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Treasury Board of Canada
Secrétariat

Groups:

GENERAL LABOUR AND TRADES (supervisory and non-supervisory)

Group Specific Agreements
between the Treasury Board and
the Public Service Alliance
of Canada

Codes: 653/89
603/89

Expiry date:
May 4, 1991

Canada
29/09/89 4062203

Treasury Board of Canada Secretariat,
Staff Relations Branch,
L'Esplanade Laurier,
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K1A 0R1

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Public Service Alliance of Canada,
233 Gilmour Street,
Ottawa, Ontario,
K2P 0P1

GROUP SPECIFIC AGREEMENT

BETWEEN

THE TREASURY BOARD

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

GROUP: GENERAL LABOUR AND TRADES
(SUPERVISORY)

CODE: 653/89

EXPIRY DATE: MAY 4, 1991

NOTA BENE:

The provisions of the Collective Agreement covering the employees of the General Labour and Trades Group (Supervisory) are identical except for the following, to the provisions contained in ~~the~~ General Labour and Trades Groups (Non-Supervisory) Collective Agreement.

ARTICLE 1PURPOSE AND SCOPE OF AGREEMENT

1.01 The purpose of this Group Specific Agreement is to set forth certain terms and conditions of employment including rates of pay for all employees described in the certificates issued by the Public Service Staff Relations Board on the twenty-ninth (29th) day of August, 1967, covering employees of the General Labour and Trades Group (Supervisory),

1.02 The Master Agreement shall establish certain terms and conditions of employment which shall form part of this Agreement.

1.03 In the event there is a conflict between this Agreement and the Master Agreement with the exception of expiry dates and except where specifically modified by this Agreement through an exception made pursuant to Article 1.03(a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement,

(d) "bargaining unit" means the employees of the Employer in the General Labour and Trades Group, Operational Category, whose duties

include the supervision of other employees in that occupational group, as described in the certificate issued by the Public Service Staff Relations Board on August twenty-ninth (29th). 1967;

ARTICLE 8

RECOGNITION

8.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board on the twenty-ninth (29th) day of August, 1967, covering supervisory employees of the General Labour and Trades Occupational Group.

APPENDIX "C"

SUPERVISORY DIFFERENTIAL

<u>Supervisory Level</u>	<u>Supervisory Co-ordinates</u>	<u>Supervisory Differential as a Percentage of Basic Rate</u>
3	B3 C2	11.0
4	B4 C3 O2	15.0
5	B5 C4 D3 E2	19.0
6	B6 C5 D4 E3	22.5
7	B7 C6 D5 E4	26.0
8	C7 D6 E5	29.5
9	D7 E6	33.0
10	E7	36.5

The Supervisory Rates Table is to be used in the following manner:

- (1) determine non-supervisory rates according to zone and level;
- (2) using Supervisory Rates Table, find the row in the left hand column where the rate determined is located (these rates increase by increments of one cent (1¢);
- (3) when row is located, determine the column by the applicable supervisory differential code;
- (4) the point where column and row meet is the supervisory rate required.

For example, an employee in the MAM sub-group in Zone 7, at Level 8, would receive a basic rate of pay of \$13.64 effective November 5, 1987, as per Appendix "A"-1-11. By locating \$13.64 in the Supervisory Rates Table, then looking down column C3, the appropriate supervisory rate reads \$15.69, which is the rate of pay for this particular supervisor.

SIGNED AT OTTAWA, this 17th day of the month of
May 1989.

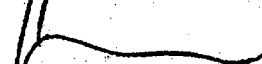
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OF
CANADA

THE PUBLIC SERVICE
ALLIANCE OF
CANADA


Gay Reardon


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Robert V. Derikozis


T. J. Kearney

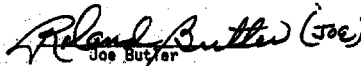

Theresa Thomas


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Joe Butler (Joe)

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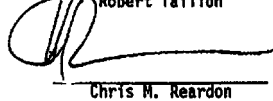

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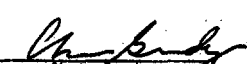


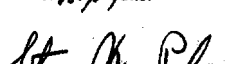

Wayne Roberge


Chris M. Neardon


Alan Phillips






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_____	 Cyril Beazley
_____	 Thomas Sharpe
_____	 Nick Baranuk
_____	Jin Ranger

GROUP SPECIFIC AGREEMENT

BETWEEN

THE TREASURY BOARD

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

GROUP: GENERAL LABOUR AND TRADES
(NON-SUPERVISORY)

CODE: 603/89

EXPIRY DATE: MAY 4, 1991

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ARTICLE 1PURPOSE AND SCOPE OF AGREEMENT

1.01 The purpose of this Group Specific Agreement is to set forth certain terms and conditions of employment including rates of ~~pay~~ for all employees described in the certificates Issued by the Public Service Staff Relations Board on the twenty-ninth (29th) day of August, 1967, covering employees of the General Labour and Trades Group (Non-Supervisory) .

1.02 The Master Agreement shall establish certain terms and conditions of employment which shall form part of ~~this~~ Agreement.

1.03 In the event there is a conflict between this Agreement and the Master Agreement with the exception of expiry dates and except where specifically modified by this Agreement through an exception made pursuant to Article 1.03(a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement:

- (b) "allowances" means compensation payable for the ~~performance~~ of special or additional duties;
- (c) "annual rate of ~~pay~~" means an employee's weekly rate of pay multiplied by fifty-two point one seventy-six (52.176);
- (d) "~~bargaining~~ unit" means the employees of the Employer In the General Labour and Trades Group, Operational Category, whose duties do not include the supervision of other employees in that occupational group, as described in the certificate Issued by the Public Service

Staff Relations Board on August twenty-ninth (29th), 1967;

- (f) "daily rate of pay" means an employee's hourly rate of pay times his normal number of hours of work per day;
- (n) "pay" means basic rate of pay as specified in Appendix "A" and includes supervisory differential and/or inmate training differential where applicable;
- (o) "weekly rate of pay" means an employee's daily rate of pay multiplied by five (5);

ARTICLE 8

RECOGNITION

8.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificate issued by the Public Service Staff Relations Board on the twenty-ninth (29th) day of August, 1967, covering non-supervisory employees of the General Labour and Trades Occupational Group,

ARTICLE 16

LEAVE - GENERAL

16.03 When an employee, who is in receipt of a special duty allowance or an extra duty allowance, is granted leave with pay, the employee is entitled during the employee's period of leave to receive the allowance if the special or extra duties in respect of which the employee is paid the allowance were assigned to the employee on a continuing basis or for a period of two (2) or more months prior to the period of leave.

16.05 If at the end of a fiscal year, an employee's entitlement to vacation leave with pay includes a

fractional entitlement of less or more than one half (1/2)-day, the entitlement shall be increased to the nearest half (1/2)-day.

ARTICLE 17

VACATION LEAVE

17.01 Vacation Year

The vacation year shall be from April 1st to March 31st of the following calendar year, inclusive.

**

17.02 Accumulation of Vacation Leave Credits

An employee shall, during the vacation year, earn vacation leave credits at the following rates for each calendar month during which he receives at least ten (10) days' pay:

- (a) *54* (i) effective April 1st, 1989, one and one-quarter (1 1/4) days until the month in which the anniversary of the employee's eighth (8th) year of continuous employment occurs;
01-03
- (b) (i) effective April 1st, 1989, one and two-thirds (1 2/3) days commencing with the month in which the employee's eighth (8th) anniversary of continuous employment occurs;
9904
- (c) (i) / two and one-twelfth (2 1/12) days commencing with the month in which the employee's twentieth (20th) anniversary of service occurs;
20-03
- (ii) effective April 1st, 1990, two and one-twelfth (2 1/12) days commencing with the month in which the employee's nineteenth (19th) anniversary of service occurs;
9004
19-03

(d) ⁽¹⁾ ~~effective~~ April 1st, 1989, two and one-half (2 1/2) days commencing with the month in which the employee's thirtieth (30th) anniversary of continuous employment occurs;

(e) however, an employee who has received or is entitled to receive furlough leave shall have his or her vacation leave credits earned under this Article, reduced by five-twelfths (5/12) of a day per month from the beginning of the month in which the employee's twentieth (20th) anniversary of service occurs until the beginning of the month in which the employee's twenty-fifth (25th) anniversary of service occurs.

**

(f) effective date of signing the words "continuous employment" in this clause to be changed to "service".

**

(g) for the purpose of clause 17.02 only, all service within the Public Service, whether continuous or discontinuous, shall count toward vacation leave except where a person who, on leaving the Public Service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on lay-off and is reappointed to the Public Service within one year following the date of lay-off.

Entitlement to Vacation Leave With Pay

17.03 An employee is entitled to vacation leave with pay to the extent of the employee's earned credits but an employee who has completed six (6) months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the vacation year.

Scheduling of **Vacation Leave With Pay**

17.04 Employees are expected to take all their vacation leave during the vacation year ~~in~~ which it is earned.

17.05 The Employer shall, subject to the operational requirements of the service, make every reasonable effort to:

- (a) schedule an employee's vacation leave in the vacation year in which ~~it~~ is earned;
- (b) schedule the employee's vacation leave with pay for at least two (2) consecutive weeks, during the ~~period~~ requested, provided written notice of the period requested is given by the employee as ~~soon~~ as possible after April 1st but not later than ~~May~~ 31st;
- (c) schedule the employee's vacation leave with pay on any other basis than that specified in clause 17.05 (b), if the employee gives the Employer at least five (5) days' advance ~~written~~ notice for requests of vacation leave ~~with~~ pay of five (5) ~~days~~ or less.

17.06 Upon request from the employee, the Employer may for good and sufficient reason schedule vacation leave with pay on shorter notice than that specified in clauses 17.05 (b) and 17.05 (c).

17.07 If an employee requests vacation leave with pay in accordance with clause 17.05 and the Employer denies his request due to the operational requirements of the service, the Employer agrees to make every reasonable effort, subject to the operational requirements of the service, to comply ~~with~~ any subsequent request made by the employee concerning his vacation leave.

17.08 The Employer shall give an employee as ~~much~~ notice in writing as is practicable and reasonable of approval, disapproval or cancellation of a request for vacation or furlough leave. In the case of disapproval, alteration or cancellation of such

leave, the Employer shall give the written reason therefore, upon written request from the employee.

17.09 Where, in respect of any period of vacation leave with pay, an employee is granted:

(a) bereavement leave,

or

(b) leave with pay because of illness in the immediate family,

or

(c) sick leave on production of a medical certificate,

the period of vacation leave with pay so displaced shall either be added to the vacation period if requested by the employee and approved by the Employer or reinstated for use at a later date.

Carry-Over Provisions

17.10

55/0 (a) Where in any vacation year the Employer has not granted all of the vacation leave credited to the employee, the unused portion of the employee's vacation leave shall be carried over into the following vacation year. Carry-over beyond one year shall be by mutual consent..

55/4 (b) During any vacation year, upon application by the employee and at the discretion of the Employer, earned but unused vacation leave credits in excess of fifteen (15) days may be paid in cash at the employee's daily rate of pay as calculated from the classification prescribed in the employee's certificate of appointment of the employee's substantive Position on March 31st, of the previous vacation year.

17.11 Recall from Vacation Leave With Pay

- (a) The Employer shall ~~make~~ every reasonable effort not to recall an employee to duty after the employee has proceeded on vacation leave with pay.
- (b) Where, during any period of vacation leave with pay, an employee ~~is~~ recalled to duty, the employee shall be reimbursed for reasonable expenses, as normally defined by the Employer, that the employee incurs:
 - (i) ~~in~~ proceeding to the employee's place of duty,
 - and
 - (ii) in returning to the place from which the employee ~~was~~ recalled if the employee ~~immediately resumes~~ vacation upon completing the assignment for which the employee was recalled,
 after submitting such accounts as are normally required by the Employer.
- (c) The employee shall not be considered as being on vacation leave with pay during any period ~~in~~ respect of which the employee is entitled under clause 17.11 (b) to be reimbursed for reasonable expenses incurred by the employee.

17.12 Cancellation of Vacation Leave With Pay

When the Employer cancels or alters a period of vacation or furlough leave with pay which it has previously approved in writing, the Employer shall reimburse the employee for the non-returnable portion of vacation contracts and reservations ~~made~~ by the employee in respect of that period, subject to the presentation of such documentation as the Employer may require. The employee will ~~make~~ every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Employer.

Leave When Employment Terminates

17.13 When an employee dies or otherwise ceases to be employed,

- (a) The employee or the employee's estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned ~~but~~ unused vacation and furlough leave with pay to the employee's credit by the daily rate of pay to which the employee ~~is~~ entitled by virtue of the certificate of appointment ~~in~~ effect at the time of the termination of the employee's employment;

or

- (b) the Employer shall grant, if requested by an ~~employee~~, vacation leave and Furlough leave with pay to the ~~employee's~~ credit in an amount sufficient to meet the minimum service requirements for severance pay. The balance of the employee's unused vacation leave and furlough leave ~~credits~~ shall be paid in accordance with clause 17.13 (a).

17.14 In the event of ~~termination~~ of employment for reasons other than death or lay-off, the Employer shall recover ~~from~~ any monies owed the employee an amount equivalent to unearned vacation leave taken by the employee, calculated on the basis of the daily rate of pay to which the employee is entitled by virtue of the certificate of appointment in effect at the time of the ~~termination~~ of the employee's employment.

17.15 Notwithstanding ~~clause~~ 17.13, an employee whose employment ~~is~~ terminated by reason of a declaration that he or she abandoned his or her position is entitled to receive the payment referred to in clause 17.13 if he or she requests it within six (6) months following the date upon which his or her employment ~~is terminated~~.

Advance Payments

17.16 The Employer agrees to issue advance payments of estimated net salary for vacation periods of two (2) or more complete weeks, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last pay day before the employee's vacation period commences.

17.17 Providing the employee has been authorized to proceed on vacation leave for the period concerned, pay in advance of going on vacation shall be made prior to departure. Any overpayments in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.

17.18 Furlough leave

An employee who, on the day that this Agreement is signed, is entitled to receive furlough leave, that is to say, five (5) weeks' leave with pay upon completing twenty (20) years of continuous employment, retains his or her entitlement to furlough leave subject to the conditions respecting the granting of such leave that are in force on the day that this Agreement is signed.

17.19 Provided past service in the Public Service has not been interrupted by a continuous break exceeding three (3) months, for reasons other than dismissal, discharge, release or abandonment of position, such service shall count towards the qualifying period of continuous employment for the purpose of determining vacation leave entitlements.

ARTICLE 23

HOURS OF WORK AND OVERTIME

23.01 For the purposes of this Article,

- "day" means a twenty-four (24) hour period commencing at 0000 hour;
- "week" means a period of seven (7) consecutive days beginning at 0000 hour Monday morning and ending at 2400 hours the following Sunday night.

23.02 Subject to the conditions of this Article, the Employer shall schedule hours of work for all employees, except for those whose hours are covered by special written agreement between the Employer and the Alliance.

23.03 For employees who work five (5) consecutive days per week on a regular and non-rotating basis, the Employer shall schedule the hours of work so that these employees work forty (40) hours per week, eight (8) hours per day.

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23.04 For all other employees, the Employer shall schedule the hours of work so that employees work eight (8) hours per day and an average of forty (40) hours and five (5) days per week.

23.05 The Employer will review with the local Alliance representative(s) any change in hours of work which the Employer proposes to institute, when such change will affect the majority of the employees governed by the schedule. In all cases following such reviews, the Employer will, where practical, accommodate such employee representations as may have been conveyed by the Alliance representative(s) during the meeting.

