

UNIFOR 2023-2025 Wage Table

CLASSIFICATIONS ON A 37.33 HOUR WEEK AND A 35 HOUR WEEK

The agreed rate is the hourly rate. The monthly 37.33 hour rate is based on Hourly rate x 162.22; the monthly 35 hour rate is based on Hourly rate x 152.0832

Class Code		Job Code	Steps		Jan 1, 2023 (3% GWI)			Jan 1, 2024 (3% GWI)			Jan 1, 2025 (2% GWI)		
					Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly
ADMINISTRATOR 4100													
4102	Power Shop	50060118	Step 1	First Year	\$ 26.38	\$ 2,006.00	\$ 4,012	\$ 27.17	\$ 2,066.50	\$ 4,133	\$ 27.72	\$ 2,108.00	\$ 4,216
			Step 2	Second Year	\$ 27.00	\$ 2,053.50	\$ 4,107	\$ 27.80	\$ 2,114.00	\$ 4,228	\$ 28.36	\$ 2,157.00	\$ 4,314
			Step 3	Third Year	\$ 27.64	\$ 2,102.00	\$ 4,204	\$ 28.47	\$ 2,165.00	\$ 4,330	\$ 29.04	\$ 2,208.50	\$ 4,417
			Step 4	Fourth Year	\$ 28.31	\$ 2,153.00	\$ 4,306	\$ 29.16	\$ 2,217.50	\$ 4,435	\$ 29.75	\$ 2,262.50	\$ 4,525
			Step 5	After Fourth Year	\$ 29.02	\$ 2,207.00	\$ 4,414	\$ 29.89	\$ 2,273.00	\$ 4,546	\$ 30.49	\$ 2,319.00	\$ 4,638
4106	Business	50060119	Step 1	First Year	\$ 29.03	\$ 2,207.50	\$ 4,415	\$ 29.90	\$ 2,274.00	\$ 4,548	\$ 30.50	\$ 2,319.50	\$ 4,639
4107	Telecommunications	50060120	Step 2	Second Year	\$ 29.70	\$ 2,258.50	\$ 4,517	\$ 30.60	\$ 2,327.00	\$ 4,654	\$ 31.21	\$ 2,373.50	\$ 4,747
4109	Land	50060122	Step 3	Third Year	\$ 30.41	\$ 2,312.50	\$ 4,625	\$ 31.32	\$ 2,382.00	\$ 4,764	\$ 31.95	\$ 2,430.00	\$ 4,860
			Step 4	Fourth Year	\$ 31.15	\$ 2,369.00	\$ 4,738	\$ 32.09	\$ 2,440.50	\$ 4,881	\$ 32.73	\$ 2,489.00	\$ 4,978
			Step 5	After Fourth Year	\$ 31.93	\$ 2,428.50	\$ 4,857	\$ 32.89	\$ 2,501.50	\$ 5,003	\$ 33.55	\$ 2,551.50	\$ 5,103
4110	SMS	50060123	Step 1	First Year	\$ 32.75	\$ 2,490.50	\$ 4,981	\$ 33.74	\$ 2,566.00	\$ 5,132	\$ 34.41	\$ 2,617.00	\$ 5,234
4113	Communications	50060124	Step 2	Second Year	\$ 33.52	\$ 2,549.00	\$ 5,098	\$ 34.52	\$ 2,625.00	\$ 5,250	\$ 35.21	\$ 2,677.50	\$ 5,355
4115	Events	50060125	Step 3	Third Year	\$ 34.31	\$ 2,609.00	\$ 5,218	\$ 35.34	\$ 2,687.50	\$ 5,375	\$ 36.05	\$ 2,741.50	\$ 5,483
			Step 4	Fourth Year	\$ 35.15	\$ 2,673.00	\$ 5,346	\$ 36.20	\$ 2,753.00	\$ 5,506	\$ 36.93	\$ 2,808.50	\$ 5,617
			Step 5	After Fourth Year	\$ 36.03	\$ 2,740.00	\$ 5,480	\$ 37.11	\$ 2,822.00	\$ 5,644	\$ 37.85	\$ 2,878.50	\$ 5,757
4116	Digital Communications - Writer	50060126	Step 1	First Year	\$ 36.97	\$ 2,811.50	\$ 5,623	\$ 38.08	\$ 2,896.00	\$ 5,792	\$ 38.85	\$ 2,954.50	\$ 5,909
4117	Project Management	50060127	Step 2	Second Year	\$ 37.83	\$ 2,877.00	\$ 5,754	\$ 38.97	\$ 2,963.50	\$ 5,927	\$ 39.75	\$ 3,023.00	\$ 6,046
4122	Deskside Support	50060131	Step 3	Third Year	\$ 38.73	\$ 2,945.50	\$ 5,891	\$ 39.90	\$ 3,034.50	\$ 6,069	\$ 40.70	\$ 3,095.00	\$ 6,190
4108	Digital Communications - Channels	50060121	Step 4	Fourth Year	\$ 39.68	\$ 3,017.50	\$ 6,035	\$ 40.87	\$ 3,108.00	\$ 6,216	\$ 41.69	\$ 3,170.50	\$ 6,341
			Step 5	After Fourth Year	\$ 40.67	\$ 3,093.00	\$ 6,186	\$ 41.89	\$ 3,185.50	\$ 6,371	\$ 42.73	\$ 3,249.50	\$ 6,499
4118	Project	50060128	Step 1	First Year	\$ 42.82	\$ 3,256.50	\$ 6,513	\$ 44.10	\$ 3,353.50	\$ 6,707	\$ 44.98	\$ 3,420.50	\$ 6,841
4119	Learning Media Developer	50060129	Step 2	Second Year	\$ 43.81	\$ 3,331.50	\$ 6,663	\$ 45.13	\$ 3,432.00	\$ 6,864	\$ 46.03	\$ 3,500.50	\$ 7,001
			Step 3	Third Year	\$ 44.86	\$ 3,411.50	\$ 6,823	\$ 46.20	\$ 3,513.50	\$ 7,027	\$ 47.12	\$ 3,583.50	\$ 7,167
			Step 4	Fourth Year	\$ 45.95	\$ 3,494.50	\$ 6,989	\$ 47.33	\$ 3,599.50	\$ 7,199	\$ 48.27	\$ 3,671.00	\$ 7,342
			Step 5	After Fourth Year	\$ 47.10	\$ 3,582.00	\$ 7,164	\$ 48.51	\$ 3,689.00	\$ 7,378	\$ 49.48	\$ 3,763.00	\$ 7,526
4120	Business (37.33 hr)	50060130	Step 1	First Year	\$ 29.03	\$ 2,355.00	\$ 4,710	\$ 29.90	\$ 2,425.50	\$ 4,851	\$ 30.50	\$ 2,474.00	\$ 4,948
			Step 2	Second Year	\$ 29.70	\$ 2,409.00	\$ 4,818	\$ 30.60	\$ 2,482.00	\$ 4,964	\$ 31.21	\$ 2,531.50	\$ 5,063
			Step 3	Third Year	\$ 30.41	\$ 2,467.00	\$ 4,934	\$ 31.32	\$ 2,540.50	\$ 5,081	\$ 31.95	\$ 2,591.50	\$ 5,183
			Step 4	Fourth Year	\$ 31.15	\$ 2,527.00	\$ 5,054	\$ 32.09	\$ 2,603.00	\$ 5,206	\$ 32.73	\$ 2,655.00	\$ 5,310
			Step 5	After Fourth Year	\$ 31.93	\$ 2,590.00	\$ 5,180	\$ 32.89	\$ 2,668.00	\$ 5,336	\$ 33.55	\$ 2,721.50	\$ 5,443
ANALYST 4200													
4202	GIS	50060132	Step 1	First Year	\$ 34.54	\$ 2,626.50	\$ 5,253	\$ 35.57	\$ 2,705.00	\$ 5,410	\$ 36.28	\$ 2,759.00	\$ 5,518
4224	Health & Wellness Medical	50060150	Step 2	Second Year	\$ 35.34	\$ 2,687.50	\$ 5,375	\$ 36.40	\$ 2,768.00	\$ 5,536	\$ 37.13	\$ 2,823.50	\$ 5,647
4225	Corporate Land	50060151	Step 3	Third Year	\$ 36.18	\$ 2,751.50	\$ 5,503	\$ 37.27	\$ 2,834.50	\$ 5,669	\$ 38.01	\$ 2,890.50	\$ 5,781
4226	Payroll & Benefits	50060152	Step 4	Fourth Year	\$ 37.06	\$ 2,818.50	\$ 5,637	\$ 38.18	\$ 2,903.50	\$ 5,807	\$ 38.94	\$ 2,961.50	\$ 5,923
4228	Recruitment	50060154	Step 5	After Fourth Year	\$ 37.99	\$ 2,889.00	\$ 5,778	\$ 39.13	\$ 2,976.00	\$ 5,952	\$ 39.91	\$ 3,035.00	\$ 6,070

