

**CUPE 951
Schedule 'A'
Effective April 1, 2025**

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	3754	3805	3873	3921	
4	3917	3962	4038	4083	
5	4081	4138	4205	4262	
6	4258	4311	4385	4442	4474
7	4434	4494	4571	4628	4661
8	4626	4688	4769	4828	4862
9	4820	4882	4973	5033	5208
10	5026	5091	5183	5248	5420
11	5242	5308	5402	5471	5644
12	5466	5538	5635	5704	5882
13	5698	5770	5875	5945	6120
14	5942	6020	6124	6203	6376

Explanatory Note:

- Step 1** is the probation rate for all employees who do not participate in the Staff Pension Plan and for Casual Employees under Article 25.10
- Step 2** is the probation rate for all appointed employees who participate in the Staff Pension Plan
- Step 3** is the post probation/trial period rate for appointed employees who do not participate in the Staff Pension Plan
- Step 4** is the post probation/trial period rate for employees participating in the Staff Pension Plan.
- Step 5** see Letter of Agreement #1 for eligibility criteria

CUPE 951
Schedule 'A'
Equivalent Hourly Rates
Effective April 1, 2025

Monthly	Hourly Rate	Double Time
3754	24.70	49.40
3805	25.03	50.06
3873	25.48	50.96
3917	25.77	51.54
3921	25.80	51.60
3962	26.07	52.14
4038	26.57	53.14
4081	26.85	53.70
4083	26.86	53.72
4138	27.22	54.44
4205	27.66	55.32
4258	28.01	56.02
4262	28.04	56.08
4311	28.36	56.72
4385	28.85	57.70
4434	29.17	58.34
4442	29.22	58.44
4474	29.43	58.86
4494	29.57	59.14
4571	30.07	60.14
4626	30.43	60.86
4628	30.45	60.90
4661	30.66	61.32
4688	30.84	61.68
4769	31.38	62.76
4820	31.71	63.42
4828	31.76	63.52
4862	31.99	63.98
4882	32.12	64.24

Monthly	Hourly Rate	Double Time
4973	32.72	65.44
5026	33.07	66.14
5033	33.11	66.22
5091	33.49	66.98
5183	34.10	68.20
5208	34.26	68.52
5242	34.49	68.98
5248	34.53	69.06
5308	34.92	69.84
5402	35.54	71.08
5420	35.66	71.32
5466	35.96	71.92
5471	35.99	71.98
5538	36.43	72.86
5635	37.07	74.14
5644	37.13	74.26
5698	37.49	74.98
5704	37.53	75.06
5770	37.96	75.92
5875	38.65	77.30
5882	38.70	77.40
5942	39.09	78.18
5945	39.11	78.22
6020	39.61	79.22
6120	40.26	80.52
6124	40.29	80.58
6203	40.81	81.62
6376	41.95	83.90

CUPE 951
Schedule 'B'
Effective April 1, 2025
Market Adjusted Rates Applicable to Technician Positions
in Pay Bands 10B to 14B Only

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
10B	5492	5563	5661	5734	5908
11B	5768	5840	5943	6021	6194
12B	6053	6130	6239	6318	6493
13B	7133	7214	7328	7412	7587
14B	7447	7530	7648	7737	7913

Explanatory Note:

- Step 1** is the probation rate for all employees who do not participate in the Staff Pension Plan and for Casual Employees under Article 25.10
- Step 2** is the probation rate for all appointed employees who participate in the Staff Pension Plan.
- Step 3** is the post probation/trial period rate for appointed employees who do not participate in the Staff Pension Plan.
- Step 4** is the post probation/trial period rate for employees participating in the Staff Pension Plan.
- Step 5** see Letter of Agreement #1 for eligibility criteria

Equivalent Hourly Rates		
Monthly Salary	Hourly Rate	Double Time
5492	36.13	72.26
5563	36.60	73.20
5661	37.24	74.48
5734	37.72	75.44
5768	37.95	75.90
5840	38.42	76.84
5908	38.87	77.74
5943	39.10	78.20
6021	39.61	79.22
6053	39.82	79.64
6130	40.33	80.66
6194	40.75	81.50
6239	41.05	82.10
6318	41.57	83.14
6493	42.72	85.44
7133	46.93	93.86
7214	47.46	94.92
7328	48.21	96.42
7412	48.76	97.52
7447	48.99	97.98
7530	49.54	99.08
7587	49.91	99.82
7648	50.32	100.64
7737	50.90	101.80
7913	52.06	104.12

