

**CUPE Pay Schedule - Effective October 1, 2018**

Negotiated Change - 1%

Level	Hourly Salary Range		Monthly			
			Ave. 36 Hrs./Week		Ave. 37 1/3 Hrs./Week	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	\$ 18.089	\$ 20.348	\$ 2,822	\$ 3,174	\$ 2,926	\$ 3,292
2	\$ 19.178	\$ 21.571	\$ 2,992	\$ 3,365	\$ 3,103	\$ 3,490
3	\$ 20.331	\$ 22.868	\$ 3,172	\$ 3,567	\$ 3,289	\$ 3,699
4	\$ 20.719	\$ 24.238	\$ 3,232	\$ 3,781	\$ 3,352	\$ 3,921
5	\$ 22.378	\$ 26.177	\$ 3,491	\$ 4,084	\$ 3,620	\$ 4,235
6	\$ 24.166	\$ 28.272	\$ 3,770	\$ 4,410	\$ 3,909	\$ 4,574
7	\$ 25.094	\$ 30.534	\$ 3,915	\$ 4,763	\$ 4,060	\$ 4,940
8	\$ 27.102	\$ 32.974	\$ 4,228	\$ 5,144	\$ 4,384	\$ 5,334
9	\$ 29.812	\$ 36.272	\$ 4,651	\$ 5,658	\$ 4,823	\$ 5,868
10	\$ 32.794	\$ 39.899	\$ 5,116	\$ 6,224	\$ 5,305	\$ 6,455
11	\$ 36.075	\$ 43.892	\$ 5,628	\$ 6,847	\$ 5,836	\$ 7,101

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