UNIFOR 2023-2025 Wage Table

Class Code	Job Code	Steps		Jan 1, 2023 (3% GWI)			Jan 1, 2024 (3% GWI)			Jan 1, 2025 (2% GWI)		
				Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly
4205 Technology Procurement	50060134	Step 1	First Year	\$ 36.97	\$ 2,811.50	\$ 5,623	\$ 38.08	\$ 2,896.00	\$ 5,792	\$ 38.85	\$ 2,954.50	\$ 5,909
4208 Contract	50060135	Step 2	Second Year	\$ 37.83	\$ 2,877.00	\$ 5,754	\$ 38.97	\$ 2,963.50	\$ 5,927	\$ 39.75	\$ 3,023.00	\$ 6,046
4209 Accountant I	50060136	Step 3	Third Year	\$ 38.73	\$ 2,945.50	\$ 5,891	\$ 39.90	\$ 3,034.50	\$ 6,069	\$ 40.70	\$ 3,095.00	\$ 6,190
		Step 4	Fourth Year	\$ 39.68	\$ 3,017.50	\$ 6,035	\$ 40.87	\$ 3,108.00	\$ 6,216	\$ 41.69	\$ 3,170.50	\$ 6,341
		Step 5	After Fourth Year	\$ 40.67	\$ 3,093.00	\$ 6,186	\$ 41.89	\$ 3,185.50	\$ 6,371	\$ 42.73	\$ 3,249.50	\$ 6,499
4210 AMI Operations	50060137	Step 1	First Year	\$ 44.87	\$ 3,412.00	\$ 6,824	\$ 46.22	\$ 3,515.00	\$ 7,030	\$ 47.15	\$ 3,585.50	\$ 7,171
		Step 2	Second Year	\$ 45.92	\$ 3,492.00	\$ 6,984	\$ 47.29	\$ 3,596.50	\$ 7,193	\$ 48.24	\$ 3,668.50	\$ 7,337
		Step 3	Third Year	\$ 47.01	\$ 3,575.00	\$ 7,150	\$ 48.42	\$ 3,682.00	\$ 7,364	\$ 49.39	\$ 3,756.00	\$ 7,512
		Step 4	Fourth Year	\$ 48.16	\$ 3,662.50	\$ 7,325	\$ 49.60	\$ 3,772.00	\$ 7,544	\$ 50.60	\$ 3,848.00	\$ 7,696
		Step 5	After Fourth Year	\$ 49.36	\$ 3,753.50	\$ 7,507	\$ 50.84	\$ 3,866.00	\$ 7,732	\$ 51.86	\$ 3,944.00	\$ 7,888
4211 Telecommunications	50060138	Step 1	First Year	\$ 39.12	\$ 2,975.00	\$ 5,950	\$ 40.29	\$ 3,064.00	\$ 6,128	\$ 41.10	\$ 3,125.50	\$ 6,251
4212 SAP - HR	50060139	Step 2	Second Year	\$ 40.03	\$ 3,044.00	\$ 6,088	\$ 41.23	\$ 3,135.50	\$ 6,271	\$ 42.06	\$ 3,198.50	\$ 6,397
4213 SAP	50060140	Step 3	Third Year	\$ 40.98	\$ 3,116.50	\$ 6,233	\$ 42.21	\$ 3,210.00	\$ 6,420	\$ 43.06	\$ 3,274.50	\$ 6,549
4214 Buyer	50060141	Step 4	Fourth Year	\$ 41.98	\$ 3,192.50	\$ 6,385	\$ 43.24	\$ 3,288.50	\$ 6,577	\$ 44.11	\$ 3,354.50	\$ 6,709
4230 Safety Metrics	50060156	Step 5	After Fourth Year	\$ 43.03	\$ 3,272.50	\$ 6,545	\$ 44.32	\$ 3,370.50	\$ 6,741	\$ 45.21	\$ 3,438.00	\$ 6,876
4215 Accountant II	50060142	Step 1	First Year	\$ 43.03	\$ 3,272.50	\$ 6,545	\$ 44.32	\$ 3,370.50	\$ 6,741	\$ 45.21	\$ 3,438.00	\$ 6,876
4216 SAP - Finance	50060143	Step 2	Second Year	\$ 44.03	\$ 3,348.50	\$ 6,697	\$ 45.35	\$ 3,448.50	\$ 6,897	\$ 46.26	\$ 3,518.00	\$ 7,036
4217 Financial	50060144	Step 3	Third Year	\$ 45.08	\$ 3,428.00	\$ 6,856	\$ 46.43	\$ 3,531.00	\$ 7,062	\$ 47.36	\$ 3,601.50	\$ 7,203
4229 Safety Compliance	50060155	Step 4	Fourth Year	\$ 46.18	\$ 3,512.00	\$ 7,024	\$ 47.56	\$ 3,617.00	\$ 7,234	\$ 48.52	\$ 3,690.00	\$ 7,380
