

SCHEDULE A
Re: Grid & Benchmark Titles

GRID	BENCHMARK TITLE	GRID	BENCHMARK TITLE
1	AS1 - Administrative Support 1	21	AW - Activity Worker
1	CHW1 - Community Health Worker 1	21	CHW2 - Community Health Worker 2
1	FSW - Food Service Worker	21	RCA - Resident Care Aide
1	HSK - Housekeeper	21	SW1 - Support Worker 1
1	T1 - Transport 1	22	SEW - Supported Employment Worker
2	AS2 - Administrative Support 2	23	AT1 - Audiometric Technician 1
2	CRC - Community Retail Clerk	23	DT - Dialysis Technician
2	DSP - Dispatcher	24	VC - Volunteer Coordinator
2	FC1 - Financial Clerk 1	25	AS4 - Administrative Support 4
2	T2 - Transport 2	26	S1 - Scheduler 1
3	CSA - Custodian/Security Attendant	27	MM3 - Materials Management 3
4	T3 - Transport 3	28	RHA - Rehabilitation Assistant
5	AS3 - Administrative Support 3	29	AT2 - Audiometric Technician 2
6	MM1 - Materials Management 1	30	PC1 - Program Coordinator 1
7	CRS - Community Retail Supervisor	31	AC - Activity Coordinator
7	MW - Maintenance Worker	31	GF - Group Facilitator
7	TA - Therapy Aide	31	HSSS - Home Support Services Supervisor
8	HUA - Health Unit Aide	31	INS - Instructor
9	CK1 - Cook 1	32	S2 - Scheduler 2
9	DA - Dental Assistant	33	ADV - Advocate
10	FC2 - Financial Clerk 2	33	DW2 - Detox Worker 2
10	TS - Transportation Scheduler	33	FRW - Family Resource Worker
11	ITA1 - Information Technology Administrator 1	33	SSW - Shelter Support Worker
12	CK2 - Cook 2	34	SW2 - Support Worker 2
12	HRT - Health Records Technician	35	RC - Residence Coordinator
12	INT - Interpreter	36	AS5 - Administrative Support 5
13	CK3 - Cook 3	37	FCA1 - Financial/Contract Administrator 1
14	PA - Pharmacy Assistant	38	PC2 - Program Coordinator 2
15	RBA - Residence Building Attendant	39	AA1 - Accounting Administrator 1
16	AA - Activity Assistant	40	AA2 - Accounting Administrator 2
17	LA - Laboratory Assistant	40	FCA2 - Financial/Contract Administrator 2
18	LT - Library Technician	41	AS6 - Administrative Support 6
18	MM2 - Materials Management 2	41	RA - Research Analyst
19	CDA - Certified Dental Assistant	42	ITA2 - Information Technology Administrator 2
20	DW1 - Detox Worker 1	43	ITA3 - Information Technology Administrator 3
20	PAD - Payroll Administrator	44	ITA4 - Information Technology Administrator 4
20	SCCW - Supported Child Care Worker		

Community Subsector Wage Schedule
Effective the First Pay Period after April 1, 2019
Low Wage Redress & 2.0% General Wage Increase

Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$18.23	\$18.87	\$19.52
2	\$18.23	\$18.87	\$19.52	\$20.16
3	\$18.23	\$18.87	\$19.52	\$20.16
4	\$18.87	\$19.52	\$20.16	\$20.83
5	\$19.23	\$19.93	\$20.57	\$21.24
6	\$0.00	\$19.87	\$20.57	\$21.28
7	\$18.87	\$19.52	\$20.16	\$20.83
8	\$19.55	\$20.23	\$20.88	\$21.58
9	\$19.62	\$20.30	\$20.96	\$21.66
10	\$19.52	\$20.16	\$20.83	\$21.45
11	\$20.83	\$21.45	\$22.11	\$22.77
12	\$20.03	\$20.68	\$21.37	\$22.01
13	\$20.16	\$20.83	\$21.45	\$22.11
14	\$20.63	\$21.30	\$22.01	\$22.67
15	\$20.62	\$21.34	\$22.03	\$22.76
16	\$20.75	\$21.44	\$22.08	\$22.76
17	\$20.95	\$21.63	\$22.35	\$23.02
18	\$21.07	\$21.78	\$22.43	\$23.12
19	\$22.07	\$22.78	\$23.46	\$24.14
20	\$21.49	\$22.13	\$22.82	\$23.49
21	\$21.48	\$22.14	\$22.83	\$23.49
22	\$22.77	\$23.40	\$24.07	\$24.70
23	\$21.81	\$22.46	\$23.16	\$23.84
24	\$21.77	\$22.42	\$23.09	\$23.72
25	\$22.15	\$22.84	\$23.55	\$24.23
26	\$22.23	\$22.88	\$23.57	\$24.23
27	\$22.77	\$23.40	\$24.07	\$24.70
28	\$23.23	\$23.87	\$24.53	\$25.17
29	\$22.77	\$23.40	\$24.07	\$24.70
30	\$23.24	\$23.93	\$24.65	\$25.32
31	\$23.33	\$23.98	\$24.67	\$25.32
32	\$23.70	\$24.35	\$25.03	\$25.69
33	\$24.35	\$25.03	\$25.75	\$26.42
34	\$24.38	\$25.05	\$25.75	\$26.42
35	\$25.14	\$25.80	\$26.49	\$27.15
36	\$26.05	\$26.77	\$27.55	\$28.27
37	\$26.27	\$26.93	\$27.61	\$28.27
38	\$27.29	\$27.95	\$28.61	\$29.27
39	\$27.29	\$27.95	\$28.61	\$29.27
40	\$28.93	\$29.58	\$30.23	\$30.91
41	\$28.75	\$29.44	\$30.14	\$30.84
42	\$31.67	\$32.55	\$33.49	\$34.37
43	\$34.29	\$35.13	\$35.96	\$36.79
44	\$34.61	\$35.31	\$36.06	\$36.79

Increment progression for all classifications under the agreement shall be as follows:

Grids 1, 6	
Step 1	N/A
Step 2	Up to and including one year, or Up to and including 1950 hours
Step 3	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 4	More than two years, or Over 3900 hours
Grids 2-5, 7-44	
Step 1	Up to and including one year, or Up to and including 1950 hours
Step 2	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 3	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours
Step 4	More than three years, or Over 5850 hours

Community Subsector Wage Schedule
Effective the First Pay Period after April 1, 2020
Low Wage Redress & 2.0% General Wage Increase

Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$18.59	\$19.25	\$19.91
2	\$18.59	\$19.25	\$19.91	\$20.56
3	\$18.65	\$19.31	\$19.97	\$20.63
4	\$19.38	\$20.05	\$20.70	\$21.39
5	\$19.72	\$20.43	\$21.09	\$21.78
6	\$0.00	\$20.70	\$21.42	\$22.16
7	\$20.08	\$20.77	\$21.45	\$22.16
8	\$20.36	\$21.07	\$21.74	\$22.47
9	\$20.43	\$21.13	\$21.82	\$22.55
10	\$20.52	\$21.19	\$21.90	\$22.55
11	\$21.25	\$21.88	\$22.55	\$23.23
12	\$20.86	\$21.53	\$22.25	\$22.92
13	\$21.26	\$21.96	\$22.62	\$23.31
14	\$21.49	\$22.19	\$22.93	\$23.61
15	\$21.48	\$22.23	\$22.95	\$23.71
16	\$21.62	\$22.34	\$23.00	\$23.71
17	\$21.82	\$22.52	\$23.27	\$23.97
18	\$21.94	\$22.68	\$23.36	\$24.08
19	\$22.51	\$23.24	\$23.93	\$24.62
20	\$22.39	\$23.06	\$23.78	\$24.47
21	\$22.38	\$23.07	\$23.79	\$24.47
22	\$23.23	\$23.87	\$24.55	\$25.19
23	\$22.72	\$23.39	\$24.12	\$24.83
24	\$22.79	\$23.47	\$24.17	\$24.83
25	\$23.07	\$23.79	\$24.53	\$25.24
26	\$23.15	\$23.83	\$24.55	\$25.24
27	\$23.26	\$23.91	\$24.59	\$25.24
28	\$23.69	\$24.35	\$25.02	\$25.67
29	\$23.98	\$24.64	\$25.35	\$26.01
30	\$24.20	\$24.92	\$25.67	\$26.37
31	\$24.29	\$24.97	\$25.69	\$26.37
32	\$24.68	\$25.36	\$26.07	\$26.75
33	\$25.37	\$26.08	\$26.83	\$27.53
34	\$25.40	\$26.10	\$26.83	\$27.53
35	\$26.19	\$26.87	\$27.59	\$28.28
36	\$27.14	\$27.89	\$28.70	\$29.45
37	\$27.37	\$28.05	\$28.76	\$29.45
38	\$27.84	\$28.51	\$29.18	\$29.86
39	\$27.84	\$28.51	\$29.18	\$29.86
40	\$29.51	\$30.17	\$30.83	\$31.53
41	\$29.95	\$30.67	\$31.40	\$32.13
42	\$32.98	\$33.90	\$34.88	\$35.80
43	\$35.72	\$36.60	\$37.46	\$38.33
44	\$36.06	\$36.79	\$37.57	\$38.33

