



COLLECTIVE AGREEMENT

BETWEEN THE

**BOARD OF GOVERNORS OF
THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY**

AND THE

**ALBERTA UNION OF PROVINCIAL EMPLOYEES
LOCAL 038**

JULY 1, 2013– JUNE 30, 2017

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PREAMBLE

This Agreement made this __ day of _____, 20__.

BETWEEN:

The Board of Governors of the Northern Alberta Institute of Technology
(hereinafter referred to as the Employer)

of the first part

and

The Alberta Union of Provincial Employees
(hereinafter referred to as the Union)

of the second part

and

WHEREAS, the Union has the sole right to negotiate and conclude a Collective Agreement on behalf of the Support Staff Employees of the Board (being Local 038 of the Union) pursuant to the Public Service Employee Relations Act; and

WHEREAS, the Parties are mutually desirous of entering into a Collective Agreement, with the intent and purpose to promote a harmonious relationship between the Employees and the Employer, and to set forth in this Collective Agreement rates of pay, hours of work and conditions of employment.

NOW THEREFORE, the Parties hereto mutually agree as follows:

**ARTICLE 1
DEFINITIONS**

1.01 In this Agreement, unless the context otherwise requires:

- (a) a word used in the masculine gender applies also in the feminine;
- (b) a word used in the singular may also apply in the plural;
- (c) "Board" means The Board of Governors of the Northern Alberta Institute of Technology;
- (d) "Employee" means a person employed by the Board under authority of the Post-secondary Learning Act who is in the bargaining unit covered by this Collective Agreement, and who is employed in one of the following categories:
 - (i) permanent service which covers all employees appointed to full-time or part-time positions, on either a continuing basis (twelve (12) months each year) or recurring basis (periods greater than six (6) months but less than twelve (12) months each year and who are paid a salary; or
 - (ii) temporary service which covers all employees appointed to full-time or part-time positions for the purpose of additional work, replacement of permanent employees or special projects not anticipated for a continuous or recurring basis; or
 - (iii) casual service which covers all employees hired for full-time or part-time casual employment and who are paid an hourly rate.
- (e) "Probationary Employee" means a person who is serving a probationary period;
- (f) "Employer" means the Northern Alberta Institute of Technology;
- (g) "Permanent Position" means a position, the duties of which are of a continuing nature;
- (h) "Temporary Position" means a position established to cover a workload that is predictable and regular, but for a limited period.

Temporary Employees hired for a period of continuous temporary employment in the same position in excess of twenty-four (24) months, shall have the position posted as a permanent position in accordance with Article 10 Position Opportunities. Temporary employment for a period beyond twenty-four (24) months may be exempted from the provisions of this clause by mutual agreement between the Employer and the Union.
- (i) "Casual Employment" is non-permanent employment on an hourly basis. Continuous casual employment in the same class and job shall not normally extend beyond the end of the pay period during which the Employee's accumulated time in the fiscal year reaches 1000 hours, unless extended by the mutual agreement of the Union and the Employer, after which time if the employment is to continue, the Employee shall be appointed to a temporary position;
- (j) "Weekly Salary" means bi-weekly salary divided by two (2);

- (k) "Annual Salary" means twenty-six (26) times the bi-weekly salary rate applicable to a classification, except that Acting Incumbency Pay shall be included for overtime calculations only;
- (l) "Work Day" means any day on which an Employee is normally expected to be at his place of employment;
- (m) "Hourly Rate" means the bi-weekly salary divided by the bi-weekly hours related to the Job Code;
- (n) "Pay Range" means the salary steps assigned to a class within the salary schedule;
- (o) "Multiple Pay Ranges" means a combination of two or more successive pay ranges assigned to a class;
- (p) "Step" means a single salary rate within the pay range;
- (q) "Minimum Salary" means the lowest step of the pay range assigned to a class;
- (r) "Maximum Salary" means:
 - (i) the highest step of the highest pay range assigned a class; or
 - (ii) the job rate assigned to a class.
- (s) "Increment" means the difference between one step and the next step within the same pay range;
- (t) "Dismiss" means to terminate an Employee's employment relationship with the Board, for cause;
- (u) "Designated Officer" means a person who is authorized, on behalf of the Employer, to deal with grievances;
- (v) "Local" means Local 038 of the Alberta Union of Provincial Employees;
- (w) "Union" means The Alberta Union of Provincial Employees;
- (x) "President" means the Chief Executive Officer of the Northern Alberta Institute of Technology;
- (y) "Union Steward" means an Employee in the Bargaining Unit nominated and assigned to act on behalf of Employees;
- (z) "Discipline" means a reprimand, suspension, demotion, or dismissal, taken against an Employee, for cause;
- (aa) "Month" means a calendar month;
- (bb) "Arbitration Board" means an arbitration board established for settlement of differences as described in this Agreement;
- (cc) " Consultation" means the process of clearly communicating a tentative idea, allowing sufficient time for a response given the situation, and considering the response before a final decision is made.
- (dd) "Week" means a seven (7) day period beginning on a Sunday.

ARTICLE 2
JURISDICTION

- 2.01 The provisions of this Agreement apply as specified in Article 3 to all Employees of the Board deemed to be certified as a Bargaining Unit pursuant to the Public Service Employee Relations Act (PSERA).
- 2.02 This agreement will not apply to persons who are agreed between the parties to be excluded from the bargaining unit, or who have been determined by the Labour Relations Board to be excluded under the provisions of the Public Service Employee Relations Act (PSERA).
- 2.03 The provisions of this Agreement do not apply to students whose employment is contemplated by the curriculum of a course in which the student is enrolled, such as work placement or a cooperative experience program, nor to persons employed under special Federal or Provincial programs such as the Summer Temporary Employment Program. Any student employed under this provision or any other provision shall not displace other permanent, temporary or casual employees and the employment of students shall not result in the abolishment or layoff of any other employee.

ARTICLE 3
APPLICATION

- 3.01 This Agreement applies to an Employee:
- (a) employed in a permanent position; and
 - (b) employed in a temporary position except that:
 - (i) Article 21, Position Abolishment, shall not apply, and
 - (ii) Apprentices shall not have access to Article 20, Grievance Procedure, for termination of employment as a result of either:
 - failure to comply with the terms and conditions of the Apprenticeship and Industry Training Act and/or regulations; or
 - the unavailability of tradesmen positions upon completion of the Apprenticeship program.
- 3.02 Where applicable, the provisions of this Agreement shall be applied on a pro-rata basis to Employees employed on a part-time basis.
- 3.03 Employees hired for casual employment will qualify for the terms and conditions of this Agreement, except that the following shall not apply:
- | | |
|------------|--|
| Article 21 | Position Abolishment |
| Article 22 | Layoff And Recall |
| Article 23 | Illness and Disability in the Workplace |
| Article 24 | Long Term Disability (LTD) |
| Article 25 | Health and Dental Plan |
| Article 26 | Insurance (except that Accidental Death and Dismemberment for Board business travel shall apply) |
| Article 27 | Paid Holidays (except that 27.06(a) shall apply) |

Article 28	Annual Vacation Leave
Article 29	Special Leave
Article 35	Workers' Compensation Supplement

- 3.04 Notwithstanding Clause 3.03, an Employee hired for casual employment shall receive:
- (a) Six per cent (6%) of his regular hourly wage earnings in lieu of annual vacation entitlement, Article 28, in addition to his regular hourly wage earnings, and
 - (b) Five point two per cent (5.2%) of his regular hourly wage earnings in lieu of paid holidays, Article 27, in addition to his regular hourly wage earnings.

ARTICLE 4

MANAGEMENT RECOGNITION

- 4.01 The Union recognizes that all functions, rights, powers and authority which the Board has not specifically abridged, delegated or modified by this Agreement are retained by the Board.
- 4.02 In administering this agreement the Employer shall act in a consistent manner.

ARTICLE 5

UNION RECOGNITION

- 5.01 The Employer recognizes the Union as the exclusive bargaining agent for all Employees covered by Alberta Labour Relations Board Certificate #E153-2004. The Employer shall not recognize any Employee or group of Employees as representing the Union, nor shall the Employer enter into any separate agreement(s) with an Employee, a group of Employees or a Union Steward which compromises the terms or conditions of employment contained in this Agreement without the prior written approval of the President of the Union.
- 5.02 The Parties agree that there shall be no discrimination or coercion exercised or practiced with respect to any Employee for reason of membership or legitimate activity in the Union.
- 5.03 The Employer will provide bulletin board space for use of the Union at locations on the Employer's premises which are accessible to Employees. Sites of the bulletin boards are to be determined by the Employer and the Union. Bulletin board space shall be used for the posting of Union and Local information directed to its members and shall be maintained by Local 038. The Employer will work with the Union in establishing the appropriate electronic linkages between the NAIT web page and the AUPE web page.
- 5.04 The Employer will allow the Union and its members use of the internal postal service including a direct bill postal account and will provide the Local and Stewards with individual mail boxes, at no cost, for distribution of Union literature. The Union will provide a list of the names of Stewards at least semi-annually to Materials Management (Internal mail). The Employer will provide each member with an email address and account. The Employer will provide the Union and its members use of the NAIT email system, subject to normal NAIT protocols.

- 5.05 An Employee shall have the right to wear or display the recognized insignia of the Union, however, no such insignia larger than a lapel pin shall be worn on issue clothing or uniforms, nor shall an insignia be displayed on Employer's equipment or facilities.

ARTICLE 6

LEGISLATION AND THE COLLECTIVE AGREEMENT

- 6.01 All provisions of this Agreement are subject to applicable laws now or hereafter in effect. If any law now existing or hereafter enacted, by the Government of Alberta or Canada, or proclamation or regulation shall invalidate or disallow any portion of this Agreement, the remainder of the Agreement shall remain in force.
- 6.02 In the event that any Articles of the Agreement are affected by legislation, these affected Articles shall be renegotiated within 90 days of the change in legislation. Any disagreements concerning the renegotiation shall be subject to Article 20.08 (Level 3 of the Grievance Procedure).
- 6.03 Where a difference arises out of the provisions contained in an Article of the Collective Agreement, and the subject matter is also covered in Employer Regulations, Guidelines, Directives or Policies, the Collective Agreement shall supersede the Regulations, Guidelines, Directives or Policies.

ARTICLE 7

UNION MEMBERSHIP AND DUES CHECKOFF

- 7.01 All Employees covered by this Agreement shall become members of the Union as a condition of employment. An Employee who has a religious objection to becoming a member of the Union shall be permitted to opt out of membership by providing the Union with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment, but such Employee shall continue to pay Union dues.
- 7.02 All Employees covered by this Agreement, except those receiving LTDI benefits, shall be required to pay Union dues. The Employer shall, therefore, as a condition of employment, deduct each pay period the amount of the Union dues as set out by the Union from the pay of all Employees covered by this Agreement.
- 7.03 The Employer shall remit electronically the Union dues deducted from the pay of all Employees to an account specified by the Union no later than the end of the following pay period. Where an accounting adjustment is necessary to correct an over or under payment of dues, it shall be effected in the succeeding two (2) pay periods. A report of the deductions remitted is forwarded electronically to the Union and includes particulars identifying each Employee showing Employee number, Employee Name, Address, City, Postal Code, home phone number, start date, long term absence status (LTD, STD, WCB, LOA), Service Date, Dept ID, Job Code, Job Code Description, Job Status, Employee Type (Regular, Temporary, Casual), Gross Pay and the Current Amount of Dues. Further, the Employer shall provide to the Union, once every two (2) pay periods, a list containing the name and last known address of current recipients of Long Term Disability Insurance.

- 7.04 The Union shall advise the Employer, in writing, of any change in the amount of dues to be deducted from the Employees covered by this Agreement. Such notice shall be communicated to the Employer at least thirty (30) days prior to the effective date of the change.
- 7.05 The Employer shall notify the Union, monthly, of the names of new Employees hired for positions in the Bargaining Unit.
- 7.06 The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article.

ARTICLE 8

EMPLOYER/EMPLOYEE/UNION RELATIONS

- 8.01 Local Union membership meetings may be held on Employer premises, subject to prior notification to the Employer. The Local agrees to minimize the set-up, reorganization, and cleaning of facilities used for such meetings. The arrangements of the meeting shall be subject to mutual agreement.
- 8.02 The Employer recognizes the Union Steward as an official representative of the Union and acknowledges the right of the Union to nominate and assign Employees in the Bargaining Unit as Union Stewards.
- 8.03 The Union shall determine the number of Union Stewards, having regard to the plan of organization, and the distribution of Employees at the work place in order to minimize the impact of Stewards' time off to the Steward's work unit. The Union and the Employer shall consult when difficulties arise. On a quarterly basis, the Local will provide the Employer with the names of all assigned Union Stewards.
- 8.04
 - (a) The Union and the Employer desire every Employee and Supervisor to be familiar with the provisions of this Agreement. For this reason the Employer and Union shall co-operate in printing sufficient copies of the Agreement for distribution to Employees, and shall share equally the printing costs.
 - (b) The Chairperson of the Local or his designate will provide the Employee with a copy of the Collective Agreement and any other materials the Union deems necessary.
 - (c) A new Employee shall be advised of the name and location of his Union Steward by the Chairperson of the Local (or his designate).
 - (d) The Employer shall provide the Local with a list of new Employees hired in the bargaining unit and their organizational unit/department at least monthly.

8.05 The following list of reports identified in the Collective Agreement to be provided as outlined:

<u>Report</u>	<u>Provided To</u>	<u>Frequency</u>
Dues Deduction (7.03)	Union	Bi-weekly
LTD Recipients (7.03)	Union, Local	Monthly
New Hires (7.05,8.05)	Union, Local	Monthly
Designated Officers (20.03)	Employees	Posting
Seniority List (22.14)	Chairperson of Local	Semi Annually
EI rebate (34.03)	Chairperson of Local	Quarterly
Student Employee	Union	Monthly
Excluded persons	Union, Local	Monthly
Regular Employees	Union, Local	Monthly
New positions	Union, Local	Workflow determined
Casual Employees	Union, Local	Monthly
Temporary Employees	Union, Local	Monthly
WCB Statistical Information	Union, Local	Annually
Retirees	Union, Local	Monthly
Terminations & position abolishments	Union, Local	Workflow determined
Layoffs/ Recalls	Union, Local	Workflow determined

8.06 The Employer and the Local shall ensure that an ongoing process is in place to provide new Employees with the following: a current Collective Agreement and a list of the current Local Executives and Union Stewards.

8.07 The Chairperson of the Local or their designate shall be given the opportunity to provide material (e.g. web link, brochure, or pamphlet, etc.) to be included with the regular New Employee Orientation Sessions. This material shall be for the sole purpose of explaining the role of AUPE on the worksite and what AUPE offers to its membership.

ARTICLE 9

TIME OFF FOR UNION BUSINESS

9.01 Subject to Clause 9.03, time off, without loss of regular earnings, will be provided to those Employees who have been designated by the Local as authorized Local representatives to conduct official Union business for time spent:

- (a) meeting with representatives of the Employer, not to exceed two (2) of a committee of six (6) members, during the formal negotiating of a Collective Agreement;
- (b) by a Union Steward for the purposes of Employee support including investigating a complaint; in discussing written grievances as outlined in the grievance procedure; and at a disciplinary interview;
- (c) attending the Employee Management Advisory Committee meetings, with Local representation of up to six (6) in number;
- (d) meeting with the Employer at formal Safety Committee meetings during normal working hours, and for meetings of the Joint Work Site Health and Safety Committee;
- (e) attending Employer initiated Employee Assistance Program meetings;

- (f) attending the Employer orientation sessions for new Employees;
 - (g) participating in other Employer initiated meetings where the Employer deems that Local representation is required.
- 9.02 Subject to Clause 9.03, time off, without pay, shall be provided to Union Members on the following basis:
- (a) members elected as delegates to attend the Annual Convention of The Alberta Union of Provincial Employees;
 - (b) members designated as delegates representing the Union at Conventions of other Employee organizations;
 - (c) members designated to attend Union Seminars and Conferences. It is understood that, wherever possible such Seminars and Conferences will be held outside of normal working hours;
 - (d) members of the Union Executive Committee, to attend meetings;
 - (e) members of the Provincial Executive of the Union, to attend general meetings;
 - (f) members of the Provincial Executive Standing Committees of the Union to attend regular committee meetings;
 - (g) Members of the Local 038 Bargaining Committee, not to exceed twelve (12) members, three days to prepare for negotiations before the formal negotiations begin;
 - (h) four (4) of six (6) members of the Local 038 Bargaining Committee, for time spent meeting with representatives of the Employer during the formal negotiation of a collective agreement and for Union preparatory meetings during these negotiations;
 - (i) The Chairperson of the Local shall collectively be relieved of up to ten percent (10%) of a FTE (full time equivalent) to attend to Local Union business.
- 9.03 In the foregoing provisions time off shall be granted except where operational difficulty will arise. The Union shall provide the Employer's Human Resources Office with a copy of the request for time off. Employees shall provide a minimum of five (5) work days notice when requesting time off under Clause 9.02; however, consideration may be given in cases where the five (5) work days notice is not provided.
- 9.04 To facilitate the administration of Clause 9.02, the Employer will grant the leave of absence with pay and invoice the Union for the Employee's salary and applicable allowances, or the replacement salary costs, whichever is greater. The Employer shall bill the Union within sixty (60) days of leave of absence and the Union shall make payment within thirty (30) calendar days of the date of receipt of the invoice.

ARTICLE 10

POSITION OPPORTUNITIES

- 10.01 All vacant permanent and temporary positions of six (6) months or greater, in the Bargaining Unit, which are to be filled, shall be posted for a minimum of five (5) work days.
- 10.02 Subject to 10.03, where vacancies are filled, first consideration shall be given to Employees who are already members of the bargaining unit.

- 10.03 The Employer agrees that where the relevant skill, qualifications and experience of the most suitable applicants are equal, the most senior of those applicants will be given preference. Seniority for the purposes of this Article is the definition contained in Article 44.
- 10.04 Eligibility lists are lists of qualified candidates from previous competitions. These lists will be provided by Human Resources to the Chairperson of the Local prior to being used in any subsequent competitions.
- 10.05 Where a break in service occurs as a result of the termination of a temporary position, the incumbent, subject to satisfactory performance and subject to Clause 3.01(b)(ii) of this Agreement, shall be given preference over external candidates for employment in that temporary position in the event the position is re-established within twelve (12) months.
- 10.06 If, within one (1) month after the appointment of a successful applicant to a position filled through competition:
- (a) the Employer finds that the position is unsuitable, he will be allowed; or
 - (b) the Employer concludes that the Employee is unsuitable for the position, the Employee may be required;
- to transfer back to his former position or to a position with a comparable salary range and category. An Employee transferred under this Clause shall be treated in all respects as if he had remained in his original position.
- 10.07 Permanent employees who are selected for a temporary position, upon completion of the assignment, will revert to their previous or equivalent permanent position. Such temporary opportunities shall not normally exceed twenty-four (24) consecutive months, except when related to Applied Research activities per the Letter of Understanding – AUPE Employees Engaged in Applied Research Activities.

ARTICLE 11

PROBATIONARY PERIOD

- 11.01 All Employees shall serve an initial probationary period starting on the last date of hire with the Employer. The probationary period is intended to provide an opportunity for the new Employee to evaluate the work situation and demonstrate the skill, knowledge and overall suitability required for the role. It also allows the Institute to assess the skills, knowledge, performance and overall suitability of the Employee for the role.
- 11.02 Exceptions may include:
- (a) An Employee who has previously been employed by the Employer may, at the discretion of the Employer have all or part of such previous employment considered as part of the probationary period as specified for the classification.
 - (b) A temporary Employee whose position is made permanent with no change in job duties shall be credited with all continuous service in that position, for purposes of completing the required probationary period.
 - (c) On conversion from casual to temporary or permanent salaried status with no change in duties, an Employee's accumulated time without a break greater than three (3) months casual service shall be credited towards completion of the probationary period.

- (d) Where an Employee is transferred through competition, reclassified, or promoted before completing his probationary period, the Employer may require that he serve a full probationary period in his new position.
- (e) The period of probation may be extended by agreement of the Employee's Union Staff Representative and the Employer and for periods of approved leaves of absence exceeding twenty-eight (28) calendar days.

11.03 The period of probation shall be twelve (12) months subject to (a) below.

- (a) The probationary period for Employees in the following classes shall be six (6) months.

0041	F041	Administrative Support I
0042	F042	Administrative Support II
0043	F043	Administrative Support III
0501	F501	Stores Clerk
0503	F503	Stockkeeper I
0504	F504	Stockkeeper II
0603		Artist I
0801		Duplicating Equipment Operator I
0825		Bindery Equipment Operator I
0826		Bindery Equipment Operator II
1308		Technical Aide
1309		Technologist I
1310		Technologist II
2213		Electronics Technologist I
2612		Maintenance Service Worker I
2613		Maintenance Service Worker II
2614		Maintenance Service Worker III
2700		Tradesman I (includes all Trades)
2800		Tradesman II (includes all Trades)
3002		Residence Custodian
3003		Heavy Duty Caretaker
3013		Building Patrol Officer
3101		Groundswoker I
9172		Occupational Health Technician
9184		Nurse I
9185		Nurse II
9451		Service Worker
9452		Cook
9534		Laboratory Technician I
9535		Laboratory Technician II

ARTICLE 12
ATTENDANCE

- 12.01 An Employee who is absent from duty without prior authorization shall communicate daily, the reason for his absence to the immediate supervisor or designate at his place of work as soon as reasonably possible, but normally within two (2) hours of normal starting time. Notification by email or voicemail may be an acceptable way of communicating an absence. Each department shall communicate their required way of notification to Employees.
- 12.02 Should an Employee fail to comply with clause 12.01, their absence may be considered as unauthorized leave without pay unless he had legitimate reasons for the non-compliance.
- 12.02 An Employee on authorized leave of absence and/or illness for an indeterminate period shall notify the immediate supervisor or designate at his place of work of his intention to return to work in the following manner:
- (a) an Employee reporting for day work shall normally give notice during the preceding work day;
 - (b) an Employee reporting for work on an afternoon or a night shift shall normally give notice no later than noon of the day immediately preceding his return to work.
- 12.03 An Employee who is on a leave of absence for a fixed period of twenty (20) work days or more, and who wishes to return to work prior to the expiration date of that leave of absence shall apply to the immediate supervisor or designate at his place of work at least five (5) work days prior to the desired date of his return.
- 12.04 An Employee is required to provide the Employer with ten (10) work days prior written notice of resignation if he wishes to resign in good standing.
- 12.05 An Employee who absents himself from his employment and who has not informed the Employer shall after three (3) consecutive work days of such unauthorized absence be considered to have abandoned his position and will be deemed to have resigned, unless it is subsequently shown by the Employee that circumstances beyond his control prevented him from reporting to his place of work or prevented him from contacting his employer.
- 12.06 Employees who have left NAIT after the expiry of this agreement and prior to a new agreement being ratified, must apply in writing to Human Resources providing appropriate contact information and a request for eligible retroactivity no later than sixty (60) days following ratification of any new collective agreement.

ARTICLE 13
HOURS OF WORK

- 13.01 The normal hours of work for Employees covered by this Agreement shall be forty (40) hours per week (8 hours per day) or thirty-six and one-quarter (36 1/4) hours per week (7.25 hours per day) as specified in the biweekly salary schedule, or the equivalent of the above on a monthly, quarterly, or annual basis.

- 13.02 Normal hours of work will fall between 7:30 am and 5:30 pm, Monday to Friday, with Saturday and Sunday being the normal days of rest. Normally the two (2) days of rest will be consecutive and include at least one of either Saturday or Sunday. However, for operational reasons, the employer reserves the right to schedule shifts outside these times and days.
- 13.03 (a) Where a change is made in the Employee's hours of work with less than 24 hours notice, or without mutual agreement between the Employee and Employer, the Employee shall be paid at one and one-half (1 ½ X) times his regular pay for that shift.
- (b) For Food Services employees only, 13.03 (a) shall not apply and changes in hours of work and the allocation of additional hours (not regularly scheduled) may be offered on the basis of the following equal factors - employee skills, availability, category and seniority, and mutually agreed to by the employee and the supervisor.
- 13.04 Scheduling Changes
- (a) Where a change is made in the Employee's work schedule, a minimum of fourteen (14) calendar days notice shall be provided. Should this notice not be provided, the Employee shall be paid at one and one-half (1 ½ X) times for all hours worked on the first day of the changed schedule.
- (b) For Food Services employees only, 13.04 (a) shall not apply and changes in the work schedule and the allocation of additional hours (not regularly scheduled) may be offered on the basis of the following equal factors - employee skills, availability, category and seniority, and mutually agreed to by the employee and the supervisor.
- (c) Where a disaster arises (for example: fire, flood), the Employer may make temporary changes as required without notice to the employee. Such changes will not remain in effect for more than 2 weeks. This provision will not be used repeatedly so as to circumvent the requirement for notice given above.
- (d) Employees in shift-based operations may request a shift change and a list of such individuals will be maintained. When requested shifts become available, they shall be offered to those Employees on the list considering operational factors including seniority. Employees who elect to change their shifts and have agreed to change shifts without normal notice, shall not be eligible for overtime pay for those hours worked.
- 13.05 (a) In shift-based operations, work schedules shall be posted at least fourteen (14) calendar days prior to the commencement of the first shift.
- (b) For all Food Services Employees, 13.05 (a) shall not apply and the work schedule shall be posted on Thursdays no later than 12:00 pm (noon) for the following calendar week.

- 13.06 Employees covered by this Agreement shall normally receive two (2) fifteen (15) minute paid rest periods in each work period in excess of six (6) hours, one (1) period to be granted before the meal break and one (1) to be granted after. An Employee working a period of more than two (2) hours but not more than six (6) hours shall be granted one (1) rest period. Rest periods shall normally be taken at the work site and shall not normally be granted within one (1) hour of commencement or termination of work period.
- 13.07 A meal period of not less than one-half (1/2) hour and, not more than one and one-half (1 1/2) hours shall be granted to all Employees at approximately the mid-point of each work period that exceeds four (4) hours. Such meal period shall be without pay.
- 13.08 An Employee who is directed by his supervisor to remain due to a specific assignment at his station of employment during his meal period, shall be paid for such meal period at the applicable overtime rate or be granted time off in lieu to be taken at a mutually agreeable time.
- 13.09 An Employee shall not be required, without his agreement, to work a split shift.
- 13.10 Time spent traveling on authorized business (including Article 9) during an employee's regularly scheduled shift (or on pre-authorized overtime) shall be considered hours worked and will be paid at the applicable rate of pay.

ARTICLE 14

MODIFIED OR COMPRESSED HOURS OF WORK

- 14.01 The Parties agree that the Employer may implement, or an Employee may propose a compressed or modified hours of work system under conditions as provided in this Agreement.
- 14.01 (a) Modified hours of work would be a change to start or end times resulting in an increase to the normal daily hours of work and normal weekly hours of work (example: a 10 or 12 hour shift rotation or a change to your start or end times and days of rest to become more flexible to meet operational requirements).
- 14.01 (b) Compressed hours of work would be an increase in daily hours of work with a corresponding reduction in the normal work rotation to facilitate a day off in the pay period or rotation (example: in a bi-weekly pay period, working 9 out of 10 work days at extended hours to earn the tenth day off with pay).
- 14.02 Where shifts and/or hours of work, as described above, are proposed, the following terms will apply:
- (a) the proposed terms must not result in a gain or loss in benefits or rights under this Agreement, and
- (b) the proposal will not negate any terms in the Agreement; and any modifications must be specified in writing, including the positions or individuals to whom it will apply.
- (c) a proposal may only be implemented where the Union and the Employer's Human Resources Department have agreed, in writing, to how relevant terms and conditions of this Collective Agreement will or will not apply to affected Employees. The majority of the employees affected must approve the proposal.

- (d) once a proposal has been implemented, the terms may only be changed by mutual agreement of the parties.
 - (e) once the proposal has been agreed to, a signed copy will be provided to each affected employee and each new hired employee.
- 14.03 If the Employer and a majority of the Employees employed in a work unit propose to adopt a compressed or modified work week system, all Employees employed in that unit may be required to participate in that compressed or modified work week system and Clause 14.06 shall not apply.
- 14.04 The Employer has the sole right to determine the number of Employees who are required to be at work. Upon entering into a compressed or modified work week system, however, the Employees are entitled to have the first opportunity to plan their work schedule whereby they may arrange their starting times, lunch periods, and finishing times on a daily basis, in keeping with the Employer's operational requirements. Employees shall have the opportunity to make up lost time during the flex period due to late arrival, subject to the approval of the Employer.
- 14.05 In the event the compressed or modified work week system does not result in the provision of a satisfactory service to the public, or is deemed by the Employer to be impractical for other reasons, the Employer may require a return to regular times of work, in which case Employees shall be provided with an advance notice of one (1) month.
- 14.06 Subject to 14.03, an Employee who is working according to a modified work system may opt for regular times of work by providing the Employer with an advance notice of one (1) month.
- 14.07 Where applicable, these provisions outlined in Clause 14.02 (c) above shall have full force and effect in lieu of other Articles of this Collective Agreement.

ARTICLE 15

OVERTIME

- 15.01 An Employee may be required to work hours beyond regularly scheduled hours to overcome unexpected workloads and to meet extraordinary situations. Such overtime shall be pre-authorized, documented by the Employer, and provided to the Employee. The workload and situations must be discussed in order for authorization to be given.
- 15.02 An Employee may occasionally be required to work extra time, up to fifteen (15) minutes, immediately following closing time, or to brief an oncoming shift, without payment. This extra time will not be scheduled. However, if the unscheduled extra time exceeds fifteen (15) minutes, a minimum of one-half (1/2) hour overtime compensation will be paid, with compensation thereafter in accordance with Clause 15.07.
- 15.03 An Employee, who has been authorized to work overtime, shall be compensated as follows:
- (a) For overtime hours worked on a regularly scheduled work day, at time and one-half (1 1/2x) his regular hourly salary for the first two (2) hours worked in excess of his regular daily hours and at double (2x) his regular hourly salary for hours worked in excess of two (2) hours.

- (b) For overtime hours worked on day(s) of rest:
 - (i) at time and one-half (1 1/2x) his regular hourly salary for all hours worked up to the equivalent of full normal daily hours and double (2x) time for additional hours worked thereafter, on a compressed work week day off or on his regularly scheduled first day of rest; and
 - (ii) at double (2x) his regular hourly salary for all hours worked on subsequently scheduled day(s) of rest in that rest period.
 - (c) For purposes of this Clause, authorized travel on Employer business shall be considered working hours and when authorized outside of normal working hours, or on a regularly scheduled day of rest, the overtime rates of this Clause shall apply except that an Employee shall not be compensated for travel spent proceeding to and from usual place of work and residence.
 - (d) For the purpose of applying this article to casual employees, "day of rest" shall mean the sixth (6th) or seventh (7th) day on which work is assigned within one week.
- 15.04 Compensatory time off with pay in lieu of a cash settlement may be claimed by the Employee. Time off accumulated as a result of overtime worked shall be taken at a mutually agreeable time within the next twelve (12) months or paid out in cash at the expiration of the twelve (12) months.
- 15.05 An Employee who requests for personal reasons, and who as a result of such a request, is authorized to work daily or weekly hours in excess of his normal requirements, shall be compensated for the extra hours worked at straight time rates. It is not the intent of this Clause to deny overtime rights to an Employee.
- 15.06 (a) An Employee who is required by the Employer to attend a training course or seminar on his normal day of work shall be paid at straight time rates for the hours spent on training to a maximum of his normal daily hours of work for that period.
- (b) An Employee who is required by the Employer to attend a training course or seminar on a regularly scheduled day of rest, shall be granted a day off in lieu at some other time, or if impractical to grant time off, he shall be paid at straight time rates for the hours spent on training to a maximum of his normal daily hours of work for that period.
- (c) An Employee who is required by the Employer to attend a training course or seminar which necessitates travel outside of the urban area in which he is employed shall be compensated at straight time rates for the actual hours spent in travel provided such travel time is in excess of his normal daily or weekly hours of work.
- 15.07 Overtime payment or compensatory time off shall be calculated to the nearest quarter (1/4) hour.
- 15.08 Part-time salaried Employees working less than the normal hours of work stated in Clause 13.01 who are required to work longer than their usual daily or weekly hours shall be paid at the rate of straight time plus five point two per cent (5.2%) for the hours so worked until they exceed the normal daily or weekly hours for full time Employees in the same Class, after which the overtime provisions of Clause 15.07 shall apply.

15.09 An Employee who works three (3) hours or more of overtime immediately following the completion of his normal hours of work shall be entitled to an unpaid meal break. The Employee shall be reimbursed for the cost of the meal, on production of receipt in accordance with the NAIT Travel and Subsistence Guidelines.

15.10 Where Employees are working flexible hours, or a modified work week, the terms and conditions as provided in Article 14 of this Agreement shall apply.

ARTICLE 16

ADDITIONAL EARNINGS/PAY

Shift Differential/Weekend Premium

16.01 Where, because of operational requirements, an Employee is scheduled to work shifts (afternoons or nights), that Employee shall receive one dollar and ten cents (\$1.10) per hour for working a shift where the majority of the hours in such shift fall between 4:00 p.m. and 8:00 a.m.

(a) Effective July 1, 2014, this amount shall increase to one dollar and thirty-five cents (\$1.35) per hour.

(b) Effective July 1, 2015, this amount shall increase to one dollar and sixty cents (\$1.60) per hour.

(c) Effective July 1, 2016, this amount shall increase to one dollar and eighty-five cents (\$1.85) per hour.

16.02 For the purposes of this Article, a shift refers to the daily equivalent of the normal hours of work as set out in Article 13. A casual or part-time Employee who works less than the daily equivalent of the normal hours of work shall be paid shift differential if he works a minimum of four (4) hours within the period of 4:00 pm and 8:00 am.

16.03 An Employee who works Saturdays or Sundays as part of his regularly scheduled work week, shall receive a weekend premium of seventy-five cents (\$0.75) per hour for each hour worked from midnight Friday to midnight Sunday. The weekend premium shall not be paid to an Employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.

(a) Effective July 1, 2014, this amount shall increase to one dollar (\$1.00) per hour.

(b) Effective July 1, 2015, this amount shall increase to one dollar and twenty-five cents (\$1.25) per hour.

(c) Effective July 1, 2016, this amount shall increase to one dollar and fifty cents (\$1.50) per hour.

16.04 Where applicable, an Employee shall receive both shift differential and weekend premium. At no time shall shift differential or weekend premium be included with the Employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any Employee benefits, other than pension, nor shall shift differential or weekend premium be paid with respect to any hours paid at overtime rates.