4231 Analyst, Graphic Design	50060157	Step 5	After Fourth Year	\$ 47.33	\$ 3,599.50	\$ 7,199	\$ 48.75	\$ 3,707.50	\$ 7,415	\$ 49.73	\$ 3,782.00	\$ 7,564
4218 Accountant III	50060145	Step 1	First Year	\$ 46.77	\$ 3,556.50	\$ 7,113	\$ 48.17	\$ 3,663.00	\$ 7,326	\$ 49.14	\$ 3,737.00	\$ 7,474
4219 Info Systems	50060146	Step 2	Second Year	\$ 47.86	\$ 3,639.50	\$ 7,279	\$ 49.29	\$ 3,748.50	\$ 7,497	\$ 50.28	\$ 3,823.50	\$ 7,647
4221 Safety Management Systems Audit	50060147	Step 3	Third Year	\$ 49.00	\$ 3,726.50	\$ 7,453	\$ 50.47	\$ 3,838.00	\$ 7,676	\$ 51.48	\$ 3,915.00	\$ 7,830
4204 Risk and Insurance	50060133	Step 4	Fourth Year	\$ 50.20	\$ 3,817.50	\$ 7,635	\$ 51.70	\$ 3,931.50	\$ 7,863	\$ 52.73	\$ 4,010.00	\$ 8,020
		Step 5	After Fourth Year	\$ 51.45	\$ 3,912.50	\$ 7,825	\$ 52.99	\$ 4,029.50	\$ 8,059	\$ 54.05	\$ 4,110.50	\$ 8,221
4222 Accountant II (37.33 hr)	50060148	Step 1	First Year	\$ 43.03	\$ 3,490.50	\$ 6,981	\$ 44.32	\$ 3,595.00	\$ 7,190	\$ 45.21	\$ 3,667.00	\$ 7,334
4223 Financial (37.33 hr)	50060149	Step 2	Second Year	\$ 44.03	\$ 3,571.50	\$ 7,143	\$ 45.35	\$ 3,678.50	\$ 7,357	\$ 46.26	\$ 3,752.50	\$ 7,505
		Step 3	Third Year	\$ 45.08	\$ 3,656.50	\$ 7,313	\$ 46.43	\$ 3,766.00	\$ 7,532	\$ 47.36	\$ 3,841.50	\$ 7,683
		Step 4	Fourth Year	\$ 46.18	\$ 3,746.00	\$ 7,492	\$ 47.56	\$ 3,858.00	\$ 7,716	\$ 48.52	\$ 3,935.50	\$ 7,871
		Step 5	After Fourth Year	\$ 47.33	\$ 3,839.00	\$ 7,678	\$ 48.75	\$ 3,954.50	\$ 7,909	\$ 49.73	\$ 4,034.00	\$ 8,068
4227 Contract (37.33 hr)	50060153	Step 1	First Year	\$ 36.97	\$ 2,999.00	\$ 5,998	\$ 38.08	\$ 3,089.00	\$ 6,178	\$ 38.85	\$ 3,151.50	\$ 6,303
		Step 2	Second Year	\$ 37.83	\$ 3,068.50	\$ 6,137	\$ 38.97	\$ 3,161.00	\$ 6,322	\$ 39.75	\$ 3,224.50	\$ 6,449
		Step 3	Third Year	\$ 38.73	\$ 3,141.50	\$ 6,283	\$ 39.90	\$ 3,236.50	\$ 6,473	\$ 40.70	\$ 3,301.50	\$ 6,603
		Step 4	Fourth Year	\$ 39.68	\$ 3,218.50	\$ 6,437	\$ 40.87	\$ 3,315.00	\$ 6,630	\$ 41.69	\$ 3,381.50	\$ 6,763
		Step 5	After Fourth Year	\$ 40.67	\$ 3,299.00	\$ 6,598	\$ 41.89	\$ 3,398.00	\$ 6,796	\$ 42.73	\$ 3,466.00	\$ 6,932
4232 Buyer (37.33 hr)	50060244	Step 1	First Year	\$ 39.12	\$ 3,173.50	\$ 6,347	\$ 40.29	\$ 3,268.00	\$ 6,536	\$ 41.10	\$ 3,334.00	\$ 6,668
		Step 2	Second Year	\$ 40.03	\$ 3,247.00	\$ 6,494	\$ 41.23	\$ 3,344.50	\$ 6,689	\$ 42.06	\$ 3,411.50	\$ 6,823
		Step 3	Third Year	\$ 40.98	\$ 3,324.00	\$ 6,648	\$ 42.21	\$ 3,424.00	\$ 6,848	\$ 43.06	\$ 3,493.00	\$ 6,986
		Step 4	Fourth Year	\$ 41.98	\$ 3,405.00	\$ 6,810	\$ 43.24	\$ 3,507.50	\$ 7,015	\$ 44.11	\$ 3,578.00	\$ 7,156
		Step 5	After Fourth Year	\$ 43.03	\$ 3,490.50	\$ 6,981	\$ 44.32	\$ 3,595.00	\$ 7,190	\$ 45.21	\$ 3,667.00	\$ 7,334