By mutual agreement, in writing, the Employer and the local Alliance representative(s) may waive the application of clause 23.09.

23.06 Schedules of hours of work shall be posted at least fifteen (15) calendar days in advance of the starting date of the new schedule, and the Employer shall, where practical, arrange schedules which will remain in effect for a period of not less than twenty-eight (28) calendar days. The Employer shall also endeavor, as a matter of policy, to give an employee at least two (2) consecutive days of rest at a time. Such two (2) consecutive days of rest may be separated by a designated paid holiday, and the consecutive days of rest may be in separate calendar weeks,

23.07 The Employer will make every reasonable effort:

- (a) not to schedule the commencement of a shift within eight (8) hours of the completion of the employee's previous shift,

and

- (b) to avoid excessive fluctuation in hours of work.

23.08 When an employee's scheduled shift does not commence and end on the same day, such shift shall be deemed for all purposes to have been entirely worked:

- (a) on the day it commenced where half or more of the hours worked fall on that day,

or

- (b) on the day it terminates where more than half of the hours worked fall on that day.

Accordingly, the first day of rest will be deemed to start immediately after midnight of the calendar day on which the employee worked or is deemed to have worked his or her last scheduled shift; and the second day of rest will start immediately after midnight of the employee's first day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

23.09 An employee whose scheduled hours of work are changed without five (5) days prior notice:

- (a) shall be compensated at the rate of time and one-half (1 1/2) for the first full shift worked on the new schedule. Subsequent shifts worked on the new schedule shall be paid for at straight time;
- (b) shall retain his or her previously scheduled days of rest next ~~following~~ the change, ~~or~~, ~~if~~ worked, such days of rest shall be compensated in accordance with clause 23.17.

23.10 An employee's scheduled hours of work shall not be construed as ~~guaranteeing~~ the employee minimum or maximum hours of work.

23.11

- (a) At any location, the schedules of hours of work, and attendant overtime ~~provisions~~, may be varied by the Employer, following meaningful consultation with local Alliance representatives, to allow for ~~summer~~ and winter hours and/or flexible hours.
- (b) Within five (5) days of notification of consultation served by either party, the Alliance shall notify the ~~Employer~~ in writing of the representative authorized to act ~~on~~ behalf of the Alliance for consultation purposes.

23.12 Provided sufficient advance notice is given and with the approval of the Employer, employees ~~may~~ exchange shifts ~~if~~ there is no increase in cost to the ~~Employer~~.

23.14 The daily ~~overtime provisions~~ of the Agreement shall not ~~apply~~ to an ~~employee attending~~ a training course ~~on the~~ instructions of the Employer, except that an employee who ~~performs~~ his or her normal duties during the employee's regular working hours ~~shall~~ be paid at overtime rates for time spent

after eight (8) hours performing work, while the employee is in attendance at training sessions.

23.15 Assignment of Overtime Work

Subject to the operational requirements of the service, the Employer shall make every reasonable effort:

- (a) to allocate overtime work on an equitable basis among readily available qualified employees,

and

- (b) to give employees who are required to work overtime adequate advance notice of this requirement.

23.16 The Alliance is entitled to consult the Deputy Head or the Deputy Head's delegated representative whenever it is alleged that employees are required to work unreasonable amounts of overtime.

23.17 Overtime Compensation

Subject to clause **23.21**, overtime shall be compensated for at the following rates:

- (a) time and one-half ($1\frac{1}{2}$), except as provided for in clause 23.17 (b);

- (b) double (2) time for each hour of overtime worked after sixteen (16) hours' work in any twenty-four (24) hour period or after eight (8) hours' work on the employee's first day of rest, and for all hours worked on the second or subsequent day of rest. Second or subsequent day of rest means the second or subsequent day in an unbroken series of consecutive and contiguous calendar days of rest, which may, however, be separated by a designated paid holiday; $\frac{3\frac{1}{2}}{0}$

- (c) overtime shall be compensated in cash, except where upon request of an employee and with $\frac{4\frac{1}{2}}{1}$

the approval of the Employer, overtime shall be compensated by leave with pay. The duration of such leave shall be equal to the overtime worked multiplied by the applicable overtime rate. Payment of such leave shall be at the employee's straight-time rate of pay in effect on the date immediately prior to the day on which the leave is taken;

- (d) the Employer shall grant compensatory leave at times convenient to both the employee and the Employer;
- (e) if any above leave with pay earned cannot be liquidated by the end of a twelve (12) month period, to be determined by the Employer, then payment in cash will be made at the employee's then current rate of pay.

**

23.18

- (a) An employee who reports for overtime work as directed on a day of rest shall be paid for the time actually worked, or a minimum of three (3) hours' pay at the applicable overtime rate, whichever is the greater. This clause shall only be applicable to employees who are notified of the overtime work requirement prior to completing their last scheduled shift.
- (b) The minimum payment referred to in 23.18(a) above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with M-39.12 of the Master Agreement.

23.19 If an employee reports back for overtime work which is not contiguous to either

- (a) the employee's regularly scheduled shift on that day,

or

2b/2

(b) any other period of work on that day,

the employee shall be paid for the time actually worked; or a minimum of four (4) hours' pay at straight time, whichever is the greater. However, this clause shall be applicable only to employees who are notified of such a non-contiguous overtime requirement prior to the completion of either their regularly scheduled shift on that day, or any other period of work on that day, as applicable.

23.20 When an employee reports to work overtime under the conditions described in clause **23.19**, and is required to use transportation services other than normal public transportation services, the employee shall be reimbursed for reasonable expenses incurred as follows:

(a) mileage allowance at the rate normally paid to an employee when authorized by the Employer to use her or his automobile when the employee travels by means of her or his own automobile,

or

(b) out-of-pocket expenses for other means of commercial transportation.

Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to the employee's residence shall not constitute time worked.

23.21 An employee is entitled to overtime compensation for each completed fifteen (15)-minute period of overtime worked by the employee.

23.22 Rest Periods

The Employer shall schedule two (2) rest periods of ten (10) minutes each during each shift. An employee in the Canadian Penitentiary Service may be required to take such rest periods at the employee's

work location when the nature of the employee's duties makes it necessary.

23.23 Overtime Meal Allowance

(a) An employee who works three (3) or more hours of overtime,

(i) immediately before the employee's scheduled hours of work and who has not been notified of the requirement prior to the end of the employee's last scheduled work period,

or

** (ii) immediately following the employee's scheduled hours of work,

shall be reimbursed for one (1) meal in the amount of six dollars (\$6.00), except where free meals are provided or when the employee is being compensated on some other basis. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that the employee may take a meal break either at or adjacent to the employee's place of work.

39-A
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(b) When an employee works overtime continuously beyond the period provided in (a) above, the employee shall be reimbursed for one (1) additional meal in the amount of six dollars (\$6.00) for each four (4)-hour period of overtime worked thereafter, except where free meals are provided or when the employee is being compensated on some other basis. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that the employee may take a meal break either at or adjacent to the employee's place of work.

(c) This clause shall not apply to an employee who is in travel status which entitles the

employee to claim expenses for lodging and/or meals.

23.24

- (a) Notwithstanding the provisions of this Article, employees with the approval of the Employer, may complete ~~their~~ weekly hours of employment in a period other than five (5) full days provided that over a period to be determined by the Employer, employees work an average of forty ~~(40)~~ hours per week. In every such period, employees shall be granted days of rest on days not scheduled as normal work days *for* them.
- (b) Notwithstanding anything to the contrary contained in this Agreement, the ~~implementation~~ of any variation in hours shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall ~~it be deemed to prohibit~~ the right of the Employer to ~~schedule~~ any hours of work permitted by the terms of this Agreement.
- (c) Any ~~special~~ arrangement may be at the request of ~~either~~ party and must be mutually agreed between the Employer and the majority of employees affected and shall apply to all employees at the work unit.

ARTICLE 26

TRAVEL BETWEEN WORK SITES

26.01 When an employee is required to perform work at other than his normal work place, as defined in the Treasury Board ~~Travel Directive~~, and the employee's status is such that the employee is not entitled to claim expenses ~~for~~ lodging and meals, the Employer shall provide transportation, or mileage allowance in lieu, for travel between the employee's normal workplace and any other work ~~place(s)~~.

**

26.02 Transfer at Sea Allowance

Except for AIM helicopter personnel (Appendix "G"), when an employee is required to transfer to a ship, submarine or barge (not berthed) from a helicopter, ship's boat, yardcraft or auxiliary vessel, the employee shall be paid a transfer allowance of five dollars (\$5.00) except when transferring between vessels and/or work platforms which are in a secured state to each other for the purpose of performing a specific task such as deperming. If the employee leaves the ship, submarine or barge by a similar transfer, the employee shall be paid an additional five dollars (\$5.00).

ARTICLE 30**REPORTING PAY**

46/04

30.01 An employee who reports for work on the employee's scheduled shift shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight *time*, whichever is the greater.

ARTICLE 33**SUPERVISORY DIFFERENTIAL**

33.01 A supervisory differential, as established in Appendix "C", shall be paid to employees in the bargaining unit who encumber positions which receive a supervisory rating under the classification standard, and who perform supervisory duties.

ARTICLE 39TECHNOLOGICAL CHANGE

39.01 The parties have agreed that in cases where as a result of technological change the services of an employee are no longer required beyond a specified date because of lack of work or the discontinuance of a function, ~~the National Joint Council Work Force Adjustment agreement concluded by the parties will~~ ^{2/2} ^{after 4.30} apply. In all other cases the following clauses will apply.

39.02 In this Article "Technological Change" means:

(a) the introduction by the Employer of equipment or material of a different nature than that previously utilized;

and

(b) a change in the Employer's operation directly related to the introduction of that equipment or material.

39.03 Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Employer's operations. Where technological change is to be implemented, the Employer will seek ways and means of minimizing adverse effects on employees which might result from such changes.

**

39.04 The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) days written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees. ^{2/2} ^K

39.05 The written notice provided for in clause 39.04 will provide the following information:

- (a) The nature and degree of change.
- (b) The anticipated date or dates on which the Employer plans to effect change.
- (c) The location or locations involved.

39.06 As soon as reasonably practicable after notice is given under ~~clause 39.04~~, the Employer shall consult with the Alliance concerning the effects of the technological change referred to in clause **39.04** on each group of employees. Such consultation will include but not necessarily be ~~limited~~ to the following:

- (a) The approximate number, class and location of ~~employees~~ likely to be affected by the change.
- (b) The effect the change ~~may~~ be expected to have on working conditions or terms and conditions of employment on employees.

39.07 When, as a result of technological change, the Employer determines that an employee requires new ~~skills~~ or knowledge in order to perform the duties of his substantive position, the Employer will make every reasonable effort to provide the necessary ~~training~~ during the employee's working hours and at no cost to the employee.

ARTICLE 45

AGREEMENT RE-OPENER

45.01 This Agreement may be amended by mutual consent.

ARTICLE 46MISCELLANEOUS

46.02

- (a) The special conditions set forth in the appendices to this Group Specific Agreement listed below, shall take precedence in the application of those Articles and clauses listed in each of the following appendices:
- Appendix "K" Canadian Penitentiary Service (SOL GEN)
 - Appendix "O" Harvesting Operations (AGR)
- (b) The special conditions set forth in the appendices to this Group Specific Agreement listed below, shall take precedence over this Group Specific Agreement and the Master Agreement in the application of those Articles and clauses listed in each of the following appendices:
- Appendix "D" Record of Performance Inspectors (ROP) (AGR)
 - Appendix "E" Pasture Managers, etc. (AGR)
 - Appendix "G" AIM Helicopter Personnel, etc, (MOT)
 - Appendix "H" Lockmasters, Bridgemastrs and Canalmen (ENV and MOT)
 - Appendix "I" Marine Services (MOT)
 - Appendix "M" Milking Operations (AGR)
 - Appendix "N" Sea Lamprey Control Unit (F and O)

46.03 The Employer shall continue to provide any automobile windshield sticker or other form of permit which an employee may require in order to enter the employee's work site area, or shall repay the employee

for the cost of same. However, this undertaking by the Employer shall not include free automobile parking privileges where payment of a parking fee would otherwise apply.

ARTICLE 47

DIRTY WORK ALLOWANCE

52
B
47.01 When an employee ~~is~~ required to come in physical contact with the pollutant ~~while~~ engaged in the cleaning up of oil spills in excess of two hundred (200) litres which resulted from a marine disaster, mechanical failure, bunkering or fuel transfer operations, the employee shall receive, in ~~addition~~ to the appropriate rate of pay, an additional one-half (1/2) his straight-time rate for every fifteen ~~(15)-minute period~~, or part thereof, worked.

All of the foregoing duties must have the prior approval of the Employer before work is commenced.

ARTICLE 48

JOB SECURITY

48.01 Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.

★★

ARTICLE 49

SHIFT PRINCIPLE

49.01 It is recognized that certain full-time ~~indeterminate~~ employees whose hours of work are regularly scheduled on a shift basis in accordance

with the clauses 23.04 or 23.24 of the General Labour and Trades Group, Supervisory and Non-Supervisory Collective Agreements and who receive Shift Premium (clause M-31.01) in accordance with Article M-31 (hereinafter referred to as a shift work employee) are required to attend certain proceedings, under this collective agreement as identified in clause 49.01 (a) and certain other proceedings identified in clause 49.01 (b) which normally take place between the hours of 9 a.m. to 5 p.m. from Mondays to Fridays inclusive.


When a shift work employee who is scheduled to work on the day of that proceeding and when the proceeding is not scheduled during the employee's scheduled shift for that day and when the majority of the hours of his scheduled shift on that day do not fall between the hours of 9 a.m. to 5 p.m., upon written application by the employee, the Employer shall endeavour, where possible, to change the shift work employee's shift on the day of the proceeding so that the majority of the hours fall between 9 a.m. to 5 p.m. provided that operational requirements are met, there is no increase in cost to the Employer and sufficient advance notice is given by the employee.

(a) Certain Proceedings Under This Agreement

- (i) PSSRB Proceedings
Clauses M-14.01, M-14.02, M-14.04,
M-14.05 and M-14.06
- (ii) Personnel Selection Process
Clause M-21.12
- (iii) Contract Negotiation and Preparatory
Contract Negotiation Meetings
Clauses M-14.10 and M-14.11

(b) Certain Other Proceedings

- (i) Training Courses which the employee is required to attend by the Employer.
- (ii) To write Provincial Certification Examinations which are a requirement



for the continuation of the performance of the duties
of the employee's position.

ARTICLE 50

DURATION

**

50.01 The duration of the Collective Agreement
shall be from the date it is signed to May 4, 1991.


50.02 Unless otherwise expressly stipulated, the
provisions of this Agreement shall become effective
on the date it is signed.

SIGNED AT OTTAWA, this 17th day of the month of
May 1989.

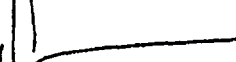
THE TREASURY BOARD
OF
CANADA

THE PUBLIC SERVICE
ALLIANCE OF
CANADA



Gay Reardon


Albert S. Burke


Robert V. Derikozis


T. J. Kearney


Theresa Thomas


Mike McNamara


Murray Bradley



Mick Fleming


Dave Ballinger

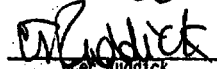
 (Joe)
Joe Buxler

THE TREASURY BOARD
OF
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ALLIANCE OF
CANADA


L.E. Muzzatti


Harold Hutchings


Joe Kuddick


Harvey Day


R.K. Hendrickson (Maj.)



