

**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:

- 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
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

CUPE 951
Schedule 'A'
Effective September 1, 2026

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	3867	3919	3989	4039	4160
4	4037	4091	4165	4217	4343
5	4215	4271	4348	4402	4534
6	4400	4459	4539	4596	4734
7	4594	4656	4739	4798	4942
8	4796	4860	4947	5009	5160
9	5007	5074	5165	5230	5387
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 #1A for eligibility criteria

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

Monthly	Hourly Rate	Double Time
3867	25.44	50.88
3919	25.78	51.56
3989	26.24	52.48
4037	26.56	53.12
4039	26.57	53.14
4091	26.91	53.82
4160	27.37	54.74
4165	27.40	54.80
4215	27.73	55.46
4217	27.74	55.48
4271	28.10	56.20
4343	28.57	57.14
4348	28.61	57.22
4400	28.95	57.90
4402	28.96	57.92
4459	29.34	58.68
4534	29.83	59.66
4539	29.86	59.72
4594	30.22	60.44
4596	30.24	60.48
4656	30.63	61.26
4734	31.14	62.28
4739	31.18	62.36
4796	31.55	63.10
4798	31.57	63.14
4860	31.97	63.94
4942	32.51	65.02
4947	32.55	65.10
5007	32.94	65.88
5009	32.95	65.90

Monthly	Hourly Rate	Double Time
5074	33.38	66.76
5160	33.95	67.90
5165	33.98	67.96
5177	34.06	68.12
5230	34.41	68.82
5244	34.50	69.00
5338	35.12	70.24
5387	35.44	70.88
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 September 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	7714	7802	7925	8016	8206

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 #1A 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
7714	50.75	101.50
7802	51.33	102.66
7815	51.41	102.82
7925	52.14	104.28
8016	52.74	105.48
8206	53.99	107.98

CUPE 951
Schedule 'A'
Effective April 1, 2027

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	3983	4037	4109	4160	4285
4	4158	4214	4289	4344	4474
5	4341	4399	4478	4534	4670
6	4532	4593	4675	4734	4876
7	4732	4796	4881	4942	5090
8	4940	5006	5095	5159	5314
9	5157	5226	5320	5387	5548
10	5332	5401	5498	5567	5750
11	5561	5631	5731	5804	5987
12	5799	5875	5978	6051	6240
13	6045	6121	6233	6307	6493
14	6304	6387	6497	6581	6764

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 #1A for eligibility criteria

CUPE 951
Schedule 'A'
Equivalent Hourly Rates
Effective April 1, 2027

Monthly	Hourly Rate	Double Time
3983	26.20	52.40
4037	26.56	53.12
4109	27.03	54.06
4158	27.36	54.72
4160	27.37	54.74
4214	27.72	55.44
4285	28.19	56.38
4290	28.22	56.44
4341	28.56	57.12
4344	28.58	57.16
4399	28.94	57.88
4473	29.43	58.86
4478	29.46	58.92
4532	29.82	59.64
4534	29.83	59.66
4593	30.22	60.44
4670	30.72	61.44
4675	30.76	61.52
4732	31.13	62.26
4734	31.14	62.28
4796	31.55	63.10
4876	32.08	64.16
4881	32.11	64.22
4940	32.50	65.00
4942	32.51	65.02
5006	32.93	65.86
5090	33.49	66.98
5095	33.52	67.04
5157	33.93	67.86
5159	33.94	67.88

Monthly	Hourly Rate	Double Time
5226	34.38	68.76
5315	34.97	69.94
5320	35.00	70.00
5332	35.08	70.16
5387	35.44	70.88
5401	35.53	71.06
5498	36.17	72.34
5549	36.51	73.02
5561	36.59	73.18
5567	36.63	73.26
5631	37.05	74.10
5731	37.70	75.40
5750	37.83	75.66
5799	38.15	76.30
5804	38.18	76.36
5875	38.65	77.30
5978	39.33	78.66
5987	39.39	78.78
6045	39.77	79.54
6051	39.81	79.62
6121	40.27	80.54
6233	41.01	82.02
6240	41.05	82.10
6304	41.47	82.94
6307	41.49	82.98
6387	42.02	84.04
6493	42.72	85.44
6497	42.74	85.48
6581	43.30	86.60
6764	44.50	89.00

CUPE 951
Schedule 'B'
Effective April 1, 2027
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	5827	5902	6006	6083	6268
11B	6119	6195	6305	6388	6571
12B	6422	6503	6619	6703	6889
13B	7567	7653	7774	7863	8049
14B	7946	8036	8163	8256	8452