UNIFOR 2023-2025 Wage Table

Class Code		Job Code	Steps		Jan 1, 2023 (3% GWI)			Jan 1, 2024 (3% GWI)			Jan 1, 2025 (2% GWI)		
					Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly
BUSINESS ASSISTANT 4300													
4305	Business Assistant	50060158	Step 1	First Year	\$ 28.50	\$ 2,167.50	\$ 4,335	\$ 29.35	\$ 2,232.00	\$ 4,464	\$ 29.95	\$ 2,277.50	\$ 4,555
			Step 2	Second Year	\$ 29.16	\$ 2,217.50	\$ 4,435	\$ 30.04	\$ 2,284.50	\$ 4,569	\$ 30.64	\$ 2,330.00	\$ 4,660
			Step 3	Third Year	\$ 29.86	\$ 2,271.00	\$ 4,542	\$ 30.75	\$ 2,338.50	\$ 4,677	\$ 31.37	\$ 2,385.50	\$ 4,771
			Step 4	Fourth Year	\$ 30.59	\$ 2,326.50	\$ 4,653	\$ 31.50	\$ 2,395.50	\$ 4,791	\$ 32.14	\$ 2,444.00	\$ 4,888
			Step 5	After Fourth Year	\$ 31.35	\$ 2,384.00	\$ 4,768	\$ 32.29	\$ 2,455.50	\$ 4,911	\$ 32.94	\$ 2,505.00	\$ 5,010
4306	Business Assistant (37.33 hr)	50060159	Step 1	First Year	\$ 28.50	\$ 2,312.00	\$ 4,624	\$ 29.35	\$ 2,381.00	\$ 4,762	\$ 29.95	\$ 2,429.50	\$ 4,859
			Step 2	Second Year	\$ 29.16	\$ 2,365.50	\$ 4,731	\$ 30.04	\$ 2,437.00	\$ 4,874	\$ 30.64	\$ 2,485.50	\$ 4,971
			Step 3	Third Year	\$ 29.86	\$ 2,422.00	\$ 4,844	\$ 30.75	\$ 2,494.50	\$ 4,989	\$ 31.37	\$ 2,544.50	\$ 5,089
			Step 4	Fourth Year	\$ 30.59	\$ 2,481.50	\$ 4,963	\$ 31.50	\$ 2,555.00	\$ 5,110	\$ 32.14	\$ 2,607.00	\$ 5,214
			Step 5	After Fourth Year	\$ 31.35	\$ 2,543.00	\$ 5,086	\$ 32.29	\$ 2,619.50	\$ 5,239	\$ 32.94	\$ 2,672.00	\$ 5,344
CLERK 4400													
4403	Clerk	50060160	Step 1	First Year	\$ 26.38	\$ 2,006.00	\$ 4,012	\$ 27.17	\$ 2,066.50	\$ 4,133	\$ 27.72	\$ 2,108.00	\$ 4,216
			Step 2	Second Year	\$ 27.00	\$ 2,053.50	\$ 4,107	\$ 27.80	\$ 2,114.00	\$ 4,228	\$ 28.36	\$ 2,157.00	\$ 4,314
			Step 3	Third Year	\$ 27.64	\$ 2,102.00	\$ 4,204	\$ 28.47	\$ 2,165.00	\$ 4,330	\$ 29.04	\$ 2,208.50	\$ 4,417
			Step 4	Fourth Year	\$ 28.31	\$ 2,153.00	\$ 4,306	\$ 29.16	\$ 2,217.50	\$ 4,435	\$ 29.75	\$ 2,262.50	\$ 4,525
			Step 5	After Fourth Year	\$ 29.02	\$ 2,207.00	\$ 4,414	\$ 29.89	\$ 2,273.00	\$ 4,546	\$ 30.49	\$ 2,319.00	\$ 4,638
COORDINATOR 4500													
4503	Planning	50060162	Step 1	First Year	\$ 33.22	\$ 2,526.50	\$ 5,053	\$ 34.22	\$ 2,602.50	\$ 5,205	\$ 34.90	\$ 2,654.00	\$ 5,308
4514	Shared Services	50060170	Step 2	Second Year	\$ 33.99	\$ 2,585.00	\$ 5,170	\$ 35.01	\$ 2,662.50	\$ 5,325	\$ 35.71	\$ 2,715.50	\$ 5,431
			Step 3	Third Year	\$ 34.80	\$ 2,646.50	\$ 5,293	\$ 35.85	\$ 2,726.50	\$ 5,453	\$ 36.56	\$ 2,780.50	\$ 5,561
			Step 4	Fourth Year	\$ 35.65	\$ 2,711.00	\$ 5,422	\$ 36.72	\$ 2,792.50	\$ 5,585	\$ 37.45	\$ 2,848.00	\$ 5,696
			Step 5	After Fourth Year	\$ 36.54	\$ 2,779.00	\$ 5,558	\$ 37.64	\$ 2,862.50	\$ 5,725	\$ 38.39	\$ 2,919.50	\$ 5,839
4513	Customer Service	50060169	Step 1	First Year	\$ 37.47	\$ 2,849.50	\$ 5,699	\$ 38.60	\$ 2,935.50	\$ 5,871	\$ 39.37	\$ 2,994.00	\$ 5,988
4502	Inspections	50060161	Step 2	Second Year	\$ 38.34	\$ 2,915.50	\$ 5,831	\$ 39.50	\$ 3,004.00	\$ 6,008	\$ 40.29	\$ 3,064.00	\$ 6,128
			Step 3	Third Year	\$ 39.26	\$ 2,985.50	\$ 5,971	\$ 40.44	\$ 3,075.50	\$ 6,151	\$ 41.25	\$ 3,137.00	\$ 6,274
			Step 4	Fourth Year	\$ 40.21	\$ 3,058.00	\$ 6,116	\$ 41.42	\$ 3,150.00	\$ 6,300	\$ 42.25	\$ 3,213.00	\$ 6,426
			Step 5	After Fourth Year	\$ 41.22	\$ 3,134.50	\$ 6,269	\$ 42.46	\$ 3,229.00	\$ 6,458	\$ 43.31	\$ 3,293.50	\$ 6,587
4507	Revenue Accounting	50060163	Step 1	First Year	\$ 42.46	\$ 3,229.00	\$ 6,458	\$ 43.74	\$ 3,326.50	\$ 6,653	\$ 44.61	\$ 3,392.50	\$ 6,785
4508	Corporate Land	50060164	Step 2	Second Year	\$ 43.45	\$ 3,304.50	\$ 6,609	\$ 44.75	\$ 3,403.00	\$ 6,806	\$ 45.65	\$ 3,471.50	\$ 6,943
			Step 3	Third Year	\$ 44.49	\$ 3,383.50	\$ 6,767	\$ 45.82	\$ 3,484.50	\$ 6,969	\$ 46.73	\$ 3,553.50	\$ 7,107
			Step 4	Fourth Year	\$ 45.57	\$ 3,465.50	\$ 6,931	\$ 46.94	\$ 3,569.50	\$ 7,139	\$ 47.87	\$ 3,640.50	\$ 7,281
			Step 5	After Fourth Year	\$ 46.71	\$ 3,552.00	\$ 7,104	\$ 48.11	\$ 3,658.50	\$ 7,317	\$ 49.07	\$ 3,731.50	\$ 7,463
4512	Learning	50060168	Step 1	First Year	\$ 30.33	\$ 2,306.50	\$ 4,613	\$ 31.24	\$ 2,376.00	\$ 4,752	\$ 31.86	\$ 2,423.00	\$ 4,846
			Step 2	Second Year	\$ 31.03	\$ 2,360.00	\$ 4,720	\$ 31.96	\$ 2,430.50	\$ 4,861	\$ 32.60	\$ 2,479.00	\$ 4,958
			Step 3	Third Year	\$ 31.77	\$ 2,416.00	\$ 4,832	\$ 32.72	\$ 2,488.50	\$ 4,977	\$ 33.38	\$ 2,538.50	\$ 5,077
			Step 4	Fourth Year	\$ 32.55	\$ 2,475.50	\$ 4,951	\$ 33.52	\$ 2,549.00	\$ 5,098	\$ 34.20	\$ 2,601.00	\$ 5,202
			Step 5	After Fourth Year	\$ 33.36	\$ 2,537.00	\$ 5,074	\$ 34.36	\$ 2,613.00	\$ 5,226	\$ 35.05	\$ 2,665.50	\$ 5,331
4509	Learning (37.33 hr)	50060165	Step 1	First Year	\$ 30.33	\$ 2,460.50	\$ 4,921	\$ 31.24	\$ 2,534.00	\$ 5,068	\$ 31.86	\$ 2,584.50	\$ 5,169
			Step 2	Second Year	\$ 31.03	\$ 2,517.00	\$ 5,034	\$ 31.96	\$ 2,592.50	\$ 5,185	\$ 32.60	\$ 2,644.50	\$ 5,289
			Step 3	Third Year	\$ 31.77	\$ 2,577.00	\$ 5,154	\$ 32.72	\$ 2,654.00	\$ 5,308	\$ 33.38	\$ 2,707.50	\$ 5,415
			Step 4	Fourth Year	\$ 32.55	\$ 2,640.50	\$ 5,281	\$ 33.52	\$ 2,719.00	\$ 5,438	\$ 34.20	\$ 2,774.00	\$ 5,548
			Step 5	After Fourth Year	\$ 33.36	\$ 2,706.00	\$ 5,412	\$ 34.36	\$ 2,787.00	\$ 5,574	\$ 35.05	\$ 2,843.00	\$ 5,686