Jim Ostrander

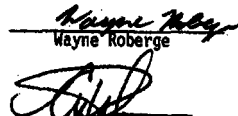

Phil Lattimer



Paul Brewer


Mark Killoran


Robert Targeon


Robert Taillon

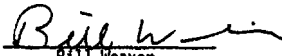


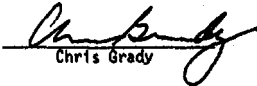

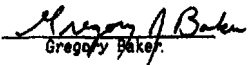


Wayne Roberge


Chris M. Reardon


Alan Phillips

THE TREASURY BOARD
OF
CANADA

THE PUBLIC SERVICE
ALLIANCE OF
CANADA

_____	 Bill Weaver
_____	 Dietrich Holeiter
_____	 Robert Wilson
_____	 Chris Grady
_____	 Marie Duckchik
_____	 Gregory Baker
_____	 Steve McPhee

THE TREASURY BOARD
OF
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ALLIANCE OF
CANADA


Jean Pitre
n itre


Gary Smith


Cyril Beazley


Thomas Sharpe


Nick Baranuk

Jin Ranger

A

APPENDIX "A"

RATES OF PAY

1. The rates of pay in Appendix A-1 shall become effective November 5, 1987.
2. The rates of pay in Appendix A-2 shall become effective January 5, 1989.
3. The rates of pay in Appendix A-3 shall become effective March 5, 1990.

APPENDIX "A" (A-1)

RATES OF PAY

EFFECTIVE DATE

NOVEMBER 5, 1987

- APPENDICE «A» (A-1)

- TAUX DE RÉMUNÉRATION

- DATE D'EFFET

- LE 5 NOVEMBRE 1987

♦♦

A-1-1

APPENDIX 'A'/APPENDICE 'A'

AIRCRAFT MAINTAINING SUB-GROUP (AIM) RATES/SOUS-GROUPE: ENTRETIEN D'AVIONS (AIM) TAUX
EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						
5	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						
6	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						
7	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						
8	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						
11	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						
12	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						
16	11.62	12.03	12.43	12.82	13.31	13.77	14.24	14.84	15.40	16.01	16.60	17.19	17.77	18.33						

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS RÉFÉRER À L'APPENDICE 'B' - 1 POUR LA DÉFINITION DES ZONES

A-1-2

APPENDIX 'A' / APPENDICE 'A'

AMMUNITION WORKING SUB-GROUP (AMW) RATES/SOUS-GROUPE: FABRICATION DE MUNITIONS (AMW) TAUX
EFFECTIVE DATE: 5 NOVEMBER 1987/DATS D'EFFET: 5 NOVEMBRE 1987

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1														
4	10.25	10.61	10.97	11.33	11.72	12.11	12.53	13.00	13.50	13.98	14.48	14.97	15.47	16.00
5	9.82	10.15	10.49	10.84	11.22	11.59	11.97	12.42	12.88	13.35	13.83	14.26	14.73	15.21
9														
10	10.00	10.34	10.67	11.01	11.42	11.80	12.19	12.66	13.14	13.60	14.07	14.54	15.05	15.53
13														
14														
15	11.52	11.92	12.33	12.75	13.18	13.65	14.11	14.67	15.25	15.80	16.42	17.01	17.58	18.15

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

ORDRE DE TRAVAIL

MANUVRES ET MANÈGES DE MONTAGE

BOILER-MAKING AND BLACKSMITHING SUB-GROUP (BOB) RATES/SOUS-GROUPE: CHAUDRONNERIE ET FORGE (BOB) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	8.93	9.23	9.51	9.83	10.14	10.48	10.84	11.25	11.66	11.72	12.11	12.53	12.93	13.31
5	8.93	9.23	9.51	9.83	10.14	10.48	10.84	11.25	11.66	12.08	12.47	12.88	13.30	13.70
8	10.30	10.66	11.01	11.37	11.79	12.18	12.58	13.07	13.56	14.07	14.54	15.07	15.56	16.07
9	10.30	10.66	11.01	11.37	11.79	12.18	12.58	13.07	13.56	14.07	14.54	15.07	15.56	16.07
12	10.15	10.52	10.88	11.24	11.62	12.02	12.42	12.88	13.37	13.86	14.34	14.86	15.34	15.87
13	10.15	10.52	10.88	11.24	11.62	12.02	12.42	12.88	13.37	13.86	14.34	14.86	15.34	15.87
14	10.97	11.34	11.75	12.11	12.55	12.98	13.42	13.95	14.48	15.03	15.56	16.12	16.68	17.21
15	10.97	11.34	11.75	12.11	12.55	12.98	13.42	13.95	14.48	15.03	15.56	16.12	16.68	17.21

NOTE: VEUILLEZ S'IL-VOUS PLAIT VOUS REFERER A L'APPENDICE 'B' - 1 POUR LA DEFINITION DES ZONES

A-1-4

APPENDIX 'A'/APPENDICE 'A'

CONSTRUCTION INSPECTING SUB-GROUP (COI) RATES/SOUS-GROUPE: INSPECTION DE LA CONSTRUCTION (COI) TAUX
EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

COI	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	11.24	11.62	12.03	12.43	12.87	13.31	13.74	14.31	14.86						
5	9.70	10.05	10.37	10.72	11.08	11.45	11.82	12.30	12.78						
6	10.75	11.13	11.50	11.87	12.30	12.71	13.14	13.65	14.16						
9	10.27	10.64	10.98	11.34	11.75	12.14	12.54	13.02	13.51						
10	10.27	10.64	10.98	11.34	11.75	12.14	12.54	13.02	13.51						
14	11.24	11.62	12.03	12.43	12.87	13.31	13.74	14.31	14.86						
15	11.22	11.61	11.98	12.38	12.82	13.29	13.72	14.26	14.81						

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

CONSTRUCTION INSPECTING SUB-GROUP (COI) RATES (CONSTRUCTION INSPECTOR)/
 SOUS-GROUPE: INSPECTION DE LA CONSTRUCTION (COI) TAUX (INSPECTEUR DE LA CONSTRUCTION)
 REFERENCE DATE: 5 NOVEMBER 1987/DATE D'REF: 5 NOVEMBRE 1987

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1)									14.66	15.21	15.76	16.33	16.88	17.43
5									13.48	13.97	14.47	14.96	15.44	15.96
8									16.12	16.73	17.36	17.97	18.59	19.22
9									14.08	14.58	15.14	15.67	16.19	16.72
10									14.29	14.84	15.37	15.90	16.43	16.94
12									15.05	15.62	16.18	16.76	17.36	17.93
13									15.05	15.62	16.18	16.76	17.36	17.93
14									16.72	17.37	18.02	18.65	19.30	19.95
15														

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 1 POUR LA DEFINITION DES ZONES

A-1-6

APPENDIX 'A' / APPENDICE 'A'

REVISION 1.0

REVISION 1.0

SOUS-GROUPE: INSTALLATIONS ELECTRIQUES ET ENTRETIEN (EIM) TAUX
EFFECTIVE DATE: 5 NOVEMBER 1987 / DATE D'EFFET: 5 NOVEMBRE 1987
CLASSIFICATION LEVRI / NIVEL DE CLASSIFICATION

GROUP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	12.14	12.57	12.99	13.45	13.90	14.43	14.92	15.54	16.17	16.77					
5	9.68	10.01	10.30	10.66	11.05	11.39	11.78	12.25	12.68	13.14					
6	10.24	10.57	10.88	11.24	11.59	11.98	12.45	12.98	13.54	14.14					
10	10.35	10.78	11.08	11.43	11.83	12.27	12.68	13.14	13.64	14.12					
10	9.91	10.27	10.59	10.94	11.33	11.70	12.10	12.55	13.03	13.50					
14	12.14	12.57	12.99	13.45	13.90	14.43	14.92	15.54	16.17	16.77					
15	12.14	12.57	12.99	13.45	13.90	14.43	14.92	15.54	16.17	16.77					

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

A-1-7

APPENDIX 'A'/APPENDICE 'A'

GENERAL TANKS AND TANKS

MANOEUVRES ET HOMMES DE MER

SOUSS-GROUPE: INSTALLATIONS ELECTRIQUES ET ESTIMATION (EIM) TANK (ELECTRICIEN)
EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1										17.21	17.83	18.48	19.12	19.76
4										14.74	15.28	15.81	16.34	16.89
5										13.86	14.33	14.85	15.34	15.82
8										16.64	17.23	17.85	18.48	19.10
in										14.47	14.99	15.52	16.04	16.54
12										15.44	15.92	16.40	16.88	17.33
13										15.28	15.82	16.40	16.95	17.55
14										17.21	17.83	18.48	19.12	19.76
16										16.64	17.23	17.85	18.48	19.10

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REPERER A L'APPENDICE 'B' - 1 POUR LA DEFINITION DES ZONES

0-1-0

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 NOVEMBER 1981/DATE D'EFFET: 5 NOVEMBRE 1981
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
1	10.00	10.10	10.20	10.30	10.40	10.50	10.60	10.70	10.80	10.90	11.00	11.10	11.20	11.30	11.40	11.50	11.60	11.70	11.80	11.90	12.00	12.10	12.20	12.30	12.40	12.50	12.60	12.70	12.80	12.90	13.00	13.10	13.20	13.30	13.40	13.50	13.60	13.70	13.80	13.90	14.00	14.10	14.20	14.30	14.40	14.50	14.60	14.70	14.80	14.90	15.00	15.10	15.20	15.30	15.40	15.50	15.60	15.70	15.80	15.90	16.00	16.10	16.20	16.30	16.40	16.50	16.60	16.70	16.80	16.90	17.00	17.10	17.20	17.30	17.40	17.50	17.60	17.70	17.80	17.90	18.00	18.10	18.20	18.30	18.40	18.50	18.60	18.70	18.80	18.90	19.00	19.10	19.20	19.30	19.40	19.50	19.60	19.70	19.80	19.90	20.00	20.10	20.20	20.30	20.40	20.50	20.60	20.70	20.80	20.90	21.00	21.10	21.20	21.30	21.40	21.50	21.60	21.70	21.80	21.90	22.00	22.10	22.20	22.30	22.40	22.50	22.60	22.70	22.80	22.90	23.00	23.10	23.20	23.30	23.40	23.50	23.60	23.70	23.80	23.90	24.00	24.10	24.20	24.30	24.40	24.50	24.60	24.70	24.80	24.90	25.00	25.10	25.20	25.30	25.40	25.50	25.60	25.70	25.80	25.90	26.00	26.10	26.20	26.30	26.40	26.50	26.60	26.70	26.80	26.90	27.00	27.10	27.20	27.30	27.40	27.50	27.60	27.70	27.80	27.90	28.00	28.10	28.20	28.30	28.40	28.50	28.60	28.70	28.80	28.90	29.00	29.10	29.20	29.30	29.40	29.50	29.60	29.70	29.80	29.90	30.00	30.10	30.20	30.30	30.40	30.50	30.60	30.70	30.80	30.90	31.00	31.10	31.20	31.30	31.40	31.50	31.60	31.70	31.80	31.90	32.00	32.10	32.20	32.30	32.40	32.50	32.60	32.70	32.80	32.90	33.00	33.10	33.20	33.30	33.40	33.50	33.60	33.70	33.80	33.90	34.00	34.10	34.20	34.30	34.40	34.50	34.60	34.70	34.80	34.90	35.00	35.10	35.20	35.30	35.40	35.50	35.60	35.70	35.80	35.90	36.00	36.10	36.20	36.30	36.40	36.50	36.60	36.70	36.80	36.90	37.00	37.10	37.20	37.30	37.40	37.50	37.60	37.70	37.80	37.90	38.00	38.10	38.20	38.30	38.40	38.50	38.60	38.70	38.80	38.90	39.00	39.10	39.20	39.30	39.40	39.50	39.60	39.70	39.80	39.90	40.00	40.10	40.20	40.30	40.40	40.50	40.60	40.70	40.80	40.90	41.00	41.10	41.20	41.30	41.40	41.50	41.60	41.70	41.80	41.90	42.00	42.10	42.20	42.30	42.40	42.50	42.60	42.70	42.80	42.90	43.00	43.10	43.20	43.30	43.40	43.50	43.60	43.70	43.80	43.90	44.00	44.10	44.20	44.30	44.40	44.50	44.60	44.70	44.80	44.90	45.00	45.10	45.20	45.30	45.40	45.50	45.60	45.70	45.80	45.90	46.00	46.10	46.20	46.30	46.40	46.50	46.60	46.70	46.80	46.90	47.00	47.10	47.20	47.30	47.40	47.50	47.60	47.70	47.80	47.90	48.00	48.10	48.20	48.30	48.40	48.50	48.60	48.70	48.80	48.90	49.00	49.10	49.20	49.30	49.40	49.50	49.60	49.70	49.80	49.90	50.00	50.10	50.20	50.30	50.40	50.50	50.60	50.70	50.80	50.90	51.00	51.10	51.20	51.30	51.40	51.50	51.60	51.70	51.80	51.90	52.00	52.10	52.20	52.30	52.40	52.50	52.60	52.70	52.80	52.90	53.00	53.10	53.20	53.30	53.40	53.50	53.60	53.70	53.80	53.90	54.00	54.10	54.20	54.30	54.40	54.50	54.60	54.70	54.80	54.90	55.00	55.10	55.20	55.30	55.40	55.50	55.60	55.70	55.80	55.90	56.00	56.10	56.20	56.30	56.40	56.50	56.60	56.70	56.80	56.90	57.00	57.10	57.20	57.30	57.40	57.50	57.60	57.70	57.80	57.90	58.00	58.10	58.20	58.30	58.40	58.50	58.60	58.70	58.80	58.90	59.00	59.10	59.20	59.30	59.40	59.50	59.60	59.70	59.80	59.90	60.00	60.10	60.20	60.30	60.40	60.50	60.60	60.70	60.80	60.90	61.00	61.10	61.20	61.30	61.40	61.50	61.60	61.70	61.80	61.90	62.00	62.10	62.20	62.30	62.40	62.50	62.60	62.70	62.80	62.90	63.00	63.10	63.20	63.30	63.40	63.50	63.60	63.70	63.80	63.90	64.00	64.10	64.20	64.30	64.40	64.50	64.60	64.70	64.80	64.90	65.00	65.10	65.20	65.30	65.40	65.50	65.60	65.70	65.80	65.90	66.00	66.10	66.20	66.30	66.40	66.50	66.60	66.70	66.80	66.90	67.00	67.10	67.20	67.30	67.40	67.50	67.60	67.70	67.80	67.90	68.00	68.10	68.20	68.30	68.40	68.50	68.60	68.70	68.80	68.90	69.00	69.10	69.20	69.30	69.40	69.50	69.60	69.70	69.80	69.90	70.00	70.10	70.20	70.30	70.40	70.50	70.60	70.70	70.80	70.90	71.00	71.10	71.20	71.30	71.40	71.50	71.60	71.70	71.80	71.90	72.00	72.10	72.20	72.30	72.40	72.50	72.60	72.70	72.80	72.90	73.00	73.10	73.20	73.30	73.40	73.50	73.60	73.70	73.80	73.90	74.00	74.10	74.20	74.30	74.40	74.50	74.60	74.70	74.80	74.90	75.00	75.10	75.20	75.30	75.40	75.50	75.60	75.70	75.80	75.90	76.00	76.10	76.20	76.30	76.40	76.50	76.60	76.70	76.80	76.90	77.00	77.10	77.20	77.30	77.40	77.50	77.60	77.70	77.80	77.90	78.00	78.10	78.20	78.30	78.40	78.50	78.60	78.70	78.80	78.90	79.00	79.10	79.20	79.30	79.40	79.50	79.60	79.70	79.80	79.90	80.00	80.10	80.20	80.30	80.40	80.50	80.60	80.70	80.80	80.90	81.00	81.10	81.20	81.30	81.40	81.50	81.60	81.70	81.80	81.90	82.00	82.10	82.20	82.30	82.40	82.50	82.60	82.70	82.80	82.90	83.00	83.10	83.20	83.30	83.40	83.50	83.60	83.70	83.80	83.90	84.00	84.10	84.20	84.30	84.40	84.50	84.60	84.70	84.80	84.90	85.00	85.10	85.20	85.30	85.40	85.50	85.60	85.70	85.80	85.90	86.00	86.10	86.20	86.30	86.40	86.50	86.60	86.70	86.80	86.90	87.00	87.10	87.20	87.30	87.40	87.50	87.60	87.70	87.80	87.90	88.00	88.10	88.20	88.30	88.40	88.50	88.60	88.70	88.80	88.90	89.00	89.10	89.20	89.30	89.40	89.50	89.60	89.70	89.80	89.90	90.00	90.10	90.20	90.30	90.40	90.50	90.60	90.70	90.80	90.90	91.00	91.10	91.20	91.30	91.40	91.50	91.60	91.70	91.80	91.90	92.00	92.10	92.20	92.30	92.40	92.50	92.60	92.70	92.80	92.90	93.00	93.10	93.20	93.30	93.40	93.50	93.60	93.70	93.80	93.90	94.00	94.10	94.20	94.30	94.40	94.50	94.60	94.70	94.80	94.90	95.00	95.10	95.20	95.30	95.40	95.50	95.60	95.70	95.80	95.90	96.00	96.10	96.20	96.30	96.40	96.50	96.60	96.70	96.80	96.90	97.00	97.10	97.20	97.30	97.40	97.50	97.60	97.70	97.80	97.90	98.00	98.10	98.20	98.30	98.40	98.50	98.60	98.70	98.80	98.90	99.00	99.10	99.20	99.30	99.40	99.50	99.60	99.70	99.80	99.90	100.00
2	10.00	10.10	10.20	10.30	10.40	10.50	10.60	10.70	10.80	10.90	11.00	11.10	11.20	11.30	11.40	11.50	11.60	11.70	11.80	11.90	12.00	12.10	12.20	12.30	12.40	12.50	12.60	12.70	12.80	12.90	13.00	13.10	13.20	13.30	13.40	13.50	13.60	13.70	13.80	13.90	14.00	14.10	14.20	14.30	14.40	14.50	14.60	14.70	14.80	14.90	15.00	15.10	15.20	15.30	15.40	15.50	15.60	15.70	15.80	15.90	16.00	16.10	16.20	16.30	16.40	16.50	16.60	16.70	16.80	16.90	17.00	17.10	17.20	17.30	17.40	17.50	17.60	17.70	17.80	17.90	18.00	18.10	18.20	18.30	18.40	18.50	18.60	18.70	18.80	18.90	19.00	19.10	19.20	19.30	19.40	19.50	19.60	19.70	19.80	19.90	20.00	20.10	20.20	20.30	20.40	20.50	20.60	20.70	20.80	20.90	21.00	21.10	21.20	21.30	21.40	21.50	21.60	21.70	21.80	21.90	22.00	22.10	22.20	22.30	22.40	22.50	22.60	22.70	22.80	22.90	23.00	23.10	23.20	23.30	23.40	23.50	23.60	23.70	23.80	23.90	24.00	24.10	24.20	24.30	24.40	24.50	24.60	24.70	24.80	24.90	25.00	25.10	25.20	25.30	25.40	25.50	25.60	25.70	25.80	25.90	26.00	26.10	26.20	26.30	26.40	26.50	26.60	26.70	26.80	26.90	27.00	27.10	27.20	27.30	27.40	27.50	27.60	27.70	27.80	27.90	28.00	28.10	28.20	28.30	28.40	28.50	28.60	28.70	28.80	28.90	29.00	29.10	29.20	29.30	29.40	29.50	29.60	29.70	29.80	29.90	30.00	30.10	30.20	30.30	30.40	30.50	30.60	30.70	30.80	30.90	31.00	31.10	31.20	31.30	31.40	31.50	31.60	31.70	31.80	31.90	32.00	32.10	32.20	32.30	32.40	32.50	32.60	32.70	32.80	32.90	33.00	33.10	33.20	33.30	33.40	33.50	33.60	33.70	33.80	33.90	34.00	34.10	34.20	34.30	34.40	34.50	34.60	34.70	34.80	34.90	35.00	35.10	35.20	35.30	35.40	35.50	35.60	35.70	35.80	35.90	36.00	36.10	36.20	36.30	36.40																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												

