540	52.042 8,748.910 105,008.100	53.136 8,933.950 107,261.220	54.230 9,118.990 109,516.340					53.594 8,924.100 107,087.200	54.794 9,111.240 109,398.400	56.000 9,303.340 111,399.600
396		1	Mailroom Clerk - Finance	CRS	2015	Hourly 24.348 Monthly 4,088.603 Annual 49,063.235	24.993 4,196.741 50,360.895	25.648 4,306.727 51,680.720	26.326 4,420.574 53,040.845	27.023 4,537.612 54,451.345	27.724 4,658.176 55,898.115					27.563 4,628.287 55,539.445	28.114 4,720.809 56,649.710	28.957 4,862.363 58,348.355
397		1	Maintenance 1	GWCL	2015	Hourly 31.072 Monthly 5,217.507 Annual 62,610.080	31.872 5,329.641 64,539.696	32.672 5,441.780 66,469.312	33.472 5,553.919 68,398.928	34.272 5,666.058 70,318.544	35.072 5,778.197 72,228.170					34.693 5,639.247 67,670.964	35.513 5,759.387 69,101.844	36.343 5,840.577 70,975.714
398		1	Maintenance 1	GWCL	2015	Hourly 31.072 Monthly 5,217.507 Annual 62,610.080	31.872 5,329.641 64,539.696	32.672 5,441.780 66,469.312	33.472 5,553.919 68,398.928	34.272 5,666.058 70,318.544	35.072 5,778.197 72,228.170					34.693 5,639.247 67,670.964	35.513 5,759.387 69,101.844	36.343 5,840.577 70,975.714
399		1	Maintenance 2	GWCL	2015	Hourly 24.565 Monthly 4,124.873 Annual 49,498.475	25.210 4,233.179 50,798.150	25.876 4,345.012 52,140.140	26.560 4,459.867 53,518.400	27.266 4,578.416 54,940.990	27.972 4,700.165 56,371.480					27.811 4,669.930 56,039.165	28.367 4,763.292 57,159.505	29.218 4,906.189 58,874.270
400	23-93C	2	Maintenance 3rd Class Engineer	ASB	2080	Hourly 45.666 Monthly 7,915.440 Annual 94,985.280	47.928 8,307.520 99,690.240	50.190 8,500.600 101,891.200	52.452 8,693.680 103,997.160	54.714 8,886.760 106,103.120	56.976 9,079.840 108,315.080					48.887 8,473.747 101,684.960	49.865 8,643.267 103,719.200	51.361 8,902.573 106,830.880
401	23-93E	2	Maintenance 5th Class Engineer	ASJ	2080	Hourly 34.648 Monthly 6,005.653 Annual 72,067.840	35.290 6,116.933 73,403.200	35.932 6,228.016 74,738.560	36.574 6,340.099 76,068.920	37.216 6,451.282 77,399.280	37.858 6,562.465 78,710.640					35.996 6,239.307 74,871.680	36.716 6,364.107 76,369.280	37.817 6,554.947 78,659.360
402		2	Maintenance Coordinator	SEPCH	2015	Hourly 42.598 Monthly 7,152.914 Annual 85,834.970	45.258 7,598.573 91,194.870	47.918 8,044.232 96,555.770	50.578 8,490.350 101,916.570	53.238 8,936.468 107,238.270	55.898 9,382.586 112,559.970					46.163 7,751.537 93,018.445	47.086 7,906.524 94,878.290	48.489 8,143.900 97,725.485
403		2	Maintenance Coordinator - Plant & Prop	RHC	2015	Hourly 49.705 Monthly 8,346.298 Annual 100,155.575	51.324 8,618.155 103,417.860	52.943 8,900.759 106,809.105	54.562 9,193.605 110,323.265	57.182 9,486.453 112,829.610	59.421 9,879.301 118,740.060					55.846 9,377.474 112,529.690	56.963 9,565.037 114,780.445	58.672 9,852.007 118,224.000
404		2	Maintenance Dispatch Clerk	SBH	2015	Hourly 23.375 Monthly 3,925.052 Annual 47,100.625	23.994 4,028.993 48,347.910	24.638 4,137.131 49,645.570	25.294 4,247.284 50,967.410	25.971 4,360.964 52,331.565	26.660 4,478.170 53,738.035					27.202 4,567.669 54,812.030	27.746 4,659.016 55,908.190	28.578 4,798.723 57,584.670
405		2	Maintenance Electronic Technologist	DLC	2080	Hourly 50.131 Monthly 8,689.373 Annual 104,272.480	51.750 8,980.515 108,966.160	53.369 9,271.660 112,660.840	55.008 9,562.805 115,755.520	56.627 9,853.950 118,549.180	58.246 10,145.095 121,443.540					51.134 8,863.227 106,358.720	52.157 9,040.547 108,486.560	53.722 9,311.813 111,741.760
406	23-93C	2	Maintenance Engineer	SBH	2080	Hourly 45.666 Monthly 7,915.440 Annual 94,985.280	47.928 8,307.520 99,690.240	50.190 8,500.600 101,891.200	52.452 8,693.680 103,997.160	54.714 8,886.760 106,103.120	56.976 9,079.840 108,315.080					48.887 8,473.747 101,684.960	49.865 8,643.267 103,719.200	51.361 8,902.573 106,830.880
407	23-93C	2	Maintenance Engineer	SBH	2080	Hourly 45.666 Monthly 7,915.440 Annual 94,985.280	47.928 8,307.520 99,690.240	50.190 8,500.600 101,891.200	52.452 8,693.680 103,997.160	54.714 8,886.760 106,103.120	56.976 9,079.840 108,315.080					48.887 8,473.747 101,684.960	49.865 8,643.267 103,719.200	51.361 8,902.573 106,830.880
408	23-93E	2	Maintenance Engineer - 5th Class	SCPCH	2015	Hourly 34.648 Monthly 5,817.977 Annual 69,815.720	35.290 5,925.779 71,109.350	35.932 6,037.924 72,461.640	36.574 6,149.067 73,817.960	37.216 6,260.210 75,174.270	37.858 6,371.353 76,530.580					35.996 6,044.328 72,531.940	36.716 6,165.228 73,982.740	37.817 6,350.105 76,201.255

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year
409	23-93E	2	Maintenance Engineer - 5th Class	FDL, ASB, ASV	2080	Hourly 34,648 Monthly 6,005.653 Annual 72,067.840	35,290 6,116.933 73,403.200									35,996 6,239.307 74,871.680	36,716 6,364.107 76,389.280	37,817 6,554.947 78,659.360
410		2	Maintenance Engineer (5th Class)	MCC	1950	Hourly 30,717 Monthly 4,991.513 Annual 59,898.150										31,331 5,091.288 61,095.450	31,958 5,193.175 62,318.100	32,917 5,349.013 64,188.150
411		2	Maintenance Engineer (5th Class) - PIO	MCC	1950	Hourly 37,784 Monthly 6,139.900 Annual 73,678.800	38,501 6,256.413 75,076.950									39,271 6,381.538 76,578.450	40,056 6,509.100 78,109.200	41,258 6,704.425 80,453.100
412		1	Maintenance Helper	ASJ	1950	Hourly 24,565 Monthly 3,991.813 Annual 47,901.750	25,210 4,096.625 49,159.500	25,876 4,204.850 50,458.200	26,560 4,316.000 51,792.000	27,266 4,430.725 53,168.700						27,811 4,519.288 54,231.450	28,367 4,609.638 55,315.650	29,218 4,747.925 56,975.100
413		1,3	Maintenance Helper	CHL (Northern Scale)	2015	Hourly 27,008 Monthly 4,535.093 Annual 54,421.120	27,484 4,615.022 55,380.280	27,999 4,701.499 56,417.985	28,482 4,782.603 57,391.230							29,052 4,878.315 58,539.780	29,633 4,975.875 59,710.495	30,522 5,125.153 61,501.830
414		1	Maintenance Helper	GH	2015	Hourly 31,095 Monthly 5,221.369 Annual 62,656.425		25,210 4,233.179 50,798.150	25,876 4,345.012 53,518.400	26,560 4,459.867 54,940.990	27,266 4,578.416 54,940.990					27,811 4,669.930 56,039.165	28,367 4,763.292 57,159.505	29,218 4,906.189 58,874.270
415		1	Maintenance Helper	SCPCH	2015	Hourly 24,565 Monthly 4,124.873 Annual 49,498.475	25,210 4,233.179 50,798.150	25,876 4,345.012 53,518.400	26,560 4,459.867 54,940.990	27,266 4,578.416 54,940.990						27,811 4,669.930 56,039.165	28,367 4,763.292 57,159.505	29,218 4,906.189 58,874.270
416		2	Maintenance Mechanic	CH	2015	Hourly 37,925 Monthly 6,368.240 Annual 76,418.875										38,684 6,495.688 77,948.260	39,458 6,625.656 79,507.870	40,642 6,824.469 81,893.630
417		2	Maintenance Mechanic	DLC	2080	Hourly 35,724 Monthly 6,192.160 Annual 74,305.920										36,438 6,315.920 75,791.040	37,167 6,442.280 77,307.360	38,282 6,635.547 79,626.580
418		2	Maintenance Mechanic	SBH	2080	Hourly 37,925 Monthly 6,573.667 Annual 78,884.000										38,684 6,705.227 80,462.720	39,458 6,839.387 82,072.640	40,642 7,044.613 84,535.360
419		2	Maintenance Mechanic	SOGH	2015	Hourly 43,645 Monthly 7,328.723 Annual 87,944.675										44,518 7,475.314 89,703.770	45,408 7,624.760 91,497.120	46,770 7,853.463 94,241.550
420		2	Maintenance Mechanic - N&S	CRS	2015	Hourly 46,610 Monthly 7,826.596 Annual 93,919.150	47,706 8,010.633 96,127.590	48,833 8,199.875 98,398.495	49,984 8,393.147 100,717.760							50,984 8,561.063 102,732.760	52,004 8,732.338 104,788.060	53,564 8,994.288 107,931.460
421	23-93B	2	Maintenance Power Engineer (2nd Class)	MHC	1950	Hourly 55,342 Monthly 8,993.075 Annual 107,916.900	56,396 9,164.350 109,972.200									57,524 9,347.650 112,171.800	58,674 9,534.525 114,414.300	60,434 9,820.525 117,846.300
422		2	Maintenance Systems Technologist	SBH	2080	Hourly 49,705 Monthly 8,615.533 Annual 103,386.400	51,324 8,896.160 106,753.920	53,007 9,187.880 110,254.560	54,751 9,490.173 113,882.080							55,846 9,679.973 116,159.680	56,963 9,873.587 118,483.040	58,672 10,169.813 122,037.760
423	23-93E	2	Maintenance Technician	RHC	2015	Hourly 34,648 Monthly 5,817.977 Annual 69,815.720	35,290 5,925.779 71,109.350									35,996 6,044.328 72,531.940	36,716 6,165.228 73,982.740	37,817 6,350.105 76,201.255
424		2,3	Maintenance Tradesperson	CHL (Northern Scale)	2015	Hourly 40,967 Monthly 6,879.042 Annual 82,548.505	42,369 7,114.461 85,373.535	43,833 7,360.291 88,323.495	45,425 7,627.615 91,531.375							46,334 7,780.251 93,363.010	47,261 7,935.910 95,230.915	48,679 8,174.015 98,088.185
425	23-93E	2	Maintenance Utility Person	RHC	2015	Hourly 34,648 Monthly 5,817.977 Annual 69,815.720	35,290 5,925.779 71,109.350									35,996 6,044.328 72,531.940	36,716 6,165.228 73,982.740	37,817 6,350.105 76,201.255
426		1	Maintenance Worker	MCC	1950	Hourly 25,283 Monthly 4,108.488 Annual 49,301.850	25,950 4,216.875 50,602.500	26,638 4,328.675 51,944.100	27,344 4,443.400 53,320.800	28,072 4,561.700 54,740.400						28,630 4,652.863 55,834.350	29,206 4,745.975 56,951.700	30,082 4,888.325 58,659.900
427		1,3	Maintenance Worker	CHL (Northern Scale)	2015	Hourly 30,473 Monthly 5,116.925 Annual 61,403.095	31,031 5,210.622 62,527.465	31,603 5,306.670 63,680.045								32,235 5,412.794 64,953.525	32,880 5,521.100 66,283.200	33,866 5,686.666 68,239.990
428		1	Maintenance Worker 1	GLL, MM	2015	Hourly 24,565 Monthly 4,124.873 Annual 49,498.475	25,210 4,233.179 50,798.150	25,876 4,345.012 53,518.400	26,560 4,459.867 54,940.990	27,266 4,578.416 54,940.990						27,811 4,669.930 56,039.165	28,367 4,763.292 57,159.505	29,218 4,906.189 58,874.270
429	23-93E	2	Maintenance Worker II (Maintenance Worker 2)	GLL	2015	Hourly 34,648 Monthly 5,817.977 Annual 69,815.720	35,290 5,925.779 71,109.350									35,996 6,044.328 72,531.940	36,716 6,165.228 73,982.740	37,817 6,350.105 76,201.255
430		2	Maintenance-Electrical	BPCH	2015	Hourly 23,557 Monthly 3,955.613 Annual 47,467.355	24,204 4,064.255 48,771.080	24,850 4,172.729 50,072.750	25,437 4,271.296 51,255.555	26,197 4,398.913 52,786.955	26,907 4,518.134 54,217.605					27,445 4,608.473 55,301.675	27,994 4,700.659 56,407.910	28,834 4,841.709 58,100.510
431		2	Maintenance Engineer (5th Class)	KL	2080	Hourly 30,303 Monthly 5,252.620 Annual 63,030.240		26,044 4,373.222 52,478.660	26,744 4,490.763 55,339.960	27,464 4,611.663 58,841.135	28,209 4,736.761 58,384.625	28,975 4,865.385 58,384.625				29,555 4,962.777 59,553.325	30,146 5,062.616 60,744.190	31,050 5,213.813 62,565.750
432		2	Material Handler	RHC	2015	Hourly 25,363 Monthly 4,258.870 Annual 51,106.445	26,044 4,373.222 52,478.660	26,744 4,490.763 55,339.960	27,464 4,611.663 58,841.135	28,209 4,736.761 58,384.625	28,975 4,865.385 58,384.625					29,555 4,962.777 59,553.325	30,146 5,062.616 60,744.190	31,050 5,213.813 62,565.750

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Table with columns: Row, Standard Grp No., Note, Employer Classification, Site*, Annual Hours, Start, Step 1, Step 2, Step 3, Step 4, Step 5, Step 6, Step 7, Step 8, Step 9, 15 Year, 20 Year, 25 Year. Rows 433-456.