Call Back

- 16.05 Subject to Clause 16.07, when an Employee is called back to work by his supervisor for a period in excess of two (2) hours, including time spent traveling directly to and from work, he shall be paid at the applicable overtime rate for hours worked pursuant to Article 15 and in no instance shall more than one provision apply. For such call back on a paid holiday, the rate of pay shall be time and one half (1 1/2x) for all hours worked up to the equivalent of full normal daily hours and double (2x) time for additional hours worked thereafter.
- 16.06 Subject to Clause 16.07, an Employee who is called back to work one or more times within a two (2) hour period, and for whom the time worked and the time spent traveling directly to and from work totals two (2) hours or less, shall be paid at straight time for a minimum of three (3) hours.
- 16.07 There shall be no minimum guaranteed compensation nor compensation for time spent traveling if the call back is contiguous with a normal working period.

Reporting Pay

- 16.08 A casual Employee shall be paid a minimum of three (3) hours pay at his hourly rate when an expected work period is cancelled with less than twenty four (24) hours notice.

Standby Pay

- 16.09 When an Employee is designated to be immediately available to return to work during a period in which he is not on regular duty, he shall be paid the amount of one-half (1/2) hour's pay at his regular rate for each four (4) hours on standby or major portion thereof on a day that is not a paid holiday. For standby on a paid holiday, the payment shall be one (1) hour's pay at the regular rate for each four (4) hours on standby or major portion thereof.
- 16.10 When an Employee, while on standby, is unable to report to work he shall notify the Employer of his unavailability to fulfill his obligations. No standby pay shall be granted for any periods of standby in which the employee is unavailable.
- 16.11 When an Employee is called back to work during a period in which he was on standby, he shall be compensated pursuant to Clause 16.09 for the hours he was on standby and paid pursuant to Articles 16.05, 16.06 and 16.07 for the hours worked on call back.
- 16.12 An Employee shall not normally be required to standby on two (2) consecutive weekends or two (2) consecutive Paid Holidays, where other qualified staff is available.

Telephone Consultation

- 16.13 When an employee, who has been assigned to an on-call duty or is off-duty, is consulted by telephone and is authorized to handle client-related matters without returning to the work place, the following will apply:
- (a) An employee who has not completed seven and one-quarter (7 ¼) hours of work in the day or thirty-six and one-quarter (36 ¼) hours of work during the week shall be paid at his basic rate of pay for the total accumulated time spent on telephone consultation(s), and corresponding required documentation. If the total accumulated time spent on telephone consultation(s), and corresponding required documentation is less than thirty (30) minutes, the employee shall be compensated at his basic rate of pay for thirty (30) minutes.

- (b) An employee who has completed seven and one-quarter (7 ¼) hours of work in the day or thirty-six and one-quarter (36 ¼) hours of work during the week shall be paid at the applicable overtime rate for the total accumulated time spent on telephone consultation(s) and corresponding required documentation. If the total accumulated time spent on telephone consultation(s) and corresponding required documentation is less than thirty (30) minutes, the employee shall be compensated at the applicable overtime rate for thirty (30) minutes.

ARTICLE 17

ACTING INCUMBENT

- 17.01 To receive acting incumbency pay, an Employee shall be designated by the responsible manager to perform the principal duties of the higher level position for a minimum period of three (3) consecutive work days, during which time he may also be required to perform some of the duties of his regular position. On completion of the minimum three (3) day qualifying period in an acting incumbency position, an Employee shall be eligible for acting incumbency pay for the total period of acting incumbency, including the three (3) day qualifying period. Acting provisions shall not apply where an Employee is designated only limited additional duties.
- 17.02 Where an Employee is designated to be an acting incumbent in a position, his salary may be determined in accordance with the following provisions:
 - (a) if he is designated to act in a position in a classification with an assigned grade the maximum of which is less than one (1) increment higher than the maximum of his current grade assignment, his acting salary shall be the lowest period in the new grade that exceeds his current salary provided the maximum salary assigned the classification is not exceeded;
 - (b) if he is designated to act in a position in a classification with an assigned grade the maximum of which is at least one (1) increment higher than the maximum of his current pay grade assignment, his acting salary shall be the lowest period in the new grade that exceeds his current salary except if the increase is less than one (1) increment, in which case his salary shall be adjusted to the period next higher than the lowest period that exceeds his current salary provided the maximum salary assigned the classification is not exceeded;
 - (c) if he is designated to be an acting incumbent from a classification with no pay grade assignment to a classification with a pay grade assignment, his salary is that period in the new grade which is higher than his current salary, except if this increase is less than four percent (4%) in which case his salary is the next higher period.
- 17.03 It is understood that normally only one acting incumbent may be designated as a result of any one (1) Employee's absence.
- 17.04 When an Employee who has been the acting incumbent of another position returns to his regular position, his salary and merit increment date shall be readjusted to that which would have been in effect if he had continuously occupied that position.
- 17.05 The designation of acting incumbency shall normally not exceed a period of six (6) months.

- 17.06 Where an Employee covered by the NAIT/AUPE Collective Agreement is required on a temporary basis, to act in the capacity of an Academic, Management, or Excluded position, he shall continue to be governed by the NAIT/AUPE Collective Agreement, with no loss in pay, benefits or compensation. His salary shall be governed by the applicable salary schedule for Academic, Management, or Excluded positions.

ARTICLE 18

HUMAN RESOURCES FILE

- 18.01 If an Employee has been subjected to disciplinary action, after twenty-four (24) months of continuous service from the date that the disciplinary action was invoked, the Employee's Human Resource file shall be considered to be purged of any record of the disciplinary action providing:
- (a) the Employee's file does not contain any further related record of disciplinary action during that twenty-four (24) month period; and
 - (b) the disciplinary action is not the subject of, or related to, an unresolved grievance.
- 18.02 The Employee shall be provided with a copy of all documents that pertain to disciplinary action or performance of the Employee at the time they are placed on his Human Resource file.
- 18.03 No documents shall be introduced from the Employee's Human Resource file as evidence in any grievance proceeding unless the Employee has received a copy in accordance with Clause 19.03 of this Agreement.
- 18.04 Access to an Employee's Human Resource File shall be provided to the Employee or his authorized representative, upon request once in every year and in the event of a grievance or complaint. He may request a representative of the Union to be present at the time of such examination.
- 18.05 The Human Resource file referred to in this Article is the personal file of an Employee maintained by the Employer. Except as provided hereinafter this file shall contain copies of all documentation pertaining to the Employee. The parties mutually agree that no information pertaining to the interview records, reference checks, or confidential information related to a diagnosis or prognosis concerning either Employee eligibility for Long Term Disability Insurance, WCB information or an assessment of an Employee pursuant to the Employee Assistance Program shall be contained in this file.
- 18.06 When an Employee has grieved a disciplinary action and a Designated Officer has either allowed the grievance or reduced the penalty levied against the grievor, the Employee's Human Resource file shall be amended to reflect this action provided that this action results in the abandonment of the grievance. Where the grievor appeals the disciplinary action to Arbitration, the award of that tribunal shall be final and binding upon the Employer and the Employee, and the Employee's Human Resource file shall be amended to reflect that award.

ARTICLE 19

DISCIPLINARY ACTION

- 19.01 An Employee may be disciplined or dismissed on the basis of just cause by the President or his authorized designate.
- 19.02 The Employer follows a progressive process of discipline. Discipline shall be administered in a timely manner. Therefore managers and supervisors should first meet with an employee to communicate concerns about an employee's performance or conduct. The process will be followed in sequential order, except when the particular circumstances of a case justify moving immediately to a more serious action.
- 19.03 When disciplinary action is taken against an Employee, that Employee and the Union shall be informed in writing as to the reason(s) for such action at the disciplinary meeting. The Employee and the Union shall be provided with a copy of all written reprimands or written notices of other disciplinary action or correspondence pertaining to the conduct or performance of the Employee.
- 19.04 The Employer or designated agent(s) shall disclose all information or documentation concerning the dispute, the investigation or discipline at the earliest possible opportunity.
- 19.05 An Employee who is to be interviewed on any disciplinary measure or alleged misconduct shall receive notice of the time and place of the interview. The Employee shall be informed in this notice of the right to be accompanied by a Union representative and/or Union Steward. Normally an employee shall receive at least twenty-four (24) hours notice of such meetings.

ARTICLE 20

GRIEVANCE PROCEDURE

- 20.01 In this Article:
- (a) "Days" means calendar days;
 - (b) "Demotion" means a transfer to a position with a lower maximum salary;
 - (c) a grievance is a complaint regarding:
 - (i) alleged unjust treatment;
 - (ii) alleged unfair working conditions;
 - (iii) discipline of a casual or probationary Employee;
 - (iv) alleged discrimination as defined by Article 45
 - (v) any other disciplinary action involving financial penalty, other than one described in (c) (iii) above;
 - (vi) the application, interpretation or any alleged violation of this Agreement, or
 - (vii) any other matter involving financial penalty other than one described in (c) (iii) above.

Grievances on clause (iii) above may be processed through Levels 1 to 2 inclusive.

20.02 (a) When a grievance arises, it shall be dealt with in the manner outlined in the following sections, except that a grievance may not be presented on a matter when an appeal procedure is already provided for, including but not limited to, the position classification procedure.

20.03 The Employer shall advise all Employees of the Institute's Designated Officers on the NAIT Human Resources website.

20.04 **Informal Discussion**

(a) An Employee should first discuss the subject of the alleged grievance with his immediate Supervisor in an attempt to resolve the matter. A Union Steward, at the request of the Employee, may accompany and assist the Employee at this stage. Time off, without loss of regular earnings, will be provided to a complainant or grievor for the purpose of meeting with his Steward, immediate Supervisor or a Designated Officer in an attempt to resolve a complaint or grievance in accordance with the foregoing or Clause 20.05.

(b) The parties shall disclose any and all information/documentation concerning the dispute at the earliest possible opportunity.

20.05 **Formal Discussions**

The Employer or the aggrieved may request that a written grievance be discussed at any of Levels 1 to 2 inclusive of the Grievance Procedure. The aggrieved's request for discussion shall not be unreasonably denied. Any denial of a written request for discussion shall be in writing, and shall include the reason for denial. This discussion shall be recognized as the Employee's opportunity to clarify the circumstances surrounding his grievance. A Union Steward shall be allowed to be present at any of these discussions, if desired by the aggrieved, in order to assist the aggrieved at this stage.

20.06 **Level 1**

(a) An Employee who wishes to pursue a grievance must submit it in writing within fourteen (14) days of the date upon which the subject of the grievance occurred, or of the time when the Employee first became aware of the subject of the grievance. The grievance must be submitted through one of the following:

- (i) the Designated Officer at Level 1 through the immediate supervisor; or
- (ii) the Designated Officer directly at Level 1; or
- (iii) the Designated Officer at Level 1 by registered mail when (i) or (ii) above are not practical.

(b) The immediate supervisor shall:

- (i) forward the grievance to the Designated Officer authorized to reply at Level 1; or
- (ii) reply to the grievance directly if he is the Designated Officer.

(c) The Designated Officer at Level 1 shall meet with the grievor and the Union and shall submit a written reply to the Employee within fourteen (14) days of the receipt of the grievance.

20.07 **Level 2**

- (a) When an Employee is not satisfied with the answer or settlement received from the Designated Officer at Level 1 and wishes to pursue the grievance, the Employee must, if he has the written approval of the Union, submit the grievance to the Designated Officer at Level 2 directly or, where practical, through the immediate supervisor.
- (b) A submission at Level 2 must be made within fourteen (14) days of the receipt of the reply of the Designated Officer at Level 1.
- (c) The Designated Officer at Level 2 shall meet with the grievor and the Union and shall submit a written reply to the Employee within fourteen (14) days of the receipt of the grievance at Level 2.
- (d) For the purpose of this procedure, the decision given by the Designated Officer at this level shall be final and binding upon the Employee if the grievance is a "class of grievance" described in 20.01(c)(i), (ii), or (iii).

20.08 **Level 3**

- (a) If the grievance is a "class of grievance" described in 20.01(c)(iv), (v), (vi) or (vii), and if an Employee is not satisfied with the answer or settlement he received from the Designated Officer at Level 2, and he wishes to pursue his grievance he must submit his grievance for arbitration to a three (3) person Arbitration Board, provided he has the written approval of the Union. The Union shall notify the President of NAIT in writing of a submission of an alleged grievance to an Arbitration Board for arbitration. Such notification shall include a copy of the alleged grievance and contain the name of the Union's appointee to the Arbitration Board.
- (b) A submission to pursue the grievance at Level 3, together with the written approval of the President of the Union, must be made within fourteen (14) days of the receipt of the reply at Level 2. Such submission shall be by registered mail or receipted courier service.
- (c) The President, or his authorized designate, shall, within fourteen (14) days of the receipt of the notification in Clause 20.08 (a), inform the Union of his appointee to the Arbitration Board.
- (d) The President's appointee and the Union's appointee shall, within fourteen (14) days of the appointment of the second of them, appoint a mutually acceptable third person who shall be the Chairman of the Arbitration Board.
- (e) If the two appointees fail to agree upon a Chairman within the required time limit the appointment shall be made by the Chairman of the Labour Relations Board upon application by either party upon five (5) work days notice to the other.
- (f) The President's appointee to the Arbitration Board shall not be an Employee of the Institute who is included in a Bargaining Unit.
- (g) The President of the Union's appointee to the Arbitration Board shall not be an Employee of the Institute who is included in a Bargaining Unit.

- (h) The Employer and the Union shall each bear the total costs of its appointee to the Arbitration Board. Such costs shall include but not be limited to all expenses. The Parties to this Agreement shall bear in equal proportion the expenses and allowance of the Chairman of the Arbitration Board.
- (i) The President shall grant the aggrieved leave of absence for the purpose of attending the hearing provided that the leave of absence shall be only for the purpose of attending the hearing and shall have stipulated time limits.
- (j) The leave of absence stipulated in Clause 20.08 (i) shall be with pay, except where dismissal of an Employee is upheld by the Arbitration Board no reimbursement for pay shall be allowed.
- (k) The expenses of witnesses called by the Chairman of the Arbitration Board on his own initiative shall be shared on an equal basis by the Employer and the Union.
- (l) The Arbitration Board shall neither add to, detract from, nor modify the language of any Article of this Collective Agreement.
- (m) The Arbitration Board shall expressly confine itself in its award to the precise issue submitted to the Arbitration Board and shall have no authority to make a decision on any other issue not so submitted to it.
- (n) Where disciplinary action against an Employee is involved the Arbitration Board may vary the penalty as the Arbitration Board considers fair and reasonable.
- (o) Upon being appointed, the Chairman of the Arbitration Board shall convene an Arbitration Board as soon as possible and advise the Parties of the hearing date. At the Arbitration Board hearing, the Employer may be represented by the President or his designate(s), the grievor may be represented by the President of the Union or his designate(s) or such other person(s) as are acceptable to the aggrieved.
- (p) The decision of the majority of the members of the Arbitration Board is the award of the Arbitration Board, but, if there is no majority, a decision of the Chairman of the Arbitration Board governs and his decision is the award of the Arbitration Board.
- (q) The Chairman of the Arbitration Board shall normally submit a report on the findings and the decision of the Arbitration Board within thirty (30) days following the completion of the hearing to:
 - (i) the President;
 - (ii) the President of the Union; and
 - (iii) the aggrieved.
- (r) Where the Arbitration Board is unable to comply with the time limit in (q) above, the Chairman of the Arbitration Board shall notify all Parties concerned in writing.
- (s) The decision of the Arbitration Board shall be final and binding on all Parties.

20.09 **Time Limits and Procedures**

- (a) When the aggrieved fails to process a grievance within the time limits and procedures specified in Clauses 20.06, 20.07, 20.08, and 20.11 the Employee shall be deemed to have abandoned the grievance.
- (b) When the party receiving a grievance fails to process the grievance within the time limits specified in Clauses 20.06, 20.07, 20.08, or 20.11, the aggrieved shall automatically be eligible to advance the grievance to the next higher level, except that to advance to the 3rd level a grievance must be a grievance as defined pursuant to Clause 20.01 (c) (iv), (v), (vi) or (vii).
- (c) All correspondence between the respondents to the grievance or their representative and the Employee and his representatives shall be delivered by hand, registered mail, or receipted courier service.
- (d) When a grievance is processed by registered mail or receipted courier service, the grievance shall be deemed to have been submitted on the day on which it was registered or receipted and the Designated Officer shall be deemed to have submitted a reply on the date on which the letter containing the reply was registered or receipted. The time limit within which the aggrieved may submit the grievance to the next higher level shall be calculated from the date on which the Designated Officer's reply was delivered to the address shown on the grievance form.
- (e) When a grievance or reply is delivered by hand it will be dated the date it was delivered.
- (f) The time limits between levels or the time limits to initially file a grievance may be extended by mutual agreement of the Union and the Employer's Human Resources Office, and such agreement shall be in writing. A request for an extension of time limits will not be unreasonably denied.

20.10 **Replies by Designated Officers**

The reply from the Designated Officer at each level of the grievance procedure shall contain the reason(s) for acceptance or denial of the grievance and shall be sent by registered mail, receipted courier service or delivered by hand to the grievor, with a copy to the Union.

20.11 **Variance from Normal Grievance Procedure**

- (a) A grievance may be advanced beyond Level 1 to Level 2 by mutual agreement of the Employer's Human Resources Office and the Union but such agreement shall be in writing.
- (b) In a case of a difference arising from demotion, suspension or dismissal, the grievance shall initially be presented at Level 2 except where the President or his authorized designate notifies the Employee involved in the difference that he may present his grievance at Level 3.

- (c) When it is decided that a grievance will be heard initially at Level 2 or 3 pursuant to Clause 20.11 (b), a submission to Level 2 or Level 3 if appropriate, must be made by the Employee within fourteen (14) days of receipt of the written communication notifying him of the demotion, suspension, or dismissal.
- (d) When a grievance, other than a case of a difference arising from the dismissal or termination of a probationary Employee as described in Clause 20.01 (c) (iii), is heard initially at Level 2 pursuant to Clause 20.11 (b) and the Employee is not satisfied with the answer or settlement the Employee may submit his grievance to Level 3, but such submission must be made within fourteen (14) days of receipt of the written decision of the Designated Officer at Level 2.

20.12 Meetings During Grievance Procedure

- (a) A Union Steward shall not leave his place of work to discuss a grievance with representatives of the Employer or an Employee during working hours without first obtaining permission from his immediate supervisor to do so.
- (b) An Employee who wishes to discuss his grievance with representatives of the Employer at any level of the grievance procedure shall obtain the permission of his immediate supervisor before leaving his place of work for this purpose and shall report back to his immediate supervisor before resuming his normal duties.
- (c) An authorized Union representative shall not enter a place of work to discuss a grievance with an Employee or Employees without first obtaining permission from the Employer's Human Resources Office to do so.

20.13 Group Grievances

A group grievance may be initiated by more than one (1) Employee provided that all Employees are grieving the identical issue and all Employees who are grieving have signed the initial grievance form. Grievances initiated by more than one Employee and meeting the above criteria shall be dealt with in accordance with Clauses 20.01 to 20.12 inclusive. The decision of an individual to abandon a group grievance shall not prejudice the rights of the remaining members of the group to advance the grievance by signing and submitting any subsequent conveyance forms.

20.14 Policy Grievances

- (a) Either the Institute or Union may file a policy grievance concerning the interpretation, application, operation or alleged violation of the Collective Agreement on a matter arising directly between the Institute and the Union. A policy grievance commences at Step 2 of the grievance procedure (or the Union President, should the grievance be filed by the Employer). The grievance must be filed, in writing, within fourteen (14) days of the aggrieved Party first becoming aware of, or reasonably should have become aware of, the event leading to the grievance.
- (b) A grievance shall describe all the details of the matter being grieved, including the specific Article or Clause(s) of the Agreement allegedly violated and the corrective action requested.

- (c) When a grievance is received by the President or the President of the Union, as the case may be, a written response signed by the President or the President of the Union, as the case may be, shall be provided within fourteen (14) days of receipt of the grievance. Such response shall be sent by registered mail or receipted courier service.
- (d) If the response under Clause 20.14 (c) does not resolve the grievance, the President or the President of the Union, as the case may be, may, within fourteen (14) days of receipt of the written response, present the grievance to the Arbitration Board who shall hear the matter in accordance with 20.08 (a) and 20.08 (c) to 20.08 (s) inclusive. Such submission shall be sent by registered mail or receipted courier service.
- (e) The time limits between levels or the time limits to initially file a grievance may be extended by mutual agreement of the President and the President of the Union, and such agreement shall be in writing.
- (f) When the aggrieved fails to process a grievance within the time limits and procedures specified in 20.14 (a) or 20.14 (d), the aggrieved shall be deemed to have abandoned the grievance.
- (g) When the party receiving a grievance fails to process the grievance within the time limits specified in Clause 20.14 (c), the grievance may be submitted to the Arbitration Board in accordance with Clause 20.14 (d).

ARTICLE 21

POSITION ABOLISHMENT

21.01 Position Abolishment occurs when the Employer eliminates a position, occupied by a salaried employee, that it does not intend to reestablish in the foreseeable future.

21.02 For purposes of this article, the following definitions shall apply:

- (a) "similar Employees" - two or more Employees having a common status performing the same or similar functions within a classification, and in the same work unit. Following consultation with the Union, the Employer may combine, but may not subdivide, work units for the purpose of administering this article.
- (b) "permanent Employee" - an Employee in the permanent service who has successfully completed his probationary period;
- (c) "work unit" - all of the employees in any part of NAIT that are under the control of one, but not more than one, Level I Designated Officer as defined in Article 20 at the date of ratification.

21.03 **Consultation Prior to Involuntary Position Abolishment**

The Institute shall consult with the Union as soon as reasonably possible and, at a minimum, at least fourteen (14) days in advance when position abolishment is anticipated in an effort to explore alternatives to minimize the impact of the decision. The consultation will include the anticipated scope, impact, timing, and transitional arrangements relating to position reductions. The Union will respect the confidentiality of any information provided by the Employer, until the Employer has notified the affected Employee(s).

21.04 **Sequential Process to Achieve Necessary Reductions**

In the event of anticipated position abolishment(s) the Parties agree to implement and utilize the following sequence to achieve the necessary position reductions:

- (a) Step I – release of casual, temporary, and/or probationary Employees
- (b) Step II – voluntary separation of permanent Employees
- (c) Step III – involuntary separation of permanent Employees

Deviations from this sequence are possible with written agreement between the Employer and the Union.

21.05 **Step I – Release of Casual, Temporary and/or Probationary Employees**

In the event of anticipated position abolishment(s) the Employer will release casual, temporary and/or probationary Employees in the affected work unit to achieve the necessary position reduction(s).

Exceptions are possible with written agreement between the Employer and the Union.

21.06 **Step II – Voluntary Separation of a Permanent Employee**

If the necessary reductions in staffing are not achieved following the implementation of Step I, the Employer will implement a voluntary separation program for all eligible affected permanent Employees in the bargaining unit.

The Parties agree that the primary purpose of a Severance Program is to recognize the contribution of Employees, to allow Employees to leave the system with dignity, to minimize disruption, and to ensure the quality and continuity of services.

The Employer may enter into agreement with one or more permanent Employees who volunteer their positions for abolishment. The Severance Program will be open to all eligible affected permanent Employees within the bargaining unit with the following provisions:

- (a) subject to operational requirements, if there are more Employees wishing to take severance than there are positions to be eliminated, severance shall be granted in order of seniority.
- (b) immediately following the granting of an Employee's request for voluntary separation, the Employer will provide the Union written notice of the decision.
- (c) the length of the notice period shall not exceed eleven (11) weeks.
- (d) at any time during the notice period, the Board may direct an Employee not to report for work.
- (e) an Employee who voluntarily enters into an agreement with the Institute will be deemed to have resigned and is eligible for the notice and severance provisions of Article 21.12.
- (f) at the end of the notice period, the Employee will receive severance pay in accordance with the provisions of Article 21.12.

21.07 **Involuntary Separation of a Permanent Employee**

If the necessary reductions in staffing have not been achieved following the release of casual, temporary, and probationary Employees, as well as the granting of voluntary separation requests from eligible Employees, the Employer will then implement an involuntary separation program for all eligible permanent Employees in the affected work unit.

When the position of a permanent Employee is to be abolished, the Employer shall provide the Employee written notice of eleven (11) weeks in advance of the date of position abolishment.

During the period of notice of position abolishment, the Employer will allow the affected Employee a reasonable amount of time off with pay to be interviewed by prospective Employers.

All Employees of the affected work unit shall be notified of the number of positions to be abolished. The positions of similar Employees in the affected department or program shall be abolished in reverse order of seniority where the qualifications, experience, and ability of the similar Employees are equal. Subject to Employee qualifications, prior to the end of the notice period, and in order of seniority the Employer shall:

- (a) offer affected Employees any vacant permanent positions at the same classification and pay level within the bargaining unit. Such Employees who accept the offer shall have no further rights with respect to Article 21 as it relates to his former position, or;
- (b) offer affected Employees any vacant permanent positions at a lower classification and pay level at the rate of pay established for the lower level position within the bargaining unit. Such Employees who accept the offer shall have no further rights with respect to Article 21 as it relates to his former position, and the salary of such an Employee shall be maintained over range for the duration of the remaining, eligible notice and severance period. At the end of this period the salary will be set at the rate of pay established for the lower level position, or;
- (c) offer affected Employees any vacant temporary positions at the same classification and pay level within the bargaining unit. Such Employees who accept the offer shall be eligible for the severance provisions of Article 21.12 at the expiration of the temporary position, or;
- (d) offer affected Employees any vacant temporary positions at a lower classification and pay level at the rate of pay established for the lower level position within the bargaining unit. Such Employees who accept the offer shall be eligible for the severance provisions of Article 21.12 at the expiration of the position.

21.08 An Employee eligible to be placed in accordance with Article 21.07 shall first participate in a consultation meeting between the affected Employee, the Employer, and the Union, at which time the Employer will advise the Employee of his retention options. Following the meeting, the Employee shall have seventy-two (72) hours to advise the Employer of his decision to accept or reject the offer.

Qualified Employees who decline offers of employment under Article 21.07 (a) are deemed to have resigned, shall forfeit all rights under Article 21 including severance pay and shall be released at the end of the notice period. Qualified Employees who decline offers of employment under 21.07 (b), (c) and (d) will remain eligible for the provisions of Article 21.10.

21.09 **Severance Pay**

An Employee who has not been offered a position in accordance with 21.07, or who declines an offer of employment per Article 21.08, shall be released from employment at the end of the notice period.

21.10 Where a permanent Employee is released pursuant to Article 21.08, or where a permanent Employee accepts a position under Article 21.07 (c) or (d):

- (a) the Employee shall receive severance pay in accordance with the table in 21.12, or any limitations specified under Article 21.07 (c) or (d) at the rate of pay in effect at the date of abolishment notification, and
- (b) the Employee shall be eligible to access NAIT courses in accordance with Article 40 Tuition for a period of twelve (12) months from the date notice position abolishment is served, and
- (c) the Employee shall be eligible for reimbursement to a maximum of five hundred dollars (\$500) for expenses incurred for retraining, career counselling, and/or job search assistance. This assistance shall be in addition to any payment entitlement for which the Employee may be eligible under Article 21.12, and
- (d) the Employer and the Union shall jointly explore other sources of assistance such as special federal funding for retraining and job search.

21.11 **Re-employment**

If an Employee is released pursuant to Article 21.09 and is subsequently rehired by the Board, that Employee shall, as a condition of re-employment, repay to the Board the total amount (if any) by which the amount paid to him under 21.12 exceeds the product of his regular biweekly rate of pay and the number of pay periods between the dates of his release and his re-employment. An Employee rehired under this Article shall be considered to have been on leave without pay and to have maintained continuity of service.

21.12 **Notice and Severance Pay**

<u>Years of Continuous Service</u>	<u>Notice (Weeks)</u>	<u>Severance (Weeks)</u>	<u>Total (Weeks)</u>
1	11	0	11
2	11	0	11
3	11	0	11
4	11	2	13
5	11	7	18
6	11	10	21
7	11	13	24
8	11	16	27
9	11	19	30
10	11	22	33
11	11	25	36
12	11	28	39
13	11	31	42
14	11	34	45
15 or more	11	37	48

ARTICLE 22

LAY-OFF AND RECALL

- 22.01 This article does not apply to the layoff of casual Employees nor can the provisions of this article be used for the purpose of budget reduction strategies such as the implementation of involuntary furlough days for permanent and temporary Employees.
- 22.02 Employees may be laid off in accordance with the provisions of this Article. Layoff is defined as a temporary separation from employment with anticipated future recall. The article does not apply to permanent recurring positions.
- 22.03 For purposes of this article the following definitions shall apply:
- (a) "similar Employees" - two or more Employees having a common status and hours of work performing the same or similar functions within a classification, and in the same work unit. At its discretion, and following consultation with the Union, the Employer may combine, but may not subdivide, work units for the purpose of administering this article.
 - (b) "permanent status" - status given to Employees occupying a permanent position.
 - (c) "temporary status" - status given to Employees occupying a temporary position.
 - (d) "permanent Employee" - a permanent status Employee who has successfully completed his probationary period.
 - (e) "work unit" - in the academic schools, the program; - in other parts of NAIT, all of the Employees in any part of NAIT that is under the control of one, but not more than one, Level I Designated Officer as referred to in Article 20.
- 22.04 Except in circumstances beyond the reasonable control of the Employer, and subject to 22.12, Employees shall be given not less than the following written notice of layoff or, at the discretion of the Employer, be paid at their regular rate in lieu of part or all of the required notice period:

- (a) Four (4) weeks for Employees having permanent status;
- (b) Two (2) weeks for Employees having temporary status.

Once notice of layoff has been provided, the Employer and an Employee may, in writing, agree to defer the effective date of layoff without any further notice period.

- 22.05 Normally, based on standard practice, among Employees performing the same or similar functions and having the same or similar hours of work in the same classification within a work unit, Casual Employees shall be released before Employees with temporary status, who shall in turn be laid off prior to the layoff of any Employees having permanent status. In determining which of similar Employees are to be laid off, the Employer shall take into account each Employee's record of service, including seniority. The application of this clause is subject to the qualifications, experience and ability of those to be retained to perform the work remaining to be done. Where the qualifications, experience and ability of those retained are relatively equal, seniority shall be the dominant factor.
- 22.06 Any portion of the probationary period that has not been served at the time of layoff shall be served subsequent to recall.
- 22.07 Subject to 22.12, in determining which of similar Employees are to be recalled to positions within a classification and work unit, the order of recall of such similar Employees shall be the reverse of the order of layoff, provided the Employee recalled is qualified and able to perform the work that is available.
- 22.08 An Employee shall be responsible for providing the Employer with his current address for recall purposes.
- 22.09 Seniority is lost, all rights are forfeited, and the Employer shall not be obliged to recall an Employee:
 - (a) when the Employee resigns or employment is properly terminated; or
 - (b) when the Employee does not return to work on recall within three (3) work days of the stated reporting date, in accordance with notice by registered mail or receipted courier service, unless circumstances beyond his control prevent his return to work; or
 - (c) upon the expiry of one hundred and eighty (180) calendar days following layoff during which time the Employee has not been recalled to work.
- 22.10 If a permanent Employee has not been recalled within one hundred and eighty (180) calendar days from the date of layoff, he shall be entitled to severance pay in the amount set out in Article 21. Severance pay shall not be paid under this Article to an Employee who resigned, retired, failed to return to work when recalled, or whose employment was terminated for just cause.
- 22.11 A permanent Employee whose position is abolished while he is on layoff is entitled to the rights and options provided in Article 21.
- 22.12 The filling of a vacancy on a temporary basis for a term shorter than the notice period stated in 22.04(a) shall be exempted from the provisions of this article.
- 22.13 This Article shall supersede the provisions of Article 10.04.

- 22.14 The Employer shall develop and maintain seniority lists of Employees with temporary and permanent status, showing the Employee's name, status, and length of service. Such lists shall be provided to the Local 038 Chairperson semi-annually, or more frequently where operations require.

ARTICLE 23

ILLNESS AND DISABILITY IN THE WORKPLACE

General

- 23.01 The Employer, the Union and the Employee recognize the value of employees maintaining their overall wellness to ensure that they can attend work on a regular and meaningful basis. Further, the employee is responsible for providing appropriate medical documentation as required.
- 23.02 The Employer, Union and Employee are jointly committed and will work together to safely accommodate and re-integrate an employee who has suffered an illness, a disability or a work related injury or illness accepted by the Worker's Compensation Board, in their return to full or modified or restricted work assignments (i.e. hours of work or job tasks).

Proof of Medical Condition

- 23.03 (a) Employees may be required to submit satisfactory proof to the Employer of any illness, non-occupations accident or quarantine when circumstances make it reasonable to do so. Where the Employee may pay a fee for such proof, the fee will be paid by the Employer.
- (b) The Employee may be required to provide proof of medical treatment upon return to work where reasonable doubt exists in respect to the purpose of an absence claim due to illness. An Employee shall be advised of the requirement to provide a medical certificate prior to his return to work.
- (b) The Employer may require the Employee to submit proof of attendance at a medical, dental, physiotherapy, or optical appointment when time off from work is granted to attend such appointments. Time off to attend medical, dental, physiotherapy or optical appointments requires prior authorization from the Employer and will be scheduled by the Employee in an attempt to least interfere with the Employer's operations. Time off also includes any travel time. The above-mentioned authorization shall not be unreasonably denied.
- 23.04 The Employee shall provide a medical certificate for any absence under General Illness. The medical certificate will indicate the name of the Physician, the expected duration of the illness or injury and that the illness or injury prevents the individual from performing full or modified or restricted duties.
- 23.05 For General Illness claims greater than ten (10) days, the Employer may require the Employee to have his physician submit medical evidence on the Medical Fitness For Work Certificate Form (agreed to by the Union) indicating that the Employee is disabled from full or modified or restricted duties. Expenses for the completion of this Form will be paid by the Employer.

23.06 An Employee who is to be absent for surgery or other similar prearranged medical attention shall provide the Employer with as much advance written notice as possible as to the expected dates of departure from work and return to work associated with such medical attention.

Confidentiality of Medical Information

23.07 (a) The confidentiality of health and medical information of employees is recognized by the Employer and the Union. Therefore, the parties who have access to this information shall ensure its confidentiality.

(b) The Employer and the Union also agrees that medical information of an employee shall not be divulged to a third party without the consent of the employee or as otherwise required by law.