NOTE: THE FOLLOWING GRADES ARE NOT USED IN THE CLASSIFICATION SYSTEM - 1 TO 100 FOR THE DEFINITION OF GRADES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

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Abstract

NOTE: VÉRIFIEZ SI IL-VOUS PLAIT VOUS RÉFÉRER À L'APPENDICE 10B1 - 1 POUR LA DÉFINITION DES JAMES

A-1-10

GENERAL LABOUR AND TRADES

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	11.25	11.54	12.03	12.45	12.88	13.04	13.77	14.32	14.89	15.44	16.01	16.57	17.12	17.71
2	10.97	11.34	11.72	12.10	12.54	12.98	13.39	13.95	14.47	15.02	15.54	16.09	16.64	17.19
3	10.97	11.34	11.72	12.10	12.54	12.98	13.39	13.95	14.47	15.02	15.54	16.09	16.64	17.19
6	11.08	11.45	11.83	12.21	12.67	13.11	13.55	14.08	14.63	15.17	15.74	16.28	16.84	17.41
7	11.05	11.42	11.81	12.19	12.62	13.07	13.50	14.03	14.56	15.14	15.68	16.24	16.78	17.31
8	11.05	11.42	11.81	12.19	12.62	13.07	13.50	14.03	14.56	15.14	15.68	16.24	16.78	17.31
11	10.28	10.66	11.01	11.36	11.79	12.18	12.57	13.07	13.55	14.06	14.52	15.05	15.54	16.05
12	10.28	10.66	11.01	11.36	11.79	12.18	12.57	13.07	13.55	14.06	14.52	15.05	15.54	16.05
18	11.25	11.54	12.03	12.45	12.88	13.34	13.77	14.32	14.89	15.44	16.01	16.57	17.12	17.71

NOTE: IDENTIFY CITY/LOCALITY DATE WHEN REFERRED TO STANDARDIZED (1911) - 1 DURING THE DETERMINATION OF ZONES

MACHINERY MAINTAINING SUB-GROUP (MAN) RATES/SOUS-GROUPE: ENTRETIEN DE MACHINES (MAN) TAUX
EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	11.08	12.20	12.71	13.14	13.60	14.08	14.58	15.16	15.76	16.38	16.97	17.58	18.18	18.78
4	10.14	10.49	10.86	11.18	11.59	11.98	12.38	12.86	13.34	13.83	14.31	14.81	15.31	15.79
5	10.38	10.74	11.11	11.45	11.84	12.27	12.67	13.17	13.65	14.13	14.67	15.17	15.69	16.19
9	10.24	10.58	10.94	11.28	11.67	12.09	12.47	12.97	13.46	13.90	14.43	14.92	15.41	15.93
10	10.23	10.56	10.93	11.26	11.67	12.08	12.45	12.85	13.42	13.89	14.39	14.90	15.40	15.90
13	10.84	11.22	11.59	11.97	12.40	12.81	13.22	13.77	14.29	14.84	15.37	15.90	16.45	16.99
14	11.84	12.30	12.71	13.14	13.60	14.08	14.56	15.16	15.76	16.38	16.97	17.58	18.18	18.76
15	11.84	12.30	12.71	13.14	13.60	14.08	14.56	15.16	15.76	16.38	16.97	17.58	18.18	18.76

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

A-1-12

GENERAL CARONIR AND TRADER

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 NOVEMBER 1981/DATE D'EFFET: 5 NOVEMBRE 1981
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	12.02	12.44	12.87	13.31	13.78	14.26	14.74	15.37	15.96	16.59	17.20	17.81	18.44	19.05
2	10.40	10.75	11.13	11.49	11.91	12.30	12.71	13.19	13.70	14.20	14.70	15.19	15.74	16.24
5	10.28	10.65	11.00	11.36	11.76	12.15	12.55	13.03	13.52	14.03	14.52	15.00	15.49	15.94
8	10.40	10.75	11.13	11.49	11.91	12.30	12.71	13.19	13.70	14.20	14.70	15.19	15.74	16.24
9	10.25	10.58	10.94	11.31	11.69	12.09	12.50	12.97	13.46	13.95	14.46	14.93	15.44	15.94
10	10.76	11.14	11.52	11.91	12.31	12.73	13.16	13.67	14.19	14.72	15.27	15.78	16.33	16.86
13	10.72	11.08	11.45	11.82	12.25	12.67	13.10	13.60	14.11	14.66	15.16	15.69	16.25	16.77
14	12.02	12.44	12.87	13.31	13.78	14.26	14.74	15.37	15.96	16.59	17.20	17.81	18.44	19.05
17	12.02	12.44	12.87	13.31	13.78	14.26	14.74	15.37	15.96	16.59	17.20	17.81	18.44	19.05

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REPÉRER À L'APPENDICE 'B' - 1 POUR LA DÉFINITION DES ZONES

A-1-13

GENERAL LABOUR AND TRADES

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	11.01	11.42	11.81	12.18	12.64	13.06	13.50	14.03	14.54	15.11	15.67	16.21	16.77	17.31
2	9.77	10.09	10.42	10.75	11.13	11.50	11.87	12.34	12.79	13.24	13.72	14.16	14.63	15.09
3	8.53	8.85	9.18	9.51	9.89	10.26	10.63	11.10	11.55	12.00	12.48	12.93	13.40	13.86
4	7.29	7.61	7.94	8.27	8.65	9.02	9.39	9.86	10.31	10.76	11.24	11.69	12.16	12.62
5	6.05	6.37	6.70	7.03	7.41	7.78	8.15	8.62	9.07	9.52	10.00	10.45	10.92	11.38
6	4.81	5.13	5.46	5.79	6.17	6.54	6.91	7.38	7.83	8.28	8.76	9.21	9.68	10.14
7	3.57	3.89	4.22	4.55	4.93	5.30	5.67	6.14	6.59	7.04	7.52	7.97	8.44	8.90
8	2.33	2.65	2.98	3.31	3.69	4.06	4.43	4.90	5.35	5.80	6.28	6.73	7.20	7.66
9	1.09	1.41	1.74	2.07	2.45	2.82	3.19	3.66	4.11	4.56	5.04	5.49	5.96	6.42
10	9.82	10.14	10.49	10.82	11.18	11.57	11.96	12.43	12.88	13.35	13.81	14.26	14.73	15.23
11	8.58	8.90	9.23	9.56	9.94	10.31	10.68	11.15	11.60	12.05	12.53	12.98	13.45	13.91
12	7.34	7.66	7.99	8.32	8.70	9.07	9.44	9.91	10.36	10.81	11.29	11.74	12.21	12.67
13	6.10	6.42	6.75	7.08	7.46	7.83	8.20	8.67	9.12	9.57	10.05	10.50	10.97	11.43
14	4.86	5.18	5.51	5.84	6.22	6.59	6.96	7.43	7.88	8.33	8.81	9.26	9.73	10.19
15	3.62	3.94	4.27	4.60	4.98	5.35	5.72	6.19	6.64	7.09	7.57	8.02	8.49	8.95

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

A-1-14

GENERAL LABOUR AND TRADES

APPENDIX "A"/APPENDICE "A"

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	11.12	11.50	11.91	12.30	12.99	13.48	13.88	14.43	15.02	15.55	16.18	16.71	17.27	17.85
2	9.53	9.87	10.16	10.50	11.11	11.48	11.82	12.30	12.77	13.19	13.65	14.11	14.54	15.03
3	9.53	9.87	10.16	10.50	11.11	11.48	11.82	12.30	12.77	13.19	13.65	14.11	14.54	15.03
4	9.73	10.07	10.38	10.74	11.33	11.72	12.09	12.55	13.02	13.50	13.98	14.43	14.91	15.40
5	9.75	10.09	10.42	10.75	11.38	11.76	12.11	12.68	13.08	13.51	13.99	14.47	14.93	15.41
6	9.75	10.09	10.42	10.75	11.38	11.76	12.11	12.68	13.08	13.51	13.99	14.47	14.93	15.41
7	9.75	10.09	10.42	10.75	11.38	11.76	12.11	12.68	13.08	13.51	13.99	14.47	14.93	15.41
8	9.75	10.09	10.42	10.75	11.38	11.76	12.11	12.68	13.08	13.51	13.99	14.47	14.93	15.41
9	9.75	10.09	10.42	10.75	11.38	11.76	12.11	12.68	13.08	13.51	13.99	14.47	14.93	15.41
10	9.75	10.09	10.42	10.75	11.38	11.76	12.11	12.68	13.08	13.51	13.99	14.47	14.93	15.41
11	9.10	9.43	9.70	10.03	10.59	10.94	11.28	11.72	12.15	12.57	13.00	13.45	13.86	14.31
12	9.10	9.43	9.70	10.03	10.59	10.94	11.28	11.72	12.15	12.57	13.00	13.45	13.86	14.31
13	9.10	9.43	9.70	10.03	10.59	10.94	11.28	11.72	12.15	12.57	13.00	13.45	13.86	14.31
14	9.10	9.43	9.70	10.03	10.59	10.94	11.28	11.72	12.15	12.57	13.00	13.45	13.86	14.31
15	11.01	11.39	11.79	12.18	12.87	13.31	13.77	14.31	14.87	15.41	16.01	16.54	17.10	17.70
16	11.18	11.58	11.97	12.36	13.07	13.52	13.99	14.54	15.10	15.68	16.25	16.84	17.42	17.98

NOTE: PLEASE REFER TO APPENDIX "B" - 1 FOR DEFINITION OF ZONES

A-1-15

GENERAL LABOUR AND TRADES

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	11.78	12.19	12.62	13.02	13.50	13.98	14.46	15.05	15.65	16.24	16.84	17.42	18.02	18.62
2	10.20	10.67	11.01	11.38	11.79	12.18	12.60	13.10	13.58	14.07	14.56	15.06	15.58	16.11
5	10.15	10.52	10.88	11.24	11.62	12.02	12.42	12.90	13.37	13.86	14.33	14.85	15.34	15.86
6	10.20	10.67	11.01	11.37	11.79	12.18	12.58	13.10	13.56	14.07	14.56	15.07	15.56	16.09
9	10.59	10.97	11.34	11.70	12.14	12.54	12.95	13.47	13.98	14.48	14.99	15.53	16.05	16.59
10	10.13	10.48	10.84	11.17	11.57	11.96	12.34	12.82	13.31	13.81	14.29	14.74	15.28	15.76
13	10.75	11.13	11.50	11.87	12.30	12.71	13.14	13.65	14.16	14.70	15.25	15.76	16.29	16.85
14	11.78	12.19	12.62	13.02	13.50	13.98	14.46	15.05	15.65	16.24	16.84	17.42	18.02	18.62
15	11.75	12.16	12.57	12.98	13.47	13.90	14.39	14.89	15.48	16.19	16.78	17.37	17.97	18.57