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
457	1		Medical Transcriptionist	CRS, SBH	2015	Hourly	26.802	27.513	28.250	29.006	29.784						30.380	30.988	31.918			
						Monthly	4,500.503	4,619.891	4,743.646	4,870.591	5,001.230									5,101.308	5,203.402	5,359.564
						Annual	54,006.030	55,438.695	56,923.750	58,447.090	60,014.760									61,215.700	62,440.820	64,314.770
458	1		Medical Transcriptionist	CRS, SOGH	2015	Hourly	26.802	27.513	28.251	29.006	29.784						30.380	30.988	31.918			
						Monthly	4,500.503	4,619.891	4,743.814	4,870.591	5,001.230									5,101.308	5,203.402	5,359.564
						Annual	54,006.030	55,438.695	56,925.765	58,447.090	60,014.760									61,215.700	62,440.820	64,314.770
459	1		Medical Transcriptionist - HIS	CRS	2015	Hourly	26.802	27.513	28.251	29.006	29.784						30.380	30.988	31.918			
						Monthly	4,500.503	4,619.891	4,743.814	4,870.591	5,001.230									5,101.308	5,203.402	5,359.564
						Annual	54,006.030	55,438.695	56,925.765	58,447.090	60,014.760									61,215.700	62,440.820	64,314.770
460	1		Medical Transcriptionist, Health Records	SBH	2015	Hourly	26.802	27.513	28.250	29.006	29.784						30.380	30.988	31.918			
						Monthly	4,500.503	4,619.891	4,743.646	4,870.591	5,001.230									5,101.308	5,203.402	5,359.564
						Annual	54,006.030	55,438.695	56,923.750	58,447.090	60,014.760									61,215.700	62,440.820	64,314.770
461	2		Medical-legal Correspondent	SBH	2015	Hourly	40.422	41.591	42.718	43.920	45.155	46.428					47.357	48.304	49.753			
						Monthly	6,787.528	6,977.105	7,173.064	7,374.900	7,582.277	7,796.035								7,952.030	8,111.047	8,354.358
						Annual	81,450.330	83,725.265	86,076.770	88,498.800	90,987.325	93,552.420								95,424.355	97,332.560	100,252.295
462	2		Messenger	SBH	2015	Hourly	22.185	22.767	23.371	23.989	24.632	25.290						25.796	26.312	27.101		
						Monthly	3,725.231	3,822.959	3,924.380	4,028.153	4,136.123	4,246.613								4,331.578	4,418.223	4,550.710
						Annual	44,702.775	45,875.505	47,092.565	48,337.835	49,633.480	50,959.350								51,978.940	53,018.680	54,608.515
463	2		Messenger	DLC	2015	Hourly	23.230	23.849	24.482	25.135	25.809	26.504						27.034	27.575	28.402		
						Monthly	3,900.704	4,004.645	4,110.936	4,220.585	4,333.761	4,450.463								4,539.459	4,630.302	4,789.169
						Annual	46,808.450	48,055.735	49,331.230	50,647.025	52,005.135	53,405.560								54,473.510	55,563.625	57,230.030
464	2		Millwright	VGH	2080	Hourly	46.369	46.584	46.819	48.761							48.736	50.731	52.253			
						Monthly	8,037.293	8,076.293	8,115.293	8,451.907										8,620.907	8,793.373	9,057.187
						Annual	96,447.520	96,915.520	97,383.520	101,422.880										103,450.880	105,520.480	108,686.240
465	2		Millwright - Mechanic	DLC	2080	Hourly	48.761									48.736	50.731	52.253				
						Monthly	8,451.907												8,620.907	8,793.373	9,057.187	
						Annual	101,422.880												103,450.880	105,520.480	108,686.240	
466	23-52C	2	NFS Cook	HF	2015	Hourly	27.104	27.835	28.590	29.367	30.169	30.993					31.613	32.245	33.212			
						Monthly	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878	5,204.241								5,308.350	5,414.473	5,576.848
						Annual	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535	62,450.895								63,700.195	64,973.675	66,922.180
467	23-52UC	2	NFS Cook's Helper	HF	2015	Hourly	23.995	24.638	25.294	25.969	26.669	27.387					27.935	28.674	29.349			
						Monthly	4,029.160	4,137.131	4,247.284	4,360.628	4,478.170	4,598.734								4,690.752	4,784.618	4,928.186
						Annual	48,349.925	49,645.570	50,967.410	52,327.535	53,738.035	55,184.805								56,289.025	57,415.410	59,138.235
468	2		NFS Maintenance Mechanic-Lead Hand	CRS	2015	Hourly	52.043	52.725	53.415							54.483	55.573	57.240				
						Monthly	8,738.887	8,853.406	8,969.269											9,148.604	9,331.633	9,611.590
						Annual	104,866.645	106,240.875	107,631.225											109,783.245	111,979.595	115,338.600
469	2.3		Northern Patient Transportation Clerk-PIO	CHL (Northern Scale)	2015	Hourly	27.638	28.386	29.158	29.951	30.770	31.611					32.443	32.888	33.875			
						Monthly	4,640.881	4,766.483	4,896.114	5,029.272	5,166.796	5,308.014								5,414.137	5,522.443	5,688.177
						Annual	55,690.570	57,197.790	58,753.370	60,351.265	62,001.550	63,696.165								64,969.645	66,289.320	68,258.125
470	1		Nursing Department Clerk	BPCH	1950	Hourly	26.398	27.098	27.819	28.564	29.329						29.616	30.514	31.429			
						Monthly	4,289.675	4,403.425	4,520.588	4,641.650	4,765.963									4,861.350	4,958.525	5,107.213
						Annual	51,476.100	52,841.100	54,247.050	55,699.800	57,191.550									58,336.200	59,502.300	61,286.590
471	23-52C	2	Nutrition Support Worker	GH	2015	Hourly	27.104	27.835	28.590	29.367	30.169	30.993					31.613	32.245	33.212			
						Monthly	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878	5,204.241								5,308.350	5,414.473	5,576.848
						Annual	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535	62,450.895								63,700.195	64,973.675	66,922.180
472	2		Occupational Technician	DLC	2015	Hourly	26.790	27.511	28.255	29.021	29.813	30.626					31.239	31.864	32.820			
						Monthly	4,498.488	4,619.555	4,744.485	4,873.110	5,006.100	5,142.616								5,245.549	5,350.497	5,511.025
						Annual	53,981.850	55,434.665	56,933.825	58,477.315	60,073.195	61,711.390								62,946.585	64,205.960	66,132.300
473	2		Office Assistant 2	Com	1885	Hourly	27.970	28.614	29.352	30.044	30.831	31.714					32.348	32.995	33.985			
						Monthly	4,393.621	4,494.783	4,610.710	4,719.412	4,843.036	4,981.741								5,081.332	5,182.965	5,338.477
						Annual	52,723.450	53,937.390	55,328.520	56,632.940	58,116.435	59,780.890								60,975.980	62,195.575	64,061.725
474	2		Office Assistant 2	Com	2015	Hourly	27.970	28.614	29.352	30.044	30.831	31.714					32.348	32.995	33.985			
						Monthly	4,696.629	4,804.768	4,928.690	5,044.888	5,177.039	5,325.309								5,431.768	5,540.410	5,706.648
						Annual	56,359.550	57,657.210	59,144.280	60,538.660	62,124.465	63,903.710								65,181.220	66,484.925	68,479.775
475	2		Office Assistant 3 PIO	Com	1885	Hourly	30.140	30.904	31.656	32.419	33.314	34.172					34.855	35.552	36.619			
						Monthly	4,734.492	4,854.503	4,972.630	5,092.485	5,233.074	5,367.852								5,475.140	5,584.627	5,752.235
						Annual	56,813.900	58,254.040	59,671.560	61,109.815	62,796.890	64,614.220								65,701.675	67,015.520	69,026.815
476	2		Office Assistant 3 PIO	Com	2015	Hourly	30.140	30.904	31.656	32.419	33.314	34.172					34.855	35.552	36.619			
						Monthly	5,061.008	5,189.297	5,315.570	5,443.690	5,593.976	5,738.048								5,852.735	5,969.773	6,148.940
						Annual	60,732.100	62,271.560	63,786.840	65,324.285	67,127.710	69,256.580								70,232.825	71,637.280	73,787.285
477	1		Office Clerk	NWC	1950	Hourly	26.890	27.604	28.341	29.100	29.881						30.479	31.089	32.022			
						Monthly	4,369.625	4,485.650	4,605.413	4,728.750	4,855.663									4,952.838	5,051.963	5,203.575
						Annual	52,435.500	53,827.800	55,264.950	56,745.000	58,267.950									59,434.500	60,823.550	62,442.900

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year								
481		2	OR Slatng Clerk	CH	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169					30.772	31.387	32.329							
						Monthly	4,431.993	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878									5,167.132	5,270.400	5,428.578			
						Annual	53,183.910	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535										62,005.580	63,244.805	65,142.935		
482		2	OR Slatng Clerk	GH	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169					30.772	31.387	32.329							
						Monthly	4,431.993	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878									5,167.132	5,270.400	5,428.578			
						Annual	53,183.910	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535										62,005.580	63,244.805	65,142.935		
483		1	Outreach Secretary	MCC	1950	Hourly	26.062	26.751	27.463	28.194	28.951						29.530	30.121	31.025							
						Monthly	4,235.075	4,347.038	4,462.738	4,581.525	4,704.538										4,798.625	4,894.663	5,041.563			
						Annual	50,820.900	52,164.450	53,552.850	54,978.300	56,454.450											57,583.500	58,735.950	60,498.750		
484		1	Outreach Secretary - PIO	MCC	1950	Hourly	27.732	28.430	29.151	29.928						30.512	31.227	31.427								
						Monthly	4,506.450	4,571.125	4,636.288	4,700.800	4,765.638										4,861.025	4,958.200	5,106.888			
						Annual	54,077.400	54,853.500	55,635.450	56,409.600	57,187.650											58,332.300	59,498.400	61,282.650		
485		2	PACS Administrative Clerk	GH	2015	Hourly	31.337	31.826	32.539	33.341							34.008	34.688	35.729							
						Monthly	5,262.005	5,360.908	5,463.840	5,598.510											5,710.510	5,824.693	5,999.985			
						Annual	63,144.055	64,330.890	65,566.085	67,182.115												68,526.120	69,896.320	71,993.935		
486	23-12G	2	Painter	CH	1950	Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	6,669.488	6,856.525														6,993.675	7,133.588	7,347.600		
						Annual	80,033.850	82,278.300															83,924.100	85,603.050	88,171.200	
487	23-12G	2	Painter	RHC	2015	Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	6,891.804	7,085.076															7,226.798	7,371.374	7,592.520	
						Annual	82,701.645	85,020.910																86,721.570	88,456.485	91,110.240
488	23-12G	2	Painter	SBH	2080	Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	7,114.120	7,313.627															7,459.920	7,609.160	7,837.440	
						Annual	85,369.440	87,763.520																89,519.040	91,309.920	94,049.280
489	23-12G	2	Painter	DLC	2080	Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	7,114.120	7,313.627																7,459.920	7,609.160	7,837.440
						Annual	85,369.440	87,763.520																	89,519.040	91,309.920
490	23-12GL	2	Painter - Lead Hand	MHC	2015	Hourly	43.709	44.941									45.840	46.757	48.160							
						Monthly	7,339.470	7,546.343																7,697.300	7,851.280	8,086.867
						Annual	88,073.635	90,556.115																	92,367.600	94,215.355
491	23-12G	2	Painter - PIO	RHC	2015	Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	6,891.804	7,085.076																7,226.798	7,371.374	7,592.520
						Annual	82,701.645	85,020.910																	86,721.570	88,456.485
492	23-12G	2	Painter (Journeyman)	1950		Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	6,669.488	6,856.525																6,993.675	7,133.588	7,347.600
						Annual	80,033.850	82,278.300																	83,924.100	85,603.050
493	23-12G	2	Painter (Journeyman)	GH	2015	Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	6,891.804	7,085.076																7,226.798	7,371.374	7,592.520
						Annual	82,701.645	85,020.910																	86,721.570	88,456.485
494	23-12G	2	Painter (Journeyman)	SOGH	2015	Hourly	41.043	42.194									43.038	43.899	45.216							
						Monthly	6,891.804	7,085.076																7,226.798	7,371.374	7,592.520
						Annual	82,701.645	85,020.910																	86,721.570	88,456.485
495	23-12GL	2	Painter 2	VGH	2080	Hourly	43.709	44.941									45.840	46.757	48.160							
						Monthly	7,576.227	7,788.773																7,945.600	8,104.547	8,347.733
						Annual	90,914.720	93,477.280																	95,347.200	97,254.560
496		2	Patient Accounts Clerk	SBH	2015	Hourly	27.223	27.957	28.716	29.498	30.302	31.129					31.752	32.387	33.359							
						Monthly	4,571.195	4,694.446	4,821.895	4,953.206	5,088.211	5,227.078												5,331.690	5,438.317	5,601.532
						Annual	54,854.345	56,333.355	57,862.740	59,438.470	61,059.530	62,724.935													63,980.280	65,259.805
497		1	Patient Registrar	MHC	2015	Hourly	26.890	27.604	28.341	29.100	29.881						30.479	31.089	32.022							
						Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518													5,117.932	5,220.361	5,377.028
						Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215														61,415.185	62,644.335
498		1	Patient Registration Clerk	GH	2015	Hourly	26.018	26.706	27.414	28.148	28.899						30.067	30.899	30.969							
						Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624													4,949.660	5,048.750	5,200.211
						Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485														59,396.155	60,585.005
499		1	Patient Registration Clerk	SBH	2015	Hourly	26.890	27.604	28.340	29.100	29.880						30.478	31.088	32.021							
						Monthly	4,515.279	4,635.172	4,758.758	4,886.375	5,017.350													5,117.764	5,220.193	5,376.860
						Annual	54,183.350	55,622.060	57,105.100	58,636.500	60,208.200														61,413.170	62,642.320
500	23-53HA	1	Patient Services Assistant	SOGH	2015	Hourly	23.478	24.082	24.724	25.373	26.042						26.563	27.094	27.907							
						Monthly	3,942.348	4,045.448	4,151.572	4,260.550	4,372.886													4,460.370	4,549.534	4,686.050
						Annual	47,308.170	48,545.380	49,818.860	51,126.595	52,474.630														53,524.445	54,594.410
501		2	Patrol Officer / Community Host	MCC	1950	Hourly	25.346	26.048	26.822	27.645	28.494	29.370	30.280				30.886	31.504	32.449							
						Monthly	4,118.725	4,232.800	4,358.575	4,492.313	4,630.275	4,772.625	4,920.500											5,018.975	5,119.400	5,272.963
						Annual	49,424.700	50,793.600	52,302.900	53,907.750	55,563.300	57,271.500	59,046.000												60,227.700	61,432.800
502		2	Payroll / Finance Assistant	NCC	2015	Hourly	26.598	27.147	27.765</																	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
505		1	Plant Services Clerk	MHC	2015	Hourly	26.890	27.604	28.341	29.100	29.881						30.479	31.089	32.022			
						Monthly	4,515.279	4,635.172	4,758.926	4,886.375	5,017.518									5,117.932	5,220.361	5,377.028
						Annual	54,183.350	55,622.060	57,107.115	58,636.500	60,210.215									61,415.185	62,644.335	64,524.330
506	23-12F	2	Plumber	CH	2015	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,163.773	8,394.994												8,562.910	8,734.185	8,996.135
						Annual	97,965.270	100,739.925												102,754.925	104,810.225	107,953.625
507	23-12F	2	Plumber	SOGH	2015	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,163.773	8,394.994												8,562.910	8,734.185	8,996.135
						Annual	97,965.270	100,739.925												102,754.925	104,810.225	107,953.625
508	23-12F	2	Plumber	SBH	2080	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,427.120	8,665.800												8,839.133	9,015.933	9,286.333
						Annual	101,125.440	103,989.600												106,069.600	108,191.200	111,436.000
509	23-12F	2	Plumber	VGH	2080	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,427.120	8,665.800												8,839.133	9,015.933	9,286.333
						Annual	101,125.440	103,989.600												106,069.600	108,191.200	111,436.000
510	23-12F	2	Plumber - Steamfitter	DLC	2080	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,427.120	8,665.800												8,839.133	9,015.933	9,286.333
						Annual	101,125.440	103,989.600												106,069.600	108,191.200	111,436.000
511	23-12FL	2	Plumber - Supervisor	DLC	2080	Hourly	51.937	53.415									54.483	55.573	57.240			
						Monthly	9,002.413	9,258.600												9,443.720	9,632.653	9,921.600
						Annual	108,028.960	111,103.200												113,324.640	115,591.840	119,059.200
512	23-12F	2	Plumber (Journeyman)	MHC	2015	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,163.773	8,394.994												8,562.910	8,734.185	8,996.135
						Annual	97,965.270	100,739.925												102,754.925	104,810.225	107,953.625
513	23-12F	2	Plumber (Journeyman)	GH	2015	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,163.773	8,394.994												8,562.910	8,734.185	8,996.135
						Annual	97,965.270	100,739.925												102,754.925	104,810.225	107,953.625
514	23-12F	2	Plumber (Journeyman)	RHC	2015	Hourly	48.618	49.995									50.995	52.015	53.575			
						Monthly	8,163.773	8,394.994												8,562.910	8,734.185	8,996.135
						Annual	97,965.270	100,739.925												102,754.925	104,810.225	107,953.625
515	23-12FL	2	Plumber / Refrigeration - Supervisor	MHC	2015	Hourly	51.937	53.415									54.483	55.573	57.240			
						Monthly	8,721.088	8,969.269												9,148.604	9,331.633	9,611.550
						Annual	104,653.055	107,631.225												109,783.245	111,979.595	115,338.600
516	2	Policy Analyst (PIO)	CH	2015	Hourly	29.589	30.397	31.219	32.088	32.974	33.873	35.432					36.141	36.864	37.970			
					Monthly	4,968.486	5,104.163	5,242.190	5,388.110	5,536.884	5,687.841	5,949.623							6,068.676	6,190.080	6,375.796	
					Annual	59,621.835	61,249.955	62,906.285	64,657.320	66,442.610	68,254.095	71,395.480							72,824.115	74,280.960	76,509.590	
517	2	Porter - Delivery Driver	SBH	2015	Hourly	24.488	25.140	25.814	26.509	27.222	27.955						28.514	29.084	29.857			
					Monthly	4,111.943	4,221.425	4,334.601	4,451.303	4,571.028	4,694.110								4,787.976	4,883.688	5,030.280	
					Annual	49,343.320	50,657.100	52,015.210	53,415.635	54,852.330	56,329.325								57,455.710	58,604.260	60,363.355	
518	23-54LA2	1	Porter - Laundry	SBH	2015	Hourly	24.993	25.648	26.323	27.023	27.741						28.296	28.862	29.728			
						Monthly	4,196.741	4,306.727	4,420.070	4,537.612	4,658.176									4,751.370	4,846.411	4,991.827
						Annual	50,360.895	51,680.720	53,040.845	54,451.345	55,898.115									57,016.440	58,156.930	59,901.920
519	23-54LA2	1	Porter - Laundry Cart Make-Up	SBH	2015	Hourly	24.993	25.648	26.323	27.023	27.741						28.296	28.862	29.728			
						Monthly	4,196.741	4,306.727	4,420.070	4,537.612	4,658.176									4,751.370	4,846.411	4,991.827
						Annual	50,360.895	51,680.720	53,040.845	54,451.345	55,898.115									57,016.440	58,156.930	59,901.920
520	23-93C	2	Power Engineer (3rd Class)-Misericordia	MHC	2080	Hourly	45.666	47.928									48.887	49.855	51.361			
						Monthly	7,915.440	8,307.520												8,473.747	8,643.267	8,902.573
						Annual	94,985.280	99,690.240												101,684.960	103,719.200	106,830.880
521	23-93D	2	Power Engineer 4	CH	2080	Hourly	42.560	44.660									45.553	46.464	47.988			
						Monthly	7,377.067	7,741.067												7,895.853	8,053.760	8,295.387
						Annual	88,524.800	92,892.800												94,750.240	96,645.120	99,544.640
522	2	Power Engineer 5th Class	GLL	2015	Hourly	34.648	35.290										35.996	36.716	37.817			
					Monthly	5,817.977	5,925.779												6,044.328	6,165.228	6,350.105	
					Annual	69,815.720	71,109.350												72,531.940	73,982.740	76,201.255	
523	2	Pre-Operative Assessment Clerk	SBH	2015	Hourly	25.756	26.447	27.158	27.894	28.652	29.430						30.019	30.619	31.538			
					Monthly	4,324.862	4,440.892	4,560.281	4,683.868	4,811.148	4,941.788								5,040.690	5,141.440	5,295.796	
					Annual	51,898.340	53,290.705	54,723.370	56,206.410	57,733.780	59,301.450								60,488.285	61,697.285	63,549.070	
524	2	Primary Care Assistant	CRS, Com, MHC	2015	Hourly	26.127	26.666	27.271	27.908	28.649	29.307						29.893	30.491	31.406			
					Monthly	4,387.159	4,477.666	4,579.255	4,686.218	4,810.645	4,921.134								5,019.533	5,119.947	5,273.591	
					Annual	52,645.905	53,731.990	54,951.065	56,234.620	57,727.735	59,053.605								60,234.395	61,439.365	63,283.090	
525	2	Primary Care Assistant	NCC	2015	Hourly	26.998	27.447	27.765	28.411	29.169	29.848						30.440	31.040	31.960			
					Monthly	4,466.248	4,558.434	4,662.206	4,770.680	4,897.961	5,011.137								5,111.383	5,213.645	5,369.975	
					Annual	53,594.970	54,701.205	55,946.475	57,248.165	58,775.535	60,133.645								61,336.600	62,563.735	64,439.700	
526	2	Primary Care Assistant	CDS	2015	Hourly	26.127	26.666	27.271	27.908	28.649	29.307						29.893	30.491	31.406			
					Monthly	4,387.159	4,477.666	4,579.255	4,686.218	4,810.645	4,921.134								5,019.533	5,119.947	5,273.591	
					Annual	52,645.905	53,731.990	54,951.065	56,234.620	57,727.735	59,053.605								60,234.395	61,439.365	63,283.090	
527	2	Primary Care Assistant	NWC	2015	Hourly	26.127	26.666	27.271	27.908	28.649	29.307						29.893	30.491	31.406			
					Monthly	4,387.159	4,477.666	4,579.255	4,686.218	4,810.645	4,921.134								5,019.533	5,119.94		