23.08 The Employer agrees that the storage of employee health information shall be separate from Human Resources files and that access shall be given only to persons authorized to access the information.

Fitness To Return To Work

23.09 (a) When an employee has been on illness or disability leave and upon return to work from prolonged absences, the Employer may require him to provide medical evidence from his physician stating that he is fit to perform full or restricted or modified duties.

(b) In accordance with 23.02, the Employer, the Union and the Employee will work together within the Disability Management Process in returning Employees to modified or flexible duties as required. The parties will ensure appropriate Case Management meetings are held, documented and supported by the Employee's physician. Ongoing documentation of progress or setbacks will be maintained.

Independent Medical Examinations

23.10 In a case of prolonged absence due to frequent illness or disability where it is believed to be adversely affecting an employee's work; or when it is considered that an employee is unable to satisfactorily perform his duties due to an illness or disability, the Employer (coordinated by the Occupational Health and Safety Manager) may require that the employee undergo an Independent Medical Examination (IME).

23.11 The IME physician will submit a medical report to the Occupational Health and Safety Manager as to the condition of the employee, the amount of time considered necessary for his/her complete recovery, an opinion on the employee's ability to perform the duties of his position with or without modification, treatment recommendations, and whether or not his/her condition can be improved through treatment. The Employee shall be entitled to have their personal physician or a physician of their choice provide relevant documentation to the physician appointed by the Institute, when undergoing a medical examination. With the consent of the Employee a copy of the report of the physician conducting the medical examination shall be sent by the Institute to the Employee's physician.

- 23.12 Should the opinions of the treating physician and the physician performing the IME differ regarding the status of the employee's health, the dispute will be settled by a third physician. This physician will be selected by mutual agreement of the two physicians, from a list of physicians provided by the Employer and the Union.

Casual Illness

- 23.13 "Casual Illness" means a health related absence which causes an Employee to be absent from duty for a period of three (3) consecutive work days or less. The Parties agree that Casual Illness benefits as provided in this collective agreement are intended only for the purpose of protecting an Employee from loss of income when the Employee is ill or disabled.
- 23.14 If an Employee is ill at work or requires time off for the purposes of attending a dental, physiotherapy, optical or medical appointment, provided he has been given prior authorization by the Employer and he works one (1) hour in a half (1/2) day that he is absent for those purposes, such absence shall neither be charged against his casual illness entitlement, nor shall a deduction in pay be made for the time lost in the half day in which he became ill or attended the appointment. For purposes of this Article a half day is that period between the start of the scheduled work period and the start of the lunch break or between the end of the lunch break and the end of the scheduled work period. The above-mentioned authorization shall not be unreasonably denied.
- 23.15 An Employee in his first and in each subsequent year of employment shall be eligible for a maximum of ten (10) work days of casual illness leave with pay. Each day or portion of a day of casual illness used within a calendar year shall be deducted from the remaining casual leave entitlement for that calendar year.

General Illness

- 23.16 "General Illness" means a health related absence which causes an Employee to be absent from duty for a period of more than three (3) consecutive work days but shall not exceed eighty (80) consecutive work days. General Illness Leave shall be in addition to any Casual Illness Leave entitlements specified in this collective agreement. The Parties agree that General Illness benefits as provided in this collective agreement are intended only for the purpose of protecting an Employee from loss of income when the Employee is ill or disabled.
- 23.17 (a) For purposes of this article, "employment" includes all categories of employment, provided that there is no break in Employer service.
- (b) An Employee at the commencement of each calendar year of employment shall be entitled to General Illness Leave at the specified rates of pay in accordance with the following schedule, and the application of such General Illness Leave shall be as set out in accordance with this collective agreement:

Completed calendar years of service salary	General illness leave at 100% normal salary	General illness leave at 70% normal salary
1 st month	0 days	70 days
Less than 1 year	10 days	70 days
1 year	15 days	65 days
2 years	25 days	55 days
3 years	35 days	45 days
4 years	45 days	35 days
5 years	60 days	20 days

- 23.18 (a) An Employee who is on general illness or long term disability leave at the beginning of a calendar year shall be granted general illness leave credits in accordance with Article 23.17 on his return to full, restricted or modified duties. If however, the Employee takes illness leave for the same or a related illness during the period of restricted or modified duties or during the first thirty (30) consecutive work days following his return to full duties, this credit will be removed and the illness leave will be considered a continuation of the original general illness leave. Article 23.17 (b) will be re-applied on any subsequent return to full, restricted or modified duties. All other or non-related illnesses are at the rates specified in 23.18 (b).
- (b) Unless he is entitled to benefit under Article 23.18 (a), an Employee who returns from a period of general illness or long term disability leave shall have added to his general illness leave credits sufficient days at seventy percent (70%) of normal salary to restore his combined fully-paid and partly-paid general illness leave entitlement to eighty (80) days. This additional entitlement will be removed if the Employee takes illness leave for the same or a related illness during the first thirty (30) consecutive work days following the date of return to full duties.
- 23.19 For purposes of this Article, the maximum period of continuous absence recognized shall be eighty (80) consecutive work days. Absences due to illness or disability in excess of that period shall be subject to Article 24 - Long Term Disability Insurance. After sixty (60) days of General Illness, if the Employee has not returned to work, the Employer will forward to the Employee the necessary documents required to apply for benefits under Article 24 - Long Term Disability Insurance.
- 23.20 An Employee is not eligible to receive sick leave benefits under this Article if the absence is due to any injury while in the employ of any other Employer that qualifies for Workers' Compensation Benefits, nor is he eligible for any sick leave benefits for any subsequent absence caused by that injury
- 23.21 When a day designated as a Paid Holiday under Article 27 falls within a period of General Illness it shall be counted as a day of General Illness and under no circumstance shall an Employee receive any additional entitlement in respect of that day.
- 23.22 This Article is subject to Article 12.

ARTICLE 24

LONG TERM DISABILITY (LTD)

- 24.01 The eligibility of an Employee to participate in the Employer's Long Term Disability (LTD) Plan is subject to Article 3 and all eligible Employees shall be covered in accordance with the provisions of the Plan.
- 24.02 The Employer agrees to pay one hundred percent (100%) of the cost of providing Long Term Disability benefits to all eligible Employees covered under the Plan.
- 24.03 An eligible Employee who becomes ill or disabled and who, as a result of such illness or disability, is absent from work for a period of eighty (80) consecutive work days, may apply for Long Term Disability benefits as provided under the LTD Plan. The final ruling as to whether or not the claimant's disability is of a nature which qualifies the claimant for benefits within the interpretation of the provisions of the Plan shall be made by the third party claims adjudicator.
- 24.04 Long Term Disability benefits payable under the provisions of the LTD Plan will entitle an Employee with a qualifying disability, to a total income, from sources specified under Clause 24.05, of not less than seventy percent (70%) of the salary he received or was entitled to receive as a NAIT Employee at the commencement of the LTD benefits pursuant to Clause 24.03, up to a maximum benefit of seven thousand dollars (\$7,000) per month effective April 1, 2009.
- 24.05 The LTD benefit amount to which an Employee is entitled, shall be reduced by:
- (a) the amount of disability benefit entitlement, excluding children's benefits, under the Canada Pension Plan;
 - (b) the amount of Workers' Compensation entitlement;
 - (c) the amount of benefits payable from any other group disability plan(s) sponsored by the Employer.
- 24.06 (a) If an Employee, after qualifying for LTD benefits, returns to work or enters a recognized training program and the resulting income is less than the salary in effect immediately prior to the commencement of absence pursuant to Article 24.03 (pre-disability salary), the Employee shall have the LTD benefit payable by the Plan reduced by fifty percent (50%) of the income received, provided that the combination of reduced LTD benefit and income does not exceed the pre-disability salary.
- (b) Where the combination of reduced LTD benefits and income received pursuant to Article 24.06 (a) is a higher amount than the pre-disability salary, the LTD benefits shall be reduced further so that LTD benefits and income received equal one hundred percent (100%) of the pre-disability salary.
- 24.07 An Employee who receives LTD benefits and who at the commencement of absence due to disability or illness, is participating in the Alberta Health Care Insurance Plan, the Employer Group Extended Medical Benefits Plan, and the Employer Group Life Insurance Plan, shall continue to be covered under these Plans throughout the total period the Employee is receiving LTD benefits and the Employer and Employee premium contributions, if applicable, shall continue.

- 24.08 The LTD benefits applicable to Employees covered by this Agreement shall not be altered except through negotiation by the Parties to this Agreement.
- 24.09 During the period that an Employee is receiving benefits under the LTD Plan, the Employer shall continue to remit to the Local Authorities Pension Plan the Employee and Employer contributions required on the Employee's normal salary.
- 24.10 If, while receiving benefits under the LTD plan, the Employee is also receiving partial or full salary from NAIT, the Employer will make pension deductions from such salary at the normal rate and shall supplement the amount so deducted to satisfy the requirements of Clause 24.09.

ARTICLE 25

HEALTH AND DENTAL PLANS

Alberta Health Care

- 25.01 Subject to Article 3, the Employer shall share the premium cost of the Group Alberta Health Care Insurance Plan for all participating Employees as follows:
- (a) one-half (1/2) the cost of the family premium where the Employee and his family are covered under the Plan; or
 - (b) one-half (1/2) the cost of the single premium where only the Employee is covered under the Plan.

Effective January 1, 2009, the Government of Alberta has discontinued premiums for the Alberta Health Care insurance plan. Should the Government reinstate premiums during the term of this Agreement, 25.01 shall apply.

Extended Health Plan

- 25.02 Subject to Article 3, the Employer shall share the premium cost of the Alberta Blue Cross Extended Medical Benefits Plan, or a comparable plan, for participating Employees on the same basis as set out in Clauses 25.01 (a) and 25.01 (b).
- 25.03 An Employee on approved Employer business outside Canada who becomes ill and requires medical attention and/or hospitalization shall be reimbursed, upon production of receipts, for such charges that are in excess of those allowed by the Alberta Health Care Insurance Plan and the Group Extended Medical Benefits Plan.
- 25.04 The Extended Medical Benefits Plan is a one hundred percent (100%) reimbursement, Direct Bill Drug Card plan. The plan will also include Vision Care coverage of two hundred and fifty dollars (\$250) every twenty four (24) months, Least Cost Alternative pricing on prescriptions and a dispensing fee cap of seven dollars (\$7) per prescription. The premium costs will be adjusted from the rates set out in Article 25.02 to a rate of sixty percent (60%) Employer paid and forty percent (40%) Employee paid.

Base Dental Plan

- 25.05 The Base Dental Plan as described in the Letter of Understanding - Dental Plan, will be totally funded by the Employer.

Optional Dental Plan

25.06 In addition to the Base Dental Plan, employees are eligible to participate in the Optional Dental Plan which extends the benefits of the Base Plan. The Optional Dental Plan is totally funded by the Employee. New employees must apply within thirty (30) days of becoming eligible for the Base Plan. Rules, eligibility and benefit entitlements are available on the Human Resources website and subject to the provisions of the plan document.

Flexible Health Spending Account

25.07 Effective January 1, 2015, a Flexible Health Benefit Spending Account shall be implemented for all Regular Employees eligible for benefits in accordance with Article 25.

- (a) A sum of six hundred and fifty dollars (\$650.00) for each eligible Regular Full-time Employee shall be allocated by the Employer to a Flexible Health Benefit Spending Account effective January 1st of each calendar year.
- (b) Any unused credits in an employee's Flexible Health Benefit Spending Account as of December 31st, 2015 may be carried forward however must remain as a Flexible Health Benefit Spending Account for a maximum of one (1) calendar year.
- (c) The Flexible Health Benefit Spending Account may be utilized by employees for the purposes of receiving reimbursement for health and dental expenses that are eligible medical expenses in accordance with the Income Tax Act and are not covered by the benefit plans specified in Article 31.
- (d) Where the Employer chooses to contract with an insurer for the administration of the Flexible Health Benefit Spending Account, the administration of the Account shall be subject to and governed by the terms and conditions of the applicable contract.
- (e) The Flexible Health Benefit Spending Account shall be implemented and administered in accordance with the *Income Tax Act* and applicable Regulations in effect at the time of implementation and during the course of operation of the Flexible Health Benefit Spending Account.

25.08 Eligibility

- (a) A FSA shall be implemented for all employees eligible for benefits in accordance with Article 25.
- (b) A Regular Employee who is employed in more than one (1) position with the Employer will receive one (1) FSA based upon the combined total of their fulltime equivalencies (FTEs).

25.09 Calculation

The FSA will be calculated as follows:

- (a) Six hundred and fifty dollars (\$650.00) to be allocated to each eligible Full-time Employee and pro-rated for each eligible Part-time Employee based on their FTE as of December 1st (eligibility date) of each year.

25.10 Utilization

The FSA may be used for the following purposes:

- (a) Reimbursement for expenses associated with professional development including:
 - (i) tuition costs or course registration fees;
 - (ii) travel costs associated with course attendance;
 - (iii) professional journals;
 - (iv) books or publications; and
 - (v) software.
- (b) Reimbursement for the cost of professional registration or voluntary association fees related to the employee's discipline.
- (c) Reimbursement for health and dental expenses that are eligible medical expenses in accordance with the *Income Tax Act* and are not covered by the benefit plans specified in Article 25 of the Collective Agreement.
- (d) Contribution to a Registered Retirement Savings Plan administered by the Employer.
- (e) Wellness expenses which may include, but are not limited to, such expenditures as fitness centre memberships and fitness equipment.
- (f) Family care including day care and elder care.

25.11 Allocation

- (a) By December 1st (allocation date) of each year, employees who are eligible for the FSA will make an allocation for utilization of their FSA for the subsequent calendar year.
- (b) Any unused allocation in an employee's FSA as of December 31st of each calendar year may be carried forward for a maximum of one (1) calendar year.
- (c) Employees who are laid off after January 1st in the year in which the funds are available, shall maintain access to the fund for the balance of that calendar year while on layoff.

- (d) Reimbursement will be provided by the Employer upon submission of an original receipt.

25.12 Implementation

- (a) Where the Employer is the administrator of the account, it shall determine the terms and conditions governing the FSA. A copy of these terms and conditions shall be provided to the Union.
- (b) Where the Employer chooses to contract with an insurer for the administration of the FSA, the administration of the Account shall be subject to and governed by the terms and conditions of the applicable contract. A copy of this contract shall be provided to the Union.
- (c) The FSA shall be implemented and administered in accordance with the *Income Tax Act* and applicable Regulations in effect at the time of implementation and during the course of operation of the FSA.

25.13 An employee who terminates employment voluntarily and who within the same calendar year of termination commences employment with the same Employer or with another Employer signatory to this Collective Agreement, shall have her FSA maintained. It is understood that an employee is only entitled to one (1) FSA within a calendar year.

ARTICLE 26

INSURANCE

26.01 The eligibility for entitlement to benefits under these plans is governed by Article 3 of this Agreement and the plan documents which contain all governing terms of the plans.

26.02 Basic Group Life

Subject to the provisions of the plan document, each Employee shall elect to be covered for either one (1x) or two and one half (2 1/2x) times his annual salary. The Employer shall pay the total premium cost of the first twenty-five thousand dollars (\$25,000) of insurance (or of the amount of insurance, if less than twenty-five thousand dollars (\$25,000)). The premium cost of any insurance in excess of twenty-five thousand dollars (\$25,000) shall be borne by the Employee.

26.03 Optional Life Insurance

Subject to the provisions of the plan document, each Employee may choose one (1x) or two (2x) their basic annual salary provided that they have selected two and one half (2 1/2x) basic life insurance coverage. The Employee will pay the full premiums based on the rates established by the benefit carrier. New employees must apply within thirty (30) days of becoming eligible for the Base Plan. Rules, eligibility and benefit entitlements are available on the Human Resources website and subject to the provisions of the plan document.

26.04 **Accidental Death and Dismemberment (AD&D)**

The Employer shall maintain and shall bear the full cost of the accidental death and dismemberment insurance policy, the principal value of which shall be equal to that of the basic group life insurance coverage of each Employee.

26.05 **Optional Accidental Death and Dismemberment (AD&D)**

Subject to the provisions of the plan document, each Employee may enroll in the Optional AD&D plan. The insurance is offered in Units of ten thousand dollars (\$10,000) to a maximum of two hundred and fifty thousand dollars (\$250,000) (twenty-five (25) units)). The Employee pays the full cost based on the rates established by the benefit carrier. New employees must apply within thirty (30) days of becoming eligible for the Base Plan. Rules, eligibility and benefit entitlements are available on the Human Resources website and subject to the provisions of the plan document.

26.06 **Business Travel Accident**

The Employer shall maintain and bear the full cost of a business travel accident insurance policy, the principal value of which shall be equal to four (4) times each Employee's annual salary, to a maximum value of one hundred thousand dollars (\$100,000).

26.07 **Dependent Life**

Each unit provides life insurance coverage in the amount of five thousand dollars (\$5,000) on the Employee's spouse and two thousand dollars (\$2,000) on each of the Employee's dependent children. Subject to the provisions of the plan document, each Employee may choose to participate in this insurance plan, and may choose up to five (5) units of coverage. The full cost of participation shall be borne by the Employee.

For the purposes of dependent life insurance, a dependent is:

- (a) a spouse, either the person to whom the Employee is legally married, or a partner who has cohabited with the Employee for a continuous period, up to the date of this coverage, of not less than twelve (12) consecutive months and who has been publicly represented as the Employee's spouse and who is not a blood relative of the Employee, or
- (b) an unmarried child of the Employee and/or the Employee's spouse, including any step-child, who is:
 - (i) under 21 years of age, or
 - (ii) 21 or over but less than 25 and is a registered student in full-time attendance in the public School system or at a University or similar Institute of learning, or
 - (iii) of any age and incapable of self-sustaining employment by reason of mental disability or physical handicap, and in all cases is wholly or substantially dependent on the participant for financial support and maintenance.

26.08 **General Liability**

The Employer provides general liability insurance coverage for all Employees covered by this Agreement while engaged in the scope of their regular work duties.

ARTICLE 27

PAID HOLIDAYS

27.01 Employees are entitled to one (1) day's paid leave for each of the following holidays:

- | | | |
|-----|--------------|-----------------------------|
| (a) | Family Day | Civic Holiday (One (1) day) |
| | Good Friday | Labour Day |
| | Victoria Day | Thanksgiving Day |
| | Canada Day | Remembrance Day |

(b) Employees employed in continuous operations shall be compensated pursuant to Clause 27.06 for working on the following Paid Holidays on the dates listed:

- Canada Day - July 1
- Remembrance Day - November 11

All other Paid Holidays shall be observed on the day designated by Regulations Governing Paid Holidays. (Alberta Employment Standards Code and Federal Legislation.)

27.02 If the City of Edmonton does not proclaim a Civic Holiday as specified in Clause 27.01, the first Monday in August shall be observed as such holiday.

27.03 When a day designated as a holiday under Clause 27.01 falls during an Employee's work week and an Employee is not required to work, the Employee shall be granted holiday leave on the day.

27.04 When a day designated as a holiday under Clause 27.01 falls on an Employee's regularly scheduled day of rest and the Employee is not required to work, the Employee shall be granted holiday leave on the day observed as the holiday. When Remembrance Day falls on an Employee's regular scheduled day of rest and the Employee is not required to work, the Employer shall designate Tuesday of Reading Week (day following Family Day) in the following February as the day on which to observe Remembrance Day.

27.05 Notwithstanding Clauses 27.03 and 27.04, an Employee employed in a continuous operation whose regular day off falls on an observed holiday shall receive another day off in lieu at his regular rate.

27.06 When an Employee works on one (1) of the holidays listed in Clause 27.01, or on December 25 or 26 or on January 1, the Employee shall receive either:

- (a) his regular salary plus time and one half (1 1/2x) for all hours worked up to the equivalent of full normal daily hours and double time (2x) for additional hours worked thereafter; or
- (b) in lieu of his regular salary, time and one half (1 1/2x) for all hours worked up to the equivalent of full normal daily hours and double time (2x) for additional hours worked thereafter, plus a day off in lieu with pay.

- 27.07 When a day off in lieu is granted under Clause 27.06 (b) Employees not employed in continuous operations shall have the day off scheduled at a time mutually agreeable to the Employee and Employer within the next three (3) months or paid out in cash at the expiration of the three (3) months. Employees employed in continuous operations shall have the opportunity to elect to have the alternate day off scheduled in conjunction with their regularly scheduled days of rest, or, subject to Clause 27.08, to take these days in conjunction with their next annual vacation and administered in accordance with Clause 28.07. Once scheduled, the alternate days off shall not be rescheduled except by mutual agreement of the Employee and the Employer.
- 27.08 Where an Employee employed in continuous operations exercises an election under Clause 27.07, he shall advise the Employer of his choice of election for the following year, not later than December 31st, except that a new Employee shall make this election prior to the first holiday for which he is eligible.
- 27.09 Requests for leave without pay on religious holidays will be considered, provided adequate notice of the request is given.
- 27.10 When an Employee is called back to work on a paid holiday, he shall be compensated in accordance with the provisions of Article 16 and Article 27.06 does not apply.
- 27.11 Authorized travel on Employer business on a paid holiday shall be considered working hours and shall be compensated in accordance with Clause 27.06 (a).
- 27.12 Subject to operational requirements, Employees shall be granted a period of at least eleven (11) consecutive calendar days including December 24th and January 1st as Christmas Leave without loss of regular salary. An Employee required to work on December 25 or 26 or on January 1 shall be compensated in accordance with 27.06. An Employee required to work on any other day in the Christmas Leave period shall receive
- (a) his regular salary plus straight time for all hours worked up to the equivalent of full, normal daily hours, time and one-half (1 1/2 X) for the next two (2) hours, and double time (2 X) for additional hours worked thereafter, or
 - (b) in lieu of his regular salary, straight time for all hours worked up to the equivalent of full normal daily hours, time and one-half (1 1/2 X) for the next two (2) hours, and double time (2 X) for additional hours worked thereafter, plus a day off in lieu with pay.

ARTICLE 28

ANNUAL VACATION LEAVE

Vacation Entitlement

- 28.01 Salaried Employees (permanent and temporary) earn vacation leave credit according to the schedule below for each pay period in direct proportion to the Employee's basic pay. For the purpose of this Article, pay for approved absences generated by Articles 9, 23, 27, 28, 29, 31 and 35 shall be included in calculating the Employee's "basic pay". Basic pay shall not include payments for overtime, shift differential and weekend premium. Employees do not earn vacation leave credit for pay periods in which they are on Employee Funded Leave of Absence.

<u>Length of Service (At Start Of Period)</u>	<u>Leave Earned</u>
Less than five (5) years	0.5770 days
Five (5) but less than thirteen (13) years	0.7693 days
Thirteen (13) but less than twenty-one (21) years	0.9616 days
Twenty-one (21) but less than thirty (30) years	1.1539 days
Thirty (30) or more years	1.3462 days

Timing and Approval of Leave

- 28.02 Subject to managerial approval, vacation leave may be used at any time, up to the limit of current credits. Once vacation leave is authorized, it shall not be changed, other than in case of emergency, except by mutual agreement. Normally, the taking of vacation leave in single days will be limited to five (5) single days per calendar year.
- 28.03 An Employee shall not take vacation leave without prior authorization from the Employer.
- 28.04 Subject to operational requirements, the Employer will make every reasonable effort to grant each eligible Employee, on application, at least two (2) consecutive weeks of vacation in each year.
- 28.05 The normal approval authority for vacation leave is the Level One Designated Officer. If any written request for vacation leave is refused, the approval authority shall within five (5) working days (a) provide the Employee a written refusal, stating the reasons, and (b) forward a copy of the request and the refusal to the next superior manager.

Accumulation of Leave Credits

- 28.06 Except as provided in this paragraph, vacation leave credits may be accumulated from period to period. If an Employee accumulates forty (40) days of unused vacation leave credit, the Employer may require that Employee to make acceptable arrangements, within thirty (30) days, to use at least ten (10) days of vacation leave. If these arrangements are not made within thirty (30) days of notification of this requirement, the Employer may assign and the Employee may not refuse to take ten (10) days of vacation leave.

Pay In Lieu

- 28.07 Pay in lieu of vacation may be paid as follows at the rate of the biweekly salary divided by 10 for each day paid out:
 - (a) On termination, an employee shall be paid cash in lieu of vacation for all outstanding credits;
 - (b) In exceptional circumstances and with mutual agreement, for all or partial outstanding credits.

Combining Different Types of Leave

- 28.08 Where an Employee is allowed to take any leave of absence other than sick leave or maternity leave in conjunction with a period of vacation leave, the vacation leave shall precede the other leave. Maternity leave shall be taken in one block and may precede or follow vacation leave.

- 28.09 Notwithstanding 28.03 above, an Employee being laid off under Article 22 may choose to use any outstanding vacation leave credit in lieu of part or all of the layoff period, provided such choice is communicated in writing to the manager before the scheduled layoff date.
- 28.10 When a day designated as a Paid Holiday under Article 27 falls within a period of vacation leave, it shall be counted as a holiday and not as a day of vacation leave.

ARTICLE 29

SPECIAL LEAVE

- 29.01 An Employee, not on leave of absence, shall be granted, upon application, special leave at his basic rate of pay. The circumstances under which special leave is granted, subject to Clause 29.02, and the corresponding maximum number of work days are as follows:
- (a) illness within the immediate family - three (3) days;
 - (b) bereavement - four (4) days;
 - (c) travel time for illness within the immediate family or bereavement - three (3) days;
 - (d) administration of estate - two (2) days;
 - (e) moving household effects - one (1) day;
 - (f) disaster conditions - two (2) days;
 - (g) write examination(s) for course(s) approved by the Employer - as required;
 - (h) attend funerals as pall-bearer or mourner - one (1) day;
 - (i) be present at birth or adoption proceedings of an Employee's child - one (1) day;
 - (j) attend formal hearing to become Canadian Citizen - one (1) day.
- 29.02 An Employee on annual vacation leave shall be granted, upon application, special leave at his basic rate of pay as outlined below. The circumstances under which this special leave is granted, subject to Clause 29.03, and the corresponding maximum number of work days are as follows:
- (a) serious illness or injury necessitating emergency treatment or hospitalization of a member of the immediate family – three (3) days;
 - (b) bereavement – four (4) days;
 - (c) travel time to proceed to and from the site of the emergency situation (bereavement or illness) – three (3) days;
 - (d) disaster conditions – two (2) days.
- 29.03 For purposes of determining eligibility for special leave under Clauses 29.01 and 29.02, the following provisions shall apply:
- (a) illness within the immediate family - leave of absence shall be granted for the purpose of providing for the care of the person that is ill or for the care of the children. Immediate family shall typically mean: spouse (including common-law spouse), son, daughter, mother, father, brother or sister;

- (b) bereavement - leave of absence shall be granted in the event of the death of the Employee's spouse (including common-law spouse), or any of the following relations of an Employee or spouse (including common-law spouse): parent, guardian, grandparent, grandchild, son, daughter, brother, sister, aunt, uncle, or the husband or wife of any of them;
 - (c) travel time for illness within the immediate family or for bereavement shall mean for travel where long distances or travel from isolated areas are involved;
 - (d) administration of estate shall apply only when an Employee has been designated as an executor of the estate for the deceased;
 - (e) moving of household effects shall apply once in a calendar year to an Employee who maintains a self-contained household and who changes his place of residence which necessitates the moving of his household effects during his normal working hours. In the event an Employee's normal place of employment is moved outside the municipal area, the normal moving allowance shall apply;
 - (f) disaster conditions shall apply for a critical condition which requires an Employee's personal attention in a disaster (flood, fire) which cannot be served by others or attended to by the Employee at a time when he is normally off duty;
 - (g) mourner - leave of absence will be granted where operational requirements permit subject to the approval of the Employer.
- 29.04 The maximum leave specified for each circumstance requiring use of special leave shall normally not be exceeded; however, special leave other than for moving household effects may be granted more than once for the same circumstances within a calendar year, provided the total special leave granted does not exceed ten (10) working days per calendar year, unless additional special leave is approved by the Employer. Granting of special leave more than once for the same circumstance shall not be unreasonably denied.
- 29.05 Two weeks notice may be required for leave requested in Clause 29.01 (d), (e), (g) and (j).

ARTICLE 30

MATERNITY AND PARENTAL LEAVE

Maternity Leave

- 30.01 A pregnant Employee is entitled to maternity leave without pay provided:
- (a) the Employee gives at least six (6) weeks written notice of the date of the start of the proposed leave, and
 - (b) the Employee has completed fifty-two (52) weeks of continuous service with the Employer at the time she commences her leave.
- 30.02 The maternity leave shall commence on the earlier of the date:
- (a) specified by the Employee, or
 - (b) of birth of the child.

30.03 An Employee who has completed fifty-two (52) weeks of continuous service and resigns for maternity reasons and who is re-employed in any capacity within six (6) months from the date of her resignation shall be considered to have been on leave without pay. All previous full-time continuous service with the Employer shall be recognized when calculating the rate at which vacation leave credits are accrued.

Parental Leave

30.04 Subject to 30.06 and 30.07, the Employer shall grant parental leave to an Employee as follows:

- (a) in the case of an Employee who is entitled to maternity leave under 30.01, a period of not more than thirty-seven (37) consecutive weeks immediately after the last day of her maternity leave;
- (b) in the case of a parent who has been employed by the Employer for at least fifty-two (52) consecutive weeks, a period of not more than thirty-seven (37) consecutive weeks within fifty-two (52) weeks after the child's birth;
- (c) in the case of an adoptive parent who has been employed by the Employer for at least fifty-two (52) consecutive weeks, a period of not more than thirty-seven (37) consecutive weeks within fifty-two (52) weeks after the child is placed with the adoptive parent for the purpose of adoption.

30.05 An Employee shall give at least six (6) weeks written notice of the date the parental leave will start.

30.06 If the Employer employs both parents of one child, the thirty-seven (37) weeks of parental leave may be taken wholly by one of them or may be shared by them. The Employer is not required to, but may at its discretion, grant parental leave to both parents at the same time.

Return To Work

30.07 An Employee granted maternity leave or parental leave shall be returned to the position occupied when the leave started, or be provided with alternate work of a comparable nature at not less than the earnings and benefits that had accrued to the Employee when the leave started.

30.08 An Employee shall give at least four (4) weeks written notice of the date on which that Employee intends to return to work, and in any event at least four (4) weeks before the earlier of

- (a) the end of the leave period to which the Employee is entitled, or
- (b) the date that the Employee has specified as the end of the leave period.

30.09 An Employee is not entitled to resume working until the date specified in the written notice described in subsection 30.08.

30.10 An Employee shall return to work on the date specified in the written notice given under 30.08. An Employee who fails to return to work on that date is not entitled to return to work subsequently.

30.11 An Employee who fails to provide written notice as required under 30.08 is not entitled to resume work.

General

- 30.12 On request by her supervisor, a pregnant Employee shall provide the Employer with a medical certificate certifying that she is pregnant and giving the estimated date of delivery.
- 30.13 An Employee who does not wish to resume employment after maternity or parental leave shall give the Employer at least four (4) weeks written notice of intention to terminate employment.
- 30.14 If unforeseeable or unpreventable circumstances prevent compliance with the requirements of this section, the Employee shall so notify the supervisor at the earliest opportunity.
- 30.15 An Employee may apply for, and the Employer may approve, parental leave in excess of thirty-seven (37) weeks to facilitate return to work at a mutually-convenient stage of the work cycle.
- 30.16 An Employee who at the commencement of Maternity or Parental Leave is participating in the Alberta Health Care Insurance Plan, the Group Extended Medical Benefits Plan, the Group Dental Plan and the Group Life Insurance Plan shall continue to be covered under these Plans throughout the total period the Employee is on that Leave. During the period of eligibility for Supplemental Employment Insurance Benefit, Employer and Employee premium contributions, if applicable, shall continue. During the remainder of her leave, she may continue to be covered on the same basis as any other Employee on a period of unpaid leave.
- 30.17 Notwithstanding any other provisions of this Article, a pregnant Employee may qualify for a Supplemental Employment Insurance Benefit covering the period she has provided medical evidence from her physician which satisfies the Employer she is unable to do her job. An Employee must apply for, and when approved, submit to the Employer, proof of receipt of Employment Insurance maternity benefits, in order to be paid the Supplemental Employment Insurance Benefit payments. Leave then taken under this Supplemental Plan shall be considered to form part of the fifteen (15) weeks maternity leave without pay for the purposes of Clause 30.01. An Employee who is eligible for Supplemental Employment Insurance Benefit plan shall not be eligible for illness leave benefits under Article 23.
- 30.18 A pregnant Employee who presents medical evidence from her physician which satisfies the Employer that continued employment in her present position may be hazardous to herself or her unborn child, may request a transfer to a more suitable position if one is available.

ARTICLE 31

COURT LEAVE

- 31.01 When an Employee is summoned or subpoenaed as a witness or a defendant to appear in court in his official capacity to give evidence or to produce Institute records, he shall be allowed leave with pay, but any witness fee received by him shall be paid to the Employer.
- 31.02 When an Employee is summoned or subpoenaed as a witness in his private capacity or as a juror or in the selection of a jury:

- (a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any witness fee or jury duty fee received by him shall be paid to the Employer;
- (b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the Employer, but any witness fee or jury duty fee receivable by him shall be paid to the Employer.

ARTICLE 32

LEAVE WITHOUT PAY

- 32.01 Where operational requirements permit and the approval of the Employer has been obtained, leave without pay shall be granted to an Employee. Request for such leave must normally be submitted at least two (2) weeks in advance of the anticipated date of commencement of such leave, before such request can be considered.
- 32.02 Where the Union requests that an Employee be seconded to the Union for a specified period of time it shall fall within the intent and purpose of Clause 32.01. Such leave may have an initial term of up to six (6) months, and may be extended for a maximum of a further six (6) months.
- 32.03 An Employee who proceeds on leave without pay in accordance with this Article shall, on completion of the leave without pay, be returned to his former position or appointed to a comparable position.
- 32.04 Employees on leave without pay may continue their participation in benefit plans, subject to specific plan requirements, and shall prepay the full amount of any premiums required.

Compassionate Care

- 32.05 The Employer recognizes the potential need for employees to care for a gravely ill or dying family member. An Employee may request compassionate leave under the Employment Insurance Compassionate Care Benefits program. An Employee who has been granted leave under this clause may apply for a continuation of the leave if required.