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

NOTE: VUILLEZ S'IL-VOUS PLAÎT VOUS REPERER A L'APPENDICE 'B' - 1 POUR LA DEFINITION DES ZONES

MACHINING, TOOL-MAKING AND ENGRAVING SUB-GROUP (MST) RATES/
 RECHER-GRUPPE. INSTRUMENTS OUTILLAGE ET GRAVURE (MST) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	9.65	9.99	10.29	10.64	10.99	11.37	11.75	12.19	12.66	13.11	13.55	14.00	14.47	14.91
3	9.65	9.99	10.29	10.64	10.99	11.37	11.75	12.19	12.66	13.11	13.55	14.00	14.47	14.91
4	9.88	10.24	10.65	11.01	11.38	11.77	12.16	12.57	12.97	13.40	13.89	14.36	14.87	15.34
5	9.75	10.07	10.38	10.74	11.12	11.49	11.84	12.31	12.77	13.22	13.69	14.13	14.58	15.04
6	10.07	10.42	10.76	11.12	11.48	11.87	12.28	12.75	13.21	13.70	14.19	14.64	15.14	15.65
7	10.07	10.42	10.76	11.12	11.48	11.87	12.28	12.75	13.21	13.70	14.19	14.64	15.14	15.65
8	10.07	10.42	10.76	11.12	11.48	11.87	12.28	12.75	13.21	13.70	14.19	14.64	15.14	15.65
9	10.07	10.42	10.76	11.12	11.48	11.87	12.28	12.75	13.21	13.70	14.19	14.64	15.14	15.65
10	10.07	10.42	10.76	11.12	11.48	11.87	12.28	12.75	13.21	13.70	14.19	14.64	15.14	15.65
11	9.86	10.15	10.52	10.85	11.25	11.62	11.98	12.45	12.93	13.38	13.85	14.32	14.81	15.30
12	10.27	10.64	10.98	11.34	11.75	12.16	12.55	13.02	13.51	14.01	14.49	14.99	15.51	16.01
13	10.82	11.18	11.57	11.94	12.36	12.79	13.22	13.73	14.26	14.78	15.34	15.88	16.41	16.95
14	10.92	11.18	11.57	11.94	12.36	12.79	13.22	13.73	14.26	14.78	15.34	15.88	16.41	16.95

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

A-1-17

GENERAL LABOUR AND TRADES

PAINTING AND CONSTRUCTION FINISHING SUB-GROUP (PCF) RATES/

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

UNION/LE SYNDICAT DES TRAVAILLEURS DU BÂTIMENT										
2	12.69	13.11	13.62	14.13	14.67	15.19	15.75	16.26	16.79	
3	12.69	13.11	13.62	14.13	14.67	15.19	15.75	16.26	16.79	
	13.09	13.50	13.91	14.32	14.73	15.14	15.55	15.96	16.37	
6	12.98	13.39	13.80	14.21	14.62	15.03	15.44	15.85	16.26	
7	13.56	14.01	14.46	14.91	15.36	15.81	16.26	16.71	17.16	
8	13.86	14.32	14.78	15.24	15.70	16.16	16.62	17.08	17.54	
11	12.34	12.77	13.22	13.67	14.12	14.57	15.02	15.47	15.92	
12	14.36	14.87	15.31	15.75	16.19	16.63	17.07	17.51	17.95	
16	15.53	16.07	16.73	17.42	18.08	18.75	19.41	20.12	20.79	

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFFERER A L'APPENDICE 'B' - 1 POUR LA DEFINITION DES ZONES

PIPETTING SUB-GROUP (PIP) RATES/SUB-GROUPS: TOUVAIRIE (PIP) TAX
 RESERVE DATE: 5 NOVEMBER 1987

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
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4	11.26	11.86	12.04	12.44	12.90	13.35	13.78	14.33	14.90	15.47	16.04	16.60	17.18	17.73
5	10.13	10.48	10.84	11.17	11.57	11.96	12.34	12.82	13.31	13.78	14.29	14.74	15.27	15.76
8	12.16	12.58	13.03	13.47	13.97	14.47	14.93	15.66	16.13	16.79	17.44	18.06	18.66	19.30
9	10.50	10.93	11.28	11.66	12.08	12.47	12.88	13.38	13.86	14.39	14.91	15.44	15.96	16.50
10	10.43	10.77	11.14	11.50	11.92	12.32	12.71	13.22	13.72	14.23	14.72	15.26	15.75	16.28
12	10.50	10.94	11.32	11.67	12.10	12.52	12.93	13.45	13.80	14.46	14.96	15.50	16.01	16.53
13	10.68	10.84	11.32	11.67	12.10	12.52	12.93	13.45	13.80	14.46	14.96	15.50	16.01	16.53
14	11.87	11.79	12.19	12.56	13.06	13.50	13.95	14.50	15.09	15.66	16.24	16.78	17.37	17.96

NOTE: DATES DESERVAIRIE 1987 - 4 SUB-RESERVE DES ZONES

NOTE: VOULIEZ S'IL-VOUS PLAIT VOUS REPERER A L'APPENDICE 1 B - 1 POUR LA DIRECTION DES ZONES

 SOUS-GROUPE: TUYAUTERIE (PIP) TAUX (TUYAUTEUR ET PLOMBIER)
 EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1									15.85	17.52	18.20	18.87	19.54	20.21
4									15.32	16.90	16.60	17.97	17.65	18.23
5									13.85	14.33	14.86	15.39	15.90	16.42
8									14.47	15.02	15.55	16.11	16.66	17.20
9									14.63	15.17	15.74	16.28	16.84	17.41
10									15.68	16.28	16.86	17.45	18.06	18.66
13									16.88	17.56	18.20	18.83	19.50	20.13
14									16.80	17.47	18.10	18.71	19.34	19.98

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE NETIER

1. IDENTIFICATION (NAME, ADDRESS, PHONE NUMBER, DATE, TIME, LOCATION, etc.)

DECLARATION, SIGNATURE AND EMPLOYER/EMPLOYEE, DECLARATION, NAME OF
EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

[illegible]

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE "B" - 1 POUR LA DEFINITION DES ZONES

PRECISION WORKING SUB-GROUP (PRW) RATES/SOUS-GROUPES TRAVAIL DE PRECISION (PRW) TAUX
 EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
 CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	12.03	12.45	12.88	13.31	13.78	14.29	14.76	15.39	16.01	16.63	17.23	17.83	18.45	19.07
2	10.29	10.66	11.01	11.37	11.78	12.18	12.57	13.07	13.55	14.06	14.54	15.07	15.58	16.07
3	10.25	10.59	10.95	11.32	11.70	12.10	12.52	12.98	13.48	13.97	14.47	14.93	15.47	15.94
4	10.76	11.14	11.52	11.91	12.32	12.79	13.16	13.67	14.20	14.71	15.27	15.78	16.32	16.86
5	12.03	12.45	12.88	13.31	13.78	14.29	14.76	15.39	16.01	16.63	17.23	17.83	18.45	19.07
6	12.03	12.45	12.88	13.31	13.78	14.29	14.76	15.39	16.01	16.63	17.23	17.83	18.45	19.07

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

A-1-22

APPENDIX 'A'/APPENDICE 'A'

SHEET METAL WORKING SUB-GROUP (SMW) RATES (SHEET METAL WORKER)/
SOUS-GROUPE: TOLERIE (SMW) TAUX (TOLIER)

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3							13.47	14.00	14.53	15.07	15.60	16.14	16.68	17.22
4							13.18	13.70	14.23	14.76	15.28	15.82	16.35	16.89
5							12.62	13.11	13.60	14.09	14.58	15.09	15.61	16.12
8							14.01	14.57	15.15	15.74	16.29	16.88	17.44	18.04
9							13.38	13.90	14.47	14.99	15.54	16.09	16.64	17.20
12							16.08	15.74	16.34	16.99	17.60	18.23	18.87	19.50
13							14.85	15.44	16.05	16.68	17.29	17.93	18.51	19.13
14							16.79	17.46	18.21	18.91	19.61	20.32	21.02	21.72
15							18.64	19.03	19.43	19.84	20.27	20.71	21.14	21.59

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 1 POUR LA DÉFINITION DES ZONES

DECLASSIFICATION AUTHORITY AND DATE

1	12.00	10.00	10.02	10.72	11.08	11.42	11.80	12.29	12.73	13.18	13.62	14.09	14.53	15.02
2	9.70	10.03	10.37	10.72	11.08	11.42	11.80	12.29	12.73	13.18	13.62	14.09	14.53	15.02
3	9.70	10.03	10.37	10.72	11.08	11.42	11.80	12.29	12.73	13.18	13.62	14.09	14.53	15.02
6	11.25	11.64	12.03	12.44	12.88	13.34	13.77	14.32	14.89	15.44	16.01	16.57	17.12	17.70
7	11.05	11.43	11.82	12.19	12.66	13.07	13.51	14.06	14.57	15.14	15.69	16.26	16.79	17.36
10	10.00	10.00	10.00	11.14	11.00	11.70	12.00	12.77	13.24	13.72	14.20	14.68	15.16	15.67
11	9.77	10.10	10.43	10.76	11.14	11.52	11.91	12.33	12.79	13.26	13.72	14.19	14.67	15.14
14	12.00	10.00	10.01	10.20	10.01	10.03	10.03	10.04	10.21	10.05	10.05	10.17	10.07	20.33
15	11.70	12.11	12.53	12.95	13.42	13.87	14.34	14.93	15.53	16.12	16.72	17.31	17.92	18.50

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

A-1-24

GENERAL LABOUR AND TRADES

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	11.84	12.30	12.71	13.14	13.60	14.08	14.56	15.16	15.76	16.38	16.97	17.58	18.18	18.76
5	9.25	9.58	9.87	10.16	10.54	10.89	11.25	11.67	12.10	12.54	12.97	13.38	13.84	14.24
9	9.49	9.83	10.15	10.48	10.86	11.22	11.58	12.02	12.45	12.90	13.35	13.78	14.24	14.70
10	9.14	9.45	9.78	10.07	10.42	10.76	11.13	11.54	11.97	12.40	12.80	13.22	13.65	14.08
13	10.50	10.88	11.24	11.59	12.01	12.42	12.81	13.34	13.84	14.32	14.85	15.37	15.89	16.40
14	11.84	12.30	12.71	13.14	13.60	14.08	14.56	15.16	15.76	16.38	16.97	17.58	18.18	18.76

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFFERER A L'APPENDICE 'B' - 1 POUR LA DEFINITION DES ZONES

Sous-omnes: MENUISERIE (WOW) TAUX (MENUISIER)
 EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
 CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	16.07	16.68	17.29	17.93	18.53	19.13
2	12.73	13.18	13.64	14.09	14.54	15.03
3	12.73	13.18	13.64	14.09	14.54	15.03
4	13.95	14.47	14.97	15.52	16.02	16.54
5	13.95	14.47	14.97	15.52	16.02	16.54
6	13.95	14.47	14.97	15.52	16.02	16.54
7	13.95	14.47	14.97	15.52	16.02	16.54
8	15.09	15.68	16.25	16.84	17.41	17.98
9	13.16	13.62	14.09	14.57	15.06	15.55
10	13.16	13.62	14.09	14.57	15.06	15.55
11	13.16	13.62	14.09	14.57	15.06	15.55
12	14.50	15.06	15.61	16.17	16.71	17.26
13	14.25	14.78	15.32	15.88	16.40	16.93
14	16.07	16.68	17.29	17.93	18.53	19.13

NOTE: PLEASE REFER TO APPENDIX 'B' - 1 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 NOVEMBER 1987/DATE D'EFFET: 5 NOVEMBRE 1987
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	8.73	8.11	10.07	10.00	10.13	11.14	11.77	11.77	11.77					
3	9.43	9.77	10.07	10.38	10.78	11.12	11.46	11.91	12.34					
6	9.78	10.11	10.46	10.77	11.15	11.64	11.92	12.36	12.82					
9	9.57	9.88	10.23	10.52	10.91	11.26	11.62	12.09	12.53					
11	9.38	9.69	10.01	10.30	10.67	11.06	11.39	11.82	12.29					
12	10.58	10.94	11.32	11.67	12.10	12.52	12.93	13.45	13.90					
15	11.08	11.46	11.84	12.25	12.68	13.11	13.55	14.08	14.66					

NOTE: VRIILLET S'IL-VOUS PLAIT VOUS REFERRER A L'APPENDICE 'B' - 1 POUR LA DEFINITION DES ZONES

APPENDIX "A" (A-2)

RATES OF PAY

EFFECTIVE DATE

JANUARY 5, 1989

- APPENDICE «A» (A-2)

- TAUX DE RÉMUNÉRATION

- DATE D'EFFET

- LE 5 JANVIER 1989

A-2-1

APPENDIX 'A'/APPENDICE 'A'

CHIFFRE DE TARIFF ET DE FRANCHISE

CHIFFRE DE TARIFF ET DE FRANCHISE

EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
2	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
3	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
4	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
5	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
6	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
7	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
8	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
9	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
10	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21
11	12.18	12.61	13.03	13.44	13.95	14.43	14.92	15.55	16.14	16.78	17.40	18.02	18.62	19.21

NOTE: PLEASE REFER TO APPENDIX 'B' - 2 FOR DEFINITION OF ZONES

AMMUNITION WORKING SUB-GROUP (AMW) RATES/SOUS-GROUPE: FABRICATION DE MUNITIONS (AMW) TAUX
 REFLECTIVE DATE: 5 JANUARY 1989/DATE D'REFLECT: 5 JANUAIER 1989

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	10.85	11.25	11.61	11.97	12.39	12.80	13.25	13.76	14.27	14.79	15.33	15.87	16.40	16.93
5														
8	10.39	10.76	11.10	11.47	11.87	12.28	12.67	13.15	13.62	14.15	14.64	15.12	15.64	16.14
9	10.64	11.00	11.40	11.76	12.17	12.59	13.00	13.50	14.00	14.51	15.01	15.55	16.06	16.57
10														
11	11.72	12.15	12.58	12.97	13.42	13.93	14.36	14.93	15.52	16.11	16.69	17.29	17.88	18.46
13														

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 2 POUR LA DEFINITION DES ZONES

MANOEUVRES ET HOMMES DE METIER

[illegible]

2	9.11	9.40	9.71	10.03	10.35	10.71	11.02	11.45	11.87	12.28	12.69	13.13	13.55	13.95
3	9.36	9.67	9.97	10.30	10.63	10.99	11.36	11.79	12.22	12.66	13.07	13.50	13.94	14.36
6	10.79	11.17	11.54	11.92	12.36	12.76	13.18	13.70	14.21	14.75	15.24	15.79	16.31	16.84
7	10.58	10.97	11.32	11.67	12.09	12.50	12.91	13.40	13.93	14.40	14.92	15.43	15.96	16.46
11	11.50	11.88	12.31	12.69	13.15	13.60	14.06	14.62	15.18	15.75	16.31	16.89	17.48	18.04

NOTE: PLEASE REFER TO APPENDIX 'B' - 2 FOR DEFINITION OF ZONES

A-2-4

APPENDIX "A"/APPENDICE "A"

CONSTRUCTION INSPECTING SUB-GROUP (COI) RATES/SOUS-GROUPES: INSPECTION DE LA CONSTRUCTION (COI) TAUX
EFFECTIVE DATE: 5 JANUARY 1989/DATS D'EFFET: 5 JANVIER 1989
CHACUN DES TAUX S'APPLIQUE A UN NIVEAU DE DETAIL

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	11.78	12.18	12.61	13.03	13.49	13.95	14.40	15.00	15.57					
5	12.39	12.84	13.28	13.73	14.20	14.70	15.20	15.82	16.44					
9	11.16	11.54	11.94	12.36	12.78	13.23	13.64	14.11	14.58					
10	11.07	11.47	11.85	12.23	12.67	13.10	13.52	14.06	14.56					

Used.