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
529	2	Printer	VGH		2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975					29.555	30.146	31.050			
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750
530	2	Printer / Mail Clerk Reproduction	MHC		2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975					29.555	30.146	31.050			
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750
531	2	Printer/Receiver	GH		2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975					29.555	30.146	31.050			
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750
532	2	Printing Attendant 1	SBH		2015	Hourly	23.966	24.602	25.290	25.937	26.635	27.351					27.898	28.456	29.310			
						Monthly	4,024.291	4,131.086	4,241.575	4,355.255	4,472.460	4,592.889								4,684.539	4,778.237	4,921.638
						Annual	48,291.490	49,573.030	50,898.900	52,263.055	53,669.525	55,112.265								56,214.470	57,338.840	59,059.650
533	2	Printing Attendant 2	SBH		2015	Hourly	24.562	25.215	25.893	26.587	27.307	28.042					28.603	29.175	30.090			
						Monthly	4,124.369	4,234.019	4,347.866	4,464.400	4,585.300	4,708.719								4,802.920	4,898.969	5,045.896
						Annual	49,492.430	50,808.225	52,174.395	53,572.805	55,023.605	56,504.630								57,635.045	58,787.625	60,550.750
534	2	Program Assistant	CH		2015	Hourly	26.882	27.607	28.354	29.125	29.917	30.732					31.347	31.874	32.933			
						Monthly	4,513.936	4,635.675	4,761.109	4,890.573	5,023.563	5,160.415								5,263.684	5,368.968	5,530.000
						Annual	54,167.230	55,628.105	57,133.310	58,686.875	60,282.755	61,924.980								63,164.205	64,427.610	66,359.995
535	2	Program Assistant	MHC		2015	Hourly	26.882	27.607	28.354	29.125	29.917	30.732					31.347	31.874	32.933			
						Monthly	4,513.936	4,635.675	4,761.109	4,890.573	5,023.563	5,160.415								5,263.684	5,368.968	5,530.000
						Annual	54,167.230	55,628.105	57,133.310	58,686.875	60,282.755	61,924.980								63,164.205	64,427.610	66,359.995
536	2	Program Assistant - Long Term Care	MHC		2015	Hourly	26.092	26.475	27.424	28.466	29.479	30.468					30.969	30.670	31.590			
						Monthly	4,381.282	4,445.594	4,604.947	4,779.916	4,950.015	5,125.855								5,049.086	5,150.004	5,304.488
						Annual	52,575.380	53,347.125	55,259.360	57,359.990	59,400.185	61,508.265								60,589.035	61,800.050	63,653.850
537	2	Program Assistant - PIO	CH		2015	Hourly	26.425	27.136	27.879	28.635	29.410	30.212	31.031					31.652	32.285	33.254		
						Monthly	4,437.198	4,556.587	4,681.349	4,808.294	4,938.429	5,073.098	5,210.622							5,314.898	5,421.190	5,583.901
						Annual	53,246.375	54,679.040	56,176.185	57,699.525	59,261.150	60,877.180	62,527.465							63,778.780	65,054.275	67,006.810
538	2	Program Coordinator	MCC		1950	Hourly	37.490	39.061	40.697	42.449	44.251	46.071	47.674	48.173				49.136	50.119	51.623		
						Monthly	6,092.125	6,347.413	6,613.263	6,897.963	7,190.788	7,486.538	7,761.560	7,828.113						7,984.600	8,144.338	8,388.738
						Annual	73,105.500	76,168.950	79,359.150	82,775.550	86,289.450	89,838.450	93,139.800	93,937.350						95,815.200	97,732.050	100,684.850
539	2	Protection Services Officer 1	SOGH		2080	Hourly	25.346	26.048	26.822	27.645	28.494	29.332					29.964	29.645	30.534			
						Monthly	4,393.307	4,514.987	4,649.147	4,791.800	4,938.960	5,090.520								5,037.760	5,138.467	5,292.560
						Annual	52,719.680	54,179.840	55,789.760	57,501.600	59,267.520	61,086.240								60,453.120	61,661.600	63,510.720
540	2	Protection Services Officer 2	SOGH		2080	Hourly	30.900	31.803	32.733	33.692	34.681	35.699					36.746	36.953	38.105			
						Monthly	5,356.000	5,512.520	5,673.720	5,839.947	6,011.280	6,187.720								5,966.773	6,075.853	6,268.200
						Annual	64,272.000	66,150.240	68,084.640	70,079.360	72,147.360	74,280.640								71,481.280	72,910.240	75,098.400
541	2	Public Education and Training Administrator	KL		2015	Hourly	32.245	33.134	34.064	34.988	35.976	36.988	37.978					38.738	39.513	40.698		
						Monthly	5,414.473	5,563.751	5,719.913	5,876.748	6,040.970	6,207.711	6,377.139							6,504.756	6,634.891	6,833.873
						Annual	64,973.675	66,765.010	68,638.960	70,520.970	72,491.640	74,492.535	76,525.670							78,057.070	79,618.695	82,006.470
542	2	Public Health Clerk	CRS		2015	Hourly	28.541	30.231	31.001	31.746	32.531	33.483					34.153	34.836	35.881			
						Monthly	4,960.426	5,076.289	5,205.585	5,330.683	5,462.497	5,622.354								5,734.858	5,849.545	6,025.018
						Annual	59,525.115	60,915.465	62,467.015	63,968.190	65,549.965	67,468.245								68,818.295	70,194.540	72,300.215
543	2	Quality and Evaluation Coordinator New Addition	NCC		2015	Hourly	40.207	41.334	42.493	43.687	44.918	46.188	47.482	48.842	50.225	51.650	52.683	53.737	55.348			
						Monthly	6,751.425	6,940.668	7,135.283	7,335.775	7,542.481	7,755.735	7,974.698	8,201.386	8,433.615	8,672.896	8,846.354	9,023.338	9,294.020	9,528.235		
						Annual	81,017.105	83,288.010	85,623.395	88,029.305	90,509.770	93,068.820	95,696.380	98,416.630	101,203.375	104,074.750	106,156.245	108,258.235	111,528.235			
544	2	Receiver - Dietetics	SBH		2015	Hourly	24.973	25.641	26.330	27.040	27.771	28.522					29.092	29.674	30.564			
						Monthly	4,193.383	4,305.551	4,421.246	4,540.467	4,663.214	4,789.319								4,885.032	4,982.759	5,132.205
						Annual	50,320.595	51,666.615	53,054.350	54,485.600	55,958.565	57,471.830								58,620.380	59,793.110	61,586.460
545	1	Receptionist	ASB		2015	Hourly	26.018	26.706	27.413	28.148	28.898	29.672					29.476	30.066	30.968			
						Monthly	4,368.856	4,484.383	4,603.100	4,726.518	4,852.456	4,981.815								4,949.512	5,048.583	5,200.043
						Annual	52,426.270	53,812.590	55,237.195	56,718.220	58,229.470	59,781.780								59,394.140	60,582.990	62,400.520
546	1	Receptionist	SEPCH		2015	Hourly	26.018	26.706	27.414	28.148	28.899	29.672					29.477	30.067	30.969			
						Monthly	4,368.856	4,484.383	4,603.268	4,726.518	4,852.624	4,981.825								4,949.680	5,048.750	5,200.211
						Annual	52,426.270	53,812.590	55,239.210	56,718.220	58,231.485	59,781.780								59,396.155	60,585.005	62,402.535
547	1	Receptionist	WHC		2080	Hourly	23.794	24.413	25.053	25.716	26.397	27.107					27.825	27.464	28.288			
						Monthly	4,124.293	4,231.587	4,342.520	4,457.440	4,575.480	4,696.620								4,667.000	4,760.427	4,903.253
						Annual	49,491.520	50,779.040	52,110.240	53,489.280	54,905.760	56,361.840								56,004.000	57,125.120	58,339.040
548	1	Receptionist 1	SOGH, SBH		2015	Hourly	25.177	25.840	26.521	27.228	27.952	28.693					28.511	29.081	29.953			
						Monthly	4,227.638	4,338.967	4,453.318	4,572.035	4,693.607	4,818.135								4,787.472	4,883.185	5,029.608
						Annual	50,731.655	52,067.600	53,439.815	54,864.420	56,323.280	57,825.620										

