

# CUPE Subfactor and Point Values

Last revised: February 2025  
Last reviewed: February 2025  
Next review: February 2026

*This document will be used to outline CUPE Subfactors and Point Values*

SUBFACTOR 1A – KNOWLEDGE	
LEVEL	POINTS
1	18
2	41
3	64
4	87
5	110
6	133
7	156
8	180

SUBFACTOR 1B – EXPERIENCE	
LEVEL	POINTS
A	6
B	14
C	22
D	30
E	38
F	46
G	54
H	60

SUBFACTOR 2A – PROBLEM SOLVING	
LEVEL	POINTS
1	20
2	65
3	110
4	155
5	200

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SUBFACTOR 2B – RESPONSIBILITY	
LEVEL	POINTS
A	6
B	15
C	24
D	33
E	42
F	51
G	60

SUBFACTOR 3 – MENTAL		
POINT RANGE	LEVEL	POINTS
33-49	1A	6
50-82	2A	33
83-100	3A	60

SUBFACTOR 4 – PHYSICAL ACTIVITY		
POINT RANGE	LEVEL	POINTS
33-49	1A	6
50-82	2A	33
83-100	3A	60

SUBFACTOR 5 – DEXTERITY		
POINT RANGE	LEVEL	POINTS
33-49	1A	6
50-82	2A	33
83-100	3A	60

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SUBFACTOR 6 – SUPERVISION OF OTHERS	
LEVEL	POINTS
1A	16
2A	64
3A	112
4A	160

SUBFACTOR 7 – INTERACTION	
LEVEL	POINTS
1A	10
2A	33
3A	56
4A	79
5A	100

SUBFACTOR 8 – DISAGREEABLE CONDITIONS		
POINT RANGE	LEVEL	POINTS
1 – 36	1A	6
37 – 61	2A	24
62 – 86	3A	42
87 – 100	4A	60