NOTE: PLEASE REFER TO APPENDIX "B" - 2 FOR DEFINITION OF ZONES

NOTE: VOUS DEVEZ FAIRE VOS RECHERCHES A L'APPENDICE "B" - 2 POUR LA DEFINITION DES ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

COMPARISON TABLE FOR GRADE 1200 (COMPARISON TABLE)

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

2	14.26	14.77	15.27	15.82	16.37	16.93
3	15.36	15.94	16.52	17.11	17.69	18.27
	16.47	17.09	17.71	18.33	18.95	19.57
b	18.78	19.42	20.07	20.72	21.37	22.02
7	18.98	19.65	20.31	20.98	21.64	22.31
8	19.08	19.76	20.43	21.10	21.77	22.44
12	17.52	18.20	18.88	19.55	20.23	20.91
13	17.30	17.94	18.60	19.29	19.98	20.68
	16.89	17.53	18.19	18.83	19.48	20.14

BUT: TO BE USED IN THE CASE OF A CHANGE IN THE GRADE OF THE WORKER

NOTE: THE GRADE OF THE WORKER IS THE GRADE OF THE WORKER AT THE END OF THE PERIOD OF OBSERVATION

GENERAL LABOUR AND TRADES

354 57/10/1977/10/10 10/10 10/10 10/10 10/10 10/10 10/10 10/10 10/10 10/10

EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 6 JANVIER 1989

Inscrit pour information
seulement et ne doit pas

NOTE: VERIFIED SIX-YEAR PRISON TERM SERVED A FIFTEEN-YEAR TERM A YEAR OF CONFINEMENT AND A YEAR

A-2-7

APPENDIX "A"/APPENDICE "A"

ELECTRICIAN INDICATORS AND MAINTENANCE SUB-UNIT (EIN) TAUX (ELECTRICIEN)
 SOUS-GROUPE: INSTALLATIONS ELECTRIQUES ET ENTRETIEN (EIN) TAUX (ELECTRICIEN)
 EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1										18.04	18.69	19.37	20.04	20.71
2										17.44	18.06	18.71	19.37	20.02
3										16.18	16.79	17.40	18.00	18.58
4										16.01	16.58	17.19	17.76	18.39

NOTE: REFERENCE SHOULD BE MADE TO APPENDIX "B" - 2 FOR THE DEFINITION OF ZONES

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE "B" - 2 POUR LA DEFINITION DES ZONES

ELEMENTAL SUB-GROUP (ELS) RATES/SOUS-GROUPE FONCTIONS ELEMENTAIRES (ELS) TAUX
 EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
 CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	10.25	10.60	10.93	11.28	11.67	12.07	12.48	12.95	13.42	13.93	14.39	14.88	15.37	15.88
3	10.88	11.23	11.58	11.93	12.32	12.73	13.14	13.55	13.97	14.39	14.81	15.23	15.65	16.08
5	11.00	11.40	11.78	12.17	12.60	13.03	13.44	13.98	14.51	15.02	15.57	16.11	16.65	17.20
8	9.94	10.29	10.62	10.96	11.34	11.71	12.09	12.54	13.03	13.49	13.95	14.40	14.88	15.37
11	11.42	11.87	12.32	12.75	13.25	13.75	14.25	14.75	15.24	15.74	16.22	16.71	17.20	17.69
13	11.28	11.65	12.04	12.41	12.89	13.30	13.76	14.23	14.68	15.16	15.64	16.11	16.59	17.07

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

TABLE 1: ZONES OF EMPLOYMENT FOR GENERAL LABOUR AND TRADES

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

A								
2	12.37	12.76	13.18	13.59	14.10			
3	13.56	14.00	14.44	14.92	15.45	16.26	16.71	
	15.00	15.44	15.88	16.32	16.76	17.57	18.02	
6	13.07	13.52	13.95	14.38	14.92	15.62	16.71	
I								
8	12.62	13.02	13.44	13.88	14.31	14.81	16.08	16.64
11	14.76	15.24	15.77	16.28	16.93	17.83	18.71	
12								
13	16.00	16.44	16.88	17.32	17.76	18.57	19.02	19.50

NOTE: PLEASE REFER TO APPENDIX 'B' - 2 FOR DEFINITION OF ZONES

A-2-10

GENERAL LABOUR AND TRADES

APPENDIX "A"/APPENDICE "A"

MANUFACTURES DE CHAQUE DE L'INDUSTRIE

EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	11.78	12.20	12.61	13.03	13.50	13.98	14.43	15.01	15.60	16.18	16.78	17.37	17.94	18.56
2	11.50	11.88	12.28	12.68	13.14	13.60	14.02	14.62	15.10	15.70	16.20	16.80	17.30	17.90
3	11.25	11.69	12.07	12.48	12.92	13.38	13.80	14.35	14.89	15.44	16.00	16.55	17.11	17.67
4	10.78	11.17	11.54	11.91	12.36	12.76	13.17	13.70	14.20	14.73	15.22	15.77	16.29	16.82
5	10.78	11.17	11.54	11.91	12.36	12.76	13.17	13.70	14.20	14.73	15.22	15.77	16.29	16.82
6	10.78	11.17	11.54	11.91	12.36	12.76	13.17	13.70	14.20	14.73	15.22	15.77	16.29	16.82
7	10.78	11.17	11.54	11.91	12.36	12.76	13.17	13.70	14.20	14.73	15.22	15.77	16.29	16.82
8	10.78	11.17	11.54	11.91	12.36	12.76	13.17	13.70	14.20	14.73	15.22	15.77	16.29	16.82
9	10.78	11.17	11.54	11.91	12.36	12.76	13.17	13.70	14.20	14.73	15.22	15.77	16.29	16.82
10	10.78	11.17	11.54	11.91	12.36	12.76	13.17	13.70	14.20	14.73	15.22	15.77	16.29	16.82
11	11.78	12.20	12.61	13.03	13.50	13.98	14.43	15.01	15.60	16.18	16.78	17.37	17.94	18.56

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS RÉFÉRER À L'APPENDICE "B" - 2 POUR LA DÉFINITION DES ZONES

MACHINERY MAINTAINING SUB-GROUP (NAM) RATES/SOUS-GROUPE: ENTRETIEN DE MACHINES (NAM) TAUX
 EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
 DE CLASSEMENT LEVÉ AU NIVEAU DE CLASSIFICATION

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	12.81	12.89	13.32	13.77	14.25	14.76	15.26	15.89	16.52	17.17	17.78	18.42	19.05	19.66
4	11.47	11.86	12.25	12.66	13.10	13.56	14.00	14.55	15.12	15.68	16.26	16.82	17.41	17.94
5	11.60	11.88	12.31	12.69	13.15	13.60	14.03	14.62	15.18	15.75	16.31	16.88	17.46	18.04
9	11.47	11.86	12.25	12.66	13.10	13.56	14.00	14.55	15.12	15.68	16.26	16.82	17.41	17.94
10	11.36	11.76	12.15	12.54	13.00	13.42	13.85	14.43	14.98	15.55	16.11	16.66	17.24	17.81
13	12.35	12.76	13.18	13.61	14.13	14.64	15.14	15.77	16.30	16.80	17.30	17.80	18.30	18.80

NOTE-VEUILLEZ ~*~*~VEUILLEZ VOUS REFERER A L'APPENDICE 'B' ~ 2 POUR LA DEFINITION DES ZONES

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GENERAL LABOUR AND TRADES

APPENDIX "A"/APPENDICE "A"

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	12.60	13.04	13.49	13.95	14.44	14.94	15.45	16.11	16.73	17.39	18.03	18.66	19.33	19.96
2	10.90	11.28	11.66	12.04	12.48	12.89	13.32	13.82	14.36	14.88	15.41	15.92	16.50	17.02
3	10.74	11.09	11.47	11.85	12.25	12.67	13.10	13.59	14.11	14.62	15.15	15.65	16.18	16.71
4	10.74	11.09	11.47	11.85	12.25	12.67	13.10	13.59	14.11	14.62	15.15	15.65	16.18	16.71
5	10.74	11.09	11.47	11.85	12.25	12.67	13.10	13.59	14.11	14.62	15.15	15.65	16.18	16.71
6	10.74	11.09	11.47	11.85	12.25	12.67	13.10	13.59	14.11	14.62	15.15	15.65	16.18	16.71
7	10.74	11.09	11.47	11.85	12.25	12.67	13.10	13.59	14.11	14.62	15.15	15.65	16.18	16.71
8	10.74	11.09	11.47	11.85	12.25	12.67	13.10	13.59	14.11	14.62	15.15	15.65	16.18	16.71
9	10.74	11.09	11.47	11.85	12.25	12.67	13.10	13.59	14.11	14.62	15.15	15.65	16.18	16.71
10	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
11	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
12	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
13	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
14	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
15	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
16	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
17	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
18	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
19	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57
20	11.23	11.61	12.00	12.39	12.84	13.28	13.73	14.26	14.79	15.36	15.89	16.44	17.03	17.57

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE "B" - 2 POUR LA DEFINITION DES ZONES

APPENDIX 1111 APPENDIX 1111

MACHINE TENDING SUB-GROUP (MAT) RATES/SOUS-GROUPE SURVEILLANCE DE MACHINES (MAT) TAUX
 SUBGROUP NAME. MAT TENDING 1989/DATE REPORT. MAT TENDING 1989

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	11.54	11.97	12.38	12.76	13.25	13.69	14.16	14.70	15.24	15.84	16.42	16.99	17.57	18.14
2	10.24	10.57	10.92	11.27	11.66	12.05	12.44	12.93	13.40	13.88	14.38	14.84	15.33	15.81
5	11.00	11.40	11.73	12.11	12.50	12.90	13.37	13.80	14.28	14.74	15.21	15.68	16.15	16.61
6	10.35	10.73	11.07	11.43	11.82	12.22	12.62	13.12	13.69	14.11	14.56	15.04	15.57	16.08
9	10.11	10.52	10.91	11.40	11.84	12.30	12.77	13.25	13.80	14.34	14.93	15.44	15.98	16.50
10	10.58	10.97	11.32	11.69	12.10	12.61	12.91	13.42	13.94	14.43	14.93	15.44	15.98	16.50
13	11.20	11.50	11.80	12.11	12.40	12.70	13.00	13.30	13.60	13.90	14.20	14.50	14.80	15.10

NOTE: VEUILLZ S'IL-VOUS PLAIT VOUS REFERER A L'APPENDICE "B" - 2 POUR LA DEFINITION DES ZONES

A-2-14

APPENDIX 'A' / APPENDICE 'A'

GENERAL TARIFF AND TARIFFS

MARCHÉDES DE HANNAH DE MONTPEL

SOUS-GROUPE: CONDUITE DE MACHINES ET ACTIONNEMENT (MDO) TAUX
 EFFECTIVE DATE: 5 JANUARY 1989 / DATE D'EFFET: 5 JANVIER 1989
 AT 100% OF THE TARIFF IN THE TARIFF

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	10.22	10.57	10.92	11.27	11.61	12.31	12.69	13.18	13.66	14.16	14.66	15.16	15.65	16.15
5	10.84	11.23	11.59	11.97	12.68	13.07	13.50	14.02	14.55	15.08	15.63	16.18	16.71	17.25
8	9.54	9.88	10.17	10.51	11.10	11.47	11.82	12.28	12.73	13.17	13.62	14.10	14.53	15.00
9	10.24	10.58	10.93	11.28	11.92	12.32	12.73	13.23	13.70	14.20	14.67	15.18	15.68	16.18
12	11.54	11.94	12.36	12.76	13.49	13.95	14.43	15.00	15.59	16.15	16.78	17.33	17.92	18.55
13	11.72	12.14	12.54	12.95	13.70	14.17	14.66	15.24	15.82	16.43	17.03	17.65	18.26	18.84

NOTE: THE TARIFF IN THE TARIFF IS THE TARIFF IN THE TARIFF

0 5 40

MANOUVRES ET HOMMES DE METIER

GENERAL LABOUR AND TRADES

MANOUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

COURS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	12.35	12.78	13.23	13.64	14.15	14.65	15.15	15.77	16.40	17.02	17.65	18.26	18.88	19.51
4	11.41	11.80	12.24	12.61	13.03	13.40	13.83	14.31	14.79	15.26	15.75	16.21	16.68	17.16
5	11.02	11.43	11.80	12.20	12.62	13.05	13.49	14.00	14.54	15.04	15.62	16.16	16.69	17.25
8	11.06	11.45	11.82	12.20	12.66	13.07	13.50	14.01	14.56	15.08	15.63	16.18	16.73	17.29
9	11.66	12.07	12.49	12.90	13.35	13.81	14.27	14.84	15.42	16.00	16.58	17.18	17.74	18.32
10	11.27	11.66	12.05	12.44	12.89	13.32	13.77	14.31	14.86	15.41	15.98	16.52	17.07	17.66
12	12.31	12.74	13.17	13.61	14.12	14.57	15.08	15.71	16.33	16.97	17.69	18.20	18.83	19.46
13	12.22	12.66	13.07	13.50	13.99	14.47	14.98	15.56	16.21	16.81	17.44	18.04	18.66	19.29

NOTE: UNLESS OTHERWISE STATED THIS REFERS TO CLASSIFICATION 1101 - 2 DONT LA DEFINITION DES COURS

A-2-16

GENERAL LABOUR AND TRADES

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	11.36	11.78	12.17	12.54	13.00	13.44	13.88	14.44	15.00	15.56	16.09	16.66	17.24	17.81
2	10.11	10.47	10.78	11.15	11.62	11.99	12.31	12.78	13.27	13.78	14.31	14.87	15.48	16.03
5	10.30	10.64	11.00	11.38	11.78	12.17	12.54	13.04	13.52	14.01	14.51	15.00	15.47	16.01
6	10.45	10.79	11.07	11.43	11.82	12.22	12.60	13.10	13.58	14.07	14.57	15.06	15.54	16.08
9	10.76	11.15	11.51	11.88	12.32	12.74	13.15	13.64	14.16	14.68	15.19	15.71	16.25	16.78
10	10.84	11.02	11.40	11.78	12.18	12.60	13.02	13.52	14.01	14.53	15.02	15.57	16.08	16.62
13	11.34	11.72	12.13	12.51	12.95	13.40	13.85	14.39	14.94	15.49	16.08	16.64	17.20	17.76

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 2 POUR LA DEFINITION DES ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	15.89	16.44	17.12	17.83	18.50	19.19	19.86	20.55	21.24
5	14.53	15.01	15.62	16.26	16.86	17.48	18.10	18.71	19.35
9	15.06	15.59	16.25	16.88	17.52	18.19	18.82	19.46	20.08
10	14.81	15.34	15.96	16.63	17.24	17.88	18.50	19.13	19.79
13	16.28	16.84	17.53	18.26	18.95	19.65	20.34	21.09	21.79

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 2 POUR LA DEFINITION DES ZONES

PIPEFITTING SUB-GROUP (PIP) RATES/SOUS-GROUPE: TUBAUFERIE (PIP) TAUX
 DEBITAIRE 1000. C. TUBAUFERIE 1000/TAUX DEBITAIRE. C. TUBAUFERIE 1000

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
2	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
3	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
4	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
5	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
6	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
7	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
8	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
9	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
10	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
11	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
12	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
13	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00
14	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00

NOTE: UNITEZ SEPT-VAIR DEUT VAIR DEUTER A TUBAUFERIE 1000 - 2 DMIN LA DEUTITION DES ZONES.