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year	
553		2	Refrigeration Mechanic (Journeyman)	MHC	2015	Hourly 49.500 8,311.875 Annual 99,742.500										50.490 8,478.113 101,737.350	51.500 8,647.708 103,772.500	53.045 8,907.140 106,885.675	
554	23-62DRDF	2	Req Distribution Food Supervisor-RDF	CRS	2015	Hourly 30.883 5,185.770 Annual 62,229.245	31.730 5,327.996 63,935.950	32.597 5,473.580 65,682.955	33.496 5,624.537 67,494.440	34.422 5,780.028 69,360.330	35.374 5,939.884 71,278.610					36.081 6,058.610 72,703.215	36.803 6,179.837 74,158.045	37.907 6,365.217 76,382.605	
555		1	Registration Clerk	SOGH	2015	Hourly 26.018 4,368.856 Annual 52,426.270	26.706 4,484.383 53,812.590	27.414 4,603.268 55,239.210	28.148 4,726.518 56,718.220	28.899 4,852.624 58,231.485	29.677 4,949.680 59,396.155					30.067 5,048.750 60,585.005	30.969 5,200.211 62,402.535	31.969 5,367.505 64,402.535	
556		2	Rehab - Client Support	SOGH	2015	Hourly 25.363 4,258.870 Annual 51,106.445	26.044 4,373.222 52,478.660	26.744 4,490.763 53,889.180	27.464 4,611.663 55,339.960	28.209 4,736.761 56,841.135	28.975 4,865.385 58,384.625					29.555 4,962.777 59,553.325	30.146 5,062.016 60,744.190	31.050 5,213.813 62,565.750	
557		1	Rehab - Front Desk	SOGH	1950	Hourly 25.177 4,091.263 Annual 49,095.150	25.839 4,198.838 50,386.050	26.521 4,309.663 51,715.950	27.228 4,424.550 53,094.600	27.953 4,542.363 54,508.350						28.512 4,633.200 55,598.400	29.082 4,725.825 56,709.900	29.954 4,867.525 58,410.300	
558		2	Resource Coordinator	CRS	2015	Hourly 32.848 5,515.895 Annual 66,190.735	33.895 5,691.535 68,298.425	34.995 5,876.244 70,514.925	36.072 6,057.090 72,685.080	37.324 6,267.322 75,207.860	38.494 6,463.784 77,565.410	39.776 6,679.053 80,148.640	40.829 6,872.661 82,471.935				41.748 7,010.185 84,122.220	42.583 7,150.395 85,804.745	43.860 7,364.825 88,377.900
559		2	Resource Coordinator Specialist	CRS	2015	Hourly 35.683 5,991.770 Annual 71,901.245	36.815 6,181.852 74,182.225	38.027 6,385.367 76,624.405	39.389 6,614.070 79,368.835	40.725 6,838.406 82,060.875	42.140 7,076.008 84,912.100	43.700 7,337.958 88,055.500				44.574 7,484.718 89,816.610	45.465 7,634.331 91,611.975	46.829 7,863.370 94,360.435	
560		2	Respiratory Aide (Clerical)	CH	2015	Hourly 24.025 4,034.198 Annual 48,410.375	24.664 4,141.497 49,697.960	25.327 4,252.825 51,033.905	26.004 4,366.505 52,398.060	26.700 4,484.383 53,812.590	27.425 4,605.115 55,261.375					27.974 4,697.301 56,367.610	28.533 4,791.166 57,493.995	29.389 4,934.903 59,218.835	
561	23-62DA	1	Retail Café Worker	SCPCH	2015	Hourly 23.478 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630					26.842 4,460.370 53,524.445	27.694 4,549.534 54,594.410	27.907 4,686.050 56,232.605		
562		2	Safety Coordinator	RHC	2015	Hourly 44.944 7,546.847 Annual 90,562.160	46.295 7,773.702 93,284.425	48.411 8,129.014 97,548.165	50.210 8,431.096 101,173.150	52.177 8,761.358 105,136.655					53.221 8,936.693 107,240.315	54.285 9,115.356 109,384.275	55.914 9,388.893 112,686.710		
563	23-63HA	1	Sanitation-Warewash Attendant	SBH	2015	Hourly 23.478 3,942.348 Annual 47,308.170	24.092 4,045.448 48,545.380	24.724 4,151.572 49,818.860	25.373 4,260.550 51,126.595	26.042 4,372.886 52,474.630					26.842 4,460.370 53,524.445	27.694 4,549.534 54,594.410	27.907 4,686.050 56,232.605		
564		2	Scheduling Assistant	MHC	2015	Hourly 27.284 4,581.438 Annual 54,977.260	28.023 4,705.529 56,466.345	28.784 4,833.313 58,099.760	29.569 4,965.128 59,581.535	30.373 5,100.133 61,201.595	31.204 5,239.672 62,876.060					31.828 5,344.452 64,133.420	32.465 5,451.415 65,416.975	33.439 5,614.965 67,379.585	
565		2	Scheduling Assistant	SBH	2015	Hourly 25.756 4,324.862 Annual 51,898.340	26.447 4,440.892 53,290.705	27.158 4,560.281 54,723.370	27.894 4,683.868 56,206.410	28.652 4,811.148 57,733.780	29.430 4,941.788 59,301.450					30.019 5,040.690 60,488.285	30.619 5,141.440 61,697.285	31.538 5,295.756 63,549.070	
566		2	Scheduling Assistant-Operations	SBH	2015	Hourly 25.756 4,324.862 Annual 51,898.340	26.447 4,440.892 53,290.705	27.158 4,560.281 54,723.370	27.894 4,683.868 56,206.410	28.652 4,811.148 57,733.780	29.430 4,941.788 59,301.450					30.019 5,040.690 60,488.285	30.619 5,141.440 61,697.285	31.538 5,295.756 63,549.070	
567		2	Scheduling Clerk	Com	2015	Hourly 29.541 4,960.426 Annual 59,525.115	30.231 5,076.289 60,915.465	31.001 5,205.585 62,467.015	31.746 5,330.683 63,968.190	32.513 5,462.497 65,549.965	33.483 5,622.354 67,468.245					34.153 5,734.858 68,818.295	34.836 5,849.545 70,194.540	35.881 6,025.018 72,300.215	
568		2	Scheduling Clerk	ASV	2015	Hourly 26.845 4,507.723 Annual 54,092.675	27.572 4,629.798 55,557.580	28.316 4,754.728 57,056.740	29.089 4,884.528 58,614.335	29.878 5,017.014 60,204.170	30.696 5,154.370 61,852.440					31.310 5,257.471 63,089.650	31.936 5,362.587 64,351.040	32.894 5,523.451 66,281.410	
569		2	Scheduling Clerk	FDL	2015	Hourly 26.845 4,507.723 Annual 54,092.675	27.572 4,629.798 55,557.580	28.316 4,754.728 57,056.740	29.089 4,884.528 58,614.335	29.878 5,017.014 60,204.170	30.696 5,154.370 61,852.440					31.310 5,257.471 63,089.650	31.936 5,362.587 64,351.040	32.894 5,523.451 66,281.410	
570		2	Scheduling Clerk	ASB	2015	Hourly 26.845 4,507.723 Annual 54,092.675	27.572 4,629.798 55,557.580	28.316 4,754.728 57,056.740	29.089 4,884.528 58,614.335	29.878 5,017.014 60,204.170	30.696 5,154.370 61,852.440					31.310 5,257.471 63,089.650	31.936 5,362.587 64,351.040	32.894 5,523.451 66,281.410	
571		2	Scheduling Clerk - DI	SOGH	1950	Hourly 25.840 4,199.000 Annual 50,388.000	26.536 4,312.100 51,745.200	27.250 4,428.125 53,137.500	27.987 4,547.888 54,574.650	28.745 4,671.063 56,052.750	29.526 4,797.975 57,575.700					30.117 4,894.013 58,728.150	30.719 4,991.838 59,902.050	31.641 5,141.663 61,699.500	
572		2	Screener attendant- 2015	CDS	2015	Hourly 20.709 3,477.386 Annual 41,728.635										21.123 3,546.904 42,562.845	21.545 3,617.765 43,413.175	22.191 3,726.239 44,714.865	
573	23-64S	2	Seamster/Seamstress	DLC	2015	Hourly 22.828 3,782.827 Annual 45,393.920	23.123 3,882.737 46,592.845	23.738 3,986.006 47,832.070	24.370 4,092.129 49,105.550	25.019 4,201.107 50,413.285	25.688 4,313.443 51,761.320					26.202 4,399.753 52,797.030	26.726 4,487.741 53,852.890	27.528 4,622.410 55,488.920	
574	23-64S	2	Seamstress	SCPCH, HF	2015	Hourly 22.528 3,782.827 Annual 45,393.920	23.123 3,882.737 46,592.845	23.738 3,986.006 47,832.070	24.370 4,092.129 49,105.550	25.019 4,201.107 50,413.285	25.688 4,313.443 51,761.320					26.202 4,399.753 52,797.030	26.726 4,487.741 53,852.890	27.528 4,622.410 55,488.920	
575		1	Seasonal Groundskeeper	RHC	2015	Hourly 22.048 3,702.227 Annual 44,426.720										22.489 3,776.278 45,315.335	22.939 3,851.840 46,222.085	23.627 3,967.367 47,608.405	
576		1	Secretary	SOGH	2015	Hourly 26.062 4,376.244 Annual 52,514.930	26.751 4,491.939 53,903.265	27.463 4,611.495 55,337.945	28.194 4,734.243 56,810.910	28.951 4,861.355 58,336.265						29.530 4,958.579 59,502.950	30.121 5,057.818 60,693.815	31.025 5,209.615 62,515.375	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year					
601	2		Shop Head-Grounds	SBH	2080	Hourly	35.404	36.222									36.946	37.685	38.816				
						Monthly	6,136.693	6,278.480													6,403.973	6,532.067	6,728.107
						Annual	73,640.320	75,341.760													76,847.680	78,384.800	80,737.280
602	2		Shop Head-Machinist	SBH	2080	Hourly	50.657	51.721										52.755	53.810	55.424			
						Monthly	8,780.547	8,964.973													9,144.200	9,327.067	9,606.827
						Annual	105,366.560	107,579.680													109,730.400	111,924.800	115,281.920
603	23-12FL	2	Shop Head-Mechanical Services	SBH	2080	Hourly	51.837	53.415										54.483	55.573	57.240			
						Monthly	9,002.413	9,258.600													9,443.720	9,632.653	9,921.600
						Annual	108,028.960	111,103.200													113,324.640	115,591.840	119,059.200
604	23-12GL	2	Shop Head-Painting	SBH	2080	Hourly	43.709	44.941										45.840	46.757	48.160			
						Monthly	7,576.227	7,789.773													7,945.600	8,104.547	8,347.733
						Annual	90,914.720	93,477.280													95,347.200	97,254.560	100,172.800
605	2		Slatting Clerk	MHC	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169						30.772	31.387	32.329			
						Monthly	4,431.993	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878									5,167.132	5,270.400	5,428.578
						Annual	53,183.910	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535									62,005.580	63,244.805	65,142.935
606	2		Slatting Clerk	SBH	2015	Hourly	26.393	27.106	27.835	28.590	29.367	30.169							30.772	31.387	32.329		
						Monthly	4,431.825	4,551.549	4,673.960	4,800.738	4,931.209	5,065.878									5,167.132	5,270.400	5,428.578
						Annual	53,181.895	54,618.590	56,087.525	57,608.850	59,174.505	60,790.535									62,005.580	63,244.805	65,142.935
607	2		Slatting Clerk	VGH	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169							30.772	31.387	32.329		
						Monthly	4,431.993	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878									5,167.132	5,270.400	5,428.578
						Annual	53,183.910	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535									62,005.580	63,244.805	65,142.935
608	2		Slatting Clerk - 1950	PAC	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169							30.772	31.387	32.329		
						Monthly	4,431.993	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878									5,167.132	5,270.400	5,428.578
						Annual	53,183.910	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535									62,005.580	63,244.805	65,142.935
609	2		Slatting Clerk Cardiac Sciences	SBH	1950	Hourly	26.393	27.106	27.835	28.590	29.367	30.169							30.772	31.387	32.329		
						Monthly	4,288.863	4,404.725	4,523.188	4,645.875	4,772.138	4,902.463									5,000.450	5,100.388	5,253.463
						Annual	51,466.350	52,856.700	54,278.250	55,750.500	57,265.650	58,829.550									60,005.400	61,204.650	63,041.550
610	2		Specific Purposes Accts Clerk	CRS	1950	Hourly	26.720	27.439	28.183	28.946	29.735	30.547							31.558	31.781	32.734		
						Monthly	4,342.000	4,458.838	4,579.738	4,703.725	4,831.938	4,963.888									5,063.175	5,164.413	5,319.275
						Annual	52,104.000	53,506.050	54,956.850	56,444.700	57,983.250	59,568.650									60,758.100	61,972.950	63,831.300
611	23-53HALH	1	Sr. Environmental Cleaning Aide 1 (Lead Hand)	SOGH	2015	Hourly	26.398	27.098	27.819	28.564	29.329	30.129							30.916	30.514	31.429		
						Monthly	4,432.664	4,550.206	4,671.274	4,796.372	4,924.828	5,056.880									5,023.395	5,123.809	5,277.435
						Annual	53,191.970	54,602.470	56,055.285	57,556.460	59,097.935	60,730.560									60,280.740	61,485.710	63,329.435
612	2		Staff Development Asst-Nut	Com	2015	Hourly	27.615	28.003	28.367	28.772	29.171	29.557							30.148	30.751	31.674		
						Monthly	4,637.019	4,702.170	4,766.650	4,831.298	4,898.297	4,963.113									5,062.350	5,163.805	5,318.593
						Annual	55,644.225	56,426.045	57,199.805	57,975.580	58,779.565	59,557.355									60,748.220	61,963.265	63,823.110
613	2		Staffing Clerk	CH	2015	Hourly	25.840	26.536	27.250	27.987	28.745	29.526							30.117	30.719	31.641		
						Monthly	4,338.967	4,455.837	4,575.729	4,699.484	4,826.765	4,957.908									5,057.146	5,158.232	5,313.051
						Annual	52,067.600	53,470.040	54,908.750	56,393.805	57,921.175	59,494.890									60,685.755	61,898.785	63,756.615
614	2		Staffing Clerk	SOGH	2015	Hourly	25.840	26.536	27.250	27.987	28.745	29.526							30.117	30.719	31.641		
						Monthly	4,338.967	4,455.837	4,575.729	4,699.484	4,826.765	4,957.908									5,057.146	5,158.232	5,313.051
						Annual	52,067.600	53,470.040	54,908.750	56,393.805	57,921.175	59,494.890									60,685.755	61,898.785	63,756.615
615	2.3		Staffing Clerk	CHL (Northern Scale)	2015	Hourly	26.997	27.727	28.479	29.252	30.048	30.868							31.485	32.185	33.078		
						Monthly	4,533.246	4,655.825	4,782.099	4,911.898	5,045.560	5,183.252									5,286.856	5,392.644	5,554.348
						Annual	54,398.955	55,869.905	57,385.185	58,942.780	60,546.720	62,199.020									63,442.275	64,711.725	66,652.170
616	2		Staffing Clerk - Long Call	GH	2015	Hourly	25.840	26.536	27.250	27.987	28.745	29.526							30.117	30.719	31.641		
						Monthly	4,338.967	4,455.837	4,575.729	4,699.484	4,826.765	4,957.908									5,057.146	5,158.232	5,313.051
						Annual	52,067.600	53,470.040	54,908.750	56,393.805	57,921.175	59,494.890									60,685.755	61,898.785	63,756.615
617	2		Staffing Clerk - PIO	CH	2015	Hourly	26.293	27.125	27.973	28.842	29.725	30.628							30.320	30.926	31.894		
						Monthly	4,415.033	4,554.740	4,697.133	4,843.053	4,991.323	5,141.252									5,091.233	5,192.991	5,348.818
						Annual	52,980.395	54,656.875	56,365.595	58,116.630	59,895.875	61,711.020									61,094.800	62,315.890	64,185.810
618	2		Staffing Clerk - Short Call	GH	2015	Hourly	25.840	26.536	27.250	27.987	28.745	29.526							30.117	30.719	31.641		
						Monthly	4,338.967	4,455.837	4,575.729	4,699.484	4,826.765	4,957.908									5,057.146	5,158.232	5,313.051
						Annual	52,067.600	53,470.040	54,908.750	56,393.805	57,921.175	59,494.890									60,685.755	61,898.785	63,756.615
619	1		Steno 2 - Diagnostics	MHC	1950	Hourly	26.802	27.513	28.251	29.006	29.784	30.588							30.380	30.988	31.918		
						Monthly	4,355.325	4,470.863	4,590.788	4,713.475	4,839.900	4,970.800									4,936.750	5,035.550	5,186.675
						Annual	52,263.900	53,650.350	55,089.450	56,561.700	58,078.800	59,649.600									59,241.000	60,426.600	62,240.100
620	1		Steno 2 - Diagnostics	MHC	2015	Hourly	26.802	27.513	28.251	29.006	29.784	30.588							30.380	30.988	31.918		
						Monthly	4,500.503	4,619.891	4,743.814	4,870.591	5,001.230	5,136.830									5,101.308	5,203.402	5,359.564
						Annual	54,006.030	55,438.695	56,925.765	58,447.090	60,014.760	61,635.960									61,215.700	62,440.820	64,314.770
621	1		Steno 2 - Diagnostics - Sleep Lab	MHC	2015	Hourly	26.802	27.513	28.251	29.006	29.784	30.588											

**CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT**

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
625	23-55MDR2	2	Sterile Processing Technician	PAC	2015	Hourly	28.765	29.545	30.350	31.180	32.035	32.917					33.575	34.247	35.274			
						Monthly	4,830.123	4,961.098	5,096.271	5,235.642	5,379.210	5,527.313								5,637.802	5,750.642	5,923.093
						Annual	57,961.475	59,533.175	61,155.250	62,827.700	64,550.525	66,327.755								67,653.625	69,007.705	71,077.110
626	2	Stockkeeper/Receiver - N&FS	CRS	2015	Hourly	26.394	27.104	27.835	28.590	29.367	30.169						30.772	31.387	32.329			
					Monthly	4,431.993	4,551.213	4,673.960	4,800.738	4,931.209	5,065.878								5,167.132	5,270.400	5,428.578	
					Annual	53,183.910	54,614.560	56,087.525	57,608.850	59,174.505	60,790.535								62,005.580	63,244.805	65,142.935	
627	2	Stores & Inventory Clerk	GH	2015	Hourly	25.840	26.536	27.250	27.987	28.745	29.526						30.117	30.719	31.641			
					Monthly	4,338.967	4,455.837	4,575.729	4,699.484	4,826.765	4,957.908								5,057.146	5,158.232	5,313.051	
					Annual	52,067.600	53,470.040	54,908.750	56,393.805	57,921.175	59,494.890								60,685.755	61,898.785	63,756.615	
628	2	Stores Attendant - Dietetics	SBH	2015	Hourly	24.127	24.768	25.432	26.115	26.817	27.538						28.089	28.651	29.511			
					Monthly	4,051.325	4,158.960	4,270.457	4,385.144	4,503.021	4,624.089								4,716.611	4,810.980	4,955.389	
					Annual	48,615.905	49,907.520	51,245.480	52,621.725	54,036.255	55,489.070								56,599.335	57,731.765	59,464.665	
629	2,3	Stores Clerk	CHL (Northern Scale)	1950	Hourly	26.487	27.213	27.947	28.702	29.485	30.289						30.895	31.513	32.458			
					Monthly	4,405.763	4,422.113	4,541.388	4,664.075	4,791.313	4,921.963								5,020.438	5,120.863	5,274.425	
					Annual	51,669.150	53,065.350	54,496.650	55,968.900	57,495.750	59,063.550								60,245.250	61,450.350	63,293.100	
630	2	Supervisor - Centralized Scheduling	Com	2015	Hourly	32.848	33.895	34.995	36.072	37.324	38.494			39.776	40.829			41.748	42.583	43.860		
					Monthly	5,515.895	5,691.535	5,876.244	6,057.090	6,267.322	6,463.784			6,679.053	6,872.661				7,010.185	7,150.395	7,364.825	
					Annual	66,190.735	68,298.425	70,514.925	72,685.080	75,207.860	77,565.410			80,148.640	82,471.935				84,122.220	85,804.745	88,377.900	
631	23-53HS	2	Supervisor - Cleaners	DLC	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879		
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685								5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225								64,977.705	66,277.380	68,266.185
632	23-52DS	2	Supervisor - Dietary Office	SBH	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879		
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685								5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225								64,977.705	66,277.380	68,266.185
633	23-52DS	2	Supervisor - Food Services	SBH	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879		
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685								5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225								64,977.705	66,277.380	68,266.185
634	2	Supervisor - Material Management	RHC	2015	Hourly	35.856	36.852	37.874	38.931	40.019	41.316						42.142	42.955	44.275			
					Monthly	6,020.820	6,188.065	6,359.676	6,537.164	6,719.857	6,937.645								7,076.344	7,217.898	7,434.510	
					Annual	72,249.840	74,256.780	76,316.110	78,445.965	80,638.285	83,251.740								84,916.130	86,614.775	89,214.125	
635	23-54LAS	2	Supervisor - Personal Laundry	DLC	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879		
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685								5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225								64,977.705	66,277.380	68,266.185
636	23-12HL	2	Supervisor Carpenter	MHC	2015	Hourly	46.959	48.286									49.252	50.237	51.744			
						Monthly	7,885.199	8,108.024												8,270.232	8,435.630	8,688.680
						Annual	94,622.385	97,296.290												99,242.780	101,227.555	104,264.160
637	23-52DS	2	Supervisor, Support Services	RHC	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879		
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685								5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225								64,977.705	66,277.380	68,266.185
638	23-53HS	2	Supervisor, Support Services	RHC	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879		
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685								5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225								64,977.705	66,277.380	68,266.185
639	2	Supervisor-Central Dispatch-Mtl Handling	DLC	2015	Hourly	28.028	28.782	29.574	30.381	31.210	32.067						32.708	33.362	34.363			
					Monthly	4,706.368	4,834.657	4,965.968	5,101.476	5,240.679	5,384.584								5,492.210	5,602.036	5,770.120	
					Annual	56,476.420	58,015.880	59,591.610	61,217.715	62,888.150	64,615.005								65,906.620	67,224.430	69,241.445	
640	23-52DS	2	Supervisor-Food Services	DLC	2015	Hourly	27.640	28.382	29.162	29.957	30.773	31.615						32.247	32.892	33.879		
						Monthly	4,641.217	4,767.490	4,896.786	5,030.280	5,167.300	5,308.685								5,414.809	5,523.115	5,688.849
						Annual	55,694.600	57,209.880	58,761.430	60,363.355	62,007.595	63,704.225								64,977.705	66,277.380	68,266.185
641	2	Supervisor-Intake & After Hours Program	MHC	2015	Hourly	42.229	43.572	45.098	46.609	48.240	49.933						50.355	50.522	61.308			
					Monthly	7,090.953	7,316.465	7,572.706	7,826.428	8,100.300	8,384.583			8,694.893	9,011.920	9,345.570	9,606.680		9,798.777	9,994.736	10,294.635	
					Annual	85,091.435	87,797.580	90,872.470	93,917.135	97,203.600	100,614.995			104,338.715	108,143.035	112,146.840	115,280.165		117,585.325	119,936.830	123,535.620	
642	2	Supervisory (Maintenance Electronic) Differential	DLC	2080	Hourly	53.707											54.781	55.877	57.553			
					Monthly	9,309.213													9,495.373	9,685.347	9,975.853	
					Annual	111,710.560													113,944.480	116,224.160	119,710.240	
643	2	Supplies & Services Coordinator	GH	1950	Hourly	28.136	28.900	29.687	30.496	31.331	32.191						32.835	33.492	34.487			
					Monthly	4,722.100	4,696.250	4,824.138	4,955.600	5,091.288	5,231.038								5,335.688	5,442.450	5,605.763	
					Annual	54,865.200	56,355.000	57,889.650	59,467.200	61,095.450	62,772.450								64,028.250	65,309.400	67,269.160	
644	2	Supply Attendant	SBH	2015	Hourly	23.230	23.849	24.481	25.136	25.809	26.503						27.033	27.574	28.401			
					Monthly	3,900.704	4,004.645	4,110.768	4,220.753	4,333.761	4,450.295								4,539.291	4,630.134	4,769.001	
					Annual	46,808.450	48,055.735	49,329.215	50,649.040	52,005.135	53,403.545								54,471.935	55,561.610	57,228.015	
645	2	Supply Attendant	VGH	2015	Hourly	23.230	23.849	24.482	25.135	25.809	26.509						27					