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Grids 2-5, 7-44	
Step 1	Up to and including one year, or Up to and including 1950 hours
Step 2	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
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Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$19.29	\$19.98	\$20.66
2	\$19.04	\$19.71	\$20.39	\$21.05
3	\$19.39	\$20.08	\$20.76	\$21.45
4	\$20.16	\$20.85	\$21.53	\$22.25
5	\$20.50	\$21.24	\$21.92	\$22.64
6	\$0.00	\$21.54	\$22.28	\$23.05
7	\$20.89	\$21.61	\$22.32	\$23.05
8	\$21.18	\$21.92	\$22.62	\$23.38
9	\$21.25	\$21.98	\$22.70	\$23.46
10	\$21.35	\$22.04	\$22.78	\$23.46
11	\$21.68	\$22.32	\$23.00	\$23.69
12	\$21.70	\$22.40	\$23.15	\$23.84
13	\$22.11	\$22.84	\$23.53	\$24.25
14	\$22.35	\$23.08	\$23.84	\$24.55
15	\$22.34	\$23.12	\$23.87	\$24.66
16	\$22.49	\$23.24	\$23.92	\$24.66
17	\$22.70	\$23.43	\$24.21	\$24.94
18	\$22.82	\$23.59	\$24.30	\$25.04
19	\$22.96	\$23.70	\$24.41	\$25.11
20	\$23.29	\$23.98	\$24.73	\$25.45
21	\$23.27	\$23.99	\$24.74	\$25.45
22	\$23.69	\$24.35	\$25.04	\$25.69
23	\$23.64	\$24.33	\$25.09	\$25.83
24	\$23.71	\$24.42	\$25.15	\$25.83
25	\$24.00	\$24.75	\$25.52	\$26.26
26	\$24.08	\$24.79	\$25.54	\$26.26
27	\$24.20	\$24.87	\$25.58	\$26.26
28	\$24.57	\$25.25	\$25.95	\$26.62
29	\$24.94	\$25.63	\$26.37	\$27.05
30	\$25.17	\$25.92	\$26.70	\$27.43
31	\$25.27	\$25.97	\$26.72	\$27.43
32	\$25.68	\$26.39	\$27.12	\$27.83
33	\$26.38	\$27.12	\$27.90	\$28.63
34	\$26.42	\$27.14	\$27.90	\$28.63
35	\$27.24	\$27.95	\$28.70	\$29.42
36	\$28.23	\$29.01	\$29.85	\$30.63
37	\$28.47	\$29.17	\$29.91	\$30.63
38	\$28.56	\$29.25	\$29.93	\$30.63
39	\$28.60	\$29.28	\$29.97	\$30.67
40	\$30.60	\$31.29	\$31.97	\$32.70
41	\$31.14	\$31.89	\$32.65	\$33.41
42	\$34.30	\$35.26	\$36.27	\$37.23
43	\$37.15	\$38.06	\$38.96	\$39.86
44	\$37.50	\$38.26	\$39.07	\$39.86

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