Public Affairs

- 32.06 The Employer recognizes the right of an Employee to participate in public affairs. An Employee who accepts nomination for federal, provincial, or municipal office shall notify the Employer forthwith and shall be granted leave without pay from the date of his nomination or the date of issue of the election writ (whichever is later) until the election results are official. An Employee may request that the President waive all or part of this leave requirement. Such request shall not be unreasonably denied.
- 32.07 An Employee elected to federal or provincial office shall notify the Employer forthwith and shall either:
 - (a) resign his position, or
 - (b) accept leave without pay for the duration of his term of office.

An Employee who has held federal or provincial office for three (3) years or more and who is re-elected to federal or provincial office shall forthwith resign his position.

- 32.08 An Employee elected to municipal office shall notify the Employer forthwith and may, at the discretion of the President, be required to accept:
- (a) leave without pay for the duration of his term of office, or
 - (b) occasional leave without pay to avoid conflicting responsibilities, or
 - (c) a reduced workload with a corresponding reduction in salary.

Military Leave

- 32.09 The Employer shall grant military leave without pay, to an Employee for service in the Canadian Armed Forces, where the service is required by the Department of National Defense. Clause 32.04 shall not apply to the individual employee except that family coverage may continue during the leave.

ARTICLE 33

SAFETY AND HEALTH

- 33.01 The Employer and the Union agree to participate in the NAIT Occupational Health and safety Program and are subject to the Occupational Health and safety Act, Regulations and Code
- 33.02 The Employer, the Employees and the Union will cooperate to the fullest extent in the matter of occupational health, safety, security and accident prevention. The success of the occupational health and safety program depends on the active participation of everyone.
- 33.03 The Employer supports the concept of having a Joint Work-Site Health and Safety Committee. The Union may appoint a maximum of three (3) members to this Committee.
- 33.04 Where additional health and safety committees are formed, the Employer will ensure appropriate representation of AUPE members.
- 33.05 Each Employee and each Supervisor shall take reasonable care for the protection of public and Employee health and safety in the operation of the equipment and the storage or handling of materials and substances, as required by the Occupational Health and Safety Act/Code.
- 33.06 An Employee shall immediately notify his Supervisor when he has an accident at a work site that results in injury or that had the potential of causing serious injury. An Employee who becomes aware of a health and safety concern at his work site shall immediately notify his Supervisor.
- 33.07 The Employer or his designate, shall notify the Chairperson of the Local or his designate immediately that he is made aware of the occurrence of a serious injury or an accident that had the potential of causing serious injury to an Employee at a work site.
- 33.08 The Employer shall provide the Local with statistical information regarding occupational injuries and illnesses sustained by Employees as reported to and accepted by the Workers' Compensation Board.
- 33.09 The Employer will provide first aid services in accordance with the requirements of the Occupational Health and Safety Act/Code.

- 33.10 The Employer will provide all Employees with specific information regarding the composition, role, and means of accessing the Joint Worksite Health and Safety Committee.
- 33.11 If any concerns arise with respect to the safety program or the operation of this Article, the matter shall be referred to the Joint Work-Site Health and Safety Committee for resolution.
- 33.12 No Employee shall be discharged, penalized or disciplined for refusing to perform any work or operate any equipment which the Employee has reasonable and probable grounds to believe presents an imminent danger to the health and safety of any Employee, or member of the public. Imminent danger is defined as a danger that is not normal for the Employee's occupation, or a danger under which the Employee engaged in their occupation would not normally carry out their work.

ARTICLE 34

EMPLOYMENT INSURANCE PREMIUM REDUCTION OR REBATE

- 34.01 The Employer shall retain the full amount of any premium reduction or rebate allowable on employment insurance which is granted as a result of the General Illness benefits covering Employees to which this Agreement applies.
- 34.02 The premium reduction or rebate referred to in Clause 34.01 shall be recognized as part of the Employee's contribution towards the General Illness benefits provided.
- 34.03 The Employer will inform the Chairperson of Local 038, in writing, quarterly of the amount of the premium reduction or rebate granted by Human Resources and Skills Development Canada (HRSDC).

ARTICLE 35

WORKERS' COMPENSATION SUPPLEMENT

- 35.01 Workers' Compensation Board coverage will be provided by the Employer for an Employee.
- 35.02 If an Employee sustains an injury in the course of his duties with the Employer which causes him to be absent from work and as a result is eligible to receive Workers' Compensation, he shall be paid his regular full salary during the period he is required to remain off work up to eighty (80) consecutive work days.
- 35.03 If the Employee has not returned to work due to injury before the eighty (80) day period has expired, he shall then be paid according to the rate prescribed by the Workers' Compensation Act and shall be paid any benefit to which the Employee might be entitled under the provisions of the Long Term Disability Plan.
- 35.04 The eligibility period specified in Clause 35.02 shall not apply in the event of a re-occurrence of a disability due to a previously claimed injury, payable under this Supplement, unless the Employee has not used the total eligibility period in which case the unexpended period of eligibility may be applied.
- 35.05 When a day designated as a paid holiday under Article 27 falls within a period of time an Employee is eligible to receive Workers' Compensation Supplement, it shall be counted as a day of Workers' Compensation Supplement, and under no circumstances shall an Employee receive any additional entitlement in respect of that day.

- 35.06 An Employee who is injured on the job during working hours and who is required to leave the job site for treatment, or is sent home as a result of such accident or injury, shall not suffer loss of pay for that day's work, regardless of the time of injury. That day shall not be deducted from the eligibility period specified in Clause 35.02.
- 35.07 The Parties agree that the Workers' Compensation Supplement is intended only for the purpose of protecting an Employee from loss of income while he is unable to work because of injury.

ARTICLE 36

AMENDMENTS TO TERMS OF EMPLOYMENT

Classification Plan and Pay Plan

- 36.01 The Employer during the life of this Agreement may with the agreement of the Union:
- (a) alter rates of Employee compensation; or
 - (b) alter any Employee benefit entitlement;
- which are contained within this Agreement and upon such agreement these changes shall become the rates and benefit entitlements.
- 36.02 Subject to Clause 36.04, when the Employer establishes new or altered class levels affecting compensation, written notice of such action shall be provided to the Union along with a copy of the class specifications. When the Employer considers it necessary to adjust the pay range of an altered class, the Employer shall submit a pay proposal to the Union, and the following provisions shall apply:
- (a) The Union may request a meeting with staff of the Human Resource Office to discuss the salary rates applicable to the new or altered class level(s). The Union's request for a meeting to discuss the issue noted above must be submitted to the Employer within fourteen (14) days of the receipt of the Employer's pay proposal.
 - (b) Where no agreement is reached on the issue listed in Clause 36.02 (a), above, the Union may submit the unresolved issue to arbitration pursuant to the Public Service Employee Relations Act. The Union's request for arbitration must be submitted to the Labour Relations Board within fourteen (14) days of the date on which the meeting was held to discuss the issue.
 - (c) Notwithstanding Clause 36.01, where the Union has submitted the unresolved issue to arbitration, the Employer may implement a new or revised salary range for the new or altered class(es) subject to final determination by the Arbitration Board. The decision of the Arbitration Board shall apply only to Employees who are still employed on the date the decision is issued.
- 36.03 Where a position is placed within the Bargaining Unit by a decision of the Labour Relations Board, the rates of pay and other terms and conditions applicable shall be subject to negotiation between the parties. Where mutual agreement is not obtained concerning the rates of pay and other terms and conditions, this matter shall be referred to arbitration as provided within the Collective Agreement. An Arbitration Board in such case shall have the power to establish a rate of pay and other terms and conditions for the position in question. The basic hourly rates of pay for the position shall be retroactive to the date the position was placed in the bargaining unit.

- 36.04 When the Union fails to process the matter within the time limits or procedures specified in Clause 36.02, the matter will be deemed to have been abandoned. Time limits under this Article may be extended by mutual agreement between the Parties provided such agreement is in writing.
- 36.05 When the Employer establishes new or altered class levels and provides written notice to the Union after notice has been given by either Party to commence collective bargaining under Article 38 of the Public Service Employee Relations Act, the provisions of Clauses 36.02, 36.03, and 36.04 shall not apply. The rates of pay shall be subject to collective bargaining under the Act.
- 36.06 The Employer shall provide the Union with a classification manual. The Employer shall provide each Employee on request with a copy of the class specification and job description applicable to his position.
- 36.07 (a) In the event that an employee or supervisor considers that the current position is not correctly classified, the employee or the supervisor shall refer to and follow the procedure in NAIT Procedure HR.2.1: Position Classification and Job Evaluation.
- (b) NAIT Procedure HR.2.1: Position Classification and Job Evaluation shall not be amended without input from AUPE Local 038.

ARTICLE 37

TRAVEL AND SUBSISTENCE

- 37.01 Employees who incur travel and subsistence expenses in the performance of authorized Employer business shall be reimbursed for those expenses in accordance with current Employer policy and rates.
- 37.02 Reimbursement shall be paid through direct deposit into the account designated in 41.02.

ARTICLE 38

TOOLS, UNIFORMS AND PROTECTIVE APPAREL/CLOTHING

- 38.01 One (1) basic set of hand tools shall be supplied by the Employer for use by Power Plant Engineers.
- 38.02 Each Tradesman shall supply his own hand tools and bench tools as are required to perform his work. Special or unusual tools shall be supplied by the Employer as required.
- 38.03 Tools shall be replaced by the Employer when damaged or broken in normal use or when accidentally lost in an inaccessible area during working hours.
- 38.04 Where the Employer determines that uniforms, coveralls, smocks, or other special protective apparel/clothing, should be provided for the public display and image or protection of the Employee's personal garments, such items shall be provided, maintained and replaced upon approval by the Employer (at no cost to the Employee).
- 38.05 Protective clothing and safety equipment shall be supplied by the Employer as required by the Occupational Health and Safety Act or cost shared as outlined in Clause 38.06.

- 38.06 (a) Where, in the opinion of the Employer, safety footwear is required, the Employer shall reimburse Employees for the cost of authorized replacement of CSA approved safety footwear once in each calendar year, to a limit of one hundred dollars (\$100.00).
- (b) This amount may be carried over to the following year with the limit then being two hundred dollars (\$200.00). Where authorized replacement of safety footwear is arranged through on-site vendors approved by the Employer, the cost of the replacement boots, subject to the above limits shall be paid directly to the vendor by the Employer in lieu of reimbursement to the Employee.
- 38.07 (a) Where the Employer provides tools, uniforms or clothing as outlined above, such tools, uniforms or clothing shall be returned in good condition to the Employer upon termination of employment. Should the Employee fail to return the tools, uniforms or clothing, the pro-rated cost may be deducted from the Employee's final pay cheque.
- (b) Where an Employee is reimbursed for safety footwear as outlined above, and should the Employee resign from employment within the first six (6) months of employment, the pro-rated value of the safety footwear reimbursement may be deducted from the Employee's final pay cheque.

ARTICLE 39

CASHIER POLICY

- 39.01 No Employees shall be required to make up cash shortages in the course of their employment.

ARTICLE 40

TUITION

- 40.01 Tuition shall be waived for the attendance of Employees in courses offered by the Employer provided that the courses are viable with the number of fee payers. Attendance shall be on a "space available" basis, and attendance shall not interfere with performance of the Employee's regular duties.
- 40.02 Employees on educational leave and enrolled on a full-time basis at the Institute are required to pay Institute fees.
- 40.03 Employees are required to pay for general interest and recreational courses offered by NAIT.
- 40.04 When the Institute requires an employee to take a specific course, the Institute shall pay the tuition fees and related instructional expenses, and shall pay other expenses in accordance with the Institute travel policy.

ARTICLE 41
RATES OF PAY

- 41.01 Employees shall be paid for work performed at rates of pay as specified in the biweekly pay Schedule or in the case of apprentices, a percentage of the appropriate tradesman job rate, as specified in regulations issued pursuant to the Apprenticeship and Industry Training Act.
- 41.02 An Employee's salary shall be paid by direct deposit into an account of the Employee's choice in a bank, trust company, or credit union. To facilitate this operation, each Employee shall maintain an account in a chartered bank, trust company, or credit union that is capable of receiving and accounting for funds by electronic transfer in an efficient manner.
- 41.03 Employees filling positions allocated to a classification which is subject to a thirty-six and one-quarter (36 1/4) hour work week and who, as a condition of employment, are required to work forty (40) hours per week on a regular basis shall be paid a salary rate as set out in the salary schedule of this Agreement for each forty (40) hour week worked.

ARTICLE 42
PENSION PLAN AND RETIREMENT SAVINGS

- 42.01 The Employer shall contribute to the Local Authorities Pension Plan (LAPP) to provide pension benefits for participating Employees, in accordance with the terms and conditions of the plan.
- 42.02 Where an eligible part-time (PT) Employee requests enrollment in the LAPP, the Employer shall facilitate such enrollment.
- 42.03 The Employer shall provide an 'electronic link' to the LAPP website, to assist all employees in obtaining plan brochures, details of the plan and information on occasional changes to the plan.
- 42.04 The employer shall offer information regarding self-paid retiree benefits subject to such plans being available to the Employer.

ARTICLE 43
PARKING

- 43.01 Employees shall be granted access to Institute parking facilities.

ARTICLE 44
SENIORITY

- 44.01 (a) "Seniority" means the length of continuous service with the Employer, commencing from the most recent date of hire and within the bargaining unit. A seniority date shall be established for all salaried Employees including all periods of continuous employment as a permanent, temporary or casual employee.

- (b) Seniority shall not apply during the probationary period, however once the probationary period has been completed, seniority shall be credited from the seniority date established.
 - (c) Seniority shall continue to accrue during all approved leaves of absence, and during layoff.
 - (d) Seniority shall not apply to casual employees, however when a casual employee becomes a permanent or temporary employee, the seniority date shall be established by converting the hours worked since the most recent date of hire to an equivalent seniority date.
- 44.02 Seniority shall be considered in determining:
- (a) position abolishment, subject to the provisions of Article 21 – Position Abolishment;
 - (b) layoffs and recalls, subject to the provisions of Article 22 – Lay-Off and Recall;
 - (c) promotions, transfers and filling vacancies subject to the provisions of Article 10 – Position Opportunities.
- 44.03 Seniority shall be considered broken, all rights forfeited and there shall be no obligation to rehire based on the provisions of Article 22.09.
- 44.04 Seniority lists shall be provided to the Union in accordance with Article 8.06 and when Position Abolishment or Lay-Offs and Recalls are conducted.
- 44.05 Should a difference arise regarding an Employee’s seniority, the Employer will provide the Employee with the information used to establish the seniority.

ARTICLE 45

NO DISCRIMINATION

- 45.01 There shall be no discrimination, restriction or coercion exercised or practised in respect of the Employee by either Party by reason of age, race, colour, creed, national origin, political or religious belief, gender, sexual orientation, marital status, physical or mental disability, nor by reason of membership or non-membership or activity in the Union, nor in respect of an Employee’s or Employer’s exercising any right conferred under this Collective Agreement or any law of Canada or of Alberta.
- 45.02 Article 45.01 shall not apply with respect to a refusal , limitation, specification or preference based on a bona fide occupational requirement.
- 45.03 The intent of this Article is to provide a timely, efficient manner of resolving disputes regarding claims of alleged discrimination. The parties agree that neither party should be required to defend itself in multiple forums. In the event that an employee or either party to this agreement files a complaint to the Alberta Human Rights Commission on the same or substantially the same facts and circumstances as those advanced under any grievance filed under this Article, the grievance may not be referred to arbitration.

ARTICLE 46

DEPENDENT SCHOLARSHIP PLAN

- 46.01 The Employer will offer scholarships to eligible dependents of salaried Employees.
- 46.02 Applicants must meet the requirements of the Dependent Scholarship Plan requirements. The Plan will provide a scholarship equal to fifty per cent (50%) of the tuition for successfully completed credit or career programs/courses, including apprenticeship programs.
- 46.03 For purposes of this Plan, "dependents" means those persons described as dependents under Article 26.07, Dependent Life or the Letter of Understanding - Base Dental Plan.

ARTICLE 47

EFFECTIVE DATE AND TERM OF AGREEMENT

- 47.01 This Agreement shall be effective from the date of execution and shall remain in full force and effect until June 30, 2017. It shall continue in force from year to year thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. Individual articles shall come into force on the date of execution unless otherwise specified in the Article or Schedule. The date of execution shall be the date of signing of this Agreement.

LETTER OF INTENT
RE: Local Union Accommodation

The Employer and the Local will enter into discussions regarding possible improvements to the size and location of the Local's on-campus office accommodations.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
AFFECTING LOCAL 038**

Re: Out of Province Operations

When NAIT establishes out of province operations resulting in the hiring of support staff permanently employed in other provinces, the Parties agree that:

1. AUPE will be provided with documentation on the operation and the number of staff located in jurisdictions outside of Alberta.
2. AUPE and its members will be advised of all job postings.
3. The required staff will be permanently located in new offices outside Alberta and shall not be required to transfer from Alberta.
4. Employees employed at out of province operations are not included within the jurisdiction of AUPE.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
AFFECTING LOCAL 038**

Re: International Work Assignments

NAIT is increasingly expanding the scope of operations internationally. In the case that NAIT requires support staff in a mutually agreeable circumstance to undertake an assignment in a foreign country, the Parties agree that:

1. The compensation will be negotiated and agreed to by the Employer, the Employee and AUPE. The Employee shall receive all negotiated general wage increases during the term of the international assignment. The Employee shall be eligible to receive all merit increments.
2. The Employer shall provide health benefits based upon an international assignment and agreed to by the Employer, the Employee and AUPE.
3. Hours of work, days of work, vacation, named holidays will be amended and agreed to by the Employer, the Employee and AUPE.
4. Union dues will be suspended for the term of the international assignment.
5. Upon the Employee's return to Alberta following the completion of the assignment, termination of the international contract, or early return by mutual agreement, the collective agreement shall apply, and the Employee shall revert to their former or equivalent position without any loss of seniority and compensation.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF AGREEMENT
BETWEEN
THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
AFFECTING LOCAL 038
AND THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
RE: Employee-Management Advisory Committee**

The Parties agree to establish a joint Employee-Management Advisory Committee to discuss matters of mutual interest. The Committee shall be composed of representatives appointed by the Employer and up to six (6) representatives appointed by the Local.

The Parties may each appoint alternates to serve in the event of absence of a representative.

The Parties shall each appoint a co-chairperson.

The Committee shall meet as often as deemed necessary on the joint call of the co-chairpersons.

The Committee may, subject to the terms of the Collective Agreement, make recommendations to the Union, the Local and the Employer.

The Employer shall grant time off without loss of regular salary for the purpose of attending meetings of the Committee.

The Committee shall commit to meet at least on a quarterly basis.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF AGREEMENT
BETWEEN
THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
AFFECTING LOCAL 038
AND THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
MODIFIED HOURS OF WORK SYSTEM**

**RE: Security Services Peace Officer Sergeants, Peace Officers,
and Security Communications Officers**

The following is intended to provide guidance on the modified hours of work system implemented for employees in the classifications mentioned above who are employed in the NAIT Security Services department.

1. Salary paid to employees shall be based on a forty (40) hour work week (two thousand and eighty (2080) hours in twenty-six (26) pay periods), regardless of hours actually scheduled and worked within each pay period or twenty six (26) pay periods. This is in recognition of the variable hours resulting from the agreed-upon schedule currently in use.
2. The proposed schedule shall be amended only upon mutual consent.
3. "Regular daily hours" shall mean the hours as set out in the yearly schedule for any specific date and employee, and reflect twelve (12) hours, eight (8) hours or a day of rest.
4. Employees working the schedule currently in use shall have all benefits and entitlements calculated so as to ensure no loss or gain in employee entitlements. The articles listed below will be administered in the following manner.
 - Article 12.04 (Attendance – Resignation Notice) – employees will provide two calendar weeks of notice of intent to resign employment
 - Article 13 (Hours of Work) – due to the modified hours of work system utilized by this operational unit, this Article will not apply
 - Article 23 (Illness and Disability) – allotment of eighty (80) hours of casual illness will be provided for utilization as required and will be deducted in accordance with the amount of paid time replaced by the casual illness payment
 - Article 23 (Illness and Disability) – employees will be eligible for the normal eighty (80) days of general illness and will have absence reported as if they were working eight (8) hour shifts
 - Article 24 (Long Term Disability) – employees may be eligible for LTD benefits after a continued disability of eighty (80) days (equivalent to sixteen (16) weeks)
 - Article 27 (Paid Holidays) – employees will be eligible for the provisions of this article in accordance with the hours of work on the particular holiday worked. The Christmas Leave holidays will be handled in accordance with Point 5 below.
 - Article 28 (Annual Vacation Leave) – vacation credits will be earned in accordance with a forty (40) hour work week and utilized in accordance with the paid hours booked off for vacation leave.
 - Article 29 (Special Leave) – time off for special leave will be treated as each work shift equals one day.

5. If an Employee's regularly scheduled day of rest falls on a day that the Employer has granted as a day of Christmas Leave in accordance with 27.12 (December 25th, December 26th, January 1st or a lieu day for any one of those days, or any other paid days the Employer grants to other employees), he shall receive time off in lieu at eight (8) hours for each of those days, to be taken in accordance with Article 27.00.
6. If an Employee agrees to substitute for another Employee for a scheduled shift, such substitution shall be recorded by the Manager, Security Services and initialed by both employees. This record shall be retained in the office of the Manager, Security Services.
7. The appendix to this letter is the annual schedule for employees in the classifications noted above in NAIT Security Services.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038**

Re: Teleworking/Telecommuting

The Parties hereby agree to the following terms and conditions:

Terms of Agreement:

Should the Employer desire to implement the concept of teleworking as an alternative to traditional worksite duties and responsibilities, the Employer shall notify the Union thirty (30) days prior to the implementation of any teleworking arrangements.

The Employer shall determine the appropriateness and desirability for operational reasons of the implementation.

The Parties shall meet and consult about the terms and conditions of a Letter of Agreement that will outline the effects on Employees that volunteer.

No Employee shall be required or permitted to make any written or verbal agreement concerning 'telework/telecommute' and which may conflict with the terms of the collective agreement.

The Parties agree that once negotiated, the Teleworking/Telecommuting Letter of Agreement shall form part of the collective agreement.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038**

RE: AUPE Employees Engaged in Applied Research Activities

Whereas NAIT is becoming more active in the field of Applied Research and is occasionally required to hire support staff to assist in these endeavors, and because the nature of external or grant funded applied research is inherently of a fixed term, special considerations for temporary status employees hired for this work are required.

Temporary status external or grant funded research employees may be hired for a period up to five (5) years in duration. Any extensions beyond this duration must receive approval from the Union. Extensions to shorter periods of assignment may be made without posting and will be communicated to the Union.

All provisions of the Collective Agreement normally applied to temporary employees will apply to temporary external or grant funded research employees or temporary employees hired to replace other employees appointed to temporary external or grant funded research positions with the exception of Articles: 1.01 (h) Temporary Position; 21 – Position Abolishment; and 22 – Layoff and Recall.

In the event that a temporary appointment is not being renewed or is ending prior to the original termination date identified in the employment offer, notification must be provided to the affected employee in writing, in accordance with the schedule as outlined below.

- a) One (1) week if the employee has been employed by the employer for more than three (3) months but less than two (2) years;
- b) Two (2) weeks if the employee has been employed by the employer for more than two (2) years but less than three (3) years;
- c) Three (3) weeks if the employee has been employed by the employer for more than three (3) years but less than four (4) years;
- d) Four (4) weeks if the employee has been employed by the employer for more than four (4) years but less than five (5) years;

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF AGREEMENT
BETWEEN
THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
AFFECTING LOCAL 038
AND THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)**

RE: One Time, Additional Vacation Entitlement

The parties agree to a one-time, additional: five (5) day vacation entitlement for salaried Employees employed on date of ratification; and, a two percent (2%) increase to 3.04 (a) in lieu of these 5 days for casual employees employed on date of ratification.

Salaried Employees

The additional five (5) days shall be added to Employees accounts and shall be pro-rated for part-time employees.

Subject to operational requirements, the five (5) days may only be used for time off and shall not be paid out in cash. The approved time off must be taken prior to June 28th, 2015. The five (5) days will be deducted from Employee account balances prior to normal vacation entitlements per Article 28 being used.

Managers and/or supervisors are expected to work with their staff to identify opportunities to take off this additional time prior to June 28th, 2015. Vacation requests for these five (5) days shall not be unreasonably denied.

Employees who leave NAIT prior to using these 5 days will not be entitled to any payout or partial payout of these days on their date of termination.

Casual Employees

An Employee hired for casual employment shall receive an additional two percent (2%) of their regular hourly wage earnings for any hours worked between June 30th, 2014 and June 28th, 2015. The two percent (2%) ends June 28th, 2015 and is in addition to the six percent (6%) already provided under Article 3.04 (a).

Both parties further agree that this Letter of Agreement shall remain in effect until June 28th, 2015 at which time the terms and conditions will no longer apply.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
AFFECTING LOCAL 038
AND THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)**

RE: BASE DENTAL PLAN

The Parties agree to the following terms in respect to a Dental Plan for eligible Employees of the Northern Alberta Institute of Technology and their dependants.

1. An Employee
 - (a) shall become a participant in the plan from the first day of the calendar month following the completion of three (3) full calendar months of employment with the Board; and
 - (b) shall cease to be a participant on the day of termination from employment or the date the participant attains age sixty-five (65), whichever occurs first.
2. Notwithstanding Clause 1 (a), an Employee who, on the date of the signing of this Agreement, was a participant in the Dental Plan for the Northern Alberta Institute of Technology Academic and Support Staff by virtue of prior service to the Crown in Right of Alberta shall be a participant.
3. A participant's dependant shall be covered under the Dental Plan while the participant is covered. For the purpose of this dental plan a dependant is:
 - (a) a spouse, either the person to whom the Employee is legally married, or a partner who has cohabited with the Employee for a continuous period, up to the date of this coverage, of not less than twelve (12) consecutive months and who has been publicly represented as the Employee's spouse and who is not a blood relative of the Employee; or
 - (c) an unmarried child of the Employee and/or the Employee's spouse, including any step-child, who is:
 - (i) under twenty-one (21) years of age; or
 - (ii) twenty-one (21) or over but less than twenty-five (25) and is a registered student in full-time attendance in the public school system or at a university or similar institute of learning; or
 - (iii) of any age and incapable of self-sustaining employment by reason of mental disability or physical handicap, and in all cases is chiefly dependent on the participant for financial support and maintenance.
4. Dental claims are reimbursed up to the limits specified in the current Alberta Blue Cross Usual and Customary Fee Guide subject to the following:
 - Eighty per-cent (80%) of basic services
 - Fifty per-cent (50%) of major services

- The annual maximum reimbursement for basic and major services combined is two thousand dollars (\$2,000.00) per participant
 - Fifty per-cent (50%) of orthodontic services up to a maximum of two thousand dollars (\$2,000.00) per participant per lifetime.
5. Benefit year means the period of twelve (12) months beginning on January 1 in one year and ending on December 31 in the same year.
 6. The dental services reimbursed under Section 4 shall not exceed the amount specified in the Alberta Blue Cross Usual and Customary Fee Guide in force on the date the dental services were provided.
 7. Basic Dental Services covered under the Plan are:
 - (a) routine oral examination
 - (i) oral examination (twice in a benefit year);
 - (ii) recall oral examination (twice in a benefit year);
 - (iii) special oral examination;
 - (iv) microbiologic culture;
 - (v) biopsy of oral tissue;
 - (vi) pathological report;
 - (vii) cytologic smear from oral cavity;
 - (viii) pulp vitality test;
 - (ix) emergency and unusual services;
 - (x) consultation;
 - (b) dental prophylaxis (twice in a benefit year);
 - (c) space maintainers that replace permanently lost teeth and appliances to control harmful habits;
 - (d) topical application of fluoride phosphate (twice in a benefit year);
 - (i) oral hygiene instruction (twice in a benefit year);
 - (ii) finishing restoration;
 - (iii) pit and fissure sealant;
 - (iv) caries control;
 - (v) interproximal discing;
 - (e) x-rays
 - (i) periapical (no more than one complete series in any twenty-four (24) month period);
 - (ii) occlusal;
 - (iii) bitewing (twice in a benefit year);
 - (iv) extra oral;
 - (v) sialography;
 - (vi) radiopaque dyes to demonstrate lesions;
 - (vii) panoramic (once every five (5) years);
 - (f) plastic fillings;
 - (i) amalgam;
 - (ii) silicate;

- (iii) acrylic or composite resin;
- (iv) steel crown-primary teeth;
- (g) surgical services;
 - (i) uncomplicated removals;
 - (ii) surgical removals; transplantation and repositioning;
 - (iii) surgical excision;
 - (iv) surgical incision;
 - (v) fractures;
 - (vi) frenectomy;
 - (vii) miscellaneous surgical services;
- (h) antibiotic drug injections (when prescribed by a dentist);
- (i) anaesthesia in connection with oral surgery;
- (j) periodontics excluding periodontic appliances;
 - (i) non-surgical services;
 - (ii) surgical services;
 - (iii) adjunctive procedures (occlusal equilibration not exceeding eight (8) time units every year);
 - (iv) alveoplasty;
- (k) endodontics;
 - (i) pulpcapping;
 - (ii) pulpotomy;
 - (iii) root canal therapy;
 - (iv) periapical services;
 - (v) intentional removal, apical filling and reimplantation;
 - (vi) emergency procedures;
- (l) repair or adjustment of dentures;
- (m) relining or rebasing of dentures.

8. Major Dental Services covered under this plan are:

- (a) inlays, onlays, crowns, including gold and porcelain veneer restorations, (where other material is not suitable);
 - (i) metal inlay restorations;
 - (ii) porcelain inlay restorations;
 - (iii) crowns;
- (b) fixed bridgework;
 - (i) bridge pontics;
 - (ii) retainers;
 - (iii) other prosthetic services;
- (c) repair or recementing of crowns, inlays, onlays, or existing fixed bridgework;

- (d) partial and complete dentures;
 - (i) complete dentures;
 - (ii) partial dentures;
 - (iii) partial denture additions;
 - (iv) addition of tooth;
 - (e) examinations;
 - (i) oral examination;
 - (ii) prosthodontic evaluation;
 - (f) replacement of an existing denture, bridgework, crown, inlay or periodontal splinting where
 - (i) the existing prosthesis is at least five (5) years old and cannot be made serviceable;
 - (ii) the replacement is required to replace a temporary bridge or denture with a permanent bridge or denture; or
 - (iii) the replacement is necessitated by the extraction of additional natural teeth while the claimant was covered under these Plans.
9. Orthodontic Dental Services covered under this plan are:
- (a) observation adjustment;
 - (i) oral examination;
 - (ii) cephalometric radiograph;
 - (iii) diagnostic cost;
 - (iv) surgical exposure of unerupted tooth with orthodontic attachment;
 - (v) observation, adjustment;
 - (vi) removal of fixed appliances
 - (vii) repairs, alterations;
 - (viii) active appliance for tooth guidance or uncomplicated tooth movement;
 - (ix) retention appliances;
 - (b) comprehensive treatment.
10. This Plan does not cover expenses resulting from the following restorative services:
- (a) cosmetic services;
 - (b) dentures which have been lost, stolen or mislaid;
 - (c) prosthetic devices which were ordered before the patient became covered under this Plan, or which were ordered while the patient was covered but are installed after termination of the coverage;
 - (d) crowns, placed on a tooth not functionally impaired by incisal or cuspal damage; or
 - (e) services or goods rendered for full mouth reconstruction, for vertical dimensional correction or for correction of temporal mandibular joint dysfunction (treatment of the jaw bone).

11. A claim must be submitted within twelve (12) months following the date the dental services are provided to the participant and his or her eligible dependants in order for the expenses to be reimbursed from the Plan.
12. A participant shall be eligible to claim reimbursement in respect of dental services received during a period of approved leave from work without pay.
13. The Board shall determine the claims and administration procedures for the Plan including associated independent third party administration services.
14. This letter of understanding provides a general description of the Dental Plan. The Plan will be governed by the Dental Plan document which contains all the terms of the Dental Plan. The Board shall provide the Union with a copy of the Dental Plan document.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF AGREEMENT
BETWEEN
THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
AFFECTING LOCAL 038
AND THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)**

RE: Employment of Students

THE PARTIES agree that students hired in accordance with the provisions contained herein shall be included in the scope of the bargaining unit and shall be covered by the collective agreement.

Students shall be employed as casual employees and shall be enrolled in high school or any post-secondary learning institution or any vocational learning institution.

Any student employed under this agreement shall be paid and compensated at a rate of pay outlined in each Category, and the rate of pay shall apply to students hired in accordance with the conditions listed herein.

CATEGORY "STU1"

THE PARTIES agree that students may be employed to perform work over the course of the summer months, and shall have a start date no earlier than April 15 and a termination date not later than the following September 30. Students hired in this category shall be paid at a rate of thirteen dollars and fifty cents (\$13.50) per hour.

Effective July 1, 2014, students hired in this category shall be paid at a rate of fifteen dollars (\$15.00) per hour.

CATEGORY "STU2"

THE PARTIES agree that students may be employed to perform functions in various areas of NAIT (upon approval of the Union) during the year for relief or overload purposes only. Students hired in this category shall be paid at a rate of ten dollars (\$10.00) per hour.

Effective July 1, 2014, students hired in this category shall be paid at a rate of thirteen dollars and fifty cents (\$13.50) per hour.

CATEGORY "STU3"

THE PARTIES agree that students may be employed in functions normally termed as "Laboratory/Facilities Monitors" whose work assignments normally provide the opportunity for the student to perform activities such as school assignments or personal activities during the course of employment. Students hired in this category may be employed throughout the year. Students hired in this category shall be paid the minimum wage as outlined by the Province of Alberta.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
THE ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038
AND THE NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
JURISDICTIONAL REVIEW PROCESS LETTER OF AGREEMENT**

The Jurisdictional Review Process Letter of Agreement (JRP-LOA) will continue to operate during the term of this collective agreement or until the Sims Arbitration Panel issues an award regarding the matter pursuant to its appointment for the 2008 collective agreement.

The parties recognize that there are outstanding issues regarding the application of this Collective Agreement and the inclusion or exclusion of employees from the bargaining unit represented by the Union.

Nothing in this Collective Agreement shall prejudice the right of the Union to challenge the constitutional legality of Section 12(1) of the *Public Service Employee Relations Act* nor the right of the Northern Alberta Institute of Technology to respond to any such challenge.

Neither the continuation of the JRP-LOA nor anything else in this Letter of understanding shall be construed to prejudice the position of either party in any legal proceeding.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038**

RE: Forty (40) Hour Rates of Pay

The Parties agree that the previously established rates of pay for the forty (40) hour job codes commencing with 'F' in the Appendix are inaccurate when compared to the rates of pay for the thirty six and a quarter (36.25) hour job codes for the same class.