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year				
649	2	Telephone Operator	CH	2015	Hourly	24.175	24.822	25.484	26.166	26.873	27.599						28.151	28.714	29.575			
					Monthly	4,059.385	4,168.028	4,279.188	4,393.708	4,512.425	4,634.332									4,727.022	4,821.559	4,966.135
					Annual	48,712.625	50,016.330	51,350.260	52,724.490	54,149.095	55,611.985									56,724.265	57,858.710	59,593.625
650	2	Telephone Operator	SOGH	2015	Hourly	24.175	24.822	25.484	26.166	26.873	27.599						28.151	28.714	29.575			
					Monthly	4,059.385	4,168.028	4,279.188	4,393.708	4,512.425	4,634.332									4,727.022	4,821.559	4,966.135
					Annual	48,712.625	50,016.330	51,350.260	52,724.490	54,149.095	55,611.985									56,724.265	57,858.710	59,593.625
651	2	Telephone Operator - PIO	CH	2015	Hourly	26.072	26.551	27.042	27.536	28.045							28.606	29.178	30.053			
					Monthly	4,377.923	4,458.355	4,540.803	4,623.753	4,708.223									4,803.424	4,899.473	5,046.400	
					Annual	52,535.080	53,500.265	54,489.630	55,485.040	56,510.675									57,641.090	58,793.670	60,556.795	
652	2	Trades Helper	MHC	2015	Hourly	27.160	28.941	30.741								31.356	31.983	32.942				
					Monthly	4,560.617	4,859.676	5,161.926											5,265.195	5,370.479	5,531.511	
					Annual	54,727.400	58,316.115	61,943.115											63,182.340	64,445.745	66,378.130	
653	2	Trades Helper	VGH	2080	Hourly	27.856	28.383	28.981	30.741							31.356	31.983	32.942				
					Monthly	4,828.373	4,919.720	5,023.373	5,328.440										5,435.040	5,543.720	5,709.947	
					Annual	57,940.480	59,036.640	60,280.480	63,941.280										65,220.480	66,524.640	68,519.360	
654	2	Trades Helper	DLC	2080	Hourly	30.741										31.356	31.983	32.942				
					Monthly	5,328.440													5,435.040	5,543.720	5,709.947	
					Annual	63,941.280													65,220.480	66,524.640	68,519.360	
655	2	Trades Helper 2	SBH	2080	Hourly	30.501	30.987	32.117								32.759	33.414	34.416				
					Monthly	5,286.840	5,371.080	5,566.947											5,678.227	5,791.760	5,965.440	
					Annual	63,442.080	64,452.960	66,803.360											68,138.720	69,501.120	71,585.280	
656	1	Transcriptionist / Receptionist	PAC	2015	Hourly	26.699	27.409	28.139	28.892	29.670						30.263	30.868	31.794				
					Monthly	4,483.207	4,602.428	4,725.007	4,851.448	4,982.088									5,081.662	5,183.252	5,338.743	
					Annual	53,798.485	55,229.135	56,700.085	58,217.380	59,785.050									60,979.945	62,199.020	64,064.910	
657	23-54LA2	1	Tunnel Washer Operator	CRS	2015	Hourly	24.993	25.648	26.323	27.023	27.741						28.296	28.862	29.728			
						Monthly	4,196.741	4,306.727	4,420.070	4,537.612	4,658.176									4,751.370	4,846.411	4,991.827
						Annual	50,360.895	51,680.720	53,040.845	54,451.345	55,898.115									57,016.440	58,156.930	59,901.920
658	23-54S	2	Uniform - Sewing Room Atndt	SBH	2015	Hourly	22.528	23.123	23.738	24.370	25.019	25.688					26.202	26.726	27.528			
						Monthly	3,782.827	3,882.737	3,986.006	4,092.129	4,201.107	4,313.443								4,399.753	4,487.741	4,622.410
						Annual	45,393.920	46,592.845	47,832.070	49,105.550	50,413.285	51,761.320								52,797.030	53,852.890	55,488.920
659	2	Unit Assistant	SBH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750	
660	2	Unit Attendant	SBH	2015	Hourly	22.697	23.298	23.916	24.553	25.207	25.882						26.400	26.928	27.736			
					Monthly	3,811.205	3,912.123	4,015.895	4,122.858	4,232.675	4,346.019								4,433.000	4,521.660	4,657.337	
					Annual	45,734.455	46,945.470	48,190.740	49,474.295	50,792.105	52,152.230								53,196.000	54,259.920	55,888.040	
661	2	Unit Clerk	CH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750	
662	2	Unit Clerk	SOGH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750	
663	2	Unit Clerk	SBH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750	
664	2	Unit Clerk	PAC	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750	
665	2	Unit Clerk - Interim Care	MHC	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385								4,962.777	5,062.016	5,213.813	
					Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625								59,553.325	60,744.190	62,565.750	
666	2	Unit Clerk - Surgery	PAC	1950	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,121.488	4,232.150	4,345.900	4,462.900	4,583.963	4,708.438								4,802.688	4,898.725	5,045.625	
					Annual	49,457.850	50,785.800	52,150.800	53,554.800	55,007.550	56,507.250								57,632.250	58,784.700	60,547.500	
667	2	Unit/Scheduling Clerk	ASJ	1950	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
					Monthly	4,121.488	4,232.150	4,345.900	4,462.900	4,583.963	4,708.438								4,802.688	4,898.725	5,045.625	
					Annual	49,457.850	50,785.800	52,150.800	53,554.800	55,007.550	56,507.250								57,632.250	58,784.700	60,547.500	
668	2	Utility Person 1	SOGH	2015	Hourly	27.848	29.561	31.292	31.909	33.044							33.705	34.379	35.410			
					Monthly	4,676.143	4,963.785	5,254.448	5,358.053	5,548.638									5,659.631	5,772.807	5,945.929	
					Annual	56,113.720	59,565.415	63,053.380	64,296.635	66,583.660									67,915.575	69,273.685	71,351.150	
669	2	Utility Person 2	SOGH	2015	Hourly	34.885											35.583	36.295	37.384			
					Monthly	5,857.773													5,974.979	6,094.535	6,277.397	
					Annual	70,293.275													71,699.745	73,134.425	75,328.760	
670	2	Volunteer Coordinator	RHC	2015	Hourly	36.574	37.930	39.341	40.807	42.329						43.176	44.040	45.361				
					Monthly	6,141.384	6,369.079	6,606.010	6,8													

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	15 Year	20 Year	25 Year					
673	2		Volunteer Services Assistant	VGH	2015	Hourly	25.840	26.536	27.250	27.987	28.745	29.526					30.117	30.719	31.641				
						Monthly	4,338.967	4,455.837	4,575.729	4,699.484	4,826.765	4,957.908									5,057.146	5,188.232	5,313.051
						Annual	52,067.600	53,470.040	54,908.750	56,393.805	57,921.175	59,494.890									60,685.755	61,898.785	63,756.615
674	2		Ward Clerk	DLC	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385									4,982.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625									59,553.325	60,744.190	62,565.750
675	2		Ward Clerk	GH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385									4,982.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625									59,553.325	60,744.190	62,565.750
676	2		Ward Clerk	FDL, SCPCH	2015	Hourly	25.363	26.044	26.744	27.464	28.209	28.975						29.555	30.146	31.050			
						Monthly	4,258.870	4,373.222	4,490.763	4,611.663	4,736.761	4,865.385									4,982.777	5,062.016	5,213.813
						Annual	51,106.445	52,478.660	53,889.160	55,339.960	56,841.135	58,384.625									59,553.325	60,744.190	62,565.750
677	2,3		Ward Clerk	CHL (Northern Scale)	2080	Hourly	26.487	27.213	27.947	28.702	29.485	30.289						30.895	31.513	32.458			
						Monthly	4,592.813	4,716.920	4,844.147	4,975.013	5,110.733	5,250.093									5,355.133	5,462.253	5,626.053
						Annual	55,113.760	56,603.040	58,129.760	59,700.160	61,328.800	63,001.120									64,261.600	65,547.040	67,512.640
678	23-52DARDF	1	Warewasher	CRS	2015	Hourly	24.546	24.942	25.341	25.740	26.149	26.568						26.335	26.862	27.668			
						Monthly	4,121.683	4,188.178	4,255.176	4,322.175	4,389.440	4,457.000									4,422.085	4,510.578	4,645.918
						Annual	49,460.190	50,258.130	51,062.115	51,866.100	52,676.285	53,492.000									53,065.025	54,126.930	55,751.020
679	23-53HA2	1	Washfloor Attendant	CRS	2015	Hourly	24.993	25.648	26.323	27.023	27.741	28.486						28.296	28.862	29.728			
						Monthly	4,196.741	4,306.727	4,420.070	4,537.612	4,658.176	4,781.800									4,751.370	4,846.411	4,991.827
						Annual	50,360.895	51,680.720	53,040.845	54,451.345	55,898.115	57,377.400									57,016.440	58,156.930	59,901.920
680	2		WCB Program Coordinator / Clerk	PAC	2015	Hourly	25.931	26.628	27.344	28.086	28.847	29.633						30.226	30.831	31.756			
						Monthly	4,354.247	4,471.285	4,591.513	4,716.108	4,843.892	4,975.875									5,075.449	5,177.039	5,332.362
						Annual	52,250.965	53,655.420	55,098.160	56,593.290	58,126.705	59,710.495									60,905.390	62,124.465	63,988.340
681	2		Workplace Safety and Support	KL	2080	Hourly	19.957	19.957	19.957	19.957	20.952							21.371	21.798	22.452			
						Monthly	3,459.213	3,459.213	3,459.213	3,459.213	3,631.680										3,704.307	3,778.320	3,891.680
						Annual	41,510.560	41,510.560	41,510.560	41,510.560	43,580.160										44,451.680	45,339.840	46,700.160
682	2		WRHA Interpreter	CRS	1950	Hourly	32.744	34.696	36.777	38.994							39.774	40.569	41.786				
						Monthly	5,320.900	5,638.100	5,976.263	6,336.525											6,463.275	6,592.463	6,790.225
						Annual	63,850.800	67,657.200	71,715.150	76,038.300											77,559.300	79,109.550	81,482.700

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

† Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

‡ Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

§ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

SCHEDULE "B" - SITE LIST**Bargaining Unit**

Northern Health Region Employers Organization (NHREO)

Employer List	Site List
Northern Regional Health Authority (NRHA) (Direct Operations)	Flin Flon General Hospital (including Flin Flon Clinic, Flin Flon Personal Care Home, Northern Lights Manor)
	Gillam Hospital
	Home Care Program
	Leaf Rapids Health Centre
	Lynn Lake Hospital
	Mental Health Program
	Public Health Program
	Snow Lake Health Centre
	The Pas Health Complex (including Rosaire House Addiction Centre, St. Anthony's General Hospital, St. Paul's Residence, The Pas Clinic)
	Thompson General Hospital (including Eaglewood Treatment Centre, Hope North Recovery Centre for Youth, Northern Consultation Clinic, Northern Spirit Manor, Thompson Clinic)

Bargaining Unit

Shared Health Employers Organization (SHEO)

Employer List	Site List
Shared Health (SH) (Direct Operations)	Clinical Engineering
	Crisis Response Services
	Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory)
	Emergency Response Services
	Health Sciences Centre
	Manitoba Adolescent Treatment Centre
	Mental Health and Addictions Program
	Selkirk Mental Health Centre
CancerCare Manitoba*	CancerCare Manitoba*
Eden Mental Health Centre*	Eden Mental Health Centre (<i>Winkler</i>)*
Rehabilitation Centre for Children*	Rehabilitation Centre for Children*

*Identifies non-transferred sites

SCHEDULE "B" – SITE LIST cont'd...**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Altona Community Memorial Health Centre
	Bethesda Regional Health Centre, Bethesda Place (<i>Steinbach</i>)
	Boundary Trails Health Centre (<i>Winkler</i>)
	Boyne Lodge Personal Care Home (<i>Carman</i>)
	Carman Memorial Hospital
	Centre de santé Notre-Dame Health Centre, Clinique Notre-Dame Clinic, Foyer Notre-Dame
	Centre de santé St. Claude Health Centre
	Centre médico-social De Salaberry District Health Centre, Repos Jolys (<i>St. Pierre-Jolys</i>)
	Corporate Offices
	Crisis Stabilization Unit
	Douglas Campbell Lodge (<i>Portage la Prairie</i>)
	Eastview Place (<i>Altona</i>)
	Emerson Health Centre
	Gladstone Health Centre
	Home Care Program
	Hôpital Ste-Anne Hospital
	La Broquerie Office
	Lions Prairie Manor (<i>Portage la Prairie</i>)
	Lorne Memorial Hospital (<i>Swan Lake</i>)
	MacGregor Health Centre
	Mental Health Program
	Morris General Hospital
	Pembina-Manitou Health Centre (<i>Manitou</i>)
	Portage District General Hospital
	Primary Health Program
	Public Health Program
	Red River Valley Lodge (<i>Morris</i>)
	Third Crossing Manor (<i>Gladstone</i>)
	Vita & District Health Centre, Vita & District Personal Care Home
	Menno Home for the Aged*
Rock Lake Health District*	Prairie View Lodge (<i>Pilot Mound</i>), Rock Lake Health District Hospital (<i>Crystal City</i>), Rock Lake District Personal Care Home (<i>Pilot Mound</i>)
Tabor Home Inc.*	Tabor Home Inc. (<i>Morden</i>)
Villa Youville*	Villa Youville (<i>Ste-Anne-des-Chênes</i>)

