

CUPE Pay Schedule - Effective October 1, 2019

Negotiated Change - 2%

Level	Hourly Salary Range		Monthly			
			Ave. 36 Hrs./Week		Ave. 37 1/3 Hrs./Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$ 18.451	\$ 20.755	\$ 2,878	\$ 3,238	\$ 2,985	\$ 3,358
2	\$ 19.562	\$ 22.002	\$ 3,052	\$ 3,432	\$ 3,165	\$ 3,559
3	\$ 20.738	\$ 23.325	\$ 3,235	\$ 3,639	\$ 3,355	\$ 3,773
4	\$ 21.133	\$ 24.723	\$ 3,297	\$ 3,857	\$ 3,419	\$ 4,000
5	\$ 22.826	\$ 26.701	\$ 3,561	\$ 4,165	\$ 3,693	\$ 4,320
6	\$ 24.649	\$ 28.837	\$ 3,845	\$ 4,499	\$ 3,988	\$ 4,665
7	\$ 25.596	\$ 31.145	\$ 3,993	\$ 4,859	\$ 4,141	\$ 5,039
8	\$ 27.644	\$ 33.633	\$ 4,312	\$ 5,247	\$ 4,472	\$ 5,441
9	\$ 30.408	\$ 36.997	\$ 4,744	\$ 5,772	\$ 4,919	\$ 5,985
10	\$ 33.450	\$ 40.697	\$ 5,218	\$ 6,349	\$ 5,411	\$ 6,584
11	\$ 36.797	\$ 44.770	\$ 5,740	\$ 6,984	\$ 5,953	\$ 7,243

Notes:

1. From range minimum to maximum, the above ranges provide for:

- 3 increments of 4% for levels 1 -3
- 4 increments of 4% for levels 4-6; and
- 5 increments of 4% for levels 7 - 11

2. Monthly rates are calculated as follows:

- a) If average 36 hours/week - hourly rate X 156;
- b) If average 37 1/3 hours/week - hourly rate X 161.776