The premise for the change is that there should be no difference in the hourly rate of pay for employees working in a thirty six and a quarter (36.25) hour class and those working in a forty (40) hour class. Currently the hourly rates of pay are different. The job codes affected are F041, F042, F043, F044, F045, F046, F103, F104, F216, F501, F503, F504, F505, and F506.

The Parties further agree that all Employees in the above-mentioned job codes as of the date of ratification of this agreement will be "grandfathered" and eligible for full salary and benefits including negotiated changes/increases. If employees are negatively affected by the "grandfathering" when compared to the new grids, such employees will be moved to the step on the new grid that exceeds their current rate of pay.

Effective with the date of ratification of this agreement, a new pay schedule/grid will be implemented and published in the Appendix for all new hires in the above-mentioned job codes which will reflect the same hourly rate of pay for the forty (40) hour job codes and the thirty six and one quarter (36.25) hour job codes.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF AGREEMENT
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038**

RE: Article 22 Lay-off and Recall

The parties agree to meet and discuss the implementation/administration of recurring positions.

The parties agree to meet and discuss the current practice and cost of benefit coverage for Employees experiencing lay-off.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF AGREEMENT
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038
RE: International Students**

The parties agree that international students with a student work permit are exempt upon request from the employee from the 1,000 hour limit on casual hours (1.01(i)) for a period not to exceed 2 calendar years from date of commencement.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF AGREEMENT
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038**

RE: Position Based Language in the Collective Agreement

The parties agree to meet and discuss the implementation/administration of more position focused language in the Collective Agreement.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

**LETTER OF UNDERSTANDING
BETWEEN
NORTHERN ALBERTA INSTITUTE OF TECHNOLOGY (NAIT)
AND
ALBERTA UNION OF PROVINCIAL EMPLOYEES (AUPE)
ON BEHALF OF LOCAL 038**

RE: Lump Sum Payment

To be eligible for consideration, employees must be active as of May 20th, 2014 for the lump sum, or as per written request as per Article 12.06.

Eligible employees will be provided with a lump sum payment as outlined below, based on their status as of May 20th, 2014.

The payment will be processed as soon as possible after the date of ratification.

The lump sum is not pensionable and union dues are not deducted.

Employment Category	Payment Eligibility
Full time salaried (permanent and temp)	\$1350.00
Part time salaried (permanent and temp)	The greater of \$675.00 or \$1350.00 prorated by the percentage if time assigned (e.g. 70% time = \$945.00)
Casual	Prorated based on the number of hours worked in the 26 pay periods worked up to May 10 th , 2014
Leaves	
General Illness WCB Supplement	Salaried employees eligible as per employment category above.
LTD WCB Direct Benefits LWOP Maternity Leave Parental Leave	If leave commenced prior to July 1 st , 2013 the employee is not eligible for a lump sum payment. If leave commenced on or after July 1 st , 2013 the employee is eligible to receive that particular lump sum payment as per their employment category.

SIGNED ON BEHALF OF THE EMPLOYER

SIGNED ON BEHALF OF THE UNION

DATE: _____

DATE: _____

IN WITNESS WHEREOF the Parties hereto have caused these presents to be executed by their duly authorized officers in that behalf the day and year first written below.

DATED AT EDMONTON, ALBERTA THIS ____ DAY OF _____, 2014.

Chairman, Board of Governors

Witness

President, N.A.I.T.

Witness

President, A.U.P.E.

Witness

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 23, 2013 (0%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
304	Accountant I	36.25	E54	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,513.70		
		36.25		26.36	27.40	28.50	29.64	30.98	32.39	33.99	34.67		
305	Accountant II	36.25	E62	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,019.03		
		36.25		30.98	32.39	33.99	35.63	37.26	38.94	40.83	41.64		
103	Admin Officer I	36.25	E54	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,513.70		
		36.25		26.36	27.40	28.50	29.64	30.98	32.39	33.99	34.67		
104	Admin Officer II	36.25	E62	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,019.03		
		36.25		30.98	32.39	33.99	35.63	37.26	38.94	40.83	41.64		
41	Admin Supp I	36.25	D8-10	1,207.84	1,242.90	1,273.47	1,307.74	1,347.29	1,390.75	1,438.02	1,484.50	1,514.19	
		36.25		16.66	17.14	17.57	18.04	18.58	19.18	19.83	20.48	20.89	
42	Admin Supp II	36.25	D10-14	1,242.90	1,273.47	1,307.74	1,347.29	1,390.75	1,438.02	1,484.50	1,534.04	1,585.04	1,616.74
		36.25		17.14	17.57	18.04	18.58	19.18	19.83	20.48	21.16	21.86	22.30
43	Admin Supp III	36.25	D18-20	1,390.75	1,438.02	1,484.50	1,534.04	1,585.04	1,636.83	1,693.29	1,753.61	1,788.69	
		36.25		19.18	19.83	20.48	21.16	21.86	22.58	23.36	24.19	24.67	
44	Admin Supp IV	36.25	D24-26	1,534.04	1,585.04	1,636.83	1,693.29	1,753.61	1,812.95	1,878.43	1,941.81	1,980.63	
		36.25		21.16	21.86	22.58	23.36	24.19	25.01	25.91	26.78	27.32	
45	Admin Supp V	36.25	D29-31	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,164.71	
		36.25		23.07	23.85	24.68	25.50	26.38	27.29	28.29	29.27	29.86	
46	Admin Supp VI	36.25	D34-36	1,812.95	1,878.43	1,941.81	2,008.08	2,079.65	2,158.15	2,238.11	2,321.90	2,368.33	
		36.25		25.01	25.91	26.78	27.70	28.68	29.77	30.87	32.03	32.67	
603	Artist I	36.25	E41	1,499.79	1,555.44	1,612.55	1,674.94	1,738.32	1,807.51	1,873.12	1,910.59		
		36.25		20.69	21.45	22.24	23.10	23.98	24.93	25.84	26.35		
607	Artist II	36.25	E51	1,807.51	1,873.12	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,345.04		
		36.25		24.93	25.84	26.85	27.98	29.00	30.26	31.71	32.35		
825	Bindery Equip Op I	36.25	D7	1,194.81	1,225.37	1,259.63	1,292.44	1,331.38	1,373.34	1,419.68	1,448.08		
		36.25		16.48	16.90	17.37	17.83	18.36	18.94	19.58	19.97		
826	Bindery Equip Op II	36.25	D13	1,292.44	1,331.38	1,373.34	1,419.68	1,466.32	1,515.72	1,562.99	1,594.25		
		36.25		17.83	18.36	18.94	19.58	20.23	20.91	21.56	21.99		
827	Bindery Ops Supvr	36.25	D19	1,419.68	1,466.32	1,515.72	1,562.99	1,616.40	1,672.70	1,729.16	1,763.75		
		36.25		19.58	20.23	20.91	21.56	22.30	23.07	23.85	24.33		
513	Buyer I	36.25	E52	1,838.06	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,394.90		
		36.25		25.35	26.36	27.40	28.50	29.64	30.98	32.39	33.03		
514	Buyer II	36.25	E60	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,879.91		
		36.25		29.64	30.98	32.39	33.99	35.63	37.26	38.94	39.72		
791	Computer Systems Supp Tech I	36.25	E56	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,635.10		
		36.25		27.40	28.50	29.64	30.98	32.39	33.99	35.63	36.35		
792	Computer Systems Supp Tech II	36.25	E61	2,193.86	2,299.06	2,405.23	2,518.63	2,641.19	2,759.41	2,890.34	2,948.16		
		36.25		30.26	31.71	33.18	34.74	36.43	38.06	39.87	40.66		
793	Computer Systems Supp Tech III	36.25	E64	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,157.51		
		36.25		32.39	33.99	35.63	37.26	38.94	40.83	42.70	43.55		
794	Computer Systems Supp Tech Supv	36.25	F65	2,465.36	2,587.64	2,712.61	2,836.58	2,964.62	3,107.83	3,250.38	3,315.36		
		36.25		34.00	35.69	37.42	39.13	40.89	42.87	44.83	45.73		
9452	Cook I	36.25	F11	1,335.08	1,385.42	1,437.54	1,491.75	1,548.04	1,606.43	1,667.08	1,700.41		
		36.25		18.41	19.11	19.83	20.58	21.35	22.16	22.99	23.45		
0205	Coordinator I	36.25	E60	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,879.91		
		36.25		29.64	30.98	32.39	33.99	35.63	37.26	38.94	39.72		
0206	Coordinator II	36.25	E64	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,157.51		
		36.25		32.39	33.99	35.63	37.26	38.94	40.83	42.70	43.55		
801	Dup Equip Op I	36.25	D17	1,373.34	1,419.68	1,466.32	1,515.72	1,562.99	1,616.40	1,672.70	1,706.16		
		36.25		18.94	19.58	20.23	20.91	21.56	22.30	23.07	23.53		
802	Dup Equip Op II	36.25	D25	1,562.99	1,616.40	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,950.93		
		36.25		21.56	22.30	23.07	23.85	24.68	25.50	26.38	26.91		
803	Dup Equip Op III	36.25	D29	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,092.36		
		36.25		23.07	23.85	24.68	25.50	26.38	27.29	28.29	28.86		
804	Dup Equip Op IV	36.25	D35	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,199.98	2,280.88	2,326.50		
		36.25		25.50	26.38	27.29	28.29	29.27	30.34	31.46	32.09		
9330	Ed Counsellor Aide	36.25	D39	1,978.33	2,051.35	2,122.27	2,199.98	2,280.88	2,366.12	2,454.43	2,503.53		
		36.25		27.29	28.29	29.27	30.34	31.46	32.64	33.85	34.53		
1304	Ed Lab Technician	36.25	E50	1,772.58	1,838.06	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,290.74		
		36.25		24.45	25.35	26.36	27.40	28.50	29.64	30.98	31.60		
1320	Ed Lab Technologist I	36.25	E40	1,473.88	1,528.73	1,584.39	1,639.88	1,704.06	1,772.58	1,838.06	1,874.82		
		36.25		20.33	21.09	21.85	22.62	23.50	24.45	25.35	25.86		
1321	Ed Lab Technologist II	36.25	E50-52	1,772.58	1,838.06	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,394.90	
		36.25		24.45	25.35	26.36	27.40	28.50	29.64	30.98	32.39	33.03	
1322	Ed Lab Technologist III	36.25	E58	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,755.55		
		36.25		28.50	29.64	30.98	32.39	33.99	35.63	37.26	38.01		
2213	Electronics Technologist I	36.25	E51	1,807.51	1,873.12	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,345.04		
		36.25		24.93	25.84	26.85	27.98	29.00	30.26	31.71	32.35		
2214	Electronics Technologist II	36.25	E56	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,635.10		
		36.25		27.40	28.50	29.64	30.98	32.39	33.99	35.63	36.35		
2216	Electronics Technologist III	36.25	E61	2,193.86	2,299.06	2,405.23	2,518.63	2,641.19	2,759.41	2,890.34	2,948.16		
		36.25		30.26	31.71	33.18	34.74	36.43	38.06	39.87	40.66		
2217	Electronics Technologist IV	36.25	E64	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,157.51		
		36.25		32.39	33.99	35.63	37.26	38.94	40.83	42.70	43.55		
9453	Executive Chef	36.25	F15	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,699.70	2,821.19	2,877.61		
		36.25		29.64	30.98	32.39	33.99	35.63	37.24	38.91	39.69		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 23, 2013 (0%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0300	Finance/Accounting Assistant I	36.25	D31	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,164.71		
		36.25		23.85	24.68	25.50	26.38	27.29	28.29	29.27	29.86		
0301	Finance/Accounting Assistant II	36.25	D40	2,008.08	2,079.65	2,158.15	2,238.11	2,321.90	2,408.10	2,498.68	2,548.65		
		36.25		27.70	28.68	29.77	30.87	32.03	33.22	34.46	35.15		
3016	Fire Prev and Safety Officer	36.25	D32	1,753.61	1,812.95	1,878.43	1,941.81	2,008.08	2,079.65	2,158.15	2,201.33		
		36.25		24.19	25.01	25.91	26.78	27.70	28.68	29.77	30.36		
9454	Food Service Coordinator I	36.25	F12	1,669.64	1,739.29	1,812.47	1,888.24	1,967.55	2,050.38	2,136.92	2,179.66		
		36.25		23.03	23.99	25.00	26.04	27.14	28.28	29.47	30.06		
9457	Food Service Coordinator II	36.25	F14	1,807.51	1,873.12	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,345.04		
		36.25		24.93	25.84	26.85	27.98	29.00	30.26	31.71	32.35		
9334	Instructional Assistant	36.25	D31	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,164.71		
		36.25		23.85	24.68	25.50	26.38	27.29	28.29	29.27	29.86		
9534	Laboratory Technician I	36.25	E30	1,240.02	1,283.29	1,322.05	1,369.50	1,417.42	1,473.88	1,528.73	1,559.31		
		36.25		17.10	17.70	18.24	18.89	19.55	20.33	21.09	21.51		
9535	Laboratory Technician II	36.25	E40	1,473.88	1,528.73	1,584.39	1,639.88	1,704.06	1,772.58	1,838.06	1,874.82		
		36.25		20.33	21.09	21.85	22.62	23.50	24.45	25.35	25.86		
657	Library Technician I	36.25	E43	1,555.44	1,612.55	1,674.94	1,738.32	1,807.51	1,873.12	1,946.31	1,985.22		
		36.25		21.45	22.24	23.10	23.98	24.93	25.84	26.85	27.38		
662	Library Technician II	36.25	E52	1,838.06	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,394.90		
		36.25		25.35	26.36	27.40	28.50	29.64	30.98	32.39	33.03		
9455	Maitre D'	36.25	F12	1,669.64	1,739.29	1,812.47	1,888.24	1,967.55	2,050.38	2,136.92	2,179.66		
		36.25		23.03	23.99	25.00	26.04	27.14	28.28	29.47	30.06		
9532	Med Lab Technologist I	36.25	E49*2	1,807.51	1,873.12	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,374.77		
		36.25		24.93	25.84	26.85	27.98	29.00	30.26	31.71	32.35		
9533	Med Lab Technologist II	36.25	E54	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,513.70		
		36.25		26.36	27.40	28.50	29.64	30.98	32.39	33.99	34.67		
1306	Muti Media Specialist I	36.25	E57	2,028.51	2,102.50	2,193.86	2,299.06	2,405.23	2,518.63	2,641.19	2,694.02		
		36.25		27.98	29.00	30.26	31.71	33.18	34.74	36.43	37.16		
1307	Muti Media Specialist II	36.25	E63	2,299.06	2,405.23	2,518.63	2,641.19	2,759.41	2,890.34	3,025.45	3,085.97		
		36.25		31.71	33.18	34.74	36.43	38.06	39.87	41.73	42.57		
9184	Nurse I	36.25	E56*3			2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,635.10		
		36.25				29.64	30.98	32.39	33.99	35.63	36.35		
9185	Nurse II	36.25	E62*2		2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,019.03		
		36.25			32.39	33.99	35.63	37.26	38.94	40.83	41.64		
9172	Occup Health Technician	36.25	E45*3			1,738.32	1,807.51	1,873.12	1,946.31	2,028.51	2,069.08		
		36.25				23.98	24.93	25.84	26.85	27.98	28.54		
2310	Photographer I	36.25	E43	1,555.44	1,612.55	1,674.94	1,738.32	1,807.51	1,873.12	1,946.31	1,985.22		
		36.25		21.45	22.24	23.10	23.98	24.93	25.84	26.85	27.38		
2311	Photographer	36.25	E51-55	1,807.51	1,873.12	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,405.23	2,518.63	2,569.01
		36.25		24.93	25.84	26.85	27.98	29.00	30.26	31.71	33.18	34.74	35.43
811	Photoprinter I	36.25	D17	1,373.34	1,419.68	1,466.32	1,515.72	1,562.99	1,616.40	1,672.70	1,706.16		
		36.25		18.94	19.58	20.23	20.91	21.56	22.30	23.07	23.53		
812	Photoprinter II	36.25	D28	1,636.83	1,693.29	1,753.61	1,812.95	1,878.43	1,941.81	2,008.08	2,048.24		
		36.25		22.58	23.36	24.19	25.01	25.91	26.78	27.70	28.25		
0201	Process Analyst I	36.25	E59	2,102.50	2,193.86	2,299.06	2,405.23	2,518.63	2,641.19	2,759.41	2,814.59		
		36.25		29.00	30.26	31.71	33.18	34.74	36.43	38.06	38.82		
0202	Process Analyst II	36.25	E68	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,241.01	3,392.87	3,460.72		
		36.25		35.63	37.26	38.94	40.83	42.70	44.70	46.80	47.73		
787	Programmer	36.25	E50	1,772.58	1,838.06	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,290.74		
		36.25		24.45	25.35	26.36	27.40	28.50	29.64	30.98	31.60		
516	Purchasing Supvr	36.25	E66	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,241.01	3,305.83		
		36.25		33.99	35.63	37.26	38.94	40.83	42.70	44.70	45.60		
0347	Research Assistant I	36.25	E43	1,555.44	1,612.55	1,674.94	1,738.32	1,807.51	1,873.12	1,946.31	1,985.22		
		36.25		21.45	22.24	23.10	23.98	24.93	25.84	26.85	27.38		
0348	Research Assistant II	36.25	E55	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,405.23	2,518.63	2,569.01		
		36.25		26.85	27.98	29.00	30.26	31.71	33.18	34.74	35.43		
0349	Research Associate	36.25	E66	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,241.01	3,305.83		
		36.25		33.99	35.63	37.26	38.94	40.83	42.70	44.70	45.60		
0350	Research Officer I	36.25	E51	1,807.51	1,873.12	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,345.04		
		36.25		24.93	25.84	26.85	27.98	29.00	30.26	31.71	32.35		
0351	Research Officer II	36.25	E60	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,879.91		
		36.25		29.64	30.98	32.39	33.99	35.63	37.26	38.94	39.72		
0352	Research Officer III	36.25	E69	2,641.19	2,759.41	2,890.34	3,025.45	3,164.77	3,312.75	3,466.30	3,535.63		
		36.25		36.43	38.06	39.87	41.73	43.65	45.69	47.81	48.77		
1313	Senior Project Coordinator	36.25	F68	2,537.95	2,657.25	2,782.12	2,912.87	3,049.79	3,193.13	3,343.20	3,410.07		
		36.25		35.01	36.65	38.37	40.18	42.07	44.04	46.11	47.04		
9451	Service Worker	36.25	F10	1,067.34	1,103.98	1,141.89	1,179.85	1,219.11	1,259.63	1,301.61	1,345.05	1,389.27	1,417.06
		36.25		14.72	15.23	15.75	16.27	16.82	17.37	17.95	18.55	19.16	19.55
9456	Sous Chef	36.25	F13	1,555.44	1,612.55	1,674.94	1,738.32	1,807.51	1,873.12	1,946.31	1,985.22		
		36.25		21.45	22.24	23.10	23.98	24.93	25.84	26.85	27.38		
503	Stockkeeper I	36.25	D21	1,466.32	1,515.72	1,562.99	1,616.40	1,672.70	1,729.16	1,789.32	1,825.10		
		36.25		20.23	20.91	21.56	22.30	23.07	23.85	24.68	25.17		
504	Stockkeeper II	36.25	D25	1,562.99	1,616.40	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,950.93		
		36.25		21.56	22.30	23.07	23.85	24.68	25.50	26.38	26.91		
505	Stockkeeper III	36.25	D29	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,092.36		
		36.25		23.07	23.85	24.68	25.50	26.38	27.29	28.29	28.86		
506	Stockkeeper IV	36.25	D37	1,912.68	1,978.33	2,051.35	2,122.27	2,199.98	2,280.88	2,366.12	2,413.44		
		36.25		26.38	27.29	28.29	29.27	30.34	31.46	32.64	33.29		
501	Stores Clerk	36.25	D17	1,373.34	1,419.68	1,466.32	1,515.72	1,562.99	1,616.40	1,672.70	1,706.16		
		36.25		18.94	19.58	20.23	20.91	21.56	22.30	23.07	23.53		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 23, 2013 (0%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
9327	Student Advisor I	36.25	D27	1,616.40	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,017.88		
		36.25		22.30	23.07	23.85	24.68	25.50	26.38	27.29	27.83		
9328	Student Advisor II	36.25	E56	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,635.10		
		36.25		27.40	28.50	29.64	30.98	32.39	33.99	35.63	36.35		
9329	Student Advisor III	36.25	E65	2,405.23	2,518.63	2,641.19	2,759.41	2,890.34	3,025.45	3,164.77	3,228.04		
		36.25		33.18	34.74	36.43	38.06	39.87	41.73	43.65	44.52		
0346	Student Research Assistant I	36.25	F10	1,141.89	1,179.85	1,219.11	1,259.63	1,301.61	1,345.05	1,389.27	1,417.06		
		36.25		15.75	16.27	16.82	17.37	17.95	18.55	19.16	19.55		
9458	Team Lead, Food Services	36.25	D20	1,438.02	1,484.50	1,534.04	1,585.04	1,636.83	1,693.29	1,753.61	1,788.69		
		36.25		19.83	20.48	21.16	21.86	22.58	23.36	24.19	24.67		
1308	Technical Aide	36.25	E36	1,369.50	1,417.42	1,473.88	1,528.73	1,584.39	1,639.88	1,704.06	1,738.16		
		36.25		18.89	19.55	20.33	21.09	21.85	22.62	23.50	23.97		
1309	Technologist I	36.25	E40	1,473.88	1,528.73	1,584.39	1,639.88	1,704.06	1,772.58	1,838.06	1,874.82		
		36.25		20.33	21.09	21.85	22.62	23.50	24.45	25.35	25.86		
1310	Technologist II	36.25	E48-52	1,704.06	1,772.58	1,838.06	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,394.90
		36.25		23.50	24.45	25.35	26.36	27.40	28.50	29.64	30.98	32.39	33.03
1311	Technologist III	36.25	E58	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,755.55		
		36.25		28.50	29.64	30.98	32.39	33.99	35.63	37.26	38.01		
1312	Technologist IV	36.25	E64	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,157.51		
		36.25		32.39	33.99	35.63	37.26	38.94	40.83	42.70	43.55		
2410	Writer/Editor	36.25	E54	1,911.24	1,986.67	2,065.99	2,148.98	2,245.81	2,347.96	2,464.41	2,513.70		
		36.25		26.36	27.40	28.50	29.64	30.98	32.39	33.99	34.67		
F103	Admin Officer I	40	H60	2,108.96	2,192.19	2,279.72	2,371.29	2,478.15	2,590.84	2,719.35	2,773.74		
		40		26.36	27.40	28.50	29.64	30.98	32.39	33.99	34.67		
F104	Admin Officer II	40	H68	2,478.15	2,590.84	2,719.35	2,850.70	2,980.98	3,115.51	3,266.02	3,331.35		
		40		30.98	32.39	33.99	35.63	37.26	38.94	40.83	41.64		
F041	Admin Supp I	40	H16	1,332.79	1,371.48	1,405.21	1,443.02	1,486.66	1,534.61	1,586.79	1,638.06	1,670.84	
		40		16.66	17.14	17.57	18.04	18.58	19.18	19.83	20.48	20.89	
F042	Admin Supp II	40	H20	1,371.48	1,405.21	1,443.02	1,486.66	1,534.61	1,586.79	1,638.06	1,692.73	1,749.01	1,783.98
		40		17.14	17.57	18.04	18.58	19.18	19.83	20.48	21.16	21.86	22.30
F043	Admin Supp III	40	H26	1,534.61	1,586.79	1,638.06	1,692.73	1,749.01	1,806.16	1,868.46	1,935.02	1,973.72	
		40		19.18	19.83	20.48	21.16	21.86	22.58	23.36	24.19	24.67	
F044	Admin Supp IV	40	H32	1,692.73	1,749.01	1,806.16	1,868.46	1,935.02	2,000.50	2,072.75	2,142.68	2,185.53	
		40		21.16	21.86	22.58	23.36	24.19	25.01	25.91	26.78	27.32	
F045	Admin Supp V	40	H37	1,845.74	1,908.03	1,974.43	2,040.10	2,110.54	2,182.99	2,263.56	2,341.82	2,388.64	
		40		23.07	23.85	24.68	25.50	26.38	27.29	28.29	29.27	29.86	
F046	Admin Supp VI	40	H42	2,000.50	2,072.75	2,142.68	2,215.81	2,294.79	2,381.40	2,469.63	2,562.09	2,613.33	
		40		25.01	25.91	26.78	27.70	28.68	29.77	30.87	32.03	32.67	
3111	Agricultural Service Worker	40	D29*2		1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,092.36		
		40			21.61	22.37	23.11	23.91	24.73	25.64	26.15		
3112	Agriculture Officer	40	F55	1,946.31	2,028.51	2,102.50	2,193.86	2,299.06	2,405.23	2,518.63	2,569.01		
		40		24.33	25.36	26.28	27.42	28.74	30.07	31.48	32.11		
2703	Bricklayer I	40	444		2,680.89								
		40			33.51								
3013	Building Patrol Officer	40	D14	1,307.74	1,347.29	1,390.75	1,438.02	1,484.50	1,534.04	1,585.04	1,616.74		
		40		16.35	16.84	17.38	17.98	18.56	19.18	19.81	20.21		
2702	Cabinetmaker	40	480		2,451.68								
		40			30.65								
3002	Caretaker I	40	331	1,263.36	1,316.00	1,368.00	1,423.20						
		40		15.79	16.45	17.10	17.79						
3003	Caretaker II	40	333	1,564.45	1,607.24	1,652.11	1,685.15						
		40		19.56	20.09	20.65	21.06						
3008	Caretaker III	40	339	1,701.65	1,753.61	1,812.16	1,848.41						
		40		21.27	21.92	22.65	23.11						
3009	Caretaker IV	40	343	1,915.20	1,980.32	2,047.65	2,116.80	2,192.43	2,266.97				
		40		23.94	24.75	25.60	26.46	27.41	28.34				
2704	Carpenter I	40	448		2,700.25								
		40			33.75								
2804	Carpenter II	40	462		2,939.78								
		40			36.75								
0779	Computer Assistant I	40	D23	1,515.72	1,562.99	1,616.40	1,672.70	1,729.16	1,789.32	1,848.84	1,885.81		
		40		18.95	19.54	20.21	20.91	21.61	22.37	23.11	23.57		
F791	Computer Systems Supp Tech I	40	H56	2,192.19	2,279.72	2,371.29	2,478.15	2,590.84	2,719.35	2,850.70	2,907.70		
		40		27.40	28.50	29.64	30.98	32.39	33.99	35.63	36.35		
F792	Computer Systems Supp Tech II	40	H61	2,420.81	2,536.89	2,654.03	2,779.18	2,914.42	3,044.87	3,189.34	3,253.14		
		40		30.26	31.71	33.18	34.74	36.43	38.06	39.87	40.66		
2706	Electrician I	40	460		2,896.13								
		40			36.20								
2806	Electrician II	40	468		3,152.10								
		40			39.40								
F216	Electronics Technologist III	40	H61	2,420.81	2,536.89	2,654.03	2,779.18	2,914.42	3,044.87	3,189.34	3,253.14		
		40		30.26	31.71	33.18	34.74	36.43	38.06	39.87	40.66		
2707	Elevator Mech I	40	452		2,816.90								
		40			35.21								
2570	Equipment Operator	40	D30*4				1,878.43	1,941.81	2,008.08	2,079.65	2,121.24		
		40					23.48	24.27	25.10	26.00	26.52		
2900	General Trades Foreman	40	498		3,284.20								
		40			41.05								

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 23, 2013 (0%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
3101	Groundsworker I	40	D18*5					1,585.04	1,636.83	1,693.29	1,727.16		
		40						19.81	20.46	21.17	21.59		
3102	Groundsworker II	40	D29*2		1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,092.36		
		40			21.61	22.37	23.11	23.91	24.73	25.64	26.15		
2705	Instrument Mech I	40	458		2,872.83								
		40			35.91								
2609	Labourer Supervisor	40	D35*2		1,912.68	1,978.33	2,051.35	2,122.27	2,199.98	2,280.88	2,326.50		
		40			23.91	24.73	25.64	26.53	27.50	28.51	29.08		
2729	Landscape Gardener	40	497		2,201.33								
		40			27.52								
2725	Locksmith	40	431		2,411.98								
		40			30.15								
2711	Machinist I	40	434		2,599.18								
		40			32.49								
2811	Machinist II	40	456		2,837.25								
		40			35.47								
2612	Maint Service Worker I	40	D21*2		1,515.72	1,562.99	1,616.40	1,672.70	1,729.16	1,789.32	1,825.10		
		40			18.95	19.54	20.21	20.91	21.61	22.37	22.81		
2613	Maint Service Worker II	40	D29*2		1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,092.36		
		40			21.61	22.37	23.11	23.91	24.73	25.64	26.15		
2614	Maint Service Worker III	40	D32*2		1,812.95	1,878.43	1,941.81	2,008.08	2,079.65	2,158.15	2,201.33		
		40			22.66	23.48	24.27	25.10	26.00	26.98	27.52		
2560	Materials Distributor I	40	D22	1,484.50	1,534.04	1,585.04	1,636.83	1,693.29	1,753.61	1,812.95	1,849.22		
		40		18.56	19.18	19.81	20.46	21.17	21.92	22.66	23.12		
2561	Materials Distributor II	40	D27	1,616.40	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,017.88		
		40		20.21	20.91	21.61	22.37	23.11	23.91	24.73	25.22		
2562	Materials Distributor III	40	D31	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,164.71		
		40		21.61	22.37	23.11	23.91	24.73	25.64	26.53	27.06		
2709	Mechanic I	40	453		2,820.82								
		40			35.26								
2713	Painter I	40	432		2,462.52								
		40			30.78								
2813	Painter II	40	442		2,679.40								
		40			33.49								
2715	Painter Spray I	40	436		2,603.93								
		40			32.55								
3034	Peace Officer, Level 2		P00							2,008.25			
										25.10			
3035	Peace Officer, Level 1	40	P04	2,130.04	2,219.78	2,309.53	2,399.26	2,489.01	2,578.75	2,668.49	2,758.24		
		40		26.63	27.75	28.87	29.99	31.11	32.23	33.36	34.48		
3040	Sergeant	40	P05	2,641.74	2,751.50	2,861.26	2,971.01	3,080.77	3,190.53	3,300.28	3,410.04		
		40		33.02	34.39	35.77	37.14	38.51	39.88	41.25	42.63		
2716	Plasterer I	40	440		2,660.72								
		40			33.26								
2717	Plumber I	40	458		2,872.83								
		40			35.91								
2817	Plumber II	40	466		3,127.80								
		40			39.10								
2727	Power Pl Eng 3rd CL	40	433		2,525.34								
		40			31.57								
2728	Power Pl Eng 4th CL	40	430		2,219.20								
		40			27.74								
2105	Power Plant Eng Trainee	40	D18*4				1,534.04	1,585.04	1,636.83	1,693.29	1,727.16		
2105	Power Plant Eng Trainee	40					19.18	19.81	20.46	21.17	21.59		
2718	Refrig Mech I	40	460		2,896.13								
		40			36.20								
3030	Security, Communications Officer	40	P01	1,585.05	1,649.01	1,715.60	1,784.83	1,856.68	1,931.15	2,008.25	2,048.42		
		40		19.81	20.61	21.45	22.31	23.21	24.14	25.10	25.61		
2720	Sheet Metal Worker I	40	454		2,835.61								
		40			35.45								
2820	Sheet Metal Worker II	40	464		3,090.57								
		40			38.63								
2721	Steamfitter I	40	458		2,872.83								
		40			35.91								
F503	Stockkeeper I	40	H27	1,618.01	1,672.52	1,724.68	1,783.61	1,845.74	1,908.03	1,974.43	2,013.91		
		40		20.23	20.91	21.56	22.30	23.07	23.85	24.68	25.17		
F504	Stockkeeper II	40	H31	1,724.68	1,783.61	1,845.74	1,908.03	1,974.43	2,040.10	2,110.54	2,152.75		
		40		21.56	22.30	23.07	23.85	24.68	25.50	26.38	26.91		
F505	Stockkeeper III	40	H35	1,845.74	1,908.03	1,974.43	2,040.10	2,110.54	2,182.99	2,263.56	2,308.82		
		40		23.07	23.85	24.68	25.50	26.38	27.29	28.29	28.86		
F506	Stockkeeper IV	40	H43	2,110.54	2,182.99	2,263.56	2,341.82	2,427.56	2,516.84	2,610.89	2,663.12		
		40		26.38	27.29	28.29	29.27	30.34	31.46	32.64	33.29		
F501	Stores Clerk	40	H23	1,515.42	1,566.54	1,618.01	1,672.52	1,724.68	1,783.61	1,845.74	1,882.66		
		40		18.94	19.58	20.23	20.91	21.56	22.30	23.07	23.53		
2722	Welder I	40	446		2,686.30								
		40			33.58								
F410	Writer/Editor	40	H60	2,108.96	2,192.19	2,279.72	2,371.29	2,478.15	2,590.84	2,719.35	2,773.74		
		40		26.36	27.40	28.50	29.64	30.98	32.39	33.99	34.67		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 23, 2013 (0%)