*Identifies non-transferred sites

SCHEDULE "B" – SITE LIST cont'd...**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Churchill Health Centre
	Deer Lodge Centre
	Golden West Centennial Lodge
	Grace Hospital
	Home Care Program
	Mental Health and Addictions Program
	Middlechurch Home of Winnipeg
	Nutrition and Food Services – Regional Distribution Facility (RDF)
	Pan Am Clinic
	Primary Care Program
	Public Health Program
	Regional Programs
	River Park Gardens
	Victoria Hospital
Winnipeg Regional Laundry	
Actionmarguerite (Saint-Boniface)*	Actionmarguerite (Saint-Boniface)
Actionmarguerite (Saint-Vital)*	Actionmarguerite (Saint-Vital)
Actionmarguerite (St. Joseph)*	Actionmarguerite (St. Joseph)
Bethania Mennonite Personal Care Home*	Bethania Mennonite Personal Care Home
Centre de santé Saint-Boniface*	Centre de santé Saint-Boniface
Concordia Hospital*	Concordia Hospital (includes Concordia Place)
Donwood Manor*	Donwood Manor
Fred Douglas Lodge Society Inc.*	Fred Douglas Lodge Society Inc.
Golden Links Lodge*	Golden Links Lodge
Holy Family Home*	Holy Family Home
Klinic Community Health*	Klinic Community Health
LHC Personal Care Centre*	LHC Personal Care Centre
Luther Home*	Luther Home
Manitoba Baptist Home Society (Meadowood Manor)*	Manitoba Baptist Home Society (Meadowood Manor)
Misericordia Health Centre*	Misericordia Health Centre (includes Misericordia Place)
Mount Carmel Clinic*	Mount Carmel Clinic
Nine Circles Community Health Centre*	Nine Circles Community Health Centre
Nor'West Co-op Community Health*	Nor'West Co-op Community Health
Pembina Place Mennonite Personal Care Home*	Pembina Place Mennonite Personal Care Home
Riverview Health Centre*	Riverview Health Centre

SCHEDULE "B" – SITE LIST cont'd...**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List
Seven Oaks General Hospital*	Seven Oaks General Hospital
Sexuality Education Resource Centre Manitoba*	Sexuality Education Resource Centre Manitoba
Southeast Personal Care Home*	Southeast Personal Care Home
St. Boniface Hospital*	St. Boniface Hospital
The Convalescent Home of Winnipeg*	The Convalescent Home of Winnipeg
The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)*	The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)
Women's Health Clinic*	Women's Health Clinic

**Identifies non-transferred site*

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Northern Health Region Employers Organization (NHREO)

Employer List	Site List	Base Location
Northern Regional Health Authority (NRHA) (Direct Operations)	Flin Flon	Flin Flon Clinic 3 rd Avenue & Church Street, Flin Flon, MB, R8A 1N2 Flin Flon General Hospital 3 rd Avenue & Church Street, Flin Flon, MB, R8A 1N2 Flin Flon Personal Care Home 50 Church Street, Box 340, Flin Flon, MB, R8A 1N2 Northern Lights Manor 274 Bracken Street, Flin Flon, MB, R8A 1P4
	Gillam	Gillam Hospital 115 Gillam Drive, Box 2000, Gillam, MB, R0B 0L0
	Home Care Program	Home Care Program – Flin Flon & areas 50 Church Street, Box 340, Flin Flon, MB, R8A 1K5 Home Care Program – The Pas & areas 111 Cook Avenue, Box 240, The Pas, MB, R9A 1K4 Home Care Program – Thompson & areas 867 Thompson Drive South, Thompson, MB, R8N 1Z4
	Leaf Rapids	Leaf Rapids Health Centre 1 Mooswu Road, Box 370, Leaf Rapids, MB, R0B 1W0
	Lynn Lake	Lynn Lake Hospital 640 Camp Street, Box 2030, Lynn Lake, MB, R0B 0W0
	Mental Health Program	Mental Health Program – Flin Flon & areas 1 North Avenue, Flin Flon, MB, R8A 1V9 Mental Health Program – The Pas & areas 111 Cook Avenue, Box 240, The Pas, MB, R9A 1K4 Mental Health Program – Thompson & areas 867 Thompson Drive South, Thompson, MB, R8N 1Z4

Bargaining Unit**Northern Health Region Employers Organization (NHREO)**

Employer List	Site List	Base Location
Northern Regional Health Authority (NRHA) (Direct Operations)	Public Health Program	<p>Public Health Program – Cormorant Community Health Centre Box 42, 103 Clark Street, Cormorant, MB, R0B 0G0</p> <p>Public Health Program – Flin Flon & areas 1 North Avenue, Flin Flon, MB, R8A 1V9</p> <p>Public Health Program – The Pas & areas Box 240, 111 Cook Avenue, The Pas, MB, R9A 1K4</p> <p>Public Health Program – Sherridon Community Health Centre 13 Jowesec Street, Sherridon, MB, R0B 1L0</p> <p>Public Health Program – Thompson & areas 867 Thompson Drive South, Thompson, MB, R8N 1Z4</p>
	Snow Lake	<p>Snow Lake Health Centre 100 Lakeshore Drive, Snow Lake, MB, R0B 1M0</p>
	The Pas	<p>Rosaire House Addiction Centre 144 Ross Avenue, The Pas, MB, R9A 1K4</p> <p>St. Anthony's General Hospital 67 1st Street West, The Pas, MB, R9A 1K4</p> <p>St. Paul's Residence 34 2nd Street, The Pas, MB, R9A 1K4</p> <p>The Pas Clinic 67 1st Street West, The Pas, MB, R9A 1K4</p>
	Thompson	<p>Eaglewood Treatment Centre 90 Princeton Drive, Thompson, MB, R8N 0L3</p> <p>Hope North Recovery Centre for Youth 70 Princeton Drive, Thompson, MB, R8N 1W7</p>

Bargaining Unit**Northern Health Region Employers Organization (NHREO)**

Employer List	Site List	Base Location
Northern Regional Health Authority (NRHA) (Direct Operations)	Thompson	<p>Northern Consultation Clinic 871 Thompson Drive South, Thompson, MB, R8N 0C8</p> <p>Northern Spirit Manor 879 Thompson Drive, Thompson, MB, R8N 0A9</p> <p>Thompson Clinic 50 Selkirk Avenue, Thompson, MB, R8N 0M7</p> <p>Thompson General Hospital 871 Thompson Drive South, Thompson, MB, R8N 0C8</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Shared Health Employers Organization (SHEO)

Employer List	Site List	Base Location
Shared Health (SH) (Direct Operations)	All of direct operations combined, which includes but may not be limited to: Clinical Engineering, Crisis Response Services, Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory), Emergency Response Services, Health Sciences Centre, Manitoba Adolescent Treatment Centre, Mental Health and Addictions Program and Selkirk Mental Health Centre	<p style="text-align: center;"><u>Clinical Engineering</u></p> <p>Brandon Regional Health Centre 150 McTavish Avenue East, Brandon, MB, R7A 2B3</p> <p>Concordia Hospital 1095 Concordia Avenue, Winnipeg, MB, R2K 3S8</p> <p>Grace Hospital 300 Booth Drive, Winnipeg, MB, R3J 3M7</p> <p>Health Sciences Centre 820 Sherbrook Street, Winnipeg, MB, R3A 1R9</p> <p>Misericordia Health Centre 99 Cornish Avenue, Winnipeg, MB, R3C 1A2</p> <p>Riverview Health Centre 1 Morley Avenue, Winnipeg, MB, R3L 2P4</p> <p>Seven Oaks General Hospital 2300 McPhillips Street, Winnipeg, MB, R2V 3M3</p> <p>St. Boniface Hospital 409 Taché Avenue, Winnipeg, MB, R2H 2A6</p> <p>Victoria Hospital 2340 Pembina Highway, Winnipeg, MB, R3T 2E8 Unit #4 – 1450 Mountain Avenue, Winnipeg, MB, R2X 3C4</p> <p style="text-align: center;"><u>Crisis Response Services</u></p> <p>Crisis Response Centre 817 Bannatyne Avenue, Winnipeg, MB, R3E 0W2</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Shared Health Employers Organization (SHEO)

Employer List	Site List	Base Location
Shared Health (SH) (Direct Operations)	All of direct operations combined, which includes but may not be limited to: Clinical Engineering, Crisis Response Services, Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory), Emergency Response Services, Health Sciences Centre, Manitoba Adolescent Treatment Centre, Mental Health and Addictions Program and Selkirk Mental Health Centre	<p>Crisis Stabilization Unit 755 Portage Avenue, Winnipeg, MB, R3G 0N2</p> <p style="text-align: center;"><u>Diagnostic Services</u> <u>(includes Breast Health Centre and Cadham Provincial Laboratory)</u></p> <p style="text-align: center;">Geographically located within the Northern Health Regional Authority Region</p> <p>Flin Flon General Hospital 3rd Avenue & Church Street, Flin Flon, MB, R8A 1N2</p> <p>The Pas Clinic 67 1st Street West, The Pas, MB, R9A 1K4</p> <p>Thompson General Hospital 871 Thompson Drive South, Thompson, MB, R8N 0C8</p> <p style="text-align: center;">Geographically located within the Prairie Mountain Regional Health Authority Region</p> <p>Brandon Regional Health Centre 150 McTavish Avenue East, Brandon, MB R7A 2B3</p> <p>Boissevain Health Centre 305 Mill Road, Boissevain, MB, R0K 0E0</p> <p>Dauphin Regional Health Centre 625 3rd Street SW, Dauphin, MB, R7N 1R7</p> <p>Deloraine Health Centre 109 Kellett Street, Deloraine, MB, R0M 0M0</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit****Shared Health Employers Organization (SHEO)**

Employer List	Site List	Base Location
Shared Health (SH) (Direct Operations)	All of direct operations combined, which includes but may not be limited to: Clinical Engineering, Crisis Response Services, Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory), Emergency Response Services, Health Sciences Centre, Manitoba Adolescent Treatment Centre, Mental Health and Addictions Program and Selkirk Mental Health Centre	<p>Hamiota Health Centre 177 Birch Avenue East, Hamiota, MB, R0M 0T0</p> <p>Melita Health Centre 147 Summit Street, Melita, MB, R0M 1L0</p> <p>Minnedosa Health Centre 334 1st Street SW, Minnedosa, MB, R0J 1E0</p> <p>Neepawa Health Centre 500 Hospital Street, Neepawa, MB, R0J 1H0</p> <p>Russell Health Centre 426 Alexandria Avenue South, Russell, MB, R0J 1W0</p> <p>Souris Health Centre 155 Brindle Avenue East, Souris, MB, R0K 2C0</p> <p>Ste. Rose General Hospital 408 3rd Avenue East, Ste. Rose du Lac, MB, R0L 1S0</p> <p>Swan River Valley Health Centre 1011 Main Street East, Swan River, MB, R0L 1Z0</p> <p>Tri-Lake Health Centre 86 Ellis Drive, Killarney, MB, R0K 1G0</p> <p>Virden Health Centre 480 King Street, Virden, MB, R0M 2C0</p> <p>Westman Regional Laboratory #1 - 150 McTavish Avenue East, Brandon, MB, R7A 2B3</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Shared Health Employers Organization (SHEO)

Employer List	Site List	Base Location
Shared Health (SH) (Direct Operations)	All of direct operations combined, which includes but may not be limited to: Clinical Engineering, Crisis Response Services, Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory), Emergency Response Services, Health Sciences Centre, Manitoba Adolescent Treatment Centre, Mental Health and Addictions Program and Selkirk Mental Health Centre	<p style="text-align: center;">Geographically located within the Interlake-Eastern Regional Health Authority Region</p> <p>Arborg & District Health Centre 234 Gislason Drive, Arborg, MB, R0C 0A0</p> <p>E.M. Crowe Memorial Hospital (joint with Ashern) 40 Railway Avenue, Eriksdale, MB, R0C 0W0</p> <p>Hunter Memorial Health Centre 162 3rd Avenue SE, Teulon, MB, R0C 3B0</p> <p>Johnson Memorial Hospital 120 6th Avenue, Gimli, MB, R0C 1B0</p> <p>Lakeshore General Hospital (joint with Eriksdale) 1 Steenson Drive, Ashern, MB, R0C 0E0</p> <p>Selkirk Regional Health Centre 120 Easton Drive, Selkirk, MB, R1A 2M2</p> <p>Stonewall & District Health Centre 589 3rd Avenue South, Stonewall, MB, R0C 2Z0</p> <p style="text-align: center;">Geographically located within the Southern Health-Santé Sud Regional Health Authority Region</p> <p>Altona Community Memorial Health Centre 240 5th Avenue NE, Altona, MB, R0G 0B0</p> <p>Bethesda Regional Health Centre 316 Henry Street, Steinbach, MB, R5G 0P9</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Shared Health Employers Organization (SHEO)

Employer List	Site List	Base Location
Shared Health (SH) (Direct Operations)	All of direct operations combined, which includes but may not be limited to: Clinical Engineering, Crisis Response Services, Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory), Emergency Response Services, Health Sciences Centre, Manitoba Adolescent Treatment Centre, Mental Health and Addictions Program and Selkirk Mental Health Centre	<p>Boundary Trails Health Centre Box 2000, Station Main, Junction of Hwy #3 and #14, RM of Stanley, Winkler, MB, R6W 1H8</p> <p>Carman Memorial Hospital 350 4th Street SW, Carman MB, R0G 0J0</p> <p>Gladstone Health Centre 24 Mill Street, Gladstone, MB, R0J 0T0</p> <p>Morris General Hospital 215 Railroad Avenue East, Morris, MB, R0G 1K0</p> <p>Portage District General Hospital 524 5th Street SE, Portage la Prairie, MB, R1N 3A8</p> <p style="text-align: center;">Geographically located within the City of Winnipeg</p> <p>Breast Health Centre 100 - 400 Taché Avenue, Winnipeg, MB, R2H 3C3</p> <p>Cadham Provincial Laboratory 750 William Avenue, PO Box 8450, Winnipeg, MB, R3E 3J7</p> <p>Concordia Hospital 1095 Concordia Avenue, Winnipeg, MB, R2K 3S8</p> <p>Grace Hospital 300 Booth Drive, Winnipeg, MB, R3J 3M7</p> <p>Health Sciences Centre 820 Sherbrook Street, Winnipeg, MB, R3A 1R9</p> <p>Misericordia Health Centre 99 Cornish Avenue, Winnipeg, MB, R3C 1A2</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Shared Health Employers Organization (SHEO)

Employer List	Site List	Base Location
Shared Health (SH) (Direct Operations)	All of direct operations combined, which includes but may not be limited to: Clinical Engineering, Crisis Response Services, Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory), Emergency Response Services, Health Sciences Centre, Manitoba Adolescent Treatment Centre, Mental Health and Addictions Program and Selkirk Mental Health Centre	<p>Seven Oaks General Hospital 2300 McPhillips Street, Winnipeg, MB, R2V 3M3</p> <p>St. Boniface Hospital 409 Taché Avenue, Winnipeg MB, R2H 2A6</p> <p>Victoria Hospital 2340 Pembina Highway, Winnipeg, MB, R3T 2E8</p> <p style="text-align: center;"><u>Emergency Response Services</u></p> <p>820E Berry Street, Winnipeg, MB, R3H 0G4</p> <p style="text-align: center;"><u>Health Sciences Centre</u></p> <p>820 Sherbrook Street, Winnipeg, MB, R3A 1R9</p> <p style="text-align: center;"><u>Manitoba Adolescent Treatment Centre</u></p> <p>120 Tecumseh Street, Winnipeg, MB, R3E 2A9</p> <p>228 Maryland Street, Winnipeg, MB, R3G 1L6</p> <p>165 & 167 St. Mary's Road, Winnipeg, MB, R2H 1J1</p> <p>170 Doncaster Street, Winnipeg, MB, R3N 1X9</p> <p>203 – 1700 Ellice Avenue, Winnipeg, MB, R3H 0B1</p> <p>848 William Avenue, Winnipeg, MB, R3E 0Z6</p> <p style="text-align: center;"><u>Mental Health and Addictions Program</u></p> <p>146 Magnus Avenue, Winnipeg, MB, R2W 2B4</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Shared Health Employers Organization (SHEO)

