

## Union Proposal - 06/10/2009

### APPENDIX A

#### Pay Rates for employees on a 37.5 hours work week

From: Rates effective April 1, 2008

A) Effective April 1, 2009 - 1.5% General Economic Increase

B) Effective April 1, 2010 -1.5% General Economic Increase

C) Effective April 1, 2011 -Conversion to wage scale

#### E1

From:	\$	22231	to	25569			
to:	A)	22564	to	25953			
	B)	22902	to	26342			
	C)	37126	38609	40084	41562	43041	44571

#### E2

From:	\$	30171	to	34696			
to:	A)	30624	to	35216			
	B)	31083	to	35744			
	C)	40743	42384	44028	45670	47314	49015

#### E3

From:	\$	34954	to	41943			
to:	A)	35478	to	42572			
	B)	36010	to	43211			
	C)	45014	46820	48628	50435	52240	54112

#### E4

From:	\$	41127	to	49354			
to:	A)	41744	to	50094			
	B)	42370	to	50845			
	C)	49941	52078	54212	56350	58484	60700

#### E5

From:	\$	47318	to	56782			
to:	A)	48028	to	57634			
	B)	48748	to	58499			
	C)	55856	58319	60784	63247	65713	68274

#### E6

From:	\$	51380	to	64228			
to:	A)	52151	to	65191			
	B)	52933	to	66169			
	C)	63084	65909	68735	71560	74385	77322

**E7**

<b>From:</b>	\$	59287	to	74109			
<b>to:</b>	<b>A)</b>	60176	to	75221			
	<b>B)</b>	61079	to	76349			
	<b>C)</b>	71298	74500	77705	80907	84111	87441

**E8**

<b>From:</b>	\$	67114	to	87372			
<b>to:</b>	<b>A)</b>	68121	to	88683			
	<b>B)</b>	69143	to	90013			
	<b>C)</b>	79184	82714	86248	89778	93312	96566

**Pay notes**

**Pay increments:**

**Effective April 1 2011, the pay increment period for employees at levels E-1 to E-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.**

**Conversion:**

**Effective April 1, 2011, an employee shall be paid in the "C" line at the rate of pay which is closest to, but not less than 4% higher than the employee's rate of pay on March 31, 2011.**

## APPENDIX B

### Pay Rates for employees on a 40 hours work week

From: Rates effective April 1, 2008

A) Effective April 1, 2009 - 1.5% General Economic Increase

B) Effective April 1, 2010 -1.5% General Economic Increase

C) Effective April 1, 2011 -Conversion to wage scale

#### E1

From:	\$	23714	to	27274			
to:	A)	24070	to	27683			
	B)	24431	to	28098			
	C)	39601	41183	42756	44333	45910	47542

#### E2

From:	\$	32182	to	37010			
to:	A)	32665	to	37565			
	B)	33155	to	38128			
	C)	43459	45210	46963	48715	50468	52283

#### E3

From:	\$	37283	to	44740			
to:	A)	37842	to	45411			
	B)	38410	to	46092			
	C)	48015	49941	51870	53797	55723	57719

#### E4

From:	\$	43870	to	52642			
to:	A)	44528	to	53432			
	B)	45196	to	54233			
	C)	53270	55550	57826	60107	62383	64747

#### E5

From:	\$	50471	to	60566			
to:	A)	51228	to	61474			
	B)	51996	to	62396			
	C)	59580	62207	64836	67463	70094	72826

#### E6

From:	\$	54806	to	68509			
to:	A)	55628	to	69537			
	B)	56462	to	70580			
	C)	67290	70303	73317	76331	79344	82477

**E7**

<b>From:</b>	\$	63238	to	79050			
<b>to:</b>	<b>A)</b>	64187	to	80236			
	<b>B)</b>	65150	to	81440			
	<b>C)</b>	76051	79467	82885	86301	89718	93270

**E8**

<b>From:</b>	\$	71588	to	93196			
<b>to:</b>	<b>A)</b>	72662	to	94594			
	<b>B)</b>	73752	to	96013			
	<b>C)</b>	84463	88228	91998	95763	99533	103004

**Pay notes**

**Pay increments:**

**Effective April 1 2011, the pay increment period for employees at levels E-1 to E-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.**

**Conversion:**

**Effective April 1, 2011, an employee shall be paid in the "C" line at the rate of pay which is closest to, but not less than 4% higher than the employee's rate of pay on March 31, 2011.**