UNIFOR 2023-2025 Wage Table

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				Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly
4510 Business Support (37.33 hr)	50060166	Step 1	First Year	\$ 37.47	\$ 3,039.50	\$ 6,079	\$ 38.60	\$ 3,131.00	\$ 6,262	\$ 39.37	\$ 3,193.50	\$ 6,387
4515 Outages (37.33 hr)	50060241	Step 2	Second Year	\$ 38.34	\$ 3,110.00	\$ 6,220	\$ 39.50	\$ 3,204.00	\$ 6,408	\$ 40.29	\$ 3,268.00	\$ 6,536
		Step 3	Third Year	\$ 39.26	\$ 3,184.50	\$ 6,369	\$ 40.44	\$ 3,280.50	\$ 6,561	\$ 41.25	\$ 3,346.00	\$ 6,692
		Step 4	Fourth Year	\$ 40.21	\$ 3,261.50	\$ 6,523	\$ 41.42	\$ 3,360.00	\$ 6,720	\$ 42.25	\$ 3,427.00	\$ 6,854
		Step 5	After Fourth Year	\$ 41.22	\$ 3,343.50	\$ 6,687	\$ 42.46	\$ 3,444.00	\$ 6,888	\$ 43.31	\$ 3,513.00	\$ 7,026
4511 Fleet (37.33 hr)	50060167	Step 1	First Year	\$ 51.54	\$ 4,180.50	\$ 8,361	\$ 53.08	\$ 4,305.50	\$ 8,611	\$ 54.15	\$ 4,392.50	\$ 8,785
		Step 2	Second Year	\$ 52.73	\$ 4,277.00	\$ 8,554	\$ 54.32	\$ 4,406.00	\$ 8,812	\$ 55.40	\$ 4,493.50	\$ 8,987
		Step 3	Third Year	\$ 53.99	\$ 4,379.50	\$ 8,759	\$ 55.61	\$ 4,511.00	\$ 9,022	\$ 56.72	\$ 4,601.00	\$ 9,202
		Step 4	Fourth Year	\$ 55.31	\$ 4,486.50	\$ 8,973	\$ 56.97	\$ 4,621.00	\$ 9,242	\$ 58.11	\$ 4,713.50	\$ 9,427
		Step 5	After Fourth Year	\$ 56.69	\$ 4,598.50	\$ 9,197	\$ 58.39	\$ 4,736.50	\$ 9,473	\$ 59.56	\$ 4,831.00	\$ 9,662
CUSTOMER SUPPORT REPRESENTATIVE 4600												
4601 Customer Contracts & Invoicing	50060171	Step 1	First Year	\$ 30.63	\$ 2,329.50	\$ 4,659	\$ 31.55	\$ 2,399.50	\$ 4,799	\$ 32.17	\$ 2,446.50	\$ 4,893
4603 Accounts Payable	50060172	Step 2	Second Year	\$ 31.34	\$ 2,383.50	\$ 4,767	\$ 32.28	\$ 2,455.00	\$ 4,910	\$ 32.92	\$ 2,503.50	\$ 5,007
4607 Inspections	50060173	Step 3	Third Year	\$ 32.09	\$ 2,440.50	\$ 4,881	\$ 33.05	\$ 2,513.50	\$ 5,027	\$ 33.70	\$ 2,563.00	\$ 5,126
4612 Customer Administration	50060177	Step 4	Fourth Year	\$ 32.87	\$ 2,499.50	\$ 4,999	\$ 33.85	\$ 2,574.50	\$ 5,149	\$ 34.53	\$ 2,626.00	\$ 5,252
4613 Customer Service	50060178	Step 5	After Fourth Year	\$ 33.69	\$ 2,562.00	\$ 5,124	\$ 34.70	\$ 2,639.00	\$ 5,278	\$ 35.39	\$ 2,691.50	\$ 5,383
4609 Customer Contracts & Invoicing (37.33 hr)	50060174	Step 1	First Year	\$ 30.63	\$ 2,484.50	\$ 4,969	\$ 31.55	\$ 2,559.50	\$ 5,119	\$ 32.17	\$ 2,609.50	\$ 5,219
4610 Business Support (37.33 hr)	50060175	Step 2	Second Year	\$ 31.34	\$ 2,542.00	\$ 5,084	\$ 32.28	\$ 2,618.50	\$ 5,237	\$ 32.92	\$ 2,670.50	\$ 5,341
4611 Outages (37.33 hr)	50060176	Step 3	Third Year	\$ 32.09	\$ 2,603.00	\$ 5,206	\$ 33.05	\$ 2,681.00	\$ 5,362	\$ 33.70	\$ 2,733.50	\$ 5,467
		Step 4	Fourth Year	\$ 32.87	\$ 2,666.50	\$ 5,333	\$ 33.85	\$ 2,746.00	\$ 5,492	\$ 34.53	\$ 2,801.00	\$ 5,602
		Step 5	After Fourth Year	\$ 33.69	\$ 2,733.00	\$ 5,466	\$ 34.70	\$ 2,815.00	\$ 5,630	\$ 35.39	\$ 2,870.50	\$ 5,741
PLANNER 4900												
4901 Facilities (In-Training)	50060179	Step 1	First Year	\$ 37.47	\$ 2,849.50	\$ 5,699	\$ 38.60	\$ 2,935.50	\$ 5,871	\$ 39.37	\$ 2,994.00	\$ 5,988
		Step 2	Second Year	\$ 38.34	\$ 2,915.50	\$ 5,831	\$ 39.50	\$ 3,004.00	\$ 6,008	\$ 40.29	\$ 3,064.00	\$ 6,128
		Step 3	Third Year	\$ 39.26	\$ 2,985.50	\$ 5,971	\$ 40.44	\$ 3,075.50	\$ 6,151	\$ 41.25	\$ 3,137.00	\$ 6,274
		Step 4	Fourth Year	\$ 40.21	\$ 3,058.00	\$ 6,116	\$ 41.42	\$ 3,150.00	\$ 6,300	\$ 42.25	\$ 3,213.00	\$ 6,426
		Step 5	After Fourth Year	\$ 41.22	\$ 3,134.50	\$ 6,269	\$ 42.46	\$ 3,229.00	\$ 6,458	\$ 43.31	\$ 3,293.50	\$ 6,587
4902 Facilities	50060180	Step 1	First Year	\$ 42.50	\$ 3,232.00	\$ 6,464	\$ 43.77	\$ 3,328.50	\$ 6,657	\$ 44.65	\$ 3,395.50	\$ 6,791
		Step 2	Second Year	\$ 43.49	\$ 3,307.50	\$ 6,615	\$ 44.79	\$ 3,406.00	\$ 6,812	\$ 45.68	\$ 3,474.00	\$ 6,948
		Step 3	Third Year	\$ 44.52	\$ 3,385.50	\$ 6,771	\$ 45.86	\$ 3,487.50	\$ 6,975	\$ 46.77	\$ 3,556.50	\$ 7,113
		Step 4	Fourth Year	\$ 45.61	\$ 3,468.50	\$ 6,937	\$ 46.98	\$ 3,572.50	\$ 7,145	\$ 47.91	\$ 3,643.50	\$ 7,287
		Step 5	After Fourth Year	\$ 46.75	\$ 3,555.00	\$ 7,110	\$ 48.15	\$ 3,661.50	\$ 7,323	\$ 49.11	\$ 3,734.50	\$ 7,469