CUPE 951
Schedule 'A'
Effective April 1, 2026

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	3867	3919	3989	4039	
4	4035	4081	4159	4205	
5	4203	4262	4331	4390	
6	4386	4440	4517	4575	4608
7	4567	4629	4708	4767	4801
8	4765	4829	4912	4973	5008
9	4965	5028	5122	5184	5364
10	5177	5244	5338	5405	5583
11	5399	5467	5564	5635	5813
12	5630	5704	5804	5875	6058
13	5869	5943	6051	6123	6304
14	6120	6201	6308	6389	6567

Explanatory Note:

- Step 1** is the probation rate for all employees who do not participate in the Staff Pension Plan and for Casual Employees under Article 25.10
- Step 2** is the probation rate for all appointed employees who participate in the Staff Pension Plan
- Step 3** is the post probation/trial period rate for appointed employees who do not participate in the Staff Pension Plan
- Step 4** is the post probation/trial period rate for employees participating in the Staff Pension Plan.
- Step 5** see Letter of Agreement #1 for eligibility criteria

CUPE 951
Schedule 'A'
Equivalent Hourly Rates
Effective April 1, 2026

Monthly	Hourly Rate	Double Time
3867	25.44	50.88
3919	25.78	51.56
3989	26.24	52.48
4035	26.55	53.10
4039	26.57	53.14
4081	26.85	53.70
4159	27.36	54.72
4203	27.65	55.30
4205	27.66	55.32
4262	28.04	56.08
4331	28.49	56.98
4386	28.86	57.72
4390	28.88	57.76
4440	29.21	58.42
4517	29.72	59.44
4567	30.05	60.10
4575	30.10	60.20
4608	30.32	60.64
4629	30.45	60.90
4708	30.97	61.94
4765	31.35	62.70
4767	31.36	62.72
4801	31.59	63.18
4829	31.77	63.54
4912	32.32	64.64
4965	32.66	65.32
4973	32.72	65.44
5008	32.95	65.90
5028	33.08	66.16

Monthly	Hourly Rate	Double Time
5122	33.70	67.40
5177	34.06	68.12
5184	34.11	68.22
5244	34.50	69.00
5338	35.12	70.24
5364	35.29	70.58
5399	35.52	71.04
5405	35.56	71.12
5467	35.97	71.94
5564	36.61	73.22
5583	36.73	73.46
5630	37.04	74.08
5635	37.07	74.14
5704	37.53	75.06
5804	38.18	76.36
5813	38.24	76.48
5869	38.61	77.22
5875	38.65	77.30
5943	39.10	78.20
6051	39.81	79.62
6058	39.86	79.72
6120	40.26	80.52
6123	40.28	80.56
6201	40.80	81.60
6304	41.47	82.94
6308	41.50	83.00
6389	42.03	84.06
6567	43.20	86.40

CUPE 951
Schedule 'B'
Effective April 1, 2026
Market Adjusted Rates Applicable to Technician Positions
in Pay Bands 10B to 14B Only

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
10B	5657	5730	5831	5906	6085
11B	5941	6015	6121	6202	6380
12B	6235	6314	6426	6508	6688
13B	7347	7430	7548	7634	7815
14B	7670	7756	7877	7969	8150

Explanatory Note:

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- Step 3** is the post probation/trial period rate for appointed employees who do not participate in the Staff Pension Plan.
- Step 4** is the post probation/trial period rate for employees participating in the Staff Pension Plan.
- Step 5** see Letter of Agreement #1 for eligibility criteria

Equivalent Hourly Rates		
Monthly Salary	Hourly Rate	Double Time
5657	37.22	74.44
5730	37.70	75.40
5831	38.36	76.72
5906	38.86	77.72
5941	39.09	78.18
6015	39.57	79.14
6085	40.03	80.06
6121	40.27	80.54
6202	40.80	81.60
6235	41.02	82.04
6314	41.54	83.08
6380	41.97	83.94
6426	42.28	84.56
6508	42.82	85.64
6688	44.00	88.00
7347	48.34	96.68
7430	48.88	97.76
7548	49.66	99.32
7634	50.22	100.44
7670	50.46	100.92
7756	51.03	102.06
7815	51.41	102.82
7877	51.82	103.64
7969	52.43	104.86
8150	53.62	107.24