Grandfathered Codes and Classes (Not available for use)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
G041	Admin Supp I	40	D14-16	1,307.74	1,347.29	1,390.75	1,438.02	1,484.50	1,534.04	1,585.04	1,636.83	1,669.56	
		40		16.35	16.84	17.38	17.98	18.56	19.18	19.81	20.46	20.87	
G042	Admin Supp II	40	D16-20	1,347.29	1,390.75	1,438.02	1,484.50	1,534.04	1,585.04	1,636.83	1,693.29	1,753.61	1,788.69
		40		16.84	17.38	17.98	18.56	19.18	19.81	20.46	21.17	21.92	22.36
G043	Admin Supp III	40	D24-26	1,534.04	1,585.04	1,636.83	1,693.29	1,753.61	1,812.95	1,878.43	1,941.81	1,980.63	
		40		19.18	19.81	20.46	21.17	21.92	22.66	23.48	24.27	24.76	
G044	Admin Supp IV	40	D30-32	1,693.29	1,753.61	1,812.95	1,878.43	1,941.81	2,008.08	2,079.65	2,158.15	2,201.33	
		40		21.17	21.92	22.66	23.48	24.27	25.10	26.00	26.98	27.52	
G045	Admin Supp V	40	D35-37	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,199.98	2,280.88	2,366.12	2,413.44	
		40		23.11	23.91	24.73	25.64	26.53	27.50	28.51	29.58	30.17	
G046	Admin Supp VI	40	D40-42	2,008.08	2,079.65	2,158.15	2,238.11	2,321.90	2,408.10	2,498.68	2,591.66	2,643.48	
		40		25.10	26.00	26.98	27.98	29.02	30.10	31.23	32.40	33.04	
G103	Admin Officer I	40	E60	2,148.98	2,245.81	2,347.96	2,464.41	2,583.45	2,701.51	2,823.44	2,879.91		
		40		26.86	28.07	29.35	30.81	32.29	33.77	35.29	36.00		
G104	Admin Officer II	40	E68	2,583.45	2,701.51	2,823.44	2,959.84	3,095.59	3,241.01	3,392.87	3,460.72		
		40		32.29	33.77	35.29	37.00	38.69	40.51	42.41	43.26		
G216	Electronics Technologist III	40	E67	2,518.63	2,641.19	2,759.41	2,890.34	3,025.45	3,164.77	3,312.75	3,379.01		
		40		31.48	33.01	34.49	36.13	37.82	39.56	41.41	42.24		
G501	Stores Clerk	40	D23	1,515.72	1,562.99	1,616.40	1,672.70	1,729.16	1,789.32	1,848.84	1,885.81		
		40		18.95	19.54	20.21	20.91	21.61	22.37	23.11	23.57		
G503	Stockkeeper I	40	D27	1,616.40	1,672.70	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,017.88		
		40		20.21	20.91	21.61	22.37	23.11	23.91	24.73	25.22		
G504	Stockkeeper II	40	D31	1,729.16	1,789.32	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,164.71		
		40		21.61	22.37	23.11	23.91	24.73	25.64	26.53	27.06		
G505	Stockkeeper III	40	D35	1,848.84	1,912.68	1,978.33	2,051.35	2,122.27	2,199.98	2,280.88	2,326.50		
		40		23.11	23.91	24.73	25.64	26.53	27.50	28.51	29.08		
G506	Stockkeeper IV	40	D43	2,122.27	2,199.98	2,280.88	2,366.12	2,454.43	2,548.21	2,642.97	2,695.82		
		40		26.53	27.50	28.51	29.58	30.68	31.85	33.04	33.70		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 22, 2014 (2%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0304	Accountant I	36.25	E54	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,563.97		
		36.25		26.89	27.95	29.07	30.23	31.60	33.03	34.67	35.37		
0305	Accountant II	36.25	E62	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,079.41		
		36.25		31.60	33.03	34.67	36.35	38.01	39.72	41.64	42.47		
0103	Admin Officer I	36.25	E54	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,563.97		
		36.25		26.89	27.95	29.07	30.23	31.60	33.03	34.67	35.37		
0104	Admin Officer II	36.25	E62	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,079.41		
		36.25		31.60	33.03	34.67	36.35	38.01	39.72	41.64	42.47		
0041	Admin Supp I	36.25	D8-10	1,232.00	1,267.76	1,298.94	1,333.89	1,374.24	1,418.57	1,466.78	1,514.19	1,544.47	
		36.25		16.99	17.49	17.92	18.40	18.96	19.57	20.23	20.89	21.30	
0042	Admin Supp II	36.25	D10-14	1,267.76	1,298.94	1,333.89	1,374.24	1,418.57	1,466.78	1,514.19	1,564.72	1,616.74	1,649.07
		36.25		17.49	17.92	18.40	18.96	19.57	20.23	20.89	21.58	22.30	22.75
0043	Admin Supp III	36.25	D18-20	1,418.57	1,466.78	1,514.19	1,564.72	1,616.74	1,669.57	1,727.16	1,788.68	1,824.66	
		36.25		19.57	20.23	20.89	21.58	22.30	23.03	23.82	24.67	25.16	
0044	Admin Supp IV	36.25	D24-26	1,564.72	1,616.74	1,669.57	1,727.16	1,788.68	1,849.21	1,916.00	1,980.65	2,020.24	
		36.25		21.58	22.30	23.03	23.82	24.67	25.51	26.43	27.32	27.87	
0045	Admin Supp V	36.25	D29-31	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,208.00	
		36.25		23.53	24.33	25.17	26.01	26.91	27.83	28.86	29.86	30.46	
0046	Admin Supp VI	36.25	D34-36	1,849.21	1,916.00	1,980.65	2,048.24	2,121.24	2,201.31	2,282.87	2,368.34	2,415.70	
		36.25		25.51	26.43	27.32	28.25	29.26	30.36	31.49	32.67	33.32	
1050	Athletic Therapist I	36.25	E57	2,069.08	2,144.55	2,237.74	2,345.04	2,453.33	2,569.00	2,694.01	2,747.90		
		36.25		28.54	29.58	30.87	32.35	33.84	35.43	37.16	37.90		
1051	Athletic Therapist II	36.25	E60	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	2,937.51		
		36.25		30.23	31.60	33.03	34.67	36.35	38.01	39.72	40.52		
0603	Artist I	36.25	E41	1,529.79	1,586.55	1,644.80	1,708.44	1,773.09	1,843.66	1,910.58	1,948.80		
		36.25		21.10	21.88	22.69	23.56	24.46	25.43	26.35	26.88		
0607	Artist II	36.25	E51	1,843.66	1,910.58	1,985.24	2,069.08	2,144.55	2,237.74	2,345.04	2,391.94		
		36.25		25.43	26.35	27.38	28.54	29.58	30.87	32.35	32.99		
0825	Bindery Equip Op I	36.25	D7	1,218.71	1,249.88	1,284.82	1,318.29	1,358.01	1,400.81	1,448.07	1,477.04		
		36.25		16.81	17.24	17.72	18.18	18.73	19.32	19.97	20.37		
0826	Bindery Equip Op II	36.25	D13	1,318.29	1,358.01	1,400.81	1,448.07	1,495.65	1,546.03	1,594.25	1,626.14		
		36.25		18.18	18.73	19.32	19.97	20.63	21.32	21.99	22.43		
0827	Bindery Ops Supvr	36.25	D19	1,448.07	1,495.65	1,546.03	1,594.25	1,648.73	1,706.15	1,763.74	1,799.03		
		36.25		19.97	20.63	21.32	21.99	22.74	23.53	24.33	24.81		
0513	Buyer I	36.25	E52	1,874.82	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,442.80		
		36.25		25.86	26.89	27.95	29.07	30.23	31.60	33.03	33.69		
0514	Buyer II	36.25	E60	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	2,937.51		
		36.25		30.23	31.60	33.03	34.67	36.35	38.01	39.72	40.52		
0791	Computer Systems Supp Tech I	36.25	E56	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,687.80		
		36.25		27.95	29.07	30.23	31.60	33.03	34.67	36.35	37.07		
0792	Computer Systems Supp Tech II	36.25	E61	2,237.74	2,345.04	2,453.33	2,569.00	2,694.01	2,814.60	2,948.15	3,007.12		
		36.25		30.87	32.35	33.84	35.43	37.16	38.82	40.66	41.48		
0793	Computer Systems Supp Tech III	36.25	E64	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,220.66		
		36.25		33.03	34.67	36.35	38.01	39.72	41.64	43.55	44.42		
0794	Computer Systems Supp Tech Supv	36.25	F65	2,514.67	2,639.39	2,766.86	2,893.31	3,023.91	3,169.99	3,315.39	3,381.67		
		36.25		34.69	36.41	38.16	39.91	41.71	43.72	45.73	46.64		
9452	Cook I	36.25	F11	1,361.78	1,413.13	1,466.29	1,521.59	1,579.00	1,638.56	1,700.42	1,734.42		
		36.25		18.78	19.49	20.22	20.99	21.78	22.60	23.45	23.92		
0205	Coordinator I	36.25	E60	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	2,937.51		
		36.25		30.23	31.60	33.03	34.67	36.35	38.01	39.72	40.52		
0206	Coordinator II	36.25	E64	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,220.66		
		36.25		33.03	34.67	36.35	38.01	39.72	41.64	43.55	44.42		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 22, 2014 (2%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0801	Dup Equip Op I	36.25	D17	1,400.81	1,448.07	1,495.65	1,546.03	1,594.25	1,648.73	1,706.15	1,740.28		
		36.25		19.32	19.97	20.63	21.32	21.99	22.74	23.53	24.00		
0802	Dup Equip Op II	36.25	D25	1,594.25	1,648.73	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	1,989.95		
		36.25		21.99	22.74	23.53	24.33	25.17	26.01	26.91	27.45		
0803	Dup Equip Op III	36.25	D29	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,134.21		
		36.25		23.53	24.33	25.17	26.01	26.91	27.83	28.86	29.44		
0804	Dup Equip Op IV	36.25	D35	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,243.98	2,326.50	2,373.03		
		36.25		26.01	26.91	27.83	28.86	29.86	30.95	32.09	32.73		
9330	Ed Counsellor Aide	36.25	D39	2,017.90	2,092.38	2,164.72	2,243.98	2,326.50	2,413.44	2,503.52	2,553.60		
		36.25		27.83	28.86	29.86	30.95	32.09	33.29	34.53	35.22		
1304	Ed Lab Technician	36.25	E50	1,808.03	1,874.82	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,336.55		
		36.25		24.94	25.86	26.89	27.95	29.07	30.23	31.60	32.23		
1320	Ed Lab Technologist I	36.25	E40	1,503.36	1,559.30	1,616.08	1,672.68	1,738.14	1,808.03	1,874.82	1,912.32		
		36.25		20.74	21.51	22.29	23.07	23.97	24.94	25.86	26.38		
1321	Ed Lab Technologist II	36.25	E50-52	1,808.03	1,874.82	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,442.80	
		36.25		24.94	25.86	26.89	27.95	29.07	30.23	31.60	33.03	33.69	
1322	Ed Lab Technologist III	36.25	E58	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,810.66		
		36.25		29.07	30.23	31.60	33.03	34.67	36.35	38.01	38.77		
2213	Electronics Technologist I	36.25	E51	1,843.66	1,910.58	1,985.24	2,069.08	2,144.55	2,237.74	2,345.04	2,391.94		
		36.25		25.43	26.35	27.38	28.54	29.58	30.87	32.35	32.99		
2214	Electronics Technologist II	36.25	E56	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,687.80		
		36.25		27.95	29.07	30.23	31.60	33.03	34.67	36.35	37.07		
2216	Electronics Technologist III	36.25	E61	2,237.74	2,345.04	2,453.33	2,569.00	2,694.01	2,814.60	2,948.15	3,007.12		
		36.25		30.87	32.35	33.84	35.43	37.16	38.82	40.66	41.48		
2217	Electronics Technologist IV	36.25	E64	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,220.66		
		36.25		33.03	34.67	36.35	38.01	39.72	41.64	43.55	44.42		
9453	Executive Chef	36.25	F15	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,753.69	2,877.61	2,935.16		
		36.25		30.23	31.60	33.03	34.67	36.35	37.98	39.69	40.48		
0300	Finance/Accounting Assistant I	36.25	D31	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,208.00		
		36.25		24.33	25.17	26.01	26.91	27.83	28.86	29.86	30.46		
0301	Finance/Accounting Assistant II	36.25	D40	2,048.24	2,121.24	2,201.31	2,282.87	2,368.34	2,456.26	2,548.65	2,599.62		
		36.25		28.25	29.26	30.36	31.49	32.67	33.88	35.15	35.86		
3016	Fire Prev and Safety Officer	36.25	D32	1,788.68	1,849.21	1,916.00	1,980.65	2,048.24	2,121.24	2,201.31	2,245.36		
		36.25		24.67	25.51	26.43	27.32	28.25	29.26	30.36	30.97		
9454	Food Service Coordinator I	36.25	F12	1,703.03	1,774.08	1,848.72	1,926.00	2,006.90	2,091.39	2,179.66	2,223.25		
		36.25		23.49	24.47	25.50	26.57	27.68	28.85	30.06	30.67		
9457	Food Service Coordinator II	36.25	F14	1,843.66	1,910.58	1,985.24	2,069.08	2,144.55	2,237.74	2,345.04	2,391.94		
		36.25		25.43	26.35	27.38	28.54	29.58	30.87	32.35	32.99		
9334	Instructional Assistant	36.25	D31	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,208.00		
		36.25		24.33	25.17	26.01	26.91	27.83	28.86	29.86	30.46		
9534	Laboratory Technician I	36.25	E30	1,264.82	1,308.96	1,348.49	1,396.89	1,445.77	1,503.36	1,559.30	1,590.50		
		36.25		17.45	18.05	18.60	19.27	19.94	20.74	21.51	21.94		
9535	Laboratory Technician II	36.25	E40	1,503.36	1,559.30	1,616.08	1,672.68	1,738.14	1,808.03	1,874.82	1,912.32		
		36.25		20.74	21.51	22.29	23.07	23.97	24.94	25.86	26.38		
0657	Library Technician I	36.25	E43	1,586.55	1,644.80	1,708.44	1,773.09	1,843.66	1,910.58	1,985.24	2,024.92		
		36.25		21.88	22.69	23.56	24.46	25.43	26.35	27.38	27.93		
0662	Library Technician II	36.25	E52	1,874.82	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,442.80		
		36.25		25.86	26.89	27.95	29.07	30.23	31.60	33.03	33.69		
9455	Maitre D'	36.25	F12	1,703.03	1,774.08	1,848.72	1,926.00	2,006.90	2,091.39	2,179.66	2,223.25		
		36.25		23.49	24.47	25.50	26.57	27.68	28.85	30.06	30.67		
9532	Med Lab Technologist I	36.25	E49*2	1,843.66	1,910.58	1,985.24	2,069.08	2,144.55	2,237.74	2,282.49			
		36.25		25.43	26.35	27.38	28.54	29.58	30.87	31.48			

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Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
9533	Med Lab Technologist II	36.25	E54	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,563.97		
		36.25		26.89	27.95	29.07	30.23	31.60	33.03	34.67	35.37		
1306	Muti Media Specialist I	36.25	E57	2,069.08	2,144.55	2,237.74	2,345.04	2,453.33	2,569.00	2,694.01	2,747.90		
		36.25		28.54	29.58	30.87	32.35	33.84	35.43	37.16	37.90		
1307	Muti Media Specialist II	36.25	E63	2,345.04	2,453.33	2,569.00	2,694.01	2,814.60	2,948.15	3,085.96	3,147.69		
		36.25		32.35	33.84	35.43	37.16	38.82	40.66	42.56	43.42		
9184	Nurse I	36.25	E56*3			2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,687.80		
		36.25				30.23	31.60	33.03	34.67	36.35	37.07		
9185	Nurse II	36.25	E62*2		2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,079.41		
		36.25			33.03	34.67	36.35	38.01	39.72	41.64	42.47		
9172	Occup Health Technician	36.25	E45*3			1,773.09	1,843.66	1,910.58	1,985.24	2,069.08	2,110.46		
		36.25				24.46	25.43	26.35	27.38	28.54	29.11		
2310	Photographer I	36.25	E43	1,586.55	1,644.80	1,708.44	1,773.09	1,843.66	1,910.58	1,985.24	2,024.92		
		36.25		21.88	22.69	23.56	24.46	25.43	26.35	27.38	27.93		
2311	Photographer	36.25	E51-55	1,843.66	1,910.58	1,985.24	2,069.08	2,144.55	2,237.74	2,345.04	2,453.33	2,569.00	2,620.39
		36.25		25.43	26.35	27.38	28.54	29.58	30.87	32.35	33.84	35.43	36.14
0811	Photoprinter I	36.25	D17	1,400.81	1,448.07	1,495.65	1,546.03	1,594.25	1,648.73	1,706.15	1,740.28		
		36.25		19.32	19.97	20.63	21.32	21.99	22.74	23.53	24.00		
0812	Photoprinter II	36.25	D28	1,669.57	1,727.16	1,788.68	1,849.21	1,916.00	1,980.65	2,048.24	2,089.20		
		36.25		23.03	23.82	24.67	25.51	26.43	27.32	28.25	28.82		
0201	Process Analyst I	36.25	E59	2,144.55	2,237.74	2,345.04	2,453.33	2,569.00	2,694.01	2,814.60	2,870.88		
		36.25		29.58	30.87	32.35	33.84	35.43	37.16	38.82	39.60		
0202	Process Analyst II	36.25	E68	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,305.83	3,460.73	3,529.93		
		36.25		36.35	38.01	39.72	41.64	43.55	45.60	47.73	48.69		
0787	Programmer	36.25	E50	1,808.03	1,874.82	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,336.55		
		36.25		24.94	25.86	26.89	27.95	29.07	30.23	31.60	32.23		
0516	Purchasing Supvr	36.25	E66	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,305.83	3,371.95		
		36.25		34.67	36.35	38.01	39.72	41.64	43.55	45.60	46.51		
0347	Research Assistant I	36.25	E43	1,586.55	1,644.80	1,708.44	1,773.09	1,843.66	1,910.58	1,985.24	2,024.92		
		36.25		21.88	22.69	23.56	24.46	25.43	26.35	27.38	27.93		
0348	Research Assistant II	36.25	E55	1,985.24	2,069.08	2,144.55	2,237.74	2,345.04	2,453.33	2,569.00	2,620.39		
		36.25		27.38	28.54	29.58	30.87	32.35	33.84	35.43	36.14		
0349	Research Associate	36.25	E66	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,305.83	3,371.95		
		36.25		34.67	36.35	38.01	39.72	41.64	43.55	45.60	46.51		
0350	Research Officer I	36.25	E51	1,843.66	1,910.58	1,985.24	2,069.08	2,144.55	2,237.74	2,345.04	2,391.94		
		36.25		25.43	26.35	27.38	28.54	29.58	30.87	32.35	32.99		
0351	Research Officer II	36.25	E60	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	2,937.51		
		36.25		30.23	31.60	33.03	34.67	36.35	38.01	39.72	40.52		
0352	Research Officer III	36.25	E69	2,694.01	2,814.60	2,948.15	3,085.96	3,228.07	3,379.01	3,535.63	3,606.34		
		36.25		37.16	38.82	40.66	42.56	44.53	46.61	48.77	49.74		
1313	Senior Project Coordinator	36.25	F68	2,588.71	2,710.40	2,837.76	2,971.13	3,110.79	3,256.99	3,410.06	3,478.27		
		36.25		35.71	37.38	39.14	40.98	42.91	44.92	47.04	47.98		
9451	Service Worker	36.25	F10	1,088.69	1,126.06	1,164.73	1,203.45	1,243.49	1,284.82	1,327.64	1,371.95	1,417.06	1,445.40
		36.25		15.02	15.53	16.07	16.60	17.15	17.72	18.31	18.92	19.55	19.94
9456	Sous Chef	36.25	F13	1,586.55	1,644.80	1,708.44	1,773.09	1,843.66	1,910.58	1,985.24	2,024.92		
		36.25		21.88	22.69	23.56	24.46	25.43	26.35	27.38	27.93		
0503	Stockkeeper I	36.25	D21	1,495.65	1,546.03	1,594.25	1,648.73	1,706.15	1,763.74	1,825.11	1,861.60		
		36.25		20.63	21.32	21.99	22.74	23.53	24.33	25.17	25.68		
0504	Stockkeeper II	36.25	D25	1,594.25	1,648.73	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	1,989.95		
		36.25		21.99	22.74	23.53	24.33	25.17	26.01	26.91	27.45		

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Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0505	Stockkeeper III	36.25	D29	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,134.21		
		36.25		23.53	24.33	25.17	26.01	26.91	27.83	28.86	29.44		
0506	Stockkeeper IV	36.25	D37	1,950.93	2,017.90	2,092.38	2,164.72	2,243.98	2,326.50	2,413.44	2,461.71		
		36.25		26.91	27.83	28.86	29.86	30.95	32.09	33.29	33.95		
0501	Stores Clerk	36.25	D17	1,400.81	1,448.07	1,495.65	1,546.03	1,594.25	1,648.73	1,706.15	1,740.28		
		36.25		19.32	19.97	20.63	21.32	21.99	22.74	23.53	24.00		
9327	Student Advisor I	36.25	D27	1,648.73	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,058.24		
		36.25		22.74	23.53	24.33	25.17	26.01	26.91	27.83	28.39		
9328	Student Advisor II	36.25	E56	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,687.80		
		36.25		27.95	29.07	30.23	31.60	33.03	34.67	36.35	37.07		
9329	Student Advisor III	36.25	E65	2,453.33	2,569.00	2,694.01	2,814.60	2,948.15	3,085.96	3,228.07	3,292.60		
		36.25		33.84	35.43	37.16	38.82	40.66	42.56	44.53	45.42		
0346	Student Research Assistant I	36.25	F10	1,164.73	1,203.45	1,243.49	1,284.82	1,327.64	1,371.95	1,417.06	1,445.40		
		36.25		16.07	16.60	17.15	17.72	18.31	18.92	19.55	19.94		
9458	Team Lead, Food Services	36.25	D20	1,466.78	1,514.19	1,564.72	1,616.74	1,669.57	1,727.16	1,788.68	1,824.46		
		36.25		20.23	20.89	21.58	22.30	23.03	23.82	24.67	25.16		
1308	Technical Aide	36.25	E36	1,396.89	1,445.77	1,503.36	1,559.30	1,616.08	1,672.68	1,738.14	1,772.92		
		36.25		19.27	19.94	20.74	21.51	22.29	23.07	23.97	24.45		
1309	Technologist I	36.25	E40	1,503.36	1,559.30	1,616.08	1,672.68	1,738.14	1,808.03	1,874.82	1,912.32		
		36.25		20.74	21.51	22.29	23.07	23.97	24.94	25.86	26.38		
1310	Technologist II	36.25	E48-52	1,738.14	1,808.03	1,874.82	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,442.80
		36.25		23.97	24.94	25.86	26.89	27.95	29.07	30.23	31.60	33.03	33.69
1311	Technologist III	36.25	E58	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,810.66		
		36.25		29.07	30.23	31.60	33.03	34.67	36.35	38.01	38.77		
1312	Technologist IV	36.25	E64	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,220.66		
		36.25		33.03	34.67	36.35	38.01	39.72	41.64	43.55	44.42		
2410	Writer/Editor	36.25	E54	1,949.46	2,026.40	2,107.31	2,191.96	2,290.73	2,394.92	2,513.70	2,563.97		
		36.25		26.89	27.95	29.07	30.23	31.60	33.03	34.67	35.37		
F103	Admin Officer I	40	H60	2,151.14	2,236.03	2,325.31	2,418.72	2,527.71	2,642.66	2,773.74	2,829.21		
		40		26.89	27.95	29.07	30.23	31.60	33.03	34.67	35.37		
F104	Admin Officer II	40	H68	2,527.71	2,642.66	2,773.74	2,907.71	3,040.60	3,177.82	3,331.34	3,397.98		
		40		31.60	33.03	34.67	36.35	38.01	39.72	41.64	42.47		
F041	Admin Supp I	40	H16	1,359.45	1,398.91	1,433.31	1,471.88	1,516.39	1,565.30	1,618.53	1,670.82	1,704.26	
		40		16.99	17.49	17.92	18.40	18.95	19.57	20.23	20.89	21.30	
F042	Admin Supp II	40	H20	1,398.91	1,433.31	1,471.88	1,516.39	1,565.30	1,618.53	1,670.82	1,726.58	1,783.99	1,819.66
		40		17.49	17.92	18.40	18.95	19.57	20.23	20.89	21.58	22.30	22.75
F043	Admin Supp III	40	H26	1,565.30	1,618.53	1,670.82	1,726.58	1,783.99	1,842.28	1,905.83	1,973.72	2,013.19	
		40		19.57	20.23	20.89	21.58	22.30	23.03	23.82	24.67	25.16	
F044	Admin Supp IV	40	H32	1,726.58	1,783.99	1,842.28	1,905.83	1,973.72	2,040.51	2,114.21	2,185.53	2,229.24	
		40		21.58	22.30	23.03	23.82	24.67	25.51	26.43	27.32	27.87	
F045	Admin Supp V	40	H37	1,882.65	1,946.19	2,013.92	2,080.90	2,152.75	2,226.65	2,308.83	2,388.66	2,436.41	
		40		23.53	24.33	25.17	26.01	26.91	27.83	28.86	29.86	30.46	
F046	Admin Supp VI	40	H42	2,040.51	2,114.21	2,185.53	2,260.13	2,340.69	2,429.03	2,519.02	2,613.33	2,665.60	
		40		25.51	26.43	27.32	28.25	29.26	30.36	31.49	32.67	33.32	
3111	Agricultural Service Worker	40	D29*2		1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,134.21		
		40			22.05	22.81	23.57	24.39	25.22	26.15	26.68		
3112	Agriculture Officer	40	F55	1,985.24	2,069.08	2,144.55	2,237.74	2,345.04	2,453.33	2,569.00	2,620.39		
		40		24.82	25.86	26.81	27.97	29.31	30.67	32.11	32.75		
2703	Bricklayer I	40	444		2,734.51								
		40			34.18								
3013	Building Patrol Officer	40	D14	1,333.89	1,374.24	1,418.57	1,466.78	1,514.19	1,564.72	1,616.74	1,649.07		
		40		16.67	17.18	17.73	18.33	18.93	19.56	20.21	20.61		

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Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
2702	Cabinetmaker	40	480		2,500.71								
		40			31.26								
3002	Caretaker I	40	331	1,288.63	1,342.32	1,395.36	1,451.66						
		40		16.11	16.78	17.44	18.15						
3003	Caretaker II	40	333	1,595.74	1,639.38	1,685.15	1,718.85						
		40		19.95	20.49	21.06	21.49						
3008	Caretaker III	40	339	1,735.68	1,788.68	1,848.40	1,885.38						
		40		21.70	22.36	23.11	23.57						
3009	Caretaker IV	40	343	1,953.50	2,019.93	2,088.60	2,159.14	2,236.28	2,312.31				
		40		24.42	25.25	26.11	26.99	27.95	28.90				
2704	Carpenter I	40	448		2,754.26								
		40			34.43								
2804	Carpenter II	40	462		2,998.58								
		40			37.48								
0779	Computer Assistant I		D23	1,546.03	1,594.25	1,648.73	1,706.15	1,763.74	1,825.11	1,885.82	1,923.53		
				19.33	19.93	20.61	21.33	22.05	22.81	23.57	24.04		
F791	Computer Systems Supp Tech I	40	H56	2,236.03	2,325.31	2,418.72	2,527.71	2,642.66	2,773.74	2,907.71	2,965.85		
		40		27.95	29.07	30.23	31.60	33.03	34.67	36.35	37.07		
F792	Computer Systems Supp Tech II	40	H61	2,469.23	2,587.63	2,707.11	2,834.76	2,972.71	3,105.77	3,253.13	3,318.20		
		40		30.87	32.35	33.84	35.43	37.16	38.82	40.66	41.48		
2706	Electrician I	40	460		2,954.05								
		40			36.93								
2806	Electrician II	40	468		3,215.14								
		40			40.19								
F216	Electronics Technologist III	40	H61	2,469.23	2,587.63	2,707.11	2,834.76	2,972.71	3,105.77	3,253.13	3,318.20		
		40		30.87	32.35	33.84	35.43	37.16	38.82	40.66	41.48		
2707	Elevator Mech I	40	452		2,873.24								
		40			35.92								
2570	Equipment Operator	40	D30*4				1,916.00	1,980.65	2,048.24	2,121.24	2,163.66		
		40					23.95	24.76	25.60	26.52	27.05		
2900	General Trades Foreman	40	498		3,349.88								
		40			41.87								
3101	Groundworker I	40	D18*5					1,616.74	1,669.57	1,727.16	1,761.70		
		40						20.21	20.87	21.59	22.02		
3102	Groundworker II	40	D29*2		1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,134.21		
		40			22.05	22.81	23.57	24.39	25.22	26.15	26.68		
2705	Instrument Mech I	40	458		2,930.29								
		40			36.63								
2609	Labourer Supervisor	40	D35*2		1,950.93	2,017.90	2,092.38	2,164.72	2,243.98	2,326.50	2,373.03		
		40			24.39	25.22	26.15	27.06	28.05	29.08	29.66		
2729	Landscape Gardener	40	497		2,245.36								
		40			28.07								
2725	Locksmith	40	431		2,460.22								
		40			30.75								
2711	Machinist I	40	434		2,651.16								
		40			33.14								
2811	Machinist II	40	456		2,894.00								
		40			36.18								
2612	Maint Service Worker I	40	D21*2		1,546.03	1,594.25	1,648.73	1,706.15	1,763.74	1,825.11	1,861.60		
		40			19.33	19.93	20.61	21.33	22.05	22.81	23.27		
2613	Maint Service Worker II	40	D29*2		1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,134.21		
		40			22.05	22.81	23.57	24.39	25.22	26.15	26.68		

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Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
2614	Maint Service Worker III	40	D32*2		1,849.21	1,916.00	1,980.65	2,048.24	2,121.24	2,201.31	2,245.36		
		40			23.12	23.95	24.76	25.60	26.52	27.52	28.07		
2560	Materials Distributor I	40	D22	1,514.19	1,564.72	1,616.74	1,669.57	1,727.16	1,788.68	1,849.21	1,886.20		
		40		18.93	19.56	20.21	20.87	21.59	22.36	23.12	23.58		
2561	Materials Distributor II	40	D27	1,648.73	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,058.24		
		40		20.61	21.33	22.05	22.81	23.57	24.39	25.22	25.73		
2562	Materials Distributor III	40	D31	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,208.00		
		40		22.05	22.81	23.57	24.39	25.22	26.15	27.06	27.60		
2709	Mechanic I	40	453		2,877.24								
		40			35.97								
2713	Painter I	40	432		2,511.77								
		40			31.40								
2813	Painter II	40	442		2,732.99								
		40			34.16								
2715	Painter Spray I	40	436		2,656.01								
		40			33.20								
3034	Peace Officer, Level 2		P00							2,048.42			
										25.61			
3035	Peace Officer, Level 1	40	P04	2,172.64	2,264.18	2,355.72	2,447.25	2,538.79	2,630.33	2,721.86	2,813.40		
		40		27.16	28.30	29.45	30.59	31.73	32.88	34.02	35.17		
3040	Sergeant	40	P05	2,694.57	2,806.53	2,918.49	3,030.43	3,142.39	3,254.34	3,366.29	3,478.24		
		40		33.68	35.08	36.48	37.88	39.28	40.68	42.08	43.48		
2716	Plasterer I	40	440		2,713.93								
		40			33.92								
2717	Plumber I	40	458		2,930.29								
		40			36.63								
2817	Plumber II	40	466		3,190.36								
		40			39.88								
2727	Power PI Eng 3rd CL	40	433		2,575.85								
		40			32.20								
2728	Power PI Eng 4th CL	40	430		2,263.58								
		40			28.29								
2105	Power Plant Eng Trainee	40	D18*4				1,564.72	1,616.74	1,669.57	1,727.16	1,761.70		
		40					19.56	20.21	20.87	21.59	22.02		
2718	Refrig Mech I	40	460		2,954.05								
		40			36.93								
3030	Security, Communications Officer	40	P01	1,616.75	1,681.99	1,749.91	1,820.53	1,893.81	1,969.77	2,048.42	2,089.39		
		40		20.21	21.02	21.87	22.76	23.67	24.62	25.61	26.12		
2720	Sheet Metal Worker I	40	454		2,892.32								
		40			36.15								
2820	Sheet Metal Worker II	40	464		3,152.38								
		40			39.40								
2721	Steamfitter I	40	458		2,930.29								
		40			36.63								
F503	Stockkeeper I	40	H27	1,650.37	1,705.97	1,759.17	1,819.28	1,882.65	1,946.19	2,013.92	2,054.19		
		40		20.63	21.32	21.99	22.74	23.53	24.33	25.17	25.68		
F504	Stockkeeper II	40	H31	1,759.17	1,819.28	1,882.65	1,946.19	2,013.92	2,080.90	2,152.75	2,195.81		
		40		21.99	22.74	23.53	24.33	25.17	26.01	26.91	27.45		
F505	Stockkeeper III	40	H35	1,882.65	1,946.19	2,013.92	2,080.90	2,152.75	2,226.65	2,308.83	2,355.00		
		40		23.53	24.33	25.17	26.01	26.91	27.83	28.86	29.44		
F506	Stockkeeper IV	40	H43	2,152.75	2,226.65	2,308.83	2,388.66	2,476.11	2,567.18	2,663.11	2,716.38		
		40		26.91	27.83	28.86	29.86	30.95	32.09	33.29	33.95		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 22, 2014 (2%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
F501	Stores Clerk	40	H23	1,545.73	1,597.87	1,650.37	1,705.97	1,759.17	1,819.28	1,882.65	1,920.31		
		40		19.32	19.97	20.63	21.32	21.99	22.74	23.53	24.00		
2722	Welder I	40	446		2,740.03								
		40			34.25								
F410	Writer/Editor	40	H60	2,151.14	2,236.03	2,325.31	2,418.72	2,527.71	2,642.66	2,773.74	2,829.21		
		40		26.89	27.95	29.07	30.23	31.60	33.03	34.67	35.37		