UNIFOR 2023-2025 Wage Table

Class Code		Job Code	Steps		Jan 1, 2023 (3% GWI)			Jan 1, 2024 (3% GWI)			Jan 1, 2025 (2% GWI)		
					Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly
4903	Work Management	50060181	Step 1	First Year	\$ 37.47	\$ 2,849.50	\$ 5,699	\$ 38.60	\$ 2,935.50	\$ 5,871	\$ 39.37	\$ 2,994.00	\$ 5,988
			Step 2	Second Year	\$ 38.34	\$ 2,915.50	\$ 5,831	\$ 39.50	\$ 3,004.00	\$ 6,008	\$ 40.29	\$ 3,064.00	\$ 6,128
			Step 3	Third Year	\$ 39.26	\$ 2,985.50	\$ 5,971	\$ 40.44	\$ 3,075.50	\$ 6,151	\$ 41.25	\$ 3,137.00	\$ 6,274
			Step 4	Fourth Year	\$ 40.21	\$ 3,058.00	\$ 6,116	\$ 41.42	\$ 3,150.00	\$ 6,300	\$ 42.25	\$ 3,213.00	\$ 6,426
			Step 5	After Fourth Year	\$ 41.22	\$ 3,134.50	\$ 6,269	\$ 42.46	\$ 3,229.00	\$ 6,458	\$ 43.31	\$ 3,293.50	\$ 6,587
RESOURCE SPECIALIST (41000)													
41001	GIS Systems	50060212	Step 1	First Year	\$ 43.93	\$ 3,341.00	\$ 6,682	\$ 45.25	\$ 3,441.00	\$ 6,882	\$ 46.15	\$ 3,509.50	\$ 7,019
			Step 2	Second Year	\$ 44.95	\$ 3,418.50	\$ 6,837	\$ 46.30	\$ 3,521.00	\$ 7,042	\$ 47.23	\$ 3,591.50	\$ 7,183
			Step 3	Third Year	\$ 46.02	\$ 3,499.50	\$ 6,999	\$ 47.40	\$ 3,604.50	\$ 7,209	\$ 48.35	\$ 3,677.00	\$ 7,354
			Step 4	Fourth Year	\$ 47.14	\$ 3,585.00	\$ 7,170	\$ 48.56	\$ 3,693.00	\$ 7,386	\$ 49.53	\$ 3,766.50	\$ 7,533
			Step 5	After Fourth Year	\$ 48.32	\$ 3,674.50	\$ 7,349	\$ 49.77	\$ 3,785.00	\$ 7,570	\$ 50.77	\$ 3,861.00	\$ 7,722
41002	Environmental Assessment	50060213	Step 1	First Year	\$ 50.62	\$ 3,849.50	\$ 7,699	\$ 52.14	\$ 3,965.00	\$ 7,930	\$ 53.18	\$ 4,044.00	\$ 8,088
41003	Archaeology	50060214	Step 2	Second Year	\$ 51.80	\$ 3,939.00	\$ 7,878	\$ 53.35	\$ 4,057.00	\$ 8,114	\$ 54.42	\$ 4,138.50	\$ 8,277
			Step 3	Third Year	\$ 53.03	\$ 4,032.50	\$ 8,065	\$ 54.62	\$ 4,153.50	\$ 8,307	\$ 55.71	\$ 4,236.50	\$ 8,473
			Step 4	Fourth Year	\$ 54.32	\$ 4,131.00	\$ 8,262	\$ 55.95	\$ 4,255.00	\$ 8,510	\$ 57.07	\$ 4,340.00	\$ 8,680
			Step 5	After Fourth Year	\$ 55.68	\$ 4,234.00	\$ 8,468	\$ 57.35	\$ 4,361.00	\$ 8,722	\$ 58.50	\$ 4,448.50	\$ 8,897
41005	Environment Impacts (37.33 hr)	50060215	Step 1	First Year	\$ 54.86	\$ 4,450.00	\$ 8,900	\$ 56.51	\$ 4,584.00	\$ 9,168	\$ 57.64	\$ 4,675.50	\$ 9,351
			Step 2	Second Year	\$ 56.14	\$ 4,554.00	\$ 9,108	\$ 57.82	\$ 4,690.00	\$ 9,380	\$ 58.98	\$ 4,784.00	\$ 9,568
			Step 3	Third Year	\$ 57.48	\$ 4,662.50	\$ 9,325	\$ 59.20	\$ 4,802.00	\$ 9,604	\$ 60.38	\$ 4,897.50	\$ 9,795
			Step 4	Fourth Year	\$ 58.88	\$ 4,776.00	\$ 9,552	\$ 60.64	\$ 4,919.00	\$ 9,838	\$ 61.85	\$ 5,017.00	\$ 10,034
			Step 5	After Fourth Year	\$ 60.35	\$ 4,895.00	\$ 9,790	\$ 62.16	\$ 5,042.00	\$ 10,084	\$ 63.40	\$ 5,142.50	\$ 10,285
41006	Utility Arborist (37.33 hr)	50060216	Step 1	First Year	\$ 50.62	\$ 4,106.00	\$ 8,212	\$ 52.14	\$ 4,229.50	\$ 8,459	\$ 53.18	\$ 4,313.50	\$ 8,627
			Step 2	Second Year	\$ 51.80	\$ 4,201.50	\$ 8,403	\$ 53.35	\$ 4,327.50	\$ 8,655	\$ 54.42	\$ 4,414.50	\$ 8,829
			Step 3	Third Year	\$ 53.03	\$ 4,301.50	\$ 8,603	\$ 54.62	\$ 4,430.50	\$ 8,861	\$ 55.71	\$ 4,519.00	\$ 9,038
			Step 4	Fourth Year	\$ 54.32	\$ 4,406.00	\$ 8,812	\$ 55.95	\$ 4,538.50	\$ 9,077	\$ 57.07	\$ 4,629.00	\$ 9,258
			Step 5	After Fourth Year	\$ 55.68	\$ 4,516.50	\$ 9,033	\$ 57.35	\$ 4,652.00	\$ 9,304	\$ 58.50	\$ 4,745.00	\$ 9,490
SUPERVISOR 41300													
41301	CADD	50060217	Step 1	First Year	\$ 44.50	\$ 3,384.00	\$ 6,768	\$ 45.82	\$ 3,484.50	\$ 6,969	\$ 46.74	\$ 3,554.50	\$ 7,109
			Step 2	Second Year	\$ 45.53	\$ 3,462.50	\$ 6,925	\$ 46.88	\$ 3,565.00	\$ 7,130	\$ 47.83	\$ 3,637.50	\$ 7,275
			Step 3	Third Year	\$ 46.61	\$ 3,544.50	\$ 7,089	\$ 48.00	\$ 3,650.00	\$ 7,300	\$ 48.96	\$ 3,723.00	\$ 7,446
			Step 4	Fourth Year	\$ 47.74	\$ 3,630.50	\$ 7,261	\$ 49.17	\$ 3,739.00	\$ 7,478	\$ 50.16	\$ 3,814.50	\$ 7,629
			Step 5	After Fourth Year	\$ 48.94	\$ 3,721.50	\$ 7,443	\$ 50.40	\$ 3,832.50	\$ 7,665	\$ 51.41	\$ 3,909.50	\$ 7,819
41307	CADD & Technical Support	50060218	Step 1	First Year	\$ 49.85	\$ 3,791.00	\$ 7,582	\$ 49.85	\$ 3,791.00	\$ 7,582	\$ 49.85	\$ 3,791.00	\$ 7,582
			Step 2	Second Year	\$ 51.01	\$ 3,879.00	\$ 7,758	\$ 51.01	\$ 3,879.00	\$ 7,758	\$ 51.01	\$ 3,879.00	\$ 7,758
			Step 3	Third Year	\$ 52.23	\$ 3,972.00	\$ 7,944	\$ 52.23	\$ 3,972.00	\$ 7,944	\$ 52.23	\$ 3,972.00	\$ 7,944
			Step 4	Fourth Year	\$ 53.50	\$ 4,068.50	\$ 8,137	\$ 53.50	\$ 4,068.50	\$ 8,137	\$ 53.50	\$ 4,068.50	\$ 8,137
			Step 5	After Fourth Year	\$ 54.84	\$ 4,170.50	\$ 8,341	\$ 54.84	\$ 4,170.50	\$ 8,341	\$ 54.84	\$ 4,170.50	\$ 8,341

