

APPENDIX A

WAGE GRID

Increase applicable to wage grid:

	April 1, 2006	April 1, 2007	April 1, 2008	April 1, 2009
Percentage Increase	2.3%	2.0%	2.0%	2.0%

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
Housekeeper	3	1	11.88	12.11	12.36	12.60
		2	12.57	12.82	13.08	13.34
		3	13.28	13.54	13.81	14.09
		4	13.97	14.25	14.54	14.83
Janitor	3	1	11.88	12.11	12.36	12.60
		2	12.57	12.82	13.08	13.34
		3	13.28	13.54	13.81	14.09
		4	13.97	14.25	14.54	14.83
Asleep Residential Night Worker	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
Receptionist/General Office Clerk	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
Retail Worker	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
Awake Residential Night Worker	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
Early Childhood Educator Assistant	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
Truck Driver	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
Accounting Clerk	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12
Passenger Vehicle Driver	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
Secretary	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12
Activity Worker	8	1	14.04	14.32	14.60	14.89
		2	14.86	15.16	15.46	15.77
		3	15.68	16.00	16.32	16.64
		4	16.51	16.84	17.18	17.52
Child & Youth Transition House Worker	8	1	14.04	14.32	14.60	14.89
		2	14.86	15.16	15.46	15.77
		3	15.68	16.00	16.32	16.64
		4	16.51	16.84	17.18	17.52
Cook	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
Database Clerk	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
Group Facilitator	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
School Aged Child Worker	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
Administrative Assistant	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Bookkeeper	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Building Maintenance Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Community Support Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Computer Technical Support Specialist	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
Early Childhood Educator	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Employment Counsellor	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Reconnect Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Residence Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Retail Supervisor	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Settlement & Integration Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Transition House Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Vocational Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Adult, Youth and/or Child Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Child Care Resource & Referral Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Residential Child & Youth Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
School Based Prevention Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
Special Services Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Victim Service Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Vocational Counsellor	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Administrative Supervisor	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Family Support Worker	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Program Coordinator 1	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Residence Worker Senior	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Volunteer Coordinator	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Crisis Line Coordinator	13	1	17.48	17.83	18.19	18.55
		2	18.51	18.88	19.25	19.64
		3	19.54	19.93	20.33	20.74
		4	20.56	20.97	21.39	21.82
Early Childhood Educator Senior	13	1	17.48	17.83	18.19	18.55
		2	18.51	18.88	19.25	19.64
		3	19.54	19.93	20.33	20.74
		4	20.56	20.97	21.39	21.82
Program Coordinator 2	14	1	19.21	19.60	19.99	20.39
		2	20.34	20.74	21.16	21.58
		3	21.47	21.90	22.34	22.79
		4	22.60	23.05	23.51	23.98
Residence Coordinator	14	1	19.21	19.60	19.99	20.39
		2	20.34	20.74	21.16	21.58
		3	21.47	21.90	22.34	22.79
		4	22.60	23.05	23.51	23.98

**Note: The term "hours" means:*

- 1) hours worked by the employee,
- 2) hours of paid vacation,
- 3) paid holidays,
- 4) paid union leave up to twenty (20) days per year.

Note: The Step 4 rate for unique jobs shall be determined by the JJEP and shall be subject to the increment steps above.

JJEP WAGE GRID						
POINT BAND	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
Up to 174	1	1	11.30	11.53	11.76	12.00
		2	11.97	12.21	12.45	12.70
		3	12.63	12.89	13.14	13.41
		4	13.30	13.56	13.84	14.11
175 -217	2	1	11.65	11.89	12.12	12.37
		2	12.34	12.58	12.84	13.09
		3	13.02	13.28	13.55	13.82
		4	13.71	13.98	14.26	14.55
218 - 261	3	1	11.88	12.11	12.36	12.60
		2	12.57	12.82	13.08	13.34
		3	13.28	13.54	13.81	14.09
		4	13.97	14.25	14.54	14.83
262 - 304	4	1	12.10	12.34	12.59	12.84
		2	12.82	13.07	13.34	13.60
		3	13.52	13.79	14.07	14.35
		4	14.24	14.52	14.82	15.11
305 - 348	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
349 - 391	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
392 - 435	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12
436 - 478	8	1	14.04	14.32	14.60	14.89
		2	14.86	15.16	15.46	15.77
		3	15.68	16.00	16.32	16.64
		4	16.51	16.84	17.18	17.52
479 - 522	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
523 - 564	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27

JJEP WAGE GRID						
POINT BAND	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
565 - 606	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
607 - 649	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
650 - 692	13	1	17.48	17.83	18.19	18.55
		2	18.51	18.88	19.25	19.64
		3	19.54	19.93	20.33	20.74
		4	20.56	20.97	21.39	21.82
693 - 736	14	1	19.21	19.60	19.99	20.39
		2	20.34	20.74	21.16	21.58
		3	21.47	21.90	22.34	22.79
		4	22.60	23.05	23.51	23.98
737 - 780	15	1	21.06	21.48	21.91	22.35
		2	22.31	22.76	23.21	23.68
		3	23.55	24.02	24.50	24.99
		4	24.79	25.28	25.79	26.30
781 - 824	16	1	22.86	23.32	23.79	24.26
		2	24.20	24.69	25.18	25.69
		3	25.55	26.07	26.59	27.12
		4	26.89	27.43	27.98	28.54
825 - 868	17	1	25.10	25.61	26.12	26.64
		2	26.58	27.11	27.65	28.20
		3	28.05	28.61	29.18	29.77
		4	29.53	30.12	30.73	31.34
869 - 912	18	1	26.89	27.43	27.98	28.54
		2	28.48	29.05	29.63	30.22
		3	30.06	30.66	31.27	31.90
		4	31.64	32.27	32.92	33.58
913 - 956	19	1	28.68	29.26	29.84	30.44
		2	30.37	30.98	31.60	32.23
		3	32.06	32.70	33.36	34.02
		4	33.75	34.42	35.11	35.81
957 - 1000	20	1	31.38	32.00	32.64	33.30
		2	33.23	33.89	34.57	35.26
		3	35.07	35.77	36.49	37.21
		4	36.92	37.66	38.41	39.18

Note: The Step 4 rate for unique jobs shall be determined by the JJEP and shall be subject to the increment steps above.