Grandfathered Codes and Classes (Not available for use)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
G041	Admin Supp I	40	D14-16	1,333.89	1,374.24	1,418.57	1,466.78	1,514.19	1,564.72	1,616.74	1,669.57	1,702.95	
		40		16.67	17.18	17.73	18.33	18.93	19.56	20.21	20.87	21.29	
G042	Admin Supp II	40	D16-20	1,374.24	1,418.57	1,466.78	1,514.19	1,564.72	1,616.74	1,669.57	1,727.16	1,788.86	1,824.46
		40		17.18	17.73	18.33	18.93	19.56	20.21	20.87	21.59	22.36	22.81
G043	Admin Supp III	40	D24-26	1,564.72	1,616.74	1,669.57	1,727.16	1,788.68	1,849.21	1,916.00	1,980.65	2,020.24	
		40		19.56	20.21	20.87	21.59	22.36	23.12	23.95	24.76	25.25	
G044	Admin Supp IV	40	D30-32	1,727.16	1,788.68	1,849.21	1,916.00	1,980.65	2,048.24	2,121.24	2,201.31	2,245.36	
		40		21.59	22.36	23.12	23.95	24.76	25.60	26.52	27.52	28.07	
G045	Admin Supp V	40	D35-37	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,243.98	2,326.50	2,413.44	2,461.71	
		40		23.57	24.39	25.22	26.15	27.06	28.05	29.08	30.17	30.77	
G046	Admin Supp VI	40	D40-42	2,048.24	2,121.24	2,201.31	2,282.87	2,368.34	2,456.26	2,548.65	2,643.49	2,696.35	
		40		25.60	26.52	27.52	28.54	29.60	30.70	31.86	33.04	33.70	
G103	Admin Officer I	40	E60	2,191.96	2,290.73	2,394.92	2,513.70	2,635.12	2,755.54	2,879.91	2,937.51		
		40		27.40	28.63	29.94	31.42	32.94	34.44	36.00	36.72		
G104	Admin Officer II	40	E68	2,635.12	2,755.54	2,879.91	3,019.04	3,157.50	3,305.83	3,460.73	3,529.93		
		40		32.94	34.44	36.00	37.74	39.47	41.32	43.26	44.12		
G216	Electronics Technologist III	40	E67	2,569.00	2,694.01	2,814.60	2,948.15	3,085.96	3,228.07	3,379.01	3,446.59		
		40		32.11	33.68	35.18	36.85	38.57	40.35	42.24	43.08		
G501	Stores Clerk	40	D23	1,546.03	1,594.25	1,648.73	1,706.15	1,763.74	1,825.11	1,885.82	1,923.53		
		40		19.33	19.93	20.61	21.33	22.05	22.81	23.57	24.04		
G503	Stockkeeper I	40	D27	1,648.73	1,706.15	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,058.24		
		40		20.61	21.33	22.05	22.81	23.57	24.39	25.22	25.73		
G504	Stockkeeper II	40	D31	1,763.74	1,825.11	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,208.00		
		40		22.05	22.81	23.57	24.39	25.22	26.15	27.06	27.60		
G505	Stockkeeper III	40	D35	1,885.82	1,950.93	2,017.90	2,092.38	2,164.72	2,243.98	2,326.50	2,373.03		
		40		23.57	24.39	25.22	26.15	27.06	28.05	29.08	29.66		
G506	Stockkeeper IV	40	D43	2,164.72	2,243.98	2,326.50	2,413.44	2,503.52	2,599.17	2,695.83	2,749.74		
		40		27.06	28.05	29.08	30.17	31.29	32.49	33.70	34.37		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 21, 2015 (2.25%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0304	Accountant I	36.25	E54	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,621.66		
		36.25		27.49	28.58	29.72	30.91	32.31	33.78	35.45	36.16		
0305	Accountant II	36.25	E62	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,148.70		
		36.25		32.31	33.78	35.45	37.16	38.86	40.62	42.58	43.43		
0103	Admin Officer I	36.25	E54	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,621.66		
		36.25		27.49	28.58	29.72	30.91	32.31	33.78	35.45	36.16		
0104	Admin Officer II	36.25	E62	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,148.70		
		36.25		32.31	33.78	35.45	37.16	38.86	40.62	42.58	43.43		
0041	Admin Supp I	36.25	D8-10	1,259.72	1,296.28	1,328.17	1,363.90	1,405.16	1,450.49	1,499.78	1,548.26	1,579.22	
		36.25		17.38	17.88	18.32	18.81	19.38	20.01	20.69	21.36	21.78	
0042	Admin Supp II	36.25	D10-14	1,296.28	1,328.17	1,363.90	1,405.16	1,450.49	1,499.78	1,548.26	1,599.93	1,653.12	1,686.17
		36.25		17.88	18.32	18.81	19.38	20.01	20.69	21.36	22.07	22.80	23.26
0043	Admin Supp III	36.25	D18-20	1,450.49	1,499.78	1,548.26	1,599.93	1,653.12	1,707.14	1,766.02	1,828.93	1,865.51	
		36.25		20.01	20.69	21.36	22.07	22.80	23.55	24.36	25.23	25.73	
0044	Admin Supp IV	36.25	D24-26	1,599.93	1,653.12	1,707.14	1,766.02	1,828.93	1,890.82	1,959.11	2,025.21	2,065.70	
		36.25		22.07	22.80	23.55	24.36	25.23	26.08	27.02	27.93	28.49	
0045	Admin Supp V	36.25	D29-31	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,257.68	
		36.25		24.06	24.87	25.74	26.60	27.51	28.46	29.51	30.53	31.14	
0046	Admin Supp VI	36.25	D34-36	1,890.82	1,959.11	2,025.21	2,094.33	2,168.97	2,250.84	2,334.23	2,421.63	2,470.05	
		36.25		26.08	27.02	27.93	28.89	29.92	31.05	32.20	33.40	34.07	
1050	Athletic Therapist I	36.25	E57	2,115.63	2,192.80	2,288.09	2,397.80	2,508.53	2,626.80	2,754.63	2,809.73		
		36.25		29.18	30.25	31.56	33.07	34.60	36.23	37.99	38.75		
1051	Athletic Therapist II	36.25	E60	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,003.60		
		36.25		30.91	32.31	33.78	35.45	37.16	38.86	40.62	41.43		
0603	Artist I	36.25	E41	1,564.21	1,622.25	1,681.81	1,746.88	1,812.98	1,885.14	1,953.57	1,992.65		
		36.25		21.58	22.38	23.20	24.09	25.01	26.00	26.95	27.48		
0607	Artist II	36.25	E51	1,885.14	1,953.57	2,029.91	2,115.63	2,192.80	2,288.09	2,397.80	2,445.76		
		36.25		26.00	26.95	28.00	29.18	30.25	31.56	33.07	33.73		
0825	Bindery Equip Op I	36.25	D7	1,246.13	1,278.00	1,313.73	1,347.95	1,388.57	1,432.33	1,480.65	1,510.27		
		36.25		17.19	17.63	18.12	18.59	19.15	19.76	20.42	20.83		
0826	Bindery Equip Op II	36.25	D13	1,347.95	1,388.57	1,432.33	1,480.65	1,529.30	1,580.82	1,630.12	1,662.73		
		36.25		18.59	19.15	19.76	20.42	21.09	21.80	22.48	22.93		
0827	Bindery Ops Supvr	36.25	D19	1,480.65	1,529.30	1,580.82	1,630.12	1,685.83	1,744.54	1,803.42	1,839.51		
		36.25		20.42	21.09	21.80	22.48	23.25	24.06	24.87	25.37		
0513	Buyer I	36.25	E52	1,917.00	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,497.76		
		36.25		26.44	27.49	28.58	29.72	30.91	32.31	33.78	34.45		
0514	Buyer II	36.25	E60	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,003.60		
		36.25		30.91	32.31	33.78	35.45	37.16	38.86	40.62	41.43		
0791	Computer Systems Supp Tech I	36.25	E56	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,748.28		
		36.25		28.58	29.72	30.91	32.31	33.78	35.45	37.16	37.91		
0792	Computer Systems Supp Tech II	36.25	E61	2,288.09	2,397.80	2,508.53	2,626.80	2,754.63	2,877.93	3,014.48	3,074.78		
		36.25		31.56	33.07	34.60	36.23	37.99	39.70	41.58	42.41		
0793	Computer Systems Supp Tech III	36.25	E64	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,293.12		
		36.25		33.78	35.45	37.16	38.86	40.62	42.58	44.53	45.42		
0794	Computer Systems Supp Tech Supv	36.25	F65	2,571.25	2,698.78	2,829.11	2,958.41	3,091.95	3,241.31	3,389.99	3,457.76		
		36.25		35.47	37.22	39.02	40.81	42.65	44.71	46.76	47.69		
9452	Cook I	36.25	F11	1,392.42	1,444.93	1,499.28	1,555.83	1,614.53	1,675.43	1,738.68	1,773.44		
		36.25		19.21	19.93	20.68	21.46	22.27	23.11	23.98	24.46		
0205	Coordinator I	36.25	E60	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,003.60		
		36.25		30.91	32.31	33.78	35.45	37.16	38.86	40.62	41.43		
0206	Coordinator II	36.25	E64	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,293.12		
		36.25		33.78	35.45	37.16	38.86	40.62	42.58	44.53	45.42		
0801	Dup Equip Op I	36.25	D17	1,432.33	1,480.65	1,529.30	1,580.82	1,630.12	1,685.83	1,744.54	1,779.44		
		36.25		19.76	20.42	21.09	21.80	22.48	23.25	24.06	24.54		
0802	Dup Equip Op II	36.25	D25	1,630.12	1,685.83	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,034.72		
		36.25		22.48	23.25	24.06	24.87	25.74	26.60	27.51	28.07		
0803	Dup Equip Op III	36.25	D29	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,182.23		
		36.25		24.06	24.87	25.74	26.60	27.51	28.46	29.51	30.10		
0804	Dup Equip Op IV	36.25	D35	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,294.47	2,378.85	2,426.42		
		36.25		26.60	27.51	28.46	29.51	30.53	31.65	32.81	33.47		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 21, 2015 (2.25%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
9330	Ed Counsellor Aide	36.25	D39	2,063.30	2,139.46	2,213.43	2,294.47	2,378.85	2,467.74	2,559.85	2,611.06		
		36.25		28.46	29.51	30.53	31.65	32.81	34.04	35.31	36.01		
1304	Ed Lab Technician	36.25	E50	1,848.71	1,917.00	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,389.12		
		36.25		25.50	26.44	27.49	28.58	29.72	30.91	32.31	32.95		
1320	Ed Lab Technologist I	36.25	E40	1,537.19	1,594.38	1,652.44	1,710.32	1,777.25	1,848.71	1,917.00	1,955.35		
		36.25		21.20	21.99	22.79	23.59	24.51	25.50	26.44	26.97		
1321	Ed Lab Technologist II	36.25	E50-52	1,848.71	1,917.00	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,497.76	
		36.25		25.50	26.44	27.49	28.58	29.72	30.91	32.31	33.78	34.45	
1322	Ed Lab Technologist III	36.25	E58	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,873.90		
		36.25		29.72	30.91	32.31	33.78	35.45	37.16	38.86	39.64		
2213	Electronics Technologist I	36.25	E51	1,885.14	1,953.57	2,029.91	2,115.63	2,192.80	2,288.09	2,397.80	2,445.76		
		36.25		26.00	26.95	28.00	29.18	30.25	31.56	33.07	33.73		
2214	Electronics Technologist II	36.25	E56	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,748.28		
		36.25		28.58	29.72	30.91	32.31	33.78	35.45	37.16	37.91		
2216	Electronics Technologist III	36.25	E61	2,288.09	2,397.80	2,508.53	2,626.80	2,754.63	2,877.93	3,014.48	3,074.78		
		36.25		31.56	33.07	34.60	36.23	37.99	39.70	41.58	42.41		
2217	Electronics Technologist IV	36.25	E64	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,293.12		
		36.25		33.78	35.45	37.16	38.86	40.62	42.58	44.53	45.42		
9453	Executive Chef	36.25	F15	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,815.65	2,942.36	3,001.20		
		36.25		30.91	32.31	33.78	35.45	37.16	38.84	40.58	41.40		
0300	Finance/Accounting Assistant I	36.25	D31	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,257.68		
		36.25		24.87	25.74	26.60	27.51	28.46	29.51	30.53	31.14		
0301	Finance/Accounting Assistant II	36.25	D40	2,094.33	2,168.97	2,250.84	2,334.23	2,421.63	2,511.53	2,605.99	2,658.11		
		36.25		28.89	29.92	31.05	32.20	33.40	34.64	35.94	36.66		
3016	Fire Prev and Safety Officer	36.25	D32	1,828.93	1,890.82	1,959.11	2,025.21	2,094.33	2,168.97	2,250.84	2,295.88		
		36.25		25.23	26.08	27.02	27.93	28.89	29.92	31.05	31.67		
9454	Food Service Coordinator I	36.25	F12	1,741.35	1,814.00	1,890.32	1,969.34	2,052.06	2,138.45	2,228.70	2,273.27		
		36.25		24.02	25.02	26.07	27.16	28.30	29.50	30.74	31.36		
9457	Food Service Coordinator II	36.25	F14	1,885.14	1,953.57	2,029.91	2,115.63	2,192.80	2,288.09	2,397.80	2,445.76		
		36.25		26.00	26.95	28.00	29.18	30.25	31.56	33.07	33.73		
9334	Instructional Assistant	36.25	D31	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,257.68		
		36.25		24.87	25.74	26.60	27.51	28.46	29.51	30.53	31.14		
9534	Laboratory Technician I	36.25	E30	1,293.28	1,338.41	1,378.83	1,428.32	1,478.30	1,537.19	1,594.38	1,626.29		
		36.25		17.84	18.46	19.02	19.70	20.39	21.20	21.99	22.43		
9535	Laboratory Technician II	36.25	E40	1,537.19	1,594.38	1,652.44	1,710.32	1,777.25	1,848.71	1,917.00	1,955.35		
		36.25		21.20	21.99	22.79	23.59	24.51	25.50	26.44	26.97		
0657	Library Technician I	36.25	E43	1,622.25	1,681.81	1,746.88	1,812.98	1,885.14	1,953.57	2,029.91	2,070.48		
		36.25		22.38	23.20	24.09	25.01	26.00	26.95	28.00	28.56		
0662	Library Technician II	36.25	E52	1,917.00	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,497.76		
		36.25		26.44	27.49	28.58	29.72	30.91	32.31	33.78	34.45		
9455	Maitre D'	36.25	F12	1,741.35	1,814.00	1,890.32	1,969.34	2,052.06	2,138.45	2,228.70	2,273.27		
		36.25		24.02	25.02	26.07	27.16	28.30	29.50	30.74	31.36		
9532	Med Lab Technologist I	36.25	E49*2		1,885.14	1,953.57	2,029.91	2,115.63	2,192.80	2,288.09	2,333.85		
		36.25			26.00	26.95	28.00	29.18	30.25	31.56	32.19		
9533	Med Lab Technologist II	36.25	E54	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,621.66		
		36.25		27.49	28.58	29.72	30.91	32.31	33.78	35.45	36.16		
1306	Muti Media Specialist I	36.25	E57	2,115.63	2,192.80	2,288.09	2,397.80	2,508.53	2,626.80	2,754.63	2,809.73		
		36.25		29.18	30.25	31.56	33.07	34.60	36.23	37.99	38.75		
1307	Muti Media Specialist II	36.25	E63	2,397.80	2,508.53	2,626.80	2,754.63	2,877.93	3,014.48	3,155.39	3,218.51		
		36.25		33.07	34.60	36.23	37.99	39.70	41.58	43.52	44.39		
9184	Nurse I	36.25	E56*3			2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,748.28		
		36.25				30.91	32.31	33.78	35.45	37.16	37.91		
9185	Nurse II	36.25	E62*2		2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,148.70		
		36.25			33.78	35.45	37.16	38.86	40.62	42.58	43.43		
9172	Occup Health Technician	36.25	E45*3			1,812.98	1,885.14	1,953.57	2,029.91	2,115.63	2,157.95		
9172	Occup Health Technician	36.25				25.01	26.00	26.95	28.00	29.18	29.76		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 21, 2015 (2.25%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
2310	Photographer I	36.25	E43	1,622.25	1,681.81	1,746.88	1,812.98	1,885.14	1,953.57	2,029.91	2,070.48		
		36.25		22.38	23.20	24.09	25.01	26.00	26.95	28.00	28.56		
2311	Photographer	36.25	E51-55	1,885.14	1,953.57	2,029.91	2,115.63	2,192.80	2,288.09	2,397.80	2,508.53	2,626.80	2,679.35
		36.25		26.00	26.95	28.00	29.18	30.25	31.56	33.07	34.60	36.23	36.96
0811	Photoprinter I	36.25	D17	1,432.33	1,480.65	1,529.30	1,580.82	1,630.12	1,685.83	1,744.54	1,779.44		
		36.25		19.76	20.42	21.09	21.80	22.48	23.25	24.06	24.54		
0812	Photoprinter II	36.25	D28	1,707.14	1,766.02	1,828.93	1,890.82	1,959.11	2,025.21	2,094.33	2,136.21		
		36.25		23.55	24.36	25.23	26.08	27.02	27.93	28.89	29.46		
0201	Process Analyst I	36.25	E59	2,192.80	2,288.09	2,397.80	2,508.53	2,626.80	2,754.63	2,877.93	2,935.47		
		36.25		30.25	31.56	33.07	34.60	36.23	37.99	39.70	40.49		
0202	Process Analyst II	36.25	E68	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,380.21	3,538.60	3,609.35		
		36.25		37.16	38.86	40.62	42.58	44.53	46.62	48.81	49.78		
0787	Programmer	36.25	E50	1,848.71	1,917.00	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,389.12		
		36.25		25.50	26.44	27.49	28.58	29.72	30.91	32.31	32.95		
0516	Purchasing Supvr	36.25	E66	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,380.21	3,447.82		
		36.25		35.45	37.16	38.86	40.62	42.58	44.53	46.62	47.56		
0347	Research Assistant I	36.25	E43	1,622.25	1,681.81	1,746.88	1,812.98	1,885.14	1,953.57	2,029.91	2,070.48		
		36.25		22.38	23.20	24.09	25.01	26.00	26.95	28.00	28.56		
0348	Research Assistant II	36.25	E55	2,029.91	2,115.63	2,192.80	2,288.09	2,397.80	2,508.53	2,626.80	2,679.35		
		36.25		28.00	29.18	30.25	31.56	33.07	34.60	36.23	36.96		
0349	Research Associate	36.25	E66	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,380.21	3,447.82		
		36.25		35.45	37.16	38.86	40.62	42.58	44.53	46.62	47.56		
0350	Research Officer I	36.25	E51	1,885.14	1,953.57	2,029.91	2,115.63	2,192.80	2,288.09	2,397.80	2,445.76		
		36.25		26.00	26.95	28.00	29.18	30.25	31.56	33.07	33.73		
0351	Research Officer II	36.25	E60	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,003.60		
		36.25		30.91	32.31	33.78	35.45	37.16	38.86	40.62	41.43		
0352	Research Officer III	36.25	E69	2,754.63	2,877.93	3,014.48	3,155.39	3,300.70	3,455.04	3,615.18	3,687.48		
		36.25		37.99	39.70	41.58	43.52	45.53	47.66	49.86	50.86		
1313	Senior Project Coordinator	36.25	F68	2,646.96	2,771.38	2,901.61	3,037.98	3,180.78	3,330.27	3,486.79	3,556.53		
		36.25		36.51	38.23	40.02	41.90	43.87	45.93	48.09	49.06		
9451	Service Worker	36.25	F10	1,113.19	1,151.40	1,190.94	1,230.53	1,271.47	1,313.73	1,357.51	1,402.82	1,448.94	1,477.92
		36.25		15.35	15.88	16.43	16.97	17.54	18.12	18.72	19.35	19.99	20.39
9456	Sous Chef	36.25	F13	1,622.25	1,681.81	1,746.88	1,812.98	1,885.14	1,953.57	2,029.91	2,070.48		
		36.25		22.38	23.20	24.09	25.01	26.00	26.95	28.00	28.56		
0503	Stockkeeper I	36.25	D21	1,529.30	1,580.82	1,630.12	1,685.83	1,744.54	1,803.42	1,866.17	1,903.49		
		36.25		21.09	21.80	22.48	23.25	24.06	24.87	25.74	26.26		
0504	Stockkeeper II	36.25	D25	1,630.12	1,685.83	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,034.72		
		36.25		22.48	23.25	24.06	24.87	25.74	26.60	27.51	28.07		
0505	Stockkeeper III	36.25	D29	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,182.23		
		36.25		24.06	24.87	25.74	26.60	27.51	28.46	29.51	30.10		
0506	Stockkeeper IV	36.25	D37	1,994.83	2,063.30	2,139.46	2,213.43	2,294.47	2,378.85	2,467.74	2,517.10		
		36.25		27.51	28.46	29.51	30.53	31.65	32.81	34.04	34.72		
0501	Stores Clerk	36.25	D17	1,432.33	1,480.65	1,529.30	1,580.82	1,630.12	1,685.83	1,744.54	1,779.44		
		36.25		19.76	20.42	21.09	21.80	22.48	23.25	24.06	24.54		
9327	Student Advisor I	36.25	D27	1,685.83	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,104.55		
		36.25		23.25	24.06	24.87	25.74	26.60	27.51	28.46	29.03		
9328	Student Advisor II	36.25	E56	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,748.28		
		36.25		28.58	29.72	30.91	32.31	33.78	35.45	37.16	37.91		
9329	Student Advisor III	36.25	E65	2,508.53	2,626.80	2,754.63	2,877.93	3,014.48	3,155.39	3,300.70	3,366.68		
		36.25		34.60	36.23	37.99	39.70	41.58	43.52	45.53	46.44		
0346	Student Research Assistant I	36.25	F10	1,190.94	1,230.53	1,271.47	1,313.73	1,357.51	1,402.82	1,448.94	1,477.92		
		36.25		16.43	16.97	17.54	18.12	18.72	19.35	19.99	20.39		
9458	Team Lead, Food Services	36.25	D20	1,499.78	1,548.26	1,599.93	1,653.12	1,707.14	1,766.02	1,828.93	1,865.51		
		36.25		20.69	21.36	22.07	22.80	23.55	24.36	25.23	25.73		
1308	Technical Aide	36.25	E36	1,428.32	1,478.30	1,537.19	1,594.38	1,652.44	1,710.32	1,777.25	1,812.81		
		36.25		19.70	20.39	21.20	21.99	22.79	23.59	24.51	25.00		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 21, 2015 (2.25%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
1309	Technologist I	36.25	E40	1,537.19	1,594.38	1,652.44	1,710.32	1,777.25	1,848.71	1,917.00	1,955.35		
		36.25		21.20	21.99	22.79	23.59	24.51	25.50	26.44	26.97		
1310	Technologist II	36.25	E48-52	1,777.25	1,848.71	1,917.00	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,497.76
		36.25		24.51	25.50	26.44	27.49	28.58	29.72	30.91	32.31	33.78	34.45
1311	Technologist III	36.25	E58	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,873.90		
		36.25		29.72	30.91	32.31	33.78	35.45	37.16	38.86	39.64		
1312	Technologist IV	36.25	E64	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,293.12		
		36.25		33.78	35.45	37.16	38.86	40.62	42.58	44.53	45.42		
2410	Writer/Editor	36.25	E54	1,993.32	2,071.99	2,154.72	2,241.28	2,342.27	2,448.81	2,570.26	2,621.66		
		36.25		27.49	28.58	29.72	30.91	32.31	33.78	35.45	36.16		
F103	Admin Officer I	40	H60	2,199.54	2,286.34	2,377.63	2,473.14	2,584.58	2,702.12	2,836.15	2,892.87		
		40		27.49	28.58	29.72	30.91	32.31	33.78	35.45	36.16		
F104	Admin Officer II	40	H68	2,584.58	2,702.12	2,836.15	2,973.13	3,109.01	3,249.32	3,406.30	3,474.43		
		40		32.31	33.78	35.45	37.16	38.86	40.62	42.58	43.43		
F041	Admin Supp I	40	H16	1,390.04	1,430.39	1,465.56	1,505.00	1,550.51	1,600.52	1,654.95	1,708.41	1,742.61	
		40		17.38	17.88	18.32	18.81	19.38	20.01	20.69	21.36	21.78	
F042	Admin Supp II	40	H20	1,430.39	1,465.56	1,505.00	1,550.51	1,600.52	1,654.95	1,708.41	1,765.43	1,824.13	1,860.60
		40		17.88	18.32	18.81	19.38	20.01	20.69	21.36	22.07	22.80	23.26
F043	Admin Supp III	40	H26	1,600.52	1,654.95	1,708.41	1,765.43	1,824.13	1,883.73	1,948.71	2,018.13	2,058.49	
		40		20.01	20.69	21.36	22.07	22.80	23.55	24.36	25.23	25.73	
F044	Admin Supp IV	40	H32	1,765.43	1,824.13	1,883.73	1,948.71	2,018.13	2,086.42	2,161.78	2,234.70	2,279.40	
		40		22.07	22.80	23.55	24.36	25.23	26.08	27.02	27.93	28.49	
F045	Admin Supp V	40	H37	1,925.01	1,989.98	2,059.23	2,127.72	2,201.19	2,276.75	2,360.78	2,442.40	2,491.23	
		40		24.06	24.87	25.74	26.60	27.51	28.46	29.51	30.53	31.14	
F046	Admin Supp VI	40	H42	2,086.42	2,161.78	2,234.70	2,310.98	2,393.36	2,483.68	2,575.70	2,672.13	2,725.58	
		40		26.08	27.02	27.93	28.89	29.92	31.05	32.20	33.40	34.07	
3111	Agricultural Service Worker	40	D29*2		1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,182.23		
		40			22.54	23.33	24.10	24.94	25.79	26.74	27.28		
3112	Agriculture Officer	40	F55	2,029.91	2,115.63	2,192.80	2,288.09	2,397.80	2,508.53	2,626.80	2,679.35		
		40		25.37	26.45	27.41	28.60	29.97	31.36	32.84	33.49		
2703	Bricklayer I	40	444		2,796.04								
		40			34.95								
3013	Building Patrol Officer	40	D14	1,363.90	1,405.16	1,450.49	1,499.78	1,548.26	1,599.93	1,653.12	1,686.17		
		40		17.05	17.56	18.13	18.75	19.35	20.00	20.66	21.08		
2702	Cabinetmaker	40	480		2,556.98								
		40			31.96								
3002	Caretaker I	40	331	1,317.62	1,372.52	1,426.76	1,484.32						
		40		16.47	17.16	17.83	18.55						
3003	Caretaker II	40	333	1,631.64	1,676.27	1,723.07	1,757.52						
		40		20.40	20.95	21.54	21.97						
3008	Caretaker III	40	339	1,774.73	1,828.93	1,889.99	1,927.80						
		40		22.18	22.86	23.62	24.10						
3009	Caretaker IV	40	343	1,997.45	2,065.38	2,135.59	2,207.72	2,286.60	2,364.34				
		40		24.97	25.82	26.69	27.60	28.58	29.55				
2704	Carpenter I	40	448		2,816.23								
		40			35.20								
2804	Carpenter II	40	462		3,066.05								
		40			38.33								
0779	Computer Assistant I		D23	1,580.82	1,630.12	1,685.83	1,744.54	1,803.42	1,866.17	1,928.25	1,966.81		
				19.76	20.38	21.07	21.81	22.54	23.33	24.10	24.59		
F791	Computer Systems Supp Tech I	40	H56	2,286.34	2,377.63	2,473.14	2,584.58	2,702.12	2,836.15	2,973.13	3,032.58		
		40		28.58	29.72	30.91	32.31	33.78	35.45	37.16	37.91		
F792	Computer Systems Supp Tech II	40	H61	2,524.79	2,645.85	2,768.02	2,898.54	3,039.60	3,175.65	3,326.33	3,392.86		
		40		31.56	33.07	34.60	36.23	38.00	39.70	41.58	42.41		
2706	Electrician I	40	460		3,020.52								
		40			37.76								

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Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
2806	Electrician II	40	468		3,287.48								
		40			41.09								
F216	Electronics Technologist III	40	H61	2,524.79	2,645.85	2,768.02	2,898.54	3,039.60	3,175.65	3,326.33	3,392.86		
		40		31.56	33.07	34.60	36.23	38.00	39.70	41.58	42.41		
2707	Elevator Mech I	40	452		2,937.89								
		40			36.72								
2570	Equipment Operator	40	D30*4			1,959.11	2,025.21	2,094.33	2,168.97	2,212.34			
		40				24.49	25.32	26.18	27.11	27.65			
2900	General Trades Foreman	40	498		3,425.25								
		40			42.82								
3101	Groundswoker I	40	D18*5					1,653.12	1,707.14	1,766.02	1,801.34		
		40						20.66	21.34	22.08	22.52		
3102	Groundswoker II	40	D29*2		1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,182.23		
		40			22.54	23.33	24.10	24.94	25.79	26.74	27.28		
2705	Instrument Mech I	40	458		2,996.22								
		40			37.45								
2609	Labourer Supervisor	40	D35*2		1,994.83	2,063.30	2,139.46	2,213.43	2,294.47	2,378.85	2,426.42		
		40			24.94	25.79	26.74	27.67	28.68	29.74	30.33		
2729	Landscape Gardener	40	497		2,295.88								
		40			28.70								
2725	Locksmith	40	431		2,515.57								
		40			31.44								
2711	Machinist I	40	434		2,710.81								
		40			33.89								
2811	Machinist II	40	456		2,959.12								
		40			36.99								
2612	Maint Service Worker I	40	D21*2		1,580.82	1,630.12	1,685.83	1,744.54	1,803.42	1,866.17	1,903.49		
		40			19.76	20.38	21.07	21.81	22.54	23.33	23.79		
2613	Maint Service Worker II	40	D29*2		1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,182.23		
		40			22.54	23.33	24.10	24.94	25.79	26.74	27.28		
2614	Maint Service Worker III	40	D32*2		1,890.82	1,959.11	2,025.21	2,094.33	2,168.97	2,250.84	2,295.88		
		40			23.64	24.49	25.32	26.18	27.11	28.14	28.70		
2560	Materials Distributor I	40	D22	1,548.26	1,599.93	1,653.12	1,707.14	1,766.02	1,828.93	1,890.82	1,928.64		
		40		19.35	20.00	20.66	21.34	22.08	22.86	23.64	24.11		
2561	Materials Distributor II	40	D27	1,685.83	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,104.55		
		40		21.07	21.81	22.54	23.33	24.10	24.94	25.79	26.31		
2562	Materials Distributor III	40	D31	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,257.68		
		40		22.54	23.33	24.10	24.94	25.79	26.74	27.67	28.22		
2709	Mechanic I	40	453		2,941.98								
		40			36.77								
2713	Painter I	40	432		2,568.28								
		40			32.10								
2813	Painter II	40	442		2,794.48								
		40			34.93								
2715	Painter Spray I	40	436		2,715.77								
		40			33.95								
3034	Peace Officer, Level 2		P00							2,094.51			
										26.18			
3035	Peace Officer, Level 1	40	P04	2,221.52	2,315.12	2,408.72	2,502.31	2,595.91	2,689.51	2,783.10	2,876.70		
		40		27.77	28.94	30.11	31.28	32.45	33.62	34.79	35.96		
3040	Sergeant	40	P05	2,755.20	2,869.68	2,984.16	3,098.61	3,213.09	3,327.56	3,442.03	3,556.50		
		40		34.44	35.87	37.30	38.73	40.16	41.59	43.03	44.46		
2716	Plasterer I	40	440		2,774.99								
		40			34.69								
2717	Plumber I	40	458		2,996.22								
		40			37.45								
2817	Plumber II	40	466		3,262.14								
		40			40.78								
2727	Power Pl Eng 3rd CL	40	433		2,633.81								
		40			32.92								

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 21, 2015 (2.25%)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
2728	Power PI Eng 4th CL	40	430		2,314.51								
		40			28.93								
2105	Power Plant Eng Trainee	40	D18*4				1,599.93	1,653.12	1,707.14	1,766.02	1,801.34		
		40					20.00	20.66	21.34	22.08	22.52		
2718	Refrig Mech I	40	460		3,020.52								
		40			37.76								
3030	Security, Communications Officer	40	P01	1,653.13	1,719.83	1,789.28	1,861.49	1,936.42	2,014.09	2,094.51	2,136.40		
		40		20.66	21.50	22.37	23.27	24.21	25.18	26.18	26.71		
2720	Sheet Metal Worker I	40	454		2,957.40								
		40			36.97								
2820	Sheet Metal Worker II	40	464		3,223.31								
		40			40.29								
2721	Steamfitter I	40	458		2,996.22								
		40			37.45								
F503	Stockkeeper I	40	H27	1,687.50	1,744.35	1,798.75	1,860.21	1,925.01	1,989.98	2,059.23	2,100.41		
		40		21.09	21.80	22.48	23.25	24.06	24.87	25.74	26.26		
F504	Stockkeeper II	40	H31	1,798.75	1,860.21	1,925.01	1,989.98	2,059.23	2,127.72	2,201.19	2,245.22		
		40		22.48	23.25	24.06	24.87	25.74	26.60	27.51	28.07		
F505	Stockkeeper III	40	H35	1,925.01	1,989.98	2,059.23	2,127.72	2,201.19	2,276.75	2,360.78	2,407.99		
		40		24.06	24.87	25.74	26.60	27.51	28.46	29.51	30.10		
F506	Stockkeeper IV	40	H43	2,201.19	2,276.75	2,360.78	2,442.40	2,531.82	2,624.94	2,723.03	2,777.50		
		40		27.51	28.46	29.51	30.53	31.65	32.81	34.04	34.72		
F501	Stores Clerk	40	H23	1,580.51	1,633.82	1,687.50	1,744.35	1,798.75	1,860.21	1,925.01	1,963.52		
		40		19.76	20.42	21.09	21.80	22.48	23.25	24.06	24.54		
2722	Welder I	40	446		2,801.68								
		40			35.02								
F410	Writer/Editor	40	H60	2,199.54	2,286.34	2,377.63	2,473.14	2,584.58	2,702.12	2,836.15	2,892.87		
		40		27.49	28.58	29.72	30.91	32.31	33.78	35.45	36.16		

Grandfathered Codes and Classes (Not available for use)