Employer List	Site List	Base Location
Shared Health (SH) (Direct Operations)	All of direct operations combined, which includes but may not be limited to: Clinical Engineering, Crisis Response Services, Diagnostic Services (includes Breast Health Centre and Cadham Provincial Laboratory), Emergency Response Services, Health Sciences Centre, Manitoba Adolescent Treatment Centre, Mental Health and Addictions Program and Selkirk Mental Health Centre	<p style="text-align: center;"><u>Mental Health and Addictions Program</u></p> <p>1031 Portage Avenue, Winnipeg, MB, R3G 0R8</p> <p>175 Nomad Street, Southport, MB, R0H 1N0</p> <p style="text-align: center;"><u>Selkirk Mental Health Centre</u></p> <p>825 Manitoba Avenue, Selkirk, MB, R1A 0Z3</p>
CancerCare Manitoba*	Winnipeg	<p>Breast & Gyne Cancer Centre of Hope 1018 – 675 McDermot Avenue, (First Floor in CancerCare Manitoba) Winnipeg, MB, R3E 0V9</p> <p>CancerCare Office 825 Sherbrook Street, Winnipeg, MB, R3A 1M5</p> <p>CCMB Oncology - Grace Hospital Site 300 Booth Drive, Winnipeg, MB, R3J 3M7</p> <p>CCMB Oncology - Victoria Hospital Site 2340 Pembina Highway, Winnipeg, MB, R3T 2E8</p> <p>McDermot & Urgent Cancer Care Site 675 McDermot Avenue, Winnipeg, MB, R3E 0V9</p> <p>Screening Programs BreastCheck, CervixCheck, ColonCheck 5 – 25 Sherbrook Street, Winnipeg, MB, R3C 2B1</p> <p>St. Boniface Site O Block - 409 Taché Avenue, Winnipeg MB, R2H 2A6</p> <p>Westman CancerCare Centre 300 McTavish Avenue East, Brandon, MB, R7A 5M8</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Shared Health Employers Organization (SHEO)

Employer List	Site List	Base Location
Eden Mental Health Centre*	Winkler	Eden Mental Health Centre 1500 Pembina Avenue, Winkler, MB, R6W 1T4 Pathways Community Mental Health 351 Main Street, Winkler, MB, R6W 4B6
Rehabilitation Centre for Children*	Winnipeg	Rehabilitation Centre for Children 1155 Notre Dame Avenue, Winnipeg MB, R3E 3G1

**Identifies non-transferred sites*

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Altona	Altona Community Memorial Health Centre 240 5 th Avenue NE, Altona, MB, R0G 0B0 Eastview Place 240 5 th Avenue NE, Altona, MB, R0G 0B0
	Carman	Boyne Lodge Personal Care Home 120 4 th Avenue SW, Carman, MB, R0G 0J0 Carman Memorial Hospital 350 4 th Street SW, Carman, MB, R0G 0J0
	Corporate Offices	Regional Office – La Broquerie Box 470, 94 Principale Street, La Broquerie, MB, R0A 0W0 Regional Office – Morden 3 – 30 Stephen Street, Morden, MB, R6M 2G3 Regional Office - Notre Dame Box 190, 40 Rogers Street, Notre-Dame-de-Lourdes, MB, R0G 1M0 Regional Office – Southport 180 Centenaire Drive, 2 nd Floor, Southport, MB, R0H 1N1
	Crisis Stabilization Unit	Crisis Stabilization Unit 450 Main Street, Steinbach, MB, R5G 1Z5
	Emerson	Emerson Health Centre 26 Main Street, Emerson, MB, R0A 0L0
	Gladstone	Gladstone Health Centre 24 Mill Street, Gladstone, MB, R0J 0T0 Third Crossing Manor 175 Dennis Street West, Gladstone, MB, R0J 0T0

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Home Care Program	<p>Home Care – Altona 238 5th Avenue NE, Altona, MB, R0G 0B0</p> <p>Home Care – Boundary Trails Health Centre (Winkler) Box 2000, Station Main, Junction of Hwy #3 and #14, RM of Stanley, Winkler, MB, R6W 1H8</p> <p>Home Care – Carman 40 2nd Street NE, Carman, MB, R0G 0B0</p> <p>Home Care – Crystal City 135 Machray Avenue, Crystal City, MB, R0K 0N0</p> <p>Home Care – Gladstone 24 Mill Street, Gladstone, MB, R0J 0T0</p> <p>Home Care – MacGregor 75 Grafton Street, MacGregor, MB, R0H 0R0</p> <p>Home Care – Manitou 232 Carrie Street, Manitou, MB, R0G 1G0</p> <p>Home Care – Montcalm (St. Jean Baptiste) 218 Caron Street, St. Jean Baptiste, MB, R0G 2B0</p> <p>Home Care – Morris 215 Railroad Avenue East, Morris, MB, R0G 1K0</p> <p>Home Care – Niverville Unit 200 101 2nd Avenue South, Niverville, MB, R0A 0A1</p> <p>Home Care – Notre-Dame-de-Lourdes 44 Rogers Street, Notre-Dame-de-Lourdes, MB, R0G 1M0</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Home Care Program	<p>Home Care – Portage la Prairie 59 Royal Road N, Portage la Prairie, MB, R1N 1T9</p> <p>Home Care – Sprague 80147 Highway 12, Sprague, MB, R0A 1Z0</p> <p>Home Care – St. Claude 109 Aspen Avenue South, St. Claude, MB, R0G 1Z0</p> <p>Home Care – St. Pierre-Jolys 354 Préfontaine Avenue, St. Pierre-Jolys, MB, R0A 1V0</p> <p>Home Care – Ste. Anne Unit A 30 Dawson Road, Ste. Anne, MB, R5H 1B5</p> <p>Home Care – Starbuck 16 Main Street, Starbuck, MB, R0G 2P0</p> <p>Home Care – Steinbach 365 Reimer Avenue, Steinbach, MB, R5G 0R9</p> <p>Home Care – Vita 217 1st Avenue West, Vita, MB, R0A 2K0</p>
	La Broquerie	<p>La Broquerie Office 94 Principale Street, La Broquerie, MB, R0A 0W0</p>
	MacGregor	<p>MacGregor Health Centre 87 Grafton Street South, MacGregor, MB, R0H 0R0</p>
	Manitou	<p>Pembina-Manitou Health Centre 232 Carrie Street, Manitou, MB, R0G 1G0</p>
	Mental Health Program	<p>Mental Health – Portage la Prairie 524 5th Street SE, Portage la Prairie, MB, R1N 3A8</p> <p>Mental Health – Steinbach 365 Reimer Avenue, Steinbach, MB, R5G 0R9</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Mental Health Program	Mental Health – Winkler (Pathways) 351 Main Street, Winkler, MB, R6W 4A4 Rapid Access to Addictions Medicine Clinic 159 5 th Street SE, Portage la Prairie, MB, R1N 1H
	Morris	Morris General Hospital 215 Railroad Avenue East, Morris, MB, R0G 1K0 Red River Valley Lodge 136 Ottawa Avenue West, Morris, MB, R0G 1K0
	Notre-Dame-de-Lourdes	Centre de santé Notre-Dame Health Centre 39 Roch Street, Notre-Dame-de-Lourdes, MB, R0G 1M0 Clinique Notre-Dame Clinic 44 Rogers Street, Notre-Dame-de-Lourdes, MB, R0G 1M0 Foyer Notre-Dame 40 Rogers Street, Notre-Dame-de-Lourdes, MB, R0G 1M0
	Portage la Prairie	Douglas Campbell Lodge 150 9 th Street SE, Portage la Prairie, MB, R1N 3T6 Lions Prairie Manor 24 9 th Street SE, Portage la Prairie, MB, R1N 3V4 Portage District General Hospital 524 5 th Street SE, Portage la Prairie, MB, R1N 3A8
	Primary Health Program	Bethesda Primary Care Centre 101-381 Stone Bridge Crossing, Steinbach, MB, R5G 2P8 East Borderland Primary Health Centre Box 11, 80147 Highway 12, Sprague, MB R0A 1Z0 Southport EMS Station 180 Centenaire Drive, Southport, MB, R0H 1N1

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Public Health Program	<p>Public Health-Healthy Living – Altona Box 660, 238 5th Avenue NE, Altona, MB, R0G 0B0</p> <p>Public Health-Healthy Living – Boundary Trails Health Centre Box 2000, Station Main, Junction of Hwy #3 and #14, RM of Stanley, Winkler, MB, R6W 1H8</p> <p>Public Health-Healthy Living – Boundary Trails Place 3 – 30 Stephen Street, Morden, MB, R6M 2G3</p> <p>Public Health-Healthy Living – Carman Box 807, 40 2nd Street NE, Carman, MB, R0G 0J0</p> <p>Public Health-Healthy Living – Elie Box 27, 7 Main Street East South, Elie, MB, R0H 0H0</p> <p>Public Health-Healthy Living – Gladstone Box 1000, 24 Mill Street, Gladstone, MB, R0J 0T0</p> <p>Public Health-Healthy Living – La Salle 3 – 30 Principale Street, La Salle, MB, R0G 0A2</p> <p>Public Health-Healthy Living – MacGregor Box 123, 87 Grafton Street South, MacGregor, MB, R0H 0R0</p> <p>Public Health-Healthy Living–Montcalm Box 298, 218 Caron Street, St. Jean Baptiste, MB, R0G 2B0</p> <p>Public Health-Healthy Living – Morris Box 519, 215 Railroad Avenue East, Morris, MB, R0G 1K0</p> <p>Public Health-Healthy Living – Niverville 200 - 101 2nd Avenue South, Niverville, MB, R0A 0A1</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Public Health Program	<p>Public Health-Healthy Living – Pilot Mound Box 8, 105 Brown Street South, Pilot Mound, MB, R0G 1P0</p> <p>Public Health-Healthy Living – Portage 204 140 9th Street SE, Portage la Prairie, MB, R1N 3V5</p> <p>Public Health- Healthy Living - Portage Collegiate Institute (PCI) Teen Clinic 65 3rd Street SW, Portage La Prairie MB R1N 2B6</p> <p>Public Health-Healthy Living – Rosenort Box 313, 124 14 Spruce Crescent, Rosenort, MB, R0G 1W0</p> <p>Public Health-Healthy Living – Somerset Box 125, 1 Somerset Place, Somerset, MB, R0G 2L0</p> <p>Public Health-Healthy Living – Southport 180 Centenaire Drive, Southport, MB, R0H 1N1</p> <p>Public Health-Healthy Living – St. Claude Box 400, 109 Aspen Avenue South, St. Claude, MB, R0G 1Z0</p> <p>Public Health-Healthy Living – St. Pierre 354 Préfontaine Avenue, St. Pierre-Jolys, MB, R0A 1V0</p> <p>Public Health-Healthy Living – Ste. Anne Unit A – 30 Dawson Road, Ste. Anne, MB, R5H 1B5</p> <p>Public Health-Healthy Living – Steinbach 365 Reimer Avenue, Steinbach, MB, R5G 0R9</p> <p>Public Health-Healthy Living – Steinbach 450B Main Street, Steinbach, MB, R5G 1Z5</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Southern Health-Santé Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Public Health Program	Public Health-Healthy Living – Vita 217 1 st Avenue West, Vita, MB, R0A 2K0
	St. Claude	Centre de santé St. Claude Health Centre 33 Roy Street, St. Claude, MB, R0G 1Z0
	St. Pierre-Jolys	Centre médico-social De Salaberry District Health Centre 354 Préfontaine Avenue, St. Pierre-Jolys, MB, R0A 1V0 Repos Jolys 354 Préfontaine Avenue, St. Pierre-Jolys, MB, R0A 1V0
	Ste. Anne	Hôpital Ste-Anne Hospital 52 Saint Gérard Street, Ste. Anne, MB, R5H 1C4
	Steinbach	Bethesda Place 399 Hospital Street, Steinbach, MB, R5G 0E6 Bethesda Regional Health Centre 316 Henry Street, Steinbach, MB, R5G 0P9
	Swan Lake	Lorne Memorial Hospital 9 Second Street North, Swan Lake, MB, R0G 2S0
	Vita	Vita & District Health Centre 217 1 st Avenue West, Vita, MB, R0A 2K0 Vita & District Personal Care Home 217 1 st Avenue West, Vita, MB, R0A 2K0
	Winkler	Boundary Trails Health Centre Box 2000, Station Main, Junction of Hwy #3 and #14, RM of Stanley, Winkler, MB, R6W 1H8
Menno Home for the Aged*	Grunthal	Menno Home for the Aged 235 Park Street, Grunthal, MB, R0A 0R0
Rock Lake Health District*	Crystal City and Pilot Mound	Prairie View Lodge 424 Broadway Avenue West, Pilot Mound, MB, R0G 1P0 Rock Lake Health District Hospital 135 Machray Avenue, Crystal City, MB, R0K 0N0

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Southern Health Region Employers Organization (SHREO)

Employer List	Site List	Base Location
Rock Lake Health District*	Crystal City and Pilot Mound	Rock Lake Health District Personal Care Home 115 Brown Street South, Pilot Mound, MB, R0G 1P0
Tabor Home Inc.*	Morden	Tabor Home Inc. 450 Loren Drive, Morden, MB, R6M 0E2
Villa Youville*	Ste. Anne-des-Chênes	Villa Youville 15 Charrière Road, St. Anne-des-Chênes, MB, R5H 1C9

**Identifies non-transferred sites*

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Churchill Health Centre	Churchill Health Centre 162 La Vérendrye Avenue, Churchill, MB, R0B 0E0
	Deer Lodge Centre	Deer Lodge Centre 2109 Portage Avenue, Winnipeg, MB, R3J 0L3
	Golden West Centennial Lodge	Golden West Centennial Lodge 811 School Road, Winnipeg, MB, R2Y 0S8
	Grace Hospital	Grace Hospital 300 Booth Drive, Winnipeg, MB, R3J 3M7
	Home Care Program	Access Downtown 640 Main Street, Winnipeg, MB, R3B 0L8 Access Fort Garry 135 Plaza Drive, Winnipeg, MB, R3T 6E8 Access Nor'West 785 Keewatin Street, Winnipeg, MB, R2X 3B9 Access River East 975 Henderson Highway, Winnipeg, MB, R2K 4L7 Access St. Boniface 170 Goulet Street, Winnipeg, MB, R2H 0R7 Access Winnipeg West 280 Booth Drive, Winnipeg, MB, R3J 3R5 Access Transcona 845 Regent Avenue West, Winnipeg, MB, R2C 3A9 Concordia Hospital 1095 Concordia Avenue, Winnipeg, MB, R2K 3S8 Deer Lodge Centre 2109 Portage Avenue, Winnipeg, MB, R3J 0L3

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Home Care Program	<p>Downtown West Community Health & Social Services Centre 755 Portage Avenue, Winnipeg, MB, R3G 0N2</p> <p>Health Sciences Centre 820 Sherbrook Street, Winnipeg, MB, R3A 1R9</p> <p>Home Care Centralized and Mental Health Centralized 496 Hargrave Street, Winnipeg, MB, R3A 0X7</p> <p>Home Care Centralized, Mental Health Centralized & Public Health 490 Hargrave Street, Winnipeg, MB, R3A 0X7</p> <p>Home Care Office 80 Sutherland Avenue, Winnipeg, MB, R2W 3C7</p> <p>Home Care Office 425 Elgin Avenue, Winnipeg, MB, R3A 0K7</p> <p>Misericordia Health Centre 99 Cornish Avenue, Winnipeg, MB, R3C 1A2</p> <p>Riverview Health Centre 1 Morley Avenue, Winnipeg, MB, R3L 2P4</p> <p>Seven Oaks General Hospital 2300 McPhillips Street, Winnipeg, MB, R2V 3M3</p> <p>St. Boniface Hospital 409 Taché Avenue, Winnipeg, MB, R2H 2A6</p> <p>Victoria Hospital 2340 Pembina Highway, Winnipeg, MB, R3T 2E8</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Mental Health and Addictions Program	<p>Access Winnipeg West 280 Booth Drive, Winnipeg, MB, R3J 3R5</p> <p>Downtown West Community Health & Social Services Centre 755 Portage Avenue, Winnipeg, MB, R3G 0N2</p> <p>Home Care Centralized, Mental Health Centralized & Public Health 490 Hargrave Street, Winnipeg, MB, R3A 0X7</p> <p>Home Care Centralized and Mental Health Centralized 496 Hargrave Street, Winnipeg, MB, R3A 0X7</p> <p>Seven Oaks Health & Social Services Centre 1050 Leila Avenue, Winnipeg, MB, R2P 1W6</p> <p>Shared Health Mental Health Services 817 Bannatyne Avenue, Winnipeg, MB, R3E 0W2</p> <p>1031 Portage Avenue, Winnipeg, MB, R3G 0R8</p> <p>1041 Portage Avenue, Winnipeg, MB, R3G 0R8</p> <p>146 Magnus Avenue, Winnipeg, MB, R2W 2B3</p> <p>136 Magnus Avenue, Winnipeg, MB, R2W 2B3</p> <p>170 Goulet Street, Winnipeg, MB, R2H 0R7</p> <p>601 Aikins Street, Winnipeg, MB, R2W 4J5</p> <p>170 Doncaster Street, Winnipeg, MB, R3N 1X9</p> <p>175 Mayfair Avenue, Winnipeg, MB, R3L 0A1</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit****Winnipeg-Churchill Health Region Employers Organization (WCHREO)**