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 #1A for eligibility criteria

Equivalent Hourly Rates		
Monthly Salary	Hourly Rate	Double Time
5827	38.34	76.68
5902	38.83	77.66
6006	39.51	79.02
6083	40.02	80.04
6119	40.26	80.52
6195	40.76	81.52
6268	41.24	82.48
6305	41.48	82.96
6388	42.03	84.06
6422	42.25	84.50
6503	42.78	85.56
6571	43.23	86.46
6619	43.55	87.10
6703	44.10	88.20
6889	45.32	90.64
7567	49.78	99.56
7653	50.35	100.70
7774	51.14	102.28
7863	51.73	103.46
7945	52.27	104.54
8036	52.87	105.74
8049	52.95	105.90
8163	53.70	107.40
8256	54.32	108.64
8452	55.61	111.22

CUPE 951
Schedule 'A'
Effective April 1, 2028

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	4102	4158	4232	4285	4414
4	4283	4340	4418	4474	4608
5	4471	4531	4612	4670	4810
6	4668	4731	4815	4876	5022
7	4874	4940	5027	5090	5243
8	5088	5156	5248	5314	5473
9	5312	5383	5480	5549	5714
10	5492	5563	5663	5734	5923
11	5728	5800	5903	5978	6167
12	5973	6051	6157	6233	6427
13	6226	6305	6420	6496	6688
14	6493	6579	6692	6778	6967

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 #1A for eligibility criteria

CUPE 951
Schedule 'A'
Equivalent Hourly Rates
Effective April 1, 2028

Monthly	Hourly Rate	Double Time
4102	26.99	53.98
4158	27.36	54.72
4232	27.84	55.68
4283	28.18	56.36
4285	28.19	56.38
4340	28.55	57.10
4414	29.04	58.08
4419	29.07	58.14
4471	29.41	58.82
4474	29.43	58.86
4531	29.81	59.62
4607	30.31	60.62
4612	30.34	60.68
4668	30.71	61.42
4670	30.72	61.44
4731	31.13	62.26
4810	31.64	63.28
4815	31.68	63.36
4874	32.07	64.14
4876	32.08	64.16
4940	32.50	65.00
5022	33.04	66.08
5027	33.07	66.14
5088	33.47	66.94
5090	33.49	66.98
5156	33.92	67.84
5243	34.49	68.98
5248	34.53	69.06
5312	34.95	69.90
5314	34.96	69.92

Monthly	Hourly Rate	Double Time
5383	35.41	70.82
5474	36.01	72.02
5480	36.05	72.10
5492	36.13	72.26
5549	36.51	73.02
5563	36.60	73.20
5663	37.26	74.52
5715	37.60	75.20
5728	37.68	75.36
5734	37.72	75.44
5800	38.16	76.32
5903	38.84	77.68
5923	38.97	77.94
5973	39.30	78.60
5978	39.33	78.66
6051	39.81	79.62
6157	40.51	81.02
6167	40.57	81.14
6226	40.96	81.92
6233	41.01	82.02
6305	41.48	82.96
6420	42.24	84.48
6427	42.28	84.56
6493	42.72	85.44
6496	42.74	85.48
6579	43.28	86.56
6688	44.00	88.00
6692	44.03	88.06
6778	44.59	89.18
6967	45.84	91.68

CUPE 951
Schedule 'B'
Effective April 1, 2028
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	6002	6079	6186	6265	6456
11B	6303	6381	6494	6580	6768
12B	6615	6698	6818	6904	7096
13B	7794	7883	8007	8099	8290
14B	8184	8277	8408	8504	8706

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 #1A for eligibility criteria

Equivalent Hourly Rates		
Monthly Salary	Hourly Rate	Double Time
6002	39.49	78.98
6079	39.99	79.98
6186	40.70	81.40
6265	41.22	82.44
6303	41.47	82.94
6381	41.98	83.96
6456	42.47	84.94
6494	42.72	85.44
6580	43.29	86.58
6615	43.52	87.04
6698	44.07	88.14
6768	44.53	89.06
6818	44.86	89.72
6904	45.42	90.84
7096	46.68	93.36
7794	51.28	102.56
7883	51.86	103.72
8007	52.68	105.36
8099	53.28	106.56
8183	53.84	107.68
8277	54.45	108.90
8290	54.54	109.08
8408	55.32	110.64
8504	55.95	111.90
8706	57.28	114.56