Job Code	Class	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
G041	Admin Supp I	40	D14-16	1,363.90	1,405.16	1,450.49	1,499.78	1,548.26	1,599.93	1,653.12	1,707.14	1,741.27	
				17.05	17.56	18.13	18.75	19.35	20.00	20.66	21.34	21.77	
G042	Admin Supp II	40	D16-20	1,405.16	1,450.49	1,499.78	1,548.26	1,599.93	1,653.12	1,707.14	1,766.02	1,828.93	1,865.51
				17.56	18.13	18.75	19.35	20.00	20.66	21.34	22.08	22.86	23.32
G043	Admin Supp III	40	D24-26	1,599.93	1,653.12	1,707.14	1,766.02	1,828.93	1,890.82	1,959.11	2,025.21	2,065.70	
				20.00	20.66	21.34	22.08	22.86	23.64	24.49	25.32	25.82	
G044	Admin Supp IV	40	D30-32	1,766.02	1,828.93	1,890.82	1,959.11	2,025.21	2,094.33	2,168.97	2,250.84	2,295.88	
				22.08	22.86	23.64	24.49	25.32	26.18	27.11	28.14	28.70	
G045	Admin Supp V	40	D35-37	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,294.47	2,378.85	2,467.74	2,517.10	
				24.10	24.94	25.79	26.74	27.67	28.68	29.74	30.85	31.46	
G046	Admin Supp VI	40	D40-42	2,094.33	2,168.97	2,250.84	2,334.23	2,421.63	2,511.53	2,605.99	2,702.97	2,757.02	
				26.18	27.11	28.14	29.18	30.27	31.39	32.57	33.79	34.46	
G103	Admin Officer I	40	E60	2,241.28	2,342.27	2,448.81	2,570.26	2,694.41	2,817.54	2,944.71	3,003.60		
				28.02	29.28	30.61	32.13	33.68	35.22	36.81	37.55		
G104	Admin Officer II	40	E68	2,694.41	2,817.54	2,944.71	3,086.97	3,228.54	3,380.21	3,538.60	3,609.35		
				33.68	35.22	36.81	38.59	40.36	42.25	44.23	45.12		
G216	Electronics Technologist III	40	E67	2,626.80	2,754.63	2,877.93	3,014.48	3,155.39	3,300.70	3,455.04	3,524.14		
				32.84	34.43	35.97	37.68	39.44	41.26	43.19	44.05		
G501	Stores Clerk	40	D23	1,580.82	1,630.12	1,685.83	1,744.54	1,803.42	1,866.17	1,928.25	1,966.81		
				19.76	20.38	21.07	21.81	22.54	23.33	24.10	24.59		
G503	Stockkeeper I	40	D27	1,685.83	1,744.54	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,104.55		
				21.07	21.81	22.54	23.33	24.10	24.94	25.79	26.31		
G504	Stockkeeper II	40	D31	1,803.42	1,866.17	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,257.68		
				22.54	23.33	24.10	24.94	25.79	26.74	27.67	28.22		
G505	Stockkeeper III	40	D35	1,928.25	1,994.83	2,063.30	2,139.46	2,213.43	2,294.47	2,378.85	2,426.42		
				24.10	24.94	25.79	26.74	27.67	28.68	29.74	30.33		
G506	Stockkeeper IV	40	D43	2,213.43	2,294.47	2,378.85	2,467.74	2,559.85	2,657.65	2,756.49	2,811.61		
				27.67	28.68	29.74	30.85	32.00	33.22	34.46	35.15		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 19, 2016 (2.5%)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0304 Accountant I	36.25	E54	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,687.20		
	36.25		28.18	29.29	30.46	31.69	33.11	34.62	36.34	37.06		
0305 Accountant II	36.25	E62	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,227.42		
	36.25		33.11	34.62	36.34	38.09	39.83	41.63	43.64	44.52		
0103 Admin Officer I	36.25	E54	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,687.20		
	36.25		28.18	29.29	30.46	31.69	33.11	34.62	36.34	37.06		
0104 Admin Officer II	36.25	E62	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,227.42		
	36.25		33.11	34.62	36.34	38.09	39.83	41.63	43.64	44.52		
0041 Admin Supp I	36.25	D8-10	1,291.21	1,328.69	1,361.37	1,398.00	1,440.29	1,486.75	1,537.27	1,586.97	1,618.70	
	36.25		17.81	18.33	18.78	19.28	19.87	20.51	21.20	21.89	22.33	
0042 Admin Supp II	36.25	D10-14	1,328.69	1,361.37	1,398.00	1,400.29	1,486.75	1,537.27	1,586.97	1,639.93	1,694.45	1,728.32
	36.25		18.33	18.78	19.28	19.87	20.51	21.20	21.89	22.62	23.37	23.84
0043 Admin Supp III	36.25	D18-20	1,486.75	1,537.27	1,586.97	1,639.93	1,694.45	1,749.82	1,810.17	1,874.65	1,912.15	
	36.25		20.51	21.20	21.89	22.62	23.37	24.14	24.97	25.86	26.37	
0044 Admin Supp IV	36.25	D24-26	1,639.93	1,694.45	1,749.82	1,810.17	1,874.65	1,938.09	2,008.09	2,075.84	2,117.34	
	36.25		22.62	23.37	24.14	24.97	25.86	26.73	27.70	28.63	29.20	
0045 Admin Supp V	36.25	D29-31	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,314.12	
	36.25		24.66	25.50	26.38	27.26	28.20	29.17	30.25	31.29	31.92	
0046 Admin Supp VI	36.25	D34-36	1,938.09	2,008.09	2,075.84	2,146.69	2,223.19	2,307.11	2,392.59	2,482.17	2,531.80	
	36.25		26.73	27.70	28.63	29.61	30.66	31.82	33.00	34.24	34.92	
1050 Athletic Therapist I	36.25	E57	2,168.52	2,247.62	2,345.29	2,457.75	2,571.24	2,692.47	2,823.50	2,879.97		
	36.25		29.91	31.00	32.35	33.90	35.47	37.14	38.94	39.72		
1051 Athletic Therapist II	36.25	E60	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,078.69		
	36.25		31.69	33.11	34.62	36.34	38.09	39.83	41.63	42.46		
0603 Artist I	36.25	E41	1,603.32	1,662.81	1,723.86	1,790.55	1,858.30	1,932.27	2,002.41	2,042.47		
	36.25		22.11	22.94	23.78	24.70	25.63	26.65	27.62	28.17		
0607 Artist II	36.25	E51	1,932.27	2,002.41	2,080.66	2,168.52	2,247.62	2,345.29	2,457.75	2,506.90		
	36.25		26.65	27.62	28.70	29.91	31.00	32.35	33.90	34.58		
0825 Bindery Equip Op I	36.25	D7	1,277.28	1,309.95	1,346.57	1,381.65	1,423.28	1,468.14	1,517.67	1,548.03		
	36.25		17.62	18.07	18.57	19.06	19.63	20.25	20.93	21.35		
0826 Bindery Equip Op II	36.25	D13	1,381.65	1,423.28	1,468.14	1,517.67	1,567.53	1,620.34	1,670.87	1,704.30		
	36.25		19.06	19.63	20.25	20.93	21.62	22.35	23.05	23.51		
0827 Bindery Ops Supvr	36.25	D19	1,517.67	1,567.53	1,620.34	1,670.87	1,727.98	1,788.15	1,848.51	1,885.50		
	36.25		20.93	21.62	22.35	23.05	23.83	24.66	25.50	26.01		
0513 Buyer I	36.25	E52	1,964.93	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,560.20		
	36.25		27.10	28.18	29.29	30.46	31.69	33.11	34.62	35.31		
0514 Buyer II	36.25	E60	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,078.69		
	36.25		31.69	33.11	34.62	36.34	38.09	39.83	41.63	42.46		
0791 Computer Systems Supp Tech I	36.25	E56	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,816.99		
	36.25		29.29	30.46	31.69	33.11	34.62	36.34	38.09	38.86		
0792 Computer Systems Supp Tech II	36.25	E61	2,345.29	2,457.75	2,571.24	2,692.47	2,823.50	2,949.88	3,089.84	3,151.65		
	36.25		32.35	33.90	35.47	37.14	38.94	40.69	42.62	43.47		
0793 Computer Systems Supp Tech III	36.25	E64	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,375.45		
	36.25		34.62	36.34	38.09	39.83	41.63	43.64	45.64	46.56		
0794 Computer Systems Supp Tech Supv	36.25	F65	2,635.53	2,766.25	2,899.84	3,032.37	3,169.25	3,322.34	3,474.74	3,544.20		
	36.25		36.35	38.16	40.00	41.83	43.71	45.83	47.93	48.89		
9452 Cook I	36.25	F11	1,427.23	1,481.05	1,536.76	1,594.73	1,654.89	1,717.32	1,782.15	1,817.78		
	36.25		19.69	20.43	21.20	22.00	22.83	23.69	24.58	25.07		
0205 Coordinator I	36.25	E60	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,078.69		
	36.25		31.69	33.11	34.62	36.34	38.09	39.83	41.63	42.46		
0206 Coordinator II	36.25	E64	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,375.45		
	36.25		34.62	36.34	38.09	39.83	41.63	43.64	45.64	46.56		
0801 Dup Equip Op I	36.25	D17	1,468.14	1,517.67	1,567.53	1,620.34	1,670.87	1,727.98	1,788.15	1,823.93		
	36.25		20.25	20.93	21.62	22.35	23.05	23.83	24.66	25.16		
0802 Dup Equip Op II	36.25	D25	1,670.87	1,727.98	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,085.59		
	36.25		23.05	23.83	24.66	25.50	26.38	27.26	28.20	28.77		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 19, 2016 (2.5%)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0803 Dup Equip Op III	36.25	D29	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,236.79		
	36.25		24.66	25.50	26.38	27.26	28.20	29.17	30.25	30.85		
0804 Dup Equip Op IV	36.25	D35	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,351.83	2,438.32	2,487.08		
	36.25		27.26	28.20	29.17	30.25	31.29	32.44	33.63	34.30		
9330 Ed Counsellor Aide	36.25	D39	2,114.88	2,192.95	2,268.77	2,351.83	2,438.32	2,529.43	2,623.85	2,676.34		
	36.25		29.17	30.25	31.29	32.44	33.63	34.89	36.19	36.92		
1304 Ed Lab Technician	36.25	E50	1,894.93	1,964.93	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,448.85		
	36.25		26.14	27.10	28.18	29.29	30.46	31.69	33.11	33.78		
1320 Ed Lab Technologist I	36.25	E40	1,575.62	1,634.24	1,693.75	1,753.08	1,821.68	1,894.93	1,964.93	2,004.23		
	36.25		21.73	22.54	23.36	24.18	25.13	26.14	27.10	27.64		
1321 Ed Lab Technologist II	36.25	E50-52	1,894.93	1,964.93	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,560.20	
	36.25		26.14	27.10	28.18	29.29	30.46	31.69	33.11	34.62	35.31	
1322 Ed Lab Technologist III	36.25	E58	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	2,945.75		
	36.25		30.46	31.69	33.11	34.62	36.34	38.09	39.83	40.63		
2213 Electronics Technologist I	36.25	E51	1,932.27	2,002.41	2,080.66	2,168.52	2,247.62	2,345.29	2,457.75	2,506.90		
	36.25		26.65	27.62	28.70	29.91	31.00	32.35	33.90	34.58		
2214 Electronics Technologist II	36.25	E56	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,816.99		
	36.25		29.29	30.46	31.69	33.11	34.62	36.34	38.09	38.86		
2216 Electronics Technologist III	36.25	E61	2,345.29	2,457.75	2,571.24	2,692.47	2,823.50	2,949.88	3,089.84	3,151.65		
	36.25		32.35	33.90	35.47	37.14	38.94	40.69	42.62	43.47		
2217 Electronics Technologist IV	36.25	E64	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,375.45		
	36.25		34.62	36.34	38.09	39.83	41.63	43.64	45.64	46.56		
9453 Executive Chef	36.25	F15	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,886.04	3,015.92	3,076.23		
	36.25		31.69	33.11	34.62	36.34	38.09	39.81	41.60	42.43		
0300 Finance/Accounting Assistant I	36.25	D31	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,314.12		
	36.25		25.50	26.38	27.26	28.20	29.17	30.25	31.29	31.92		
0301 Finance/Accounting Assistant II	36.25	D40	2,146.69	2,223.19	2,307.11	2,392.59	2,482.17	2,574.32	2,671.14	2,724.56		
	36.25		29.61	30.66	31.82	33.00	34.24	35.51	36.84	37.58		
3016 Fire Prev and Safety Officer	36.25	D32	1,874.65	1,938.09	2,008.09	2,075.84	2,146.69	2,223.19	2,307.11	2,353.28		
	36.25		25.86	26.73	27.70	28.63	29.61	30.66	31.82	32.46		
9454 Food Service Coordinator I	36.25	F12	1,748.88	1,859.35	1,937.58	2,018.57	2,103.36	2,191.91	2,284.42	2,330.10		
	36.25		24.62	25.65	26.73	27.84	29.01	30.23	31.51	32.14		
9457 Food Service Coordinator II	36.25	F14	1,932.27	2,002.41	2,080.66	2,168.52	2,247.62	2,345.29	2,457.75	2,506.90		
	36.25		26.65	27.62	28.70	29.91	31.00	32.35	33.90	34.58		
9334 Instructional Assistant	36.25	D31	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,314.12		
	36.25		25.50	26.38	27.26	28.20	29.17	30.25	31.29	31.92		
9534 Laboratory Technician I	36.25	E30	1,325.61	1,371.87	1,413.30	1,464.03	1,515.26	1,575.62	1,634.24	1,666.95		
	36.25		18.28	18.92	19.49	20.19	20.90	21.73	22.54	22.99		
9535 Laboratory Technician II	36.25	E40	1,575.62	1,634.24	1,693.75	1,753.08	1,821.68	1,894.93	1,964.93	2,004.23		
	36.25		21.73	22.54	23.36	24.18	25.13	26.14	27.10	27.64		
0657 Library Technician I	36.25	E43	1,662.81	1,723.86	1,790.55	1,858.30	1,932.27	2,002.41	2,080.66	2,122.24		
	36.25		22.94	23.78	24.70	25.63	26.65	27.62	28.70	29.27		
0662 Library Technician II	36.25	E52	1,964.93	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,560.20		
	36.25		27.10	28.18	29.29	30.46	31.69	33.11	34.62	35.31		
9455 Maitre D'	36.25	F12	1,784.88	1,859.35	1,937.58	2,018.57	2,103.36	2,191.91	2,284.42	2,330.10		
	36.25		24.62	25.65	26.73	27.84	29.01	30.23	31.51	32.14		
9532 Med Lab Technologist I	36.25	E49*2		1,932.27	2,002.41	2,080.66	2,168.52	2,247.62	2,345.29	2,392.20		
	36.25		26.65	27.62	28.70	29.91	31.00	32.35	33.00			
9533 Med Lab Technologist II	36.25	E54	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,687.20		
	36.25		28.18	29.29	30.46	31.69	33.11	34.62	36.34	37.06		
1306 Muti Media Specialist I	36.25	E57	2,168.52	2,247.62	2,345.29	2,457.75	2,571.24	2,692.47	2,823.50	2,879.97		
	36.25		29.91	31.00	32.35	33.90	35.47	37.14	38.94	39.72		
1307 Muti Media Specialist II	36.25	E63	2,457.75	2,571.24	2,692.47	2,823.50	2,949.88	3,089.84	3,234.27	3,298.97		
	36.25		33.90	35.47	37.14	38.94	40.69	42.62	44.61	45.50		
9184 Nurse I	36.25	E56*3			2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,816.99		
	36.25				31.69	33.11	34.62	36.34	38.09	38.86		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 19, 2016 (2.5%)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
9185 Nurse II	36.25	E62*2		2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,227.42		
	36.25			34.62	36.34	38.09	39.83	41.63	43.64	44.52		
9172 Occup Health Technician	36.25	E45*3			1,858.30	1,932.27	2,002.41	2,080.66	2,168.52	2,211.90		
	36.25				25.63	26.65	27.62	28.70	29.91	30.51		
2310 Photographer I	36.25	E43	1,662.81	1,723.86	1,790.55	1,858.30	1,932.27	2,002.41	2,080.66	2,122.24		
	36.25		22.94	23.78	24.70	25.63	26.65	27.62	28.70	29.27		
2311 Photographer	36.25	E51-55	1,932.27	2,002.41	2,080.66	2,168.52	2,247.62	2,345.29	2,457.75	2,571.24	2,692.47	2,746.33
	36.25		26.65	27.62	28.70	29.91	31.00	32.35	33.90	35.47	37.14	37.88
0811 Photoprinter I	36.25	D17	1,468.14	1,517.67	1,567.53	1,620.34	1,670.87	1,727.98	1,788.15	1,823.93		
	36.25		20.25	20.93	21.62	22.35	23.05	23.83	24.66	25.16		
0812 Photoprinter II	36.25	D28	1,749.82	1,810.17	1,874.65	1,938.09	2,008.09	2,075.84	2,146.69	2,189.62		
	36.25		24.14	24.97	25.86	26.73	27.70	28.63	29.61	30.20		
0201 Process Analyst I	36.25	E59	2,247.62	2,345.29	2,457.75	2,571.24	2,692.47	2,823.50	2,949.88	3,008.86		
	36.25		31.00	32.35	33.90	35.47	37.14	38.94	40.69	41.50		
0202 Process Analyst II	36.25	E68	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,464.72	3,627.07	3,699.58		
	36.25		38.09	39.83	41.63	43.64	45.64	47.79	50.03	51.03		
0787 Programmer	36.25	E50	1,894.93	1,964.93	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,448.85		
	36.25		26.14	27.10	28.18	29.29	30.46	31.69	33.11	33.78		
0516 Purchasing Supvr	36.25	E66	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,464.72	3,534.02		
	36.25		36.34	38.09	39.83	41.63	43.64	45.64	47.79	48.75		
0347 Research Assistant I	36.25	E43	1,662.81	1,723.86	1,790.55	1,858.30	1,932.27	2,002.41	2,080.66	2,122.24		
	36.25		22.94	23.78	24.70	25.63	26.65	27.62	28.70	29.27		
0348 Research Assistant II	36.25	E55	2,080.66	2,168.52	2,247.62	2,345.29	2,457.75	2,571.24	2,692.47	2,746.33		
	36.25		28.70	29.91	31.00	32.35	33.90	35.47	37.14	37.88		
0349 Research Associate	36.25	E66	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,464.72	3,534.02		
	36.25		36.34	38.09	39.83	41.63	43.64	45.64	47.79	48.75		
0350 Research Officer I	36.25	E51	1,932.27	2,002.41	2,080.66	2,168.52	2,247.62	2,345.29	2,457.75	2,506.90		
	36.25		26.65	27.62	28.70	29.91	31.00	32.35	33.90	34.58		
0351 Research Officer II	36.25	E60	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,078.69		
	36.25		31.69	33.11	34.62	36.34	38.09	39.83	41.63	42.46		
0352 Research Officer III	36.25	E69	2,823.50	2,949.88	3,089.84	3,234.27	3,383.22	3,541.42	3,705.56	3,779.67		
	36.25		38.94	40.69	42.62	44.61	46.67	48.85	51.11	52.13		
1313 Senior Project Coordinator	36.25	F68	2,713.13	2,840.66	2,974.15	3,113.93	3,260.30	3,413.53	3,573.96	3,645.44		
	36.25		37.42	39.18	41.02	42.95	44.97	47.08	49.30	50.28		
9451 Service Worker	36.25	F10	1,141.02	1,180.19	1,220.71	1,261.29	1,303.26	1,346.57	1,391.45	1,437.89	1,485.16	1,514.87
	36.25		15.74	16.28	16.84	17.40	17.98	18.57	19.19	19.83	20.48	20.89
9456 Sous Chef	36.25	F13	1,662.81	1,723.86	1,790.55	1,858.30	1,932.27	2,002.41	2,080.66	2,122.24		
	36.25		22.94	23.78	24.70	25.63	26.65	27.62	28.70	29.27		
0503 Stockkeeper I	36.25	D21	1,567.53	1,620.34	1,670.87	1,727.98	1,788.15	1,848.51	1,912.82	1,951.08		
	36.25		21.62	22.35	23.05	23.83	24.66	25.50	26.38	26.91		
0504 Stockkeeper II	36.25	D25	1,670.87	1,727.98	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,085.59		
	36.25		23.05	23.83	24.66	25.50	26.38	27.26	28.20	28.77		
0505 Stockkeeper III	36.25	D29	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,236.79		
	36.25		24.66	25.50	26.38	27.26	28.20	29.17	30.25	30.85		
0506 Stockkeeper IV	36.25	D37	2,044.70	2,114.88	2,192.95	2,268.77	2,351.83	2,438.32	2,529.43	2,580.03		
	36.25		28.20	29.17	30.25	31.29	32.44	33.63	34.89	35.59		
0501 Stores Clerk	36.25	D17	1,468.14	1,517.67	1,567.53	1,620.34	1,670.87	1,727.98	1,788.15	1,823.93		
	36.25		20.25	20.93	21.62	22.35	23.05	23.83	24.66	25.16		
9327 Student Advisor I	36.25	D27	1,727.98	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,157.16		
	36.25		23.83	24.66	25.50	26.38	27.26	28.20	29.17	29.75		
9328 Student Advisor II	36.25	E56	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,816.99		
	36.25		29.29	30.46	31.69	33.11	34.62	36.34	38.09	38.86		
9329 Student Advisor III	36.25	E65	2,571.24	2,692.47	2,823.50	2,949.88	3,089.84	3,234.27	3,383.22	3,450.85		
	36.25		35.47	37.14	38.94	40.69	42.62	44.61	46.67	47.60		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 19, 2016 (2.5%)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
0346 Student Research Assistant I	36.25	F10	1,220.71	1,261.29	1,303.26	1,346.57	1,391.45	1,437.89	1,485.16	1,514.87		
	36.25		16.84	17.40	17.98	18.57	19.19	19.83	20.48	20.89		
9458 Team Lead, Food Services	36.25	D20	1,537.27	1,586.97	1,639.93	1,694.45	1,749.82	1,810.17	1,874.65	1,912.15		
	36.25		21.20	21.89	22.62	23.37	24.14	24.97	25.86	26.37		
1308 Technical Aide	36.25	E36	1,464.03	1,515.26	1,575.62	1,634.24	1,693.75	1,753.08	1,821.68	1,858.13		
	36.25		20.19	20.90	21.73	22.54	23.36	24.18	25.13	25.63		
1309 Technologist I	36.25	E40	1,575.62	1,634.24	1,693.75	1,753.08	1,821.68	1,894.93	1,964.93	2,004.23		
	36.25		21.73	22.54	23.36	24.18	25.13	26.14	27.10	27.64		
1310 Technologist II	36.25	E48-52	1,821.68	1,894.93	1,964.93	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,560.20
	36.25		25.13	26.14	27.10	28.18	29.29	30.46	31.69	33.11	34.62	35.31
1311 Technologist III	36.25	E58	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	2,945.75		
	36.25		30.46	31.69	33.11	34.62	36.34	38.09	39.83	40.63		
1312 Technologist IV	36.25	E64	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,375.45		
	36.25		34.62	36.34	38.09	39.83	41.63	43.64	45.64	46.56		
2410 Writer/Editor	36.25	E54	2,043.15	2,123.79	2,208.59	2,297.31	2,400.83	2,510.03	2,634.52	2,687.20		
	36.25		28.18	29.29	30.46	31.69	33.11	34.62	36.34	37.06		
F103 Admin Officer I	40	H60	2,254.53	2,343.50	2,437.07	2,534.97	2,649.19	2,769.67	2,907.05	2,965.19		
F104 Admin Officer II	40	H68	2,649.19	2,769.67	2,907.05	3,047.46	3,186.74	3,330.55	3,491.46	3,561.29		
	40		33.11	34.62	36.34	38.09	39.83	41.63	43.64	44.52		
F041 Admin Supp I	40	H16	1,424.79	1,466.15	1,502.20	1,542.63	1,589.27	1,640.53	1,696.32	1,751.12	1,786.18	
	40		17.81	18.33	18.78	19.28	19.87	20.51	21.20	21.89	22.33	
F042 Admin Supp II	40	H20	1,466.15	1,502.20	1,542.63	1,589.27	1,640.53	1,696.32	1,751.12	1,809.57	1,869.73	1,907.12
	40		18.33	18.78	19.28	19.87	20.51	21.20	21.89	22.62	23.37	23.84
F043 Admin Supp III	40	H26	1,640.53	1,696.32	1,751.12	1,809.57	1,869.73	1,930.82	1,997.43	2,068.58	2,109.95	
	40		20.51	21.20	21.89	22.62	23.37	24.14	24.97	25.86	26.37	
F044 Admin Supp IV	40	H32	1,809.57	1,869.73	1,930.82	1,997.43	2,068.58	2,138.58	2,215.82	2,290.57	2,336.39	
	40		22.62	23.37	24.14	24.97	25.86	26.73	27.70	28.63	29.20	
F045 Admin Supp V	40	H37	1,973.14	2,039.73	2,110.71	2,180.91	2,256.22	2,333.67	2,419.80	2,503.46	2,553.51	
	40		24.66	25.50	26.38	27.26	28.20	29.17	30.25	31.29	31.92	
F046 Admin Supp VI	40	H42	2,138.58	2,215.82	2,290.57	2,368.75	2,453.19	2,545.77	2,640.09	2,738.93	2,793.72	
	40		26.73	27.70	28.63	29.61	30.66	31.82	33.00	34.24	34.92	
3111 Agricultural Service Worker	40	D29*2		1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,236.79		
	40		23.11	23.91	24.71	25.56	26.44	27.41	27.96			
3112 Agriculture Officer	40	F55	2,080.66	2,168.52	2,247.62	2,345.29	2,457.75	2,571.24	2,692.47	2,746.33		
	40		26.01	27.11	28.10	29.32	30.72	32.14	33.66	34.33		
2703 Bricklayer I	40	444		2,865.94								
	40		35.82									
3013 Building Patrol Officer	40	D14	1,398.00	1,440.29	1,486.75	1,537.27	1,586.97	1,639.93	1,694.45	1,728.32		
	40		17.48	18.00	18.58	19.22	19.84	20.50	21.18	21.60		
2702 Cabinetmaker	40	480		2,620.90								
	40		32.76									
3002 Caretaker I	40	331	1,350.56	1,406.83	1,462.43	1,521.43						
	40		16.88	17.59	18.28	19.02						
3003 Caretaker II	40	333	1,672.43	1,718.18	1,766.15	1,801.46						
	40		20.91	21.48	22.08	22.52						
3008 Caretaker III	40	339	1,819.10	1,874.65	1,937.24	1,976.00						
	40		22.74	23.43	24.22	24.70						
3009 Caretaker IV	40	343	2,047.39	2,117.01	2,188.98	2,262.91	2,343.77	2,423.45				
	40		25.59	26.46	27.36	28.29	29.30	30.29				
2704 Carpenter I	40	448		2,886.64								
	40		36.08									
2804 Carpenter II	40	462		3,142.70								
	40		39.28									
0779 Computer Assistant I		D23	1,620.34	1,670.87	1,727.98	1,788.15	1,848.51	1,912.82	1,976.46	2,015.98		
			20.25	20.89	21.60	22.35	23.11	23.91	24.71	25.20		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 19, 2016 (2.5%)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
F791	40	H56	2,343.50	2,437.07	2,534.97	2,649.19	2,769.67	2,907.05	3,047.46	3,108.39		
	40		29.29	30.46	31.69	33.11	34.62	36.34	38.09	38.85		
F792	40	H61	2,587.91	2,712.00	2,837.22	2,971.00	3,115.59	3,255.04	3,409.49	3,477.68		
	40		32.35	33.90	35.47	37.14	38.94	40.69	42.62	43.47		
2706	40	460		3,096.03								
	40			38.70								
2806	40	468		3,369.67								
	40			42.12								
F216	40	H61	2,587.91	2,712.00	2,837.22	2,971.00	3,115.59	3,255.04	3,409.49	3,477.68		
	40		32.35	33.90	35.47	37.14	38.94	40.69	42.62	43.47		
2707	40	452		3,011.34								
	40			37.64								
2570	40	D30*4				2,008.09	2,075.84	2,146.69	2,223.19	2,267.65		
	40					25.10	25.95	26.83	27.79	28.35		
2900	40	498		3,510.88								
	40			43.89								
3101	40	D18*5					1,694.45	1,749.82	1,810.17	1,846.37		
	40						21.18	21.87	22.63	23.08		
3102	40	D29*2		1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,236.79		
	40			23.11	23.91	24.71	25.56	26.44	27.41	27.96		
2705	40	458		3,071.13								
	40			38.39								
2609	40	D35*2		2,044.70	2,114.88	2,192.95	2,268.77	2,351.83	2,438.32	2,487.08		
	40			25.56	26.44	27.41	28.36	29.40	30.48	31.09		
2729	40	497		2,353.28								
	40			29.42								
2725	40	431		2,578.46								
	40			32.23								
2711	40	434		2,778.58								
	40			34.73								
2811	40	456		3,033.10								
	40			37.91								
2612	40	D21*2		1,620.34	1,670.87	1,727.98	1,788.15	1,848.51	1,912.82	1,951.08		
	40			20.25	20.89	21.60	22.35	23.11	23.91	24.39		
2613	40	D29*2		1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,236.79		
	40			23.11	23.91	24.71	25.56	26.44	27.41	27.96		
2614	40	D32*2		1,938.09	2,008.09	2,075.84	2,146.69	2,223.19	2,307.11	2,353.28		1,861.60
	40			24.23	25.10	25.95	26.83	27.79	28.84	29.42		25.68
2560	40	D22	1,586.97	1,639.93	1,694.45	1,749.82	1,810.17	1,874.65	1,938.09	1,976.86		
	40		19.84	20.50	21.18	21.87	22.63	23.43	24.23	24.71		
2561	40	D27	1,727.98	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,157.16		
	40		21.60	22.35	23.11	23.91	24.71	25.56	26.44	26.96		
2562	40	D31	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,314.12		
	40		23.11	23.91	24.71	25.56	26.44	27.41	28.36	28.93		
2709	40	453		3,015.53								
	40			37.69								
2713	40	432		2,632.49								
	40			32.91								
2813	40	442		2,864.34								
	40			35.80								
2715	40	436		2,783.66								
	40			34.80								
3034		P00							2,146.87			
									26.84			
3035	40	P04	2,277.06	2,373.00	2,468.94	2,564.87	2,660.81	2,756.75	2,852.68	2,948.62		
	40		28.46	29.66	30.86	32.06	33.26	34.46	35.66	36.86		

AUPE LOCAL 38 BIWEEKLY SALARY RATES

Effective June 19, 2016 (2.5%)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
3040	40	P05	2,824.08	2,941.42	3,058.76	3,176.08	3,293.42	3,410.75	3,528.08	3,645.41		
	40		35.30	36.77	38.23	39.70	41.17	42.63	44.10	45.57		
2716	40	440		2,844.36								
	40			35.55								
2717	40	458		3,071.13								
	40			38.39								
2817	40	466		3,343.69								
	40			41.80								
2727	40	433		2,699.66								
	40			33.75								
2728	40	430		2,372.37								
	40			29.65								
2105	40	D18*4				1,639.93	1,694.45	1,749.82	1,810.17	1,846.37		
	40					20.50	21.18	21.87	22.63	23.08		
2718	40	460		3,096.03								
	40			38.70								
3030	40	P01	1,694.46	1,762.83	1,834.01	1,908.03	1,984.83	2,064.44	2,146.87	2,189.81		
	40		21.18	22.04	22.93	23.85	24.81	25.81	26.84	27.37		
2720	40	454		3,031.34								
	40			37.89								
2820	40	464		3,303.89								
	40			41.30								
2721	40	458		3,071.13								
	40			38.39								
F503	40	H27	1,729.69	1,787.96	1,843.72	1,906.72	1,973.14	2,039.73	2,110.71	2,152.92		
	40		21.62	22.35	23.05	23.83	24.66	25.50	26.38	26.91		
F504	40	H31	1,843.72	1,906.72	1,973.14	2,039.73	2,110.71	2,180.91	2,256.22	2,301.35		
	40		23.05	23.83	24.66	25.50	26.38	27.26	28.20	28.77		
F505	40	H35	1,973.14	2,039.73	2,110.71	2,180.91	2,256.22	2,333.67	2,419.80	2,468.19		
	40		24.66	25.50	26.38	27.26	28.20	29.17	30.25	30.85		
F506	40	H43	2,256.22	2,333.67	2,419.80	2,503.46	2,595.12	2,690.56	2,791.11	2,846.94		
	40		28.20	29.17	30.25	31.29	32.44	33.63	34.89	35.59		
F501	40	H23	1,620.02	1,674.67	1,729.69	1,787.96	1,843.72	1,906.72	1,973.14	2,012.61		
	40		20.25	20.93	21.62	22.35	23.05	23.83	24.66	25.16		
2722	40	446		2,871.72								
	40			35.90								

Grandfathered Codes and Classes (Not available for use)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
G041	40	D14-16	1,398.00	1,440.29	1,486.75	1,537.27	1,586.97	1,639.93	1,694.45	1,749.82	1,784.80	
			17.48	18.00	18.58	19.22	19.84	20.50	21.18	21.87	22.31	
G042	40	D16-20	1,440.29	1,486.75	1,537.27	1,586.97	1,639.93	1,694.45	1,749.82	1,810.17	1,874.65	1,912.15
			18.00	18.58	19.22	19.84	20.50	21.18	21.87	22.63	23.43	23.90
G043	40	D24-26	1,639.93	1,694.45	1,749.82	1,810.17	1,874.65	1,938.09	2,008.09	2,075.84	2,117.34	
			20.50	21.18	21.87	22.63	23.43	24.23	25.10	25.95	26.47	
G044	40	D30-32	1,810.17	1,874.65	1,938.09	2,008.09	2,075.84	2,146.69	2,223.19	2,307.11	2,353.28	
			22.63	23.43	24.23	25.10	25.95	26.83	27.79	28.84	29.42	
G045	40	D35-37	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,351.83	2,438.32	2,529.43	2,580.03	
			24.71	25.56	26.44	27.41	28.36	29.40	30.48	31.62	32.25	
G046	40	D40-42	2,146.69	2,223.19	2,307.11	2,392.59	2,482.17	2,574.32	2,671.14	2,770.54	2,825.95	
			26.83	27.79	28.84	29.91	31.03	32.18	33.39	34.63	35.32	
G103	40	E60	2,297.31	2,400.83	2,510.03	2,634.52	2,761.77	2,887.98	3,018.33	3,078.69		
			28.72	30.01	31.38	32.93	34.52	36.10	37.73	38.48		
G104	40	E68	2,761.77	2,887.98	3,018.33	3,164.14	3,309.25	3,464.72	3,627.07	3,699.58		
			34.52	36.10	37.73	39.55	41.37	43.31	45.34	46.24		
G216	40	E67	2,692.47	2,823.50	2,949.88	3,089.84	3,234.27	3,383.22	3,541.42	3,612.24		
			33.66	35.29	36.87	38.62	40.43	42.29	44.27	45.15		

AUPE LOCAL 38 BIWEEKLY SALARY RATES
Grandfathered Codes and Classes (Not available for use)

Effective June 19, 2016 (2.5%)

Job Code	Hrs/Week	Grade	1	2	3	4	5	6	7	8	9	10
G501	40	D23	1,620.34	1,670.87	1,727.98	1,788.15	1,848.51	1,912.82	1,976.46	2,015.98		
			20.25	20.89	21.60	22.35	23.11	23.91	24.71	25.20		
G503	40	D27	1,727.98	1,788.15	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,157.16		
			21.60	22.35	23.11	23.91	24.71	25.56	26.44	26.96		
G504	40	D31	1,848.51	1,912.82	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,314.12		
			23.11	23.91	24.71	25.56	26.44	27.41	28.36	28.93		
G505	40	D35	1,976.46	2,044.70	2,114.88	2,192.95	2,268.77	2,351.83	2,438.32	2,487.08		
			24.71	25.56	26.44	27.41	28.36	29.40	30.48	31.09		
G506	40	D43	2,268.77	2,351.83	2,438.32	2,529.43	2,623.85	2,724.09	2,825.40	2,881.90		
			28.36	29.40	30.48	31.62	32.80	34.05	35.32	36.02		