UNIFOR 2023-2025 Wage Table

Class Code		Job Code	Steps		Jan 1, 2023 (3% GWI)			Jan 1, 2024 (3% GWI)			Jan 1, 2025 (2% GWI)		
					Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly
41309	Facilities Planning	50060219	Step 1	First Year	\$ 46.75	\$ 3,555.00	\$ 7,110	\$ 48.15	\$ 3,661.50	\$ 7,323	\$ 49.12	\$ 3,735.50	\$ 7,471
			Step 2	Second Year	\$ 47.84	\$ 3,638.00	\$ 7,276	\$ 49.27	\$ 3,747.00	\$ 7,494	\$ 50.25	\$ 3,821.50	\$ 7,643
			Step 3	Third Year	\$ 48.97	\$ 3,724.00	\$ 7,448	\$ 50.45	\$ 3,836.50	\$ 7,673	\$ 51.45	\$ 3,912.50	\$ 7,825
			Step 4	Fourth Year	\$ 50.17	\$ 3,815.50	\$ 7,631	\$ 51.68	\$ 3,930.00	\$ 7,860	\$ 52.70	\$ 4,007.50	\$ 8,015
			Step 5	After Fourth Year	\$ 51.43	\$ 3,911.00	\$ 7,822	\$ 52.97	\$ 4,028.00	\$ 8,056	\$ 54.02	\$ 4,108.00	\$ 8,216
41311	Payroll & Benefits	50060220	Step 1	First Year	\$ 37.99	\$ 2,889.00	\$ 5,778	\$ 39.13	\$ 2,976.00	\$ 5,952	\$ 39.91	\$ 3,035.00	\$ 6,070
			Step 2	Second Year	\$ 38.87	\$ 2,956.00	\$ 5,912	\$ 40.04	\$ 3,045.00	\$ 6,090	\$ 40.84	\$ 3,106.00	\$ 6,212
			Step 3	Third Year	\$ 39.80	\$ 3,026.50	\$ 6,053	\$ 41.00	\$ 3,118.00	\$ 6,236	\$ 41.81	\$ 3,179.50	\$ 6,359
			Step 4	Fourth Year	\$ 40.77	\$ 3,100.50	\$ 6,201	\$ 42.00	\$ 3,194.00	\$ 6,388	\$ 42.83	\$ 3,257.00	\$ 6,514
			Step 5	After Fourth Year	\$ 41.79	\$ 3,178.00	\$ 6,356	\$ 43.04	\$ 3,273.00	\$ 6,546	\$ 43.90	\$ 3,338.50	\$ 6,677
TECHNICIAN 41400													
41401	Media Production	50060221	Step 1	First Year	\$ 42.82	\$ 3,256.50	\$ 6,513	\$ 44.10	\$ 3,353.50	\$ 6,707	\$ 44.98	\$ 3,420.50	\$ 6,841
			Step 2	Second Year	\$ 43.81	\$ 3,331.50	\$ 6,663	\$ 45.13	\$ 3,432.00	\$ 6,864	\$ 46.03	\$ 3,500.50	\$ 7,001
			Step 3	Third Year	\$ 44.86	\$ 3,411.50	\$ 6,823	\$ 46.20	\$ 3,513.50	\$ 7,027	\$ 47.12	\$ 3,583.50	\$ 7,167
			Step 4	Fourth Year	\$ 45.95	\$ 3,494.50	\$ 6,989	\$ 47.33	\$ 3,599.50	\$ 7,199	\$ 48.27	\$ 3,671.00	\$ 7,342
			Step 5	After Fourth Year	\$ 47.10	\$ 3,582.00	\$ 7,164	\$ 48.51	\$ 3,689.00	\$ 7,378	\$ 49.48	\$ 3,763.00	\$ 7,526
41404	Media Production (37.33 hr)	50060222	Step 1	First Year	\$ 42.82	\$ 3,473.50	\$ 6,947	\$ 44.10	\$ 3,577.00	\$ 7,154	\$ 44.98	\$ 3,648.50	\$ 7,297
			Step 2	Second Year	\$ 43.81	\$ 3,553.50	\$ 7,107	\$ 45.13	\$ 3,660.50	\$ 7,321	\$ 46.03	\$ 3,733.50	\$ 7,467
			Step 3	Third Year	\$ 44.86	\$ 3,639.00	\$ 7,278	\$ 46.20	\$ 3,747.50	\$ 7,495	\$ 47.12	\$ 3,822.00	\$ 7,644
			Step 4	Fourth Year	\$ 45.95	\$ 3,727.50	\$ 7,455	\$ 47.33	\$ 3,839.00	\$ 7,678	\$ 48.27	\$ 3,915.50	\$ 7,831
			Step 5	After Fourth Year	\$ 47.10	\$ 3,820.50	\$ 7,641	\$ 48.51	\$ 3,935.00	\$ 7,870	\$ 49.48	\$ 4,013.50	\$ 8,027
TECHNOLOGIST 41500													
41501	CADD	50060223	Step 1	First Year	\$ 40.45	\$ 3,076.00	\$ 6,152	\$ 41.65	\$ 3,167.50	\$ 6,335	\$ 42.49	\$ 3,231.50	\$ 6,463
			Step 2	Second Year	\$ 41.39	\$ 3,147.50	\$ 6,295	\$ 42.62	\$ 3,241.00	\$ 6,482	\$ 43.48	\$ 3,306.50	\$ 6,613
			Step 3	Third Year	\$ 42.37	\$ 3,222.00	\$ 6,444	\$ 43.64	\$ 3,318.50	\$ 6,637	\$ 44.51	\$ 3,385.00	\$ 6,770
			Step 4	Fourth Year	\$ 43.40	\$ 3,300.50	\$ 6,601	\$ 44.70	\$ 3,399.50	\$ 6,799	\$ 45.60	\$ 3,467.50	\$ 6,935
			Step 5	After Fourth Year	\$ 44.49	\$ 3,383.50	\$ 6,767	\$ 45.82	\$ 3,484.50	\$ 6,969	\$ 46.74	\$ 3,554.50	\$ 7,109
41504	Fleet Equipment (37.33 hr)	50060225	Step 1	First Year	\$ 40.45	\$ 3,281.00	\$ 6,562	\$ 41.65	\$ 3,378.50	\$ 6,757	\$ 42.49	\$ 3,446.50	\$ 6,893
41503	CADD (37.33 hr)	50060224	Step 2	Second Year	\$ 41.39	\$ 3,357.50	\$ 6,715	\$ 42.62	\$ 3,457.00	\$ 6,914	\$ 43.48	\$ 3,527.00	\$ 7,054
	Step 3		Third Year	\$ 42.37	\$ 3,437.00	\$ 6,874	\$ 43.64	\$ 3,540.00	\$ 7,080	\$ 44.51	\$ 3,610.50	\$ 7,221	
	Step 4		Fourth Year	\$ 43.40	\$ 3,520.50	\$ 7,041	\$ 44.70	\$ 3,626.00	\$ 7,252	\$ 45.60	\$ 3,699.00	\$ 7,398	
	Step 5		After Fourth Year	\$ 44.49	\$ 3,609.00	\$ 7,218	\$ 45.82	\$ 3,716.50	\$ 7,433	\$ 46.74	\$ 3,791.50	\$ 7,583	
TRAINING COORDINATOR 41600													
41602	Design & Delivery - Customer Services	50060226	Step 1	First Year	\$ 41.25	\$ 3,137.00	\$ 6,274	\$ 42.48	\$ 3,230.50	\$ 6,461	\$ 43.33	\$ 3,295.00	\$ 6,590
41607	Design & Development	50060228	Step 2	Second Year	\$ 42.20	\$ 3,209.00	\$ 6,418	\$ 43.47	\$ 3,306.00	\$ 6,612	\$ 44.33	\$ 3,371.00	\$ 6,742
			Step 3	Third Year	\$ 43.21	\$ 3,286.00	\$ 6,572	\$ 44.50	\$ 3,384.00	\$ 6,768	\$ 45.39	\$ 3,452.00	\$ 6,904
			Step 4	Fourth Year	\$ 44.26	\$ 3,366.00	\$ 6,732	\$ 45.59	\$ 3,467.00	\$ 6,934	\$ 46.50	\$ 3,536.00	\$ 7,072
			Step 5	After Fourth Year	\$ 45.37	\$ 3,450.50	\$ 6,901	\$ 46.73	\$ 3,553.50	\$ 7,107	\$ 47.66	\$ 3,624.50	\$ 7,249
41604	Design & Delivery (37.33 hr)	50060227	Step 1	First Year	\$ 41.25	\$ 3,346.00	\$ 6,692	\$ 42.48	\$ 3,446.00	\$ 6,892	\$ 43.33	\$ 3,514.50	\$ 7,029
41608	Design & Development (37.33)	50060229	Step 2	Second Year	\$ 42.20	\$ 3,423.00	\$ 6,846	\$ 43.47	\$ 3,526.00	\$ 7,052	\$ 44.33	\$ 3,596.00	\$ 7,192
			Step 3	Third Year	\$ 43.21	\$ 3,505.00	\$ 7,010	\$ 44.50	\$ 3,609.50	\$ 7,219	\$ 45.39	\$ 3,682.00	\$ 7,364
			Step 4	Fourth Year	\$ 44.26	\$ 3,590.00	\$ 7,180	\$ 45.59	\$ 3,698.00	\$ 7,396	\$ 46.50	\$ 3,772.00	\$ 7,544
			Step 5	After Fourth Year	\$ 45.37	\$ 3,680.00	\$ 7,360	\$ 46.73	\$ 3,790.50	\$ 7,581	\$ 47.66	\$ 3,866.00	\$ 7,732
Students 41900													