A-2-19

APPENDIX 'A'/APPENDICE 'A'

PIPEFITTING SUB-GROUP (PIP) RATES (PIPEFITTER AND PLUMBER)/
 SOUS-GROUPE: TUYAUTERIE (PIP) TAUX (TUYAUTEUR ET PLOMBIER)
 EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
 CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	17.69	18.40	19.07	19.73	20.44	21.10
2	16.68	16.29	16.88	17.50	18.08	18.68
3	16.06	16.66	17.28	17.89	18.50	19.11
6	15.16	15.74	16.30	16.88	17.46	18.03
7	15.33	15.90	16.60	17.06	17.65	18.25
11	17.69	18.40	19.07	19.73	20.44	21.10
12	17.38	18.06	18.72	19.38	20.06	20.73

NOTE: PLEASE REFER TO APPENDIX 'B' - 2 FOR DEFINITION OF ZONES

A-2-20

APPENDIX 'A' / APPENDICE 'A'

(PAINTER, BRICKLAYER, STONEMASON AND PLASTERER) / (PEINTRE, BRIQUETEUR, MAÇON ET PLÂTRIER)
EFFECTIVE DATE: 5 JANUARY 1989 / DATE D'EFFET: 5 JANVIER 1989

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3						14.06	14.01	13.13	13.11	12.90	12.73	11.84	11.14	10.00
4						14.21	14.68	15.27	15.88	16.50	17.10	17.68	18.23	18.91
5						14.53	15.01	15.62	16.26	16.86	17.46	18.10	18.71	19.35
7						13.76	14.21	14.77	15.34	15.90	16.51	17.07	17.68	18.26
8						12.93	13.38	13.85	14.39	14.92	15.48	16.00	16.54	17.07
9						12.45	12.58	12.95	13.38	13.82	14.29	14.76	15.26	15.76
11						15.89	16.44	17.12	17.83	18.50	19.19	19.86	20.55	21.24
12						16.29	16.86	17.56	18.28	19.00	19.67	20.40	21.11	21.80
13						16.70	17.29	17.99	18.72	19.45	20.18	20.91	21.63	22.36

NOTE: PLEASE REFER TO APPENDIX 'D' - 2 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRIDES

MANOEUVRES ET MOUES DE METIER

CHRONOLOGICAL INDICATOR OF CHRONOLOGICAL

2	10.90	11.28	11.66	12.05	12.46	12.90	13.32	13.82	14.36	14.88	15.42	15.94	16.51	17.03
3	11.54	11.94	12.36	12.76	13.23	13.66	14.13	14.67	15.23	15.81	16.41	16.97	17.53	18.12
4	14.66	15.07	15.48	15.88	16.31	16.72	17.17	17.64	18.14	18.64	19.14	19.64	20.14	20.64
6	10.74	11.10	11.48	11.86	12.26	12.68	13.12	13.60	14.13	14.64	15.16	15.65	16.21	16.71
7	11.28	11.67	12.07	12.48	12.91	13.34	13.79	14.33	14.88	15.42	16.00	16.54	17.10	17.67
8	10.62	10.98	11.34	11.71	12.13	12.53	12.93	13.44	13.95	14.44	14.94	15.45	16.01	16.52
11	12.61	13.05	13.50	13.95	14.44	14.98	15.47	16.13	16.78	17.43	18.06	18.69	19.34	19.99
12	12.61	13.05	13.50	13.95	14.44	14.98	15.47	16.13	16.78	17.43	18.06	18.69	19.34	19.99

NOTE: PLEASE REFER TO APPENDIX 'B' - 2 FOR DEFINITION OF ZONES

APPENDIX 'A' / APPENDICE 'A'

SOUS-GROUPE: TOLERIE (SMW) TAUX (TOLIER)
EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
CLASSIFICATION INTR. INTERAID DE CLASSIFICATION

ZUNGS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1							17.50	18.32	19.08	19.82	20.55	21.30	22.03	22.76	
5							14.68	15.27	15.88	16.50	17.07	17.69	18.28	18.91	
8							14.00	14.57	15.16	15.71	16.29	16.86	17.44	18.03	
9							15.81	16.50	17.12	17.81	18.47	19.12	19.78	20.47	
10							15.56	16.18	16.82	17.48	18.12	18.79	19.40	20.05	

NOTE: PLEASE REFER TO APPENDIX 11R11 - 2 FOR DEFINITION OF ZONES

NOTE: VISULEZ B'IL-YOVS PLAIT VOVS REFERER A L'APPENDICE 'D' - 2 FOUR UN DEFINITION DES NOMS

A-2-69

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	13.50	13.99	14.47	14.94	15.52	16.09	16.55	17.33	18.04	18.74	19.44	20.09	20.82	21.52
2	10.17	10.51	10.87	11.23	11.61	11.87	12.37	12.88	13.34	13.81	14.27	14.77	15.23	15.74
3	10.98	11.36	11.72	12.13	12.54	12.97	13.40	13.94	14.44	15.00	15.52	16.08	16.63	17.17
4	11.79	12.20	12.61	13.04	13.50	13.98	14.43	15.01	15.60	16.18	16.78	17.37	17.94	18.55
5	11.43	11.82	12.23	12.62	13.07	13.52	13.98	14.53	15.05	15.63	16.21	16.78	17.33	17.91
8	10.24	10.58	10.93	11.28	11.67	12.07	12.48	12.92	13.40	13.80	14.38	14.87	15.37	15.87
9	11.85	12.25	12.67	13.07	13.56	14.01	14.50	15.04	15.84	16.26	16.84	17.44	18.03	18.64
10	10.98	11.36	11.72	12.13	12.54	12.97	13.40	13.94	14.44	15.00	15.52	16.08	16.63	17.17
12	11.40	11.80	12.20	12.61	13.04	13.50	13.98	14.43	15.01	15.60	16.18	16.78	17.37	17.94
13	11.61	12.01	12.41	12.84	13.29	13.76	14.20	14.76	15.34	15.90	16.50	17.07	17.66	18.25

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE "E" - 2 POUR LA DEFINITION DES ZONES

MANOEUVRES ET HOMMES DE METIER

EFFECTIVE DATE: 5 JANUARY 1989/DATE D'EFFET: 5 JANVIER 1989
CLASSIFICATION TOUTE/INTUEN DE CLASSIFICATION

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	9.94	10.29	10.63	10.98	11.36	11.72	12.10	12.59	13.06	13.50	13.98	14.43	14.91	15.37
4	10.87	11.26	11.64	11.98	12.40	12.84	13.27	13.79	14.28	14.80	15.34	15.88	16.42	16.98
6	9.95	10.30	10.64	10.98	11.38	11.76	12.14	12.60	13.05	13.52	13.99	14.44	14.92	15.41
7	10.52	10.90	11.28	11.61	12.02	12.45	12.88	13.30	13.74	14.20	14.61	15.01	15.31	15.76
10	11.00	11.40	11.78	12.15	12.59	13.02	13.42	13.98	14.50	15.01	15.56	16.11	16.65	17.19
13	11.27	11.68	12.05	12.44	12.89	13.34	13.77	14.31	14.84	15.38	15.96	16.52	17.07	17.65

A-2-25

GENERAL LABOUR AND TRAVES

APPENDIX 'A' / APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL / NIVEAU DE CLASSIFICATION
EFFECTIVE DATE: 5 JANUARY 1989 / DATE D'EFFET: 5 JANVIER 1989

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1									16.84	17.48	18.12	18.79	19.42	20.05
4									15.78	16.40	17.03	17.65	18.28	18.90
5									15.81	16.43	17.03	17.65	18.25	18.84
8									13.64	14.15	14.65	15.15	15.64	16.14
9									15.20	15.78	16.36	16.95	17.51	18.08
10									14.93	15.49	16.06	16.64	17.19	17.74
12									16.44	17.01	17.58	18.11	18.65	19.18
13									16.25	16.86	17.48	18.08	18.71	19.34

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REPERER A L'APPENDICE 'B' - 2 POUR LA DEFINITION DES ZONES

1989

'And is not to be used.

pour information seulement
et ne doit pas être utilisé.

APPENDIX "A" (A-3)

RATES OF PAY

EFFECTIVE DATE

MARCH 5, 1990

- APPENDICE «A» (A-3)

- TAUX DE REMUNERATION

- DATE D'EFFET

- LE 5 MARS 1990

★★

AIRCRAFT MAINTAINING SUB-GROUP (AIM) RATES/SOUS-GROUPE: ENTRETIEN D'AERONEFS (AIM) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09
4	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09
5	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09
6	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09
7	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09
8	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09
9	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09
10	12.74	13.19	13.63	14.06	14.59	15.09	15.61	16.27	16.88	17.55	18.20	18.85	19.48	20.09

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

AMMUNITION WORKING SUB-GROUP (AMW) RATES/SOUS-GROUPE: FABRICATION DE MUNITIONS (AMW) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	11.24	11.53	12.03	12.42	12.84	13.27	13.73	14.25	14.80	15.32	15.88	16.41	16.96	17.54
4	11.35	11.77	12.14	12.52	12.96	13.39	13.86	14.39	14.93	15.47	16.04	16.60	17.15	17.71
5														
6														
7														
8	11.13	11.51	11.92	12.30	12.73	13.17	13.60	14.12	14.64	15.18	15.70	16.27	16.80	17.33
9	12.63	13.06	13.51	13.97	14.45	14.97	15.47	16.08	16.72	17.34	18.00	18.65	19.27	19.89

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

BOILER-MAKING AND BLACKSMITHING SUB-GROUP (BOB) RATES/SOUS-GROUPES: CHAUDRONNERIE ET FORGE (BOB) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	12.03	12.43	12.88	13.27	13.75	14.23	14.71	15.29	15.88	16.47	17.06	17.67	18.28	18.87
5	11.29	11.68	12.07	12.47	12.93	13.35	13.79	14.33	14.86	15.43	15.94	16.52	17.06	17.61
9	12.03	12.43	12.88	13.27	13.75	14.23	14.71	15.29	15.88	16.47	17.06	17.67	18.28	18.87
10	12.03	12.43	12.88	13.27	13.75	14.23	14.71	15.29	15.88	16.47	17.06	17.67	18.28	18.87

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

A-3-4

APPENDIX 'A' / APPENDICE 'A'

CONSTRUCTION INSPECTING SUB-GROUP (COI) RATES/SOUS-GROUPE: INSPECTION DE LA CONSTRUCTION (COI) TAUX

[illegible]

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 3 POUR LA DEFINITION DES ZONES

1-2-5

ADDENDUM 11 A11 / ADDENDUM 11 A11

CONSTRUCTION INSPECTING SUB-GROUP (COI) RATES (CONSTRUCTION INSPECTOR)/
CONSTRUCTION INSPECTOR RATES (CONSTRUCTION INSPECTOR) /

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2									14.92	15.45	15.97	16.55	17.12	17.71
3									16.07	16.67	17.28	17.90	18.50	19.11
									16.50	17.17	17.85	18.53	19.20	19.87
5									15.67	16.27	16.85	17.43	18.01	18.63
7									16.74	17.34	17.92	18.55	19.12	19.72
a									16.50	17.17	17.85	18.53	19.20	19.87

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 3 POUR LA DEFINITION DES ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	13.31	13.78	14.24	14.75	15.24	15.82	16.36	17.04	17.73	18.38
2	10.31	10.69	11.01	11.37	11.78	12.18	12.53	13.01	13.51	14.00
3	11.50	11.88	12.24	12.65	13.08	13.53	14.00	14.48	14.97	15.46
4	11.35	11.77	12.14	12.53	12.97	13.45	13.88	14.40	14.95	15.48
5	12.55	12.97	13.45	13.89	14.37	14.86	15.38	15.96	16.61	17.26

A-3-7

APPENDIX 'A' / APPENDICE 'A'

ELECTRICAL INSTALLING AND MAINTAINING SUB-GROUP (EIM) RATES (ELECTRICIAN) /
 SOUS-GROUPE: INSTALLATIONS ELECTRIQUES ET ENTRETIEN (EIN) TAUX (ELECTRICIEN)
 EFFECTIVE DATE: 5 MARCH 1990 / DATE D'EFFET: 5 MARS 1990

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1										16.87	18.89	19.57	20.26	20.94
4										17.22	17.84	18.48	19.11	19.75
5										18.24	18.89	19.57	20.26	20.94
9										18.87	19.55	20.26	20.96	21.66
10										18.24	18.89	19.57	20.26	20.94

NOTE: EMPLOYEES REFERRED TO FORMULA "B" = 3 FOR DETERMINATION OF ZONES

NAME: [REDACTED] DATE: [REDACTED]

A-3-8

GENERAL TARIFFS AND TRADES

APPENDIX 'A'/APPENDICE 'A'

MANOEUVRES ET HOMMES DE MERTE

EFFECTIVE DATE: 1 MARCH 1990/DATE D'EFFET: 1 MARS 1990
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	12.07	12.52	12.95	13.35	13.86	14.32	14.80	15.38	15.94	16.57	17.18	17.77	18.38	18.97
2	10.72	11.09	11.43	11.80	12.21	12.63	13.05	13.55	14.04	14.57	15.05	15.56	16.08	16.61
3	10.47	11.25	11.78	12.44	13.25	13.85	14.46	15.00	15.62	16.25	16.85	17.48	18.12	18.75
6	10.83	11.22	11.58	11.96	12.38	12.78	13.20	13.72	14.22	14.75	15.23	15.73	16.29	16.82
7	10.40	10.76	11.11	11.48	11.86	12.25	12.65	13.12	13.63	14.11	14.59	15.06	15.56	16.08

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 3 POUR LA DEFINITION DES ZONES

A-3-9

APPENDIX 'A'/APPENDICE 'A'

EFFECTIVE	GROUPE MANUTENTIONNAIRES ET PESAGE														E	TRAIRS (OHV) TAUX	
	5 MARCH 1990/DATE D'EFFET															5 MARS 1990	
ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14			
4				14.29	14.78	15.24	15.72	16.34		17.16		17.89					
5																	
8		13.90	14.33	14.81	15.31	15.74	16.36		17.19	17.81	18.41						
9			15.44	15.94	16.50	17.03	17.71		18.65			19.57					

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

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GENERAL LABOUR AND TRADES

APPENDIX 'A'/APPENDICE 'A'

MANOUVRES ET HOMMES DE MORTIER

DEPARTMENTS D'ARTS 5 MARCH 1990/DATE D'EFFET 5 MARCH 1990
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	12.33	12.76	13.19	13.63	14.12	14.62	15.09	15.70	16.32	16.92	17.55	18.17	18.77	19.41
2	12.03	12.43	12.84	13.26	13.74	14.23	14.68	15.29	15.86	16.46	17.04	17.64	18.24	18.85
3	11.01	11.23	11.45	11.68	11.91	12.14	12.38	12.61	12.85	13.08	13.31	13.54	13.77	14.00
4	11.28	11.68	12.07	12.46	12.93	13.35	13.78	14.33	14.85	15.41	15.92	16.50	17.04	17.58
5	12.33	12.76	13.19	13.63	14.12	14.62	15.09	15.70	16.32	16.92	17.55	18.17	18.77	19.41
10	12.33	12.76	13.19	13.63	14.12	14.62	15.09	15.70	16.32	16.92	17.55	18.17	18.77	19.41

