

**CUPE 951
Schedule 'A'
Effective April 1, 2022**

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	3315	3359	3419	3462	
4	3459	3499	3565	3606	
5	3604	3653	3713	3763	
6	3760	3806	3872	3922	3950
7	3916	3968	4037	4086	4115
8	4084	4139	4211	4262	4293
9	4257	4311	4391	4444	4599
10	4438	4496	4576	4634	4786
11	4629	4687	4770	4831	4984
12	4826	4890	4976	5037	5194
13	5031	5095	5188	5250	5404
14	5247	5316	5408	5477	5630

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'
Effective April 1, 2023**

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	3539	3586	3650	3696	
4	3692	3735	3806	3849	
5	3847	3900	3964	4017	
6	4014	4063	4133	4187	4217
7	4180	4236	4309	4362	4393
8	4360	4418	4495	4550	4583
9	4544	4602	4687	4744	4909
10	4738	4799	4885	4947	5109
11	4941	5003	5092	5157	5320
12	5152	5220	5312	5377	5545
13	5371	5439	5538	5604	5769
14	5601	5675	5773	5847	6010

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

CUPE 951
Schedule 'A'
Effective April 1, 2024 (RV to reflect COLA)

Pay Band	Step 1	Step 2	Step 3	Step 4	Step 5
3	3645	3694	3760	3807	
4	3803	3847	3920	3964	
5	3962	4017	4083	4138	
6	4134	4185	4257	4313	4344
7	4305	4363	4438	4493	4525
8	4491	4551	4630	4687	4720
9	4680	4740	4828	4886	5056
10	4880	4943	5032	5095	5262
11	5089	5153	5245	5312	5480
12	5307	5377	5471	5538	5711
13	5532	5602	5704	5772	5942
14	5769	5845	5946	6022	6190

Explanatory Note:

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- 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