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Mental Health and Addictions Program	373 Broadway, Winnipeg, MB, R3C 0T9 533 Notre Dame Avenue, Winnipeg, MB, R3B 1S2 777 Portage Avenue, Winnipeg, MB, R3G 0N3 77A Redwood Avenue, Winnipeg, MB, R2W 5J5
	Middlechurch Home of Winnipeg	Middlechurch Home of Winnipeg 280 Balderstone Road, Winnipeg, MB, R4A 4A6
	Nutrition and Food Services– Regional Distribution Facility (RDF)	Nutrition and Food Services – Regional Distribution Facility 345 De Baets Street, Winnipeg, MB, R2J 4K3
	Pan Am Clinic	Pan Am Clinic 75 Poseidon Bay, Winnipeg, MB, R3M 3E4
	Primary Care Program	Access Downtown 640 Main Street, Winnipeg, MB, R3B 1E3 Access Fort Garry 135 Plaza Drive, Winnipeg, MB, R3T 6E8 Access Nor'West 785 Keewatin Street, Winnipeg, MB, R2X 3B9 Access River East 975 Henderson Highway, Winnipeg, MB, R2K 4L7 Access St. Boniface 170 Goulet Street, Winnipeg, MB, R2H 0R7 Access Winnipeg West 280 Booth Drive, Winnipeg, MB, R3J 3R5 Aikins Street Community Health Centre 601 Aikins Street, Winnipeg, MB, R2W 4J5

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Primary Care Program	<p>Primary Care Office 363 McGregor Street, Winnipeg, MB, R2W 4X4</p> <p>Primary Care Office 80 Sutherland Avenue, Winnipeg, MB, R2W 3C7</p> <p>Women's Health Clinic (The Birth Centre) 603 St. Mary's Road, Winnipeg, MB, R2M 3L8</p>
	Public Health Program	<p>Access Fort Garry 135 Plaza Drive, Winnipeg, MB, R3T 6E8</p> <p>Access Nor'West 785 Keewatin Street, Winnipeg, MB, R2X 3B9</p> <p>Access River East 975 Henderson Highway, Winnipeg, MB, R2K 4L7</p> <p>Access St. Boniface 170 Goulet Street, Winnipeg, MB, R2H 0R7</p> <p>Access Transcona 845 Regent Avenue West, Winnipeg, MB, R2C 3A9</p> <p>Access Winnipeg West 280 Booth Drive, Winnipeg, MB, R3J 3R5</p> <p>Downtown West Community Health & Social Services Centre 755 Portage Avenue, Winnipeg, MB, R3G 0N2</p> <p>Home Care Centralized, Mental Health Centralized & Public Health 490 Hargrave Street, Winnipeg, MB, R3A 0X7</p> <p>Home Care Centralized & Mental Health Centralized 496 Hargrave Street, Winnipeg, MB, R3A 0X7</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Public Health Program	Seven Oaks Health & Social Services Centre 1050 Leila Avenue, Winnipeg, MB, R2P 1W6
	Regional Programs	Access Downtown 640 Main Street, Winnipeg, MB, R3B 1E3 Access River East 975 Henderson Highway, Winnipeg, MB, R2K 4L7 Access St. Boniface 170 Goulet Street, Winnipeg, MB, R2H 0R7 Access Transcona 845 Regent Avenue West, Winnipeg, MB, R2C 3A9 Assiniboine South Health and Social Services Centre 3401 Roblin Boulevard, Winnipeg, MB, R3R 0C6 Concordia Hospital 1095 Concordia Avenue, Winnipeg, MB, R2K 3S8 Deer Lodge Centre 2109 Portage Avenue, Winnipeg, MB, R3J 0L3 Downtown West Community Health & Social Services Centre 755 Portage Avenue, Winnipeg, MB, R3G 0N2 Grace Hospital 300 Booth Drive, Winnipeg, MB, R3J 3M7 Health Sciences Centre 820 Sherbrook Street, Winnipeg, MB, R3A 1R9

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Regional Programs	<p>Home Care Centralized and Mental Health Centralized & Public Health 490 Hargrave Street, Winnipeg, MB, R3A 0X7</p> <p>Home Care Centralized & Mental Health Centralized 496 Hargrave Street, Winnipeg, MB, R3A 0X7</p> <p>Misericordia Health Centre 99 Cornish Avenue, Winnipeg, MB, R3C 1A2</p> <p>Pan Am Clinic 75 Poseidon Bay, Winnipeg, MB, R3M 3E4</p> <p>Seven Oaks General Hospital 2300 McPhillips Street, Winnipeg, MB, R2V 3M3</p> <p>Specialized Services for Children and Youth 1155 Notre Dame Avenue, Winnipeg, MB, R3E 3G1</p> <p>St. Boniface Hospital 409 Taché Avenue, Winnipeg, MB, R2H 2A6</p> <p>WRHA Corporate Office 650 Main Street, Winnipeg, MB, R3B 1E2</p> <p>Victoria Hospital 2340 Pembina Highway, Winnipeg, MB, R3T 2E8</p> <p>1031 Portage Avenue, Winnipeg, MB, R3G 0R8</p> <p>1041 Portage Avenue, Winnipeg, MB, R3G 0R8</p> <p>146 Magnus Avenue, Winnipeg, MB, R2W 2B3</p>

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit****Winnipeg-Churchill Health Region Employers Organization (WCHREO)**

Employer List	Site List	Base Location
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	River Park Gardens	River Park Gardens 735 St. Anne's Road, Winnipeg, MB, R2N 0C4
	Victoria Hospital	Victoria Hospital 2340 Pembina Highway, Winnipeg, MB, R3T 2E8
	Winnipeg Regional Laundry	Winnipeg Regional Laundry 1725 Inkster Boulevard, Winnipeg, MB, R2X 1R3
Actionmarguerite (Saint-Boniface)*	Actionmarguerite (Saint-Boniface)	Actionmarguerite (Saint-Boniface) 185 Despins Street, Winnipeg, MB, R2H 2B3
Actionmarguerite (Saint-Vital)*	Actionmarguerite (Saint-Vital)	Actionmarguerite (Saint-Vital) 450 River Road, Winnipeg, MB, R2M 5M4
Actionmarguerite (St. Joseph)*	Actionmarguerite (St. Joseph)	Actionmarguerite (St. Joseph) 1149 Leila Avenue, Winnipeg, MB, R2P 1S6
Bethania Mennonite Personal Care Home*	Bethania Mennonite Personal Care Home	Bethania Mennonite Personal Care Home 1045 Concordia Avenue, Winnipeg, MB, R2K 3S7
Centre de santé Saint-Boniface*	Centre de santé Saint-Boniface	Centre de santé Saint-Boniface #2 - 170 Goulet Street, Winnipeg, MB, R2H 0R7
Concordia Hospital*	Concordia Hospital	Concordia Hospital 1095 Concordia Avenue, Winnipeg, MB, R2K 3S8
Donwood Manor*	Donwood Manor	Donwood Manor 171 Donwood Drive, Winnipeg, MB, R2G 0V9
Fred Douglas Lodge Society Inc.*	Fred Douglas Lodge Society Inc.	Fred Douglas Lodge Society Inc. 1275 Burrows Avenue, Winnipeg, MB, R2X 0B8
Golden Links Lodge*	Golden Links Lodge	Golden Links Lodge 2280 St Mary's Road, Winnipeg, MB, R2N 3Z6
Holy Family Home*	Holy Family Home	Holy Family Home 165 Aberdeen Avenue, Winnipeg, MB, R2W 1T9
Klinic Community Health*	Klinic Community Health	Klinic Community Health 167 Sherbrook Street, Winnipeg, MB, R3C 2B6
LHC Personal Care Centre*	LHC Personal Care Centre*	LHC Personal Care Centre 320 Sherbrook Street, Winnipeg, MB, R3B 2W6
Luther Home*	Luther Home	Luther Home 1081 Andrews Street, Winnipeg, MB, R2V 2G9

SCHEDULE "C" - BASE LOCATIONS**Bargaining Unit****Winnipeg-Churchill Health Region Employers Organization (WCHREO)**

Employer List	Site List	Base Location
Manitoba Baptist Home Society (Meadowood Manor)*	Manitoba Baptist Home Society (Meadowood Manor)	Manitoba Baptist Home Society (Meadowood Manor) 577 St. Anne's Road, Winnipeg, MB, R2M 3G5
Misericordia Health Centre*	Misericordia Health Centre	Misericordia Health Centre 99 Cornish Avenue, Winnipeg, MB, R3C 1A2
Mount Carmel Clinic*	Mount Carmel Clinic	Mount Carmel Clinic 886 Main Street, Winnipeg, MB, R2W 5L4
Nine Circles Community Health Centre*	Nine Circles Community Health Centre	Nine Circles Community Health Centre 705 Broadway, Winnipeg, MB, R3G 0X2
Nor'West Co-op Community Health*	Nor'West Co-op Community Health	Nor'West Co-op Community Health 785 Keewatin Street, Winnipeg, MB, R2X 3B9
Pembina Place Mennonite Personal Care Home*	Pembina Place Mennonite Personal Care Home	Pembina Place Mennonite Personal Care Home 285 Pembina Highway, Winnipeg, MB, R3L 2E1
Riverview Health Centre*	Riverview Health Centre	Riverview Health Centre 1 Morley Avenue, Winnipeg, MB, R3L 2P4
Seven Oaks General Hospital*	Seven Oaks General Hospital	Seven Oaks General Hospital 2300 McPhillips Street, Winnipeg, MB, R2V 3M3
Sexuality Education Resource Centre Manitoba*	Sexuality Education Resource Centre Manitoba	Sexuality Education Resource Centre Manitoba 167 Sherbrook Street, Winnipeg, MB, R3C 2B6
Southeast Personal Care Home*	Southeast Personal Care Home	Southeast Personal Care Home 1265 Lee Boulevard, Winnipeg, MB, R3T 2M3
St. Boniface Hospital*	St. Boniface Hospital	St. Boniface Hospital 409 Taché Avenue, Winnipeg, MB, R2H 2A6
The Convalescent Home of Winnipeg*	The Convalescent Home of Winnipeg	The Convalescent Home of Winnipeg 276 Hugo Street North, Winnipeg, MB, R3M 2N6
The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)*	The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)	The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre) 1 Falcon Ridge Drive, Winnipeg, MB, R3Y 1V9
Women's Health Clinic*	Women's Health Clinic	Women's Health Clinic 419 Graham Avenue, 3 rd Floor, Winnipeg, MB, R3C 0M3

*Identifies non-transferred sites

APPENDIX 1 - LIST OF ACRONYMS

Actionmarguerite (Saint-Boniface)	AMSB
Actionmarguerite (Saint-Vital)	AMSV
Actionmarguerite (St. Joseph)	AMSJ
Addictions Foundation of Manitoba	AFM
Cadham Provincial Laboratory	CPL
Canada Revenue Agency	CRA
Canadian Union of Public Employees	CUPE
CancerCare Manitoba	CCMB
Concordia Hospital	CH
Deer Lodge Centre	DLC
Disability and Rehabilitation	D&R
Fred Douglas Lodge Society Inc.	FDL
Golden Links Lodge	GLL
Grace Hospital	GH
Health Sciences Centre	HSC
Health Spending Account	HSA
Holy Family Home	HFH
Letter of Understanding	LOU
Long Term Disability	LTD
Luther Home	LH
Manitoba Adolescent Treatment Centre	MATC
Manitoba Association of Health Care Professionals	MAHCP
Manitoba Government and General Employees' Union	MGEU
Manitoba Labour Board	MLB
Memorandum of Agreement	MOA
Middlechurch Home of Winnipeg	MHW
Misericordia Health Centre	MHC
Mount Carmel Clinic	MCC
Nine Circles Community Health Centre	NCCHC
Northern Health Region Employers Organization	NHREO
Northern Regional Health Authority	NRHA
Nor'West Co-op Community Health	NWCCH
Nutrition and Food Services - Regional Distribution Facility	RDF
Operating Engineers of Manitoba	OE or OEM
Pan Am Clinic	PAC
Personal Care Home	PCH
Present Incumbent Only	PIO
Provincial Health Labour Relations Services	PHLRS
Recruitment, Retention and Education Fund	RREF
Rehabilitation Centre for Children	RCC
River Park Gardens	RPG
Riverview Health Centre	RHC

Selkirk Mental Health Centre	SMHC
Seven Oaks General Hospital	SOGH
Sexuality Education Resource Centre Manitoba	SERC
Shared Health	SH
Shared Health Employers Organization	SHEO
Southern Health Region Employers Organization	SHREO
Southern Health-Santé Sud	SH-SS
St. Boniface Hospital	SBH
Victoria Hospital	VH
Winnipeg-Churchill Regional Health Authority and Winnipeg Regional Health Authority	WRHA
Winnipeg-Churchill Health Region Employers Organization	WCHREO
Women's Health Clinic	WHC

APPENDIX 2 - PROVINCIAL VACATION YEARS BY EMPLOYERS ORGANIZATION

Northern Health Region Employers Organization (NHREO)

The following Employer/site under the NHREO has a vacation year of May 1st - April 30th:

- Northern Regional Health Authority - Direct Operations

Shared Health Employers Organization (SHEO)

The following Employers/sites under the SHEO have a vacation year of April 1st - March 31st:

- Addictions Foundation of Manitoba
- Cadham Provincial Laboratory
- Eden Mental Health Centre
- **Rehabilitation Centre for Children**
- Selkirk Mental Health Centre

The following Employers/sites under the SHEO have a vacation year of May 1st - April 30th:

- **CancerCare Manitoba**
- Manitoba Adolescent Treatment Centre
- Medical Transportation Coordination Centre
- Shared Health Direct Operations - Breast Health Centre
- Shared Health Direct Operations - Diagnostic Services (Former DSM Prof/Tech UFCW Grace Hospital)
- Shared Health Direct Operations - Diagnostic Services (Former DSM Prof/Tech UFCW St. Boniface Hospital)
- Shared Health Direct Operations - Health Sciences Centre

The following Employers under the SHEO have a vacation year of July 1st - June 30th:

- Shared Health Direct Operations - Diagnostic Services (Former DSM Facility Support Rural)
- Shared Health Direct Operations - Diagnostic Services (Former DSM Facility Support Westman Lab)

Southern Health Region Employers Organization (SHREO)

The following Employers/sites under the SHREO have a vacation year of April 1st - March 31st:

- Menno Home for the Aged
- Tabor Home Inc.
- Villa Youville

The following Employer/site under the SHREO has a vacation year of May 1st - April 30th:

- **Rock Lake Health District**
- **Southern Health-Santé Sud Regional Health Authority Direct Operations**

Winnipeg-Churchill Health Region Employers Organization (WCHREO)

The following Employers/sites under the WCHREO have a vacation year of April 1st - March 31st:

- Actionmarguerite (Saint-Boniface)
- Actionmarguerite (Saint-Vital)
- Actionmarguerite (St. Joseph)
- Centre de santé Saint-Boniface
- Donwood Manor
- Fred Douglas Lodge Society Inc.
- Golden Links Lodge
- Klinik Community Health
- Mount Carmel Clinic
- Nine Circles Community Health Centre
- Nor'West Co-op Community Health
- Riverview Health Centre (Former Prof/Tech WAPSO)
- Seven Oaks General Hospital
- Sexuality Education Resource Centre Manitoba
- Southeast Personal Care Home
- The Convalescent Home of Winnipeg
- Golden West Centennial Lodge
- The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)
- Women's Health Clinic
- WRHA Direct Operations - Deer Lodge Centre
- WRHA Direct Operations - Home Care Program, Mental Health and Addictions Program, Primary Care Program, Public Health Program
- WRHA Direct Operations - Middlechurch Home of Winnipeg
- WRHA Direct Operations - Pan Am Clinic
- WRHA Direct Operations - Regional Pharmacy Program
- WRHA Direct Operations - River Park Gardens
- WRHA Direct Operations - Victoria Hospital

The following Employers/sites under the WCHREO have a vacation year of May 1st - April 30th:

- Bethania Mennonite Personal Care Home
- Concordia Hospital
- Misericordia Health Centre
- Pembina Place Mennonite Personal Care Home
- Riverview Health Centre
- St. Boniface Hospital
- WRHA Direct Operations - Churchill Health Centre
- WRHA Direct Operations - Grace Hospital
- WRHA Direct Operations - Nutrition Food Services - Regional Distribution Facility
- WRHA Direct Operations - Regional Programs (Former Corporate & Community Programs Facility Support CUPE)
- WRHA Direct Operations - Winnipeg Regional Laundry

The following Employer/sites under the WCHREO have a vacation year of June 1st - May 31st:

- Holy Family Home
- LHC Personal Care Centre

The following Employers/sites under the WCHREO have a vacation year of July 1st - June 30th:

- Luther Home
- Manitoba Baptist Home Society (Meadowood Manor)