UNIFOR 2023-2025 Wage Table

Class Code	Job Code	Steps		Jan 1, 2023 (3% GWI)			Jan 1, 2024 (3% GWI)			Jan 1, 2025 (2% GWI)		
				Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly	Hourly	Semi-Mo	Monthly
41901 Coop Student	50060230	Step 1	First Term	\$ 22.42	\$ 1,705.00	\$ 3,410	\$ 23.09	\$ 1,756.00	\$ 3,512	\$ 23.55	\$ 1,791.00	\$ 3,582
		Step 2	Second Term	\$ 23.75	\$ 1,806.00	\$ 3,612	\$ 24.46	\$ 1,860.00	\$ 3,720	\$ 24.95	\$ 1,897.50	\$ 3,795
		Step 3	Third Term	\$ 24.39	\$ 1,855.00	\$ 3,710	\$ 25.12	\$ 1,910.50	\$ 3,821	\$ 25.62	\$ 1,948.50	\$ 3,897
		Step 4	Fourth Term	\$ 25.12	\$ 1,910.50	\$ 3,821	\$ 25.87	\$ 1,967.50	\$ 3,935	\$ 26.39	\$ 2,007.00	\$ 4,014
41902 Coop Student (37.33 hr)	50060231	Step 1	First Term	\$ 22.42	\$ 1,818.50	\$ 3,637	\$ 23.09	\$ 1,873.00	\$ 3,746	\$ 23.55	\$ 1,910.50	\$ 3,821
		Step 2	Second Term	\$ 23.75	\$ 1,926.50	\$ 3,853	\$ 24.46	\$ 1,984.00	\$ 3,968	\$ 24.95	\$ 2,024.00	\$ 4,048
		Step 3	Third Term	\$ 24.39	\$ 1,978.50	\$ 3,957	\$ 25.12	\$ 2,037.50	\$ 4,075	\$ 25.62	\$ 2,078.50	\$ 4,157
		Step 4	Fourth Term	\$ 25.12	\$ 2,037.50	\$ 4,075	\$ 25.87	\$ 2,098.50	\$ 4,197	\$ 26.39	\$ 2,140.50	\$ 4,281
41903 Summer Student	50060232	Step 1	First Term	\$ 21.47	\$ 1,633.00	\$ 3,266	\$ 22.11	\$ 1,681.50	\$ 3,363	\$ 22.55	\$ 1,715.00	\$ 3,430
		Step 2	Second Term	\$ 21.99	\$ 1,672.50	\$ 3,345	\$ 22.65	\$ 1,722.50	\$ 3,445	\$ 23.10	\$ 1,757.00	\$ 3,514
		Step 3	Third Term	\$ 23.15	\$ 1,760.50	\$ 3,521	\$ 23.84	\$ 1,813.00	\$ 3,626	\$ 24.32	\$ 1,849.50	\$ 3,699
41904 Summer Student (37.33 hr)	50060233	Step 1	First Term	\$ 21.47	\$ 1,741.50	\$ 3,483	\$ 22.11	\$ 1,793.50	\$ 3,587	\$ 22.55	\$ 1,829.50	\$ 3,659
		Step 2	Second Term	\$ 21.99	\$ 1,784.00	\$ 3,568	\$ 22.65	\$ 1,837.50	\$ 3,675	\$ 23.10	\$ 1,874.00	\$ 3,748
		Step 3	Third Term	\$ 23.15	\$ 1,878.00	\$ 3,756	\$ 23.84	\$ 1,934.00	\$ 3,868	\$ 24.32	\$ 1,973.00	\$ 3,946

WAGE SCHEDULE - JOB NOTES

1 Supervisory Positions

10% premium versus the promotion provision (the wage rate derived from this premium shall constitute the EE's basic rate for pay and pay related deductions and benefits calculations).