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

MANUTENONNEMENT MATERIEL DES CHENILLES (MAM) RAPPEL/CAUSE-CHENILLES. ENTRETIEN DE MACHINES (MAM) PAUV

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	11.38	11.78	12.18	12.55	12.98	13.46	13.89	14.43	14.97	15.49	16.08	16.63	17.20	17.75
2	11.79	12.20	12.60	13.01	13.48	13.95	14.40	14.97	15.52	16.09	16.69	17.28	17.86	18.46
3	11.38	11.78	12.18	12.55	12.98	13.45	13.89	14.43	14.97	15.49	16.08	16.63	17.20	17.75
4	11.79	12.20	12.60	13.01	13.48	13.95	14.40	14.97	15.52	16.09	16.69	17.28	17.86	18.46
5	11.38	11.78	12.18	12.55	12.98	13.45	13.89	14.43	14.97	15.49	16.08	16.63	17.20	17.75
6	11.79	12.20	12.60	13.01	13.48	13.95	14.40	14.97	15.52	16.09	16.69	17.28	17.86	18.46
7	11.38	11.78	12.18	12.55	12.98	13.45	13.89	14.43	14.97	15.49	16.08	16.63	17.20	17.75
8	11.79	12.20	12.60	13.01	13.48	13.95	14.40	14.97	15.52	16.09	16.69	17.28	17.86	18.46
9	11.38	11.78	12.18	12.55	12.98	13.45	13.89	14.43	14.97	15.49	16.08	16.63	17.20	17.75
10	11.79	12.20	12.60	13.01	13.48	13.95	14.40	14.97	15.52	16.09	16.69	17.28	17.86	18.46
11	11.38	11.78	12.18	12.55	12.98	13.45	13.89	14.43	14.97	15.49	16.08	16.63	17.20	17.75
12	11.79	12.20	12.60	13.01	13.48	13.95	14.40	14.97	15.52	16.09	16.69	17.28	17.86	18.46
13	11.38	11.78	12.18	12.55	12.98	13.45	13.89	14.43	14.97	15.49	16.08	16.63	17.20	17.75
14	11.79	12.20	12.60	13.01	13.48	13.95	14.40	14.97	15.52	16.09	16.69	17.28	17.86	18.46

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

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APPENDIX 11A11/APPENDIX 11A11

MANIPULATING SUB-GROUP (MAN) RATES/SOUS-GROUPE: MANIPULATION (MAN) TAUX
EFFECTIVE DATE: 5 MARCH 1990/DATE D'EFFET: 5 MARS 1990

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	12.19	12.60	13.01	13.47	13.93	14.42	14.88	15.48	16.08	16.69	17.30	17.90	18.51	19.12
4	12.19	12.60	13.01	13.47	13.93	14.42	14.88	15.48	16.08	16.69	17.30	17.90	18.51	19.12
5	11.84	12.25	12.66	13.08	13.52	14.01	14.48	15.04	15.62	16.18	16.80	17.39	17.98	18.66
9	13.18	13.64	14.11	14.59	15.10	15.63	16.16	16.85	17.50	18.18	18.86	19.52	20.22	20.88
10	13.18	13.64	14.11	14.59	15.10	15.63	16.16	16.85	17.50	18.18	18.86	19.52	20.22	20.88

NOTE: PLEASE REFER TO APPENDIX "B" - 3 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

2	10.71	11.06	11.42	11.79	12.20	12.60	13.01	13.52	14.02	14.52	15.04	15.52	16.04	16.54
3	10.97	11.35	11.75	12.11	12.52	12.95	13.37	13.89	14.40	14.93	15.45	15.96	16.52	17.05
6	10.83	11.22	11.58	11.96	12.36	12.78	13.20	13.72	14.22	14.76	15.23	15.73	16.29	16.82
7														

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 3 POUR LA DEFINITION DES ZONES

SOUS-GROUPE: CONDUITE DE MACHINES ET ACTIONNEMENT (MDO) TAUX
EFFECTIVE DATE: 5 MARCH 1990 / DATE D'EFFET: 5 MARS 1990

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	10.69	11.06	11.42	11.79	12.46	12.88	13.27	13.79	14.29	14.81	15.33	15.86	16.37	16.89
5	11.84	11.76	12.12	12.52	13.24	13.67	14.12	14.66	15.22	15.77	16.36	16.90	17.48	18.04
8	10.71	11.07	11.43	11.80	12.47	12.89	13.32	13.84	14.33	14.85	15.34	15.88	16.40	16.92
9	12.19	12.60	13.05	13.48	14.24	14.75	15.22	15.82	16.46	17.05	17.71	18.32	18.93	19.57

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

NOTE: TOUTES LES ZONES SONT DÉFINIES DANS L'ANNEXE 'B' - 3

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GENERAL FARE AND TRAINS

APPENDIX 'A'/APPENDICE 'A'

MANUTENZIONE PER UOMINI DI MERITO

SOUS-GROUPE: CONDUITE ET SURVEILLANCE DE MACHINES (MOC) TAUX
EFFECTIVE DATE: 5 MARCH 1990/DATE D'EFFET: 5 MARS 1990
CLASSIFICATION INTERIEUR DE CLASSIFICATION

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	12.92	13.37	13.84	14.27	14.80	15.32	15.85	16.50	17.15	17.80	18.46	19.10	19.75	20.41
4	11.93	12.34	12.78	13.19	13.65	14.12	14.59	15.18	15.73	16.34	16.92	17.54	18.12	18.72
5	11.53	11.96	12.34	12.76	13.20	13.65	14.11	14.64	15.21	15.73	16.34	16.90	17.46	18.04
8	12.20	12.63	13.06	13.49	13.97	14.45	14.93	15.52	16.13	16.74	17.34	17.97	18.56	19.16
9	12.92	13.37	13.84	14.27	14.80	15.32	15.85	16.50	17.15	17.80	18.46	19.10	19.75	20.41
10	12.78	13.24	13.67	14.12	14.63	15.14	15.67	16.30	16.96	17.58	18.24	18.87	19.50	20.18

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

A-3-18

APPENDIX 'A'/APPENDICE 'A'

GENERAL TARIFFS AND RATES

TARIFS GÉNÉRAUX DE DROITS DE PASSAGE

SOUS-GROUPE: USINAGE, OUTILLAGE ET GRAVURE (MST) TAUX
 EFFECTIVE DATE: 5 MARCH 1990/DATE D'EFFET: 5 MARS 1990
 CLASSEMENT DES TARIFS D'USINAGE ET DE GRAVURE

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	11.88	12.30	12.72	13.14	13.56	13.98	14.40	14.82	15.24	15.66	16.08	16.50	16.92	17.34
4	11.04	11.42	11.80	12.18	12.56	12.94	13.32	13.70	14.08	14.46	14.84	15.22	15.60	15.98
5	10.77	11.13	11.51	11.89	12.27	12.65	13.03	13.41	13.79	14.17	14.55	14.93	15.31	15.69
8	11.25	11.66	12.04	12.43	12.89	13.33	13.75	14.27	14.81	15.35	15.89	16.43	16.97	17.51
9	11.88	12.30	12.72	13.14	13.56	13.98	14.40	14.82	15.24	15.66	16.08	16.50	16.92	17.34
10	11.88	12.30	12.72	13.14	13.56	13.98	14.40	14.82	15.24	15.66	16.08	16.50	16.92	17.34

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

APPENDIX 11A11 / APPENDIX 11A11

PAINTING AND CONSTRUCTION FINISHING SUB-GROUP (PCF) RATES/
SOUS-GROUPS: PEINTURE ET FINISSAGE DE CONSTRUCTION (PCF) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3						14.71	15.22	15.85	16.43	17.05	17.71	18.32	18.93	19.55
U						14.86	15.36	15.97	16.62	17.26	17.89	18.50	19.13	19.78
5						15.20	15.70	16.34	17.01	17.64	18.28	18.93	19.57	20.24
						14.74	15.25	15.85	16.43	17.05	17.71	18.32	18.93	19.55
						15.74	16.30	17.00	17.66	18.33	19.03	19.69	20.36	21.00
						17.04	17.64	18.37	19.12	19.87	20.67	21.34	22.08	22.80

NOTE: PLEASE REFER TO APPENDIX '1B' - 3 FOR DEFINITION OF ZONES

PIPEFITTING SUB-GROUP (PIP) RATES/SOUS-GROUPE: TUNAUTERIE (PIP) TAUX
 PROPOSED RATES. C. MARCH 1990 / PROPOSED RATES. P. MARS 1990

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	12.34	12.78	13.20	13.64	14.14	14.63	15.10	15.71	16.34	16.96	17.58	18.20	18.83	19.43
5	13.33	13.79	14.29	14.77	15.31	15.86	16.37	17.06	17.75	18.41	19.12	19.80	20.46	21.16
8	11.60	12.00	12.41	12.79	13.26	13.72	14.17	14.75	15.24	15.85	16.40	16.99	17.55	18.12
9	12.47	12.93	13.37	13.79	14.32	14.80	15.29	15.90	16.54	17.16	17.80	18.40	19.04	19.69
10	12.65	13.08	13.52	14.00	14.48	14.98	15.48	16.01	16.57	17.17	17.80	18.40	19.04	19.69

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

UNITED STATES DEPARTMENT OF AGRICULTURE

WASHINGTON, D. C. 20250

PIPEFITTING SUB-GROUP (PIP) RATES (PIPEFITTER AND PLUMBER)/
ANNUAL RATES, MINIMUMS (DOLLARS) DAILY (MINIMUMS PER HOUR)

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3									16.80	17.43	18.09	18.71	19.35	19.99
4									16.80	17.43	18.09	18.71	19.35	19.99
5									16.80	17.43	18.09	18.71	19.35	19.99
6									16.80	17.43	18.09	18.71	19.35	19.99
7									16.80	17.43	18.09	18.71	19.35	19.99
8									16.80	17.43	18.09	18.71	19.35	19.99
9									16.80	17.43	18.09	18.71	19.35	19.99
10									16.80	17.43	18.09	18.71	19.35	19.99
11									16.80	17.43	18.09	18.71	19.35	19.99
12									16.80	17.43	18.09	18.71	19.35	19.99
13									16.80	17.43	18.09	18.71	19.35	19.99
14									16.80	17.43	18.09	18.71	19.35	19.99

NOTE: PLEASE REFER TO APPENDIX "B" - 3 FOR DEFINITION OF ZONES

(PAINTER, BRICKLAYER, STONEMASON AND PLASTERER)/(PEINTRE, BRIQUETEUR, MAÇON ET PLÂTRIER)
EFFECTIVE DATE: 5 MARCH 1990/DATE D'EFFET: 5 MARS 1990
CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

[illegible]

NOTE. VÉRIFIER SI LE VOUS PLÂT, VOUS RÉFÉRER À L'APPENDICE 'B' - 3 POUR LA DÉFINITION DES ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

PRECISION WORKING SUB-GROUP (PRN) RATES/SOUS-GROUPE: TRAVAIL DE PRECISION (PRN) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	11.70	11.90	12.10	12.30	12.50	12.70	12.90	13.10	13.30	13.50	13.70	13.90	14.10	14.30
3	12.07	12.49	12.93	13.35	13.84	14.29	14.78	15.34	15.93	16.54	17.16	17.75	18.34	18.95
4	12.20	12.63	13.06	13.48	13.95	14.43	14.93	15.49	16.12	16.74	17.34	17.96	18.56	19.16
5	11.90	12.11	12.32	12.53	12.74	12.95	13.16	13.37	13.58	13.79	14.00	14.21	14.42	14.63
7	11.11	11.49	11.86	12.25	12.69	13.11	13.52	14.06	14.59	15.10	15.63	16.16	16.75	17.28
8	12.04	12.47	12.89	13.32	13.78	14.24	14.76	15.32	15.80	16.51	17.08	17.71	18.31	18.91

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 3 POUR LA DEFINITION DES ZONES

A-3-22

APPENDIX 'A'/APPENDICE 'A'

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

TABLE 1: MANOEUVRES AND TRADES (1981) (TABLE 1: MANOEUVRES ET HOMMES DE METIER)

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

	18.41	19.16	19.96	20.73	21.50	22.28	23.04	23.81
	14.77	15.34	15.83	16.52	17.15	17.75	18.34	18.95
	14.47	15.03	15.50	16.10	16.75	17.33	17.92	18.50
5	14.66	15.24	15.86	16.43	17.04	17.64	18.24	18.86
7	14.00	14.57	15.15	15.70	16.30	16.88	17.48	18.05
10	17.80	18.51	19.28	20.01	20.76	21.50	22.24	22.98

NOTE: INDICES ARE BASED ON THE 1981 CANSIM 1101. A DATA IS REPRESENTED BY 0000.

A-3-23

GENERAL LABOUR AND TRADES

APPENDIX 'A' / APPENDICE 'A'

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	14.12	14.53	15.14	15.53	15.23	15.53	17.42	18.13	18.87	19.50	20.33	21.01	21.78	22.51
2	10.64	10.99	11.37	11.75	12.14	12.52	12.94	13.47	13.95	14.45	14.93	15.45	15.93	16.46
3	11.49	11.88	12.26	12.69	13.12	13.57	14.02	14.58	15.10	15.69	16.23	16.82	17.39	17.96
6	11.47	11.86	12.26	12.66	13.11	13.55	14.01	14.57	15.09	15.67	16.20	16.78	17.38	17.91
7	10.71	11.07	11.43	11.80	12.21	12.63	13.05	13.51	14.02	14.54	15.04	15.55	16.08	16.60

NOTE: VUILLEZ S'IL-VOUS PLAÎT VOUS REFERER A L'APPENDICE 'B' - 3 POUR LA DEFINITION DES ZONES

GENERAL LABOUR AND TRADES

ANNEXE "A" / ANNEXE "A"

MANOEUVRES ET HOMMES DE METIER

CLASSIFICATION LEVEL/NIVEAU DE CLASSIFICATION

1	12.98	13.48	13.93	14.40	14.91	15.44	15.96	16.62	17.28	17.96	18.60	19.27	19.93	20.58
2	10.21	10.56	10.91	11.24	11.58	12.03	12.42	12.89	13.37	13.86	14.32	14.78	15.24	15.72
3	10.40	10.76	11.12	11.49	11.88	12.26	12.65	13.17	13.64	14.12	14.62	15.09	15.60	16.08
6	10.41	10.77	11.13	11.49	11.90	12.30	12.70	13.18	13.65	14.14	14.63	15.10	15.61	16.12
7	10.22	10.58	10.95	11.28	11.67	12.05	12.46	12.94	13.39	13.89	14.37	14.82	15.32	15.81

NOTE: VEUILLEZ S'IL-VOUS PLAÎT VOUS REFÉRER À L'ANNEXE "B" - 3 POUR LA DÉFINITION DES ZONES

WOODWORKING SUB-GROUP (WON) RATES (CARPENTER)/
 SOUS-GROUPE: MENUISERIE (WON) TAUX (MENUISIER)
 EFFECTIVE DATE: 1 MARCH 1990/DATE D'EFFET: 1 MARS 1990

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3														
4									16.51	17.15	17.77	18.40	19.04	19.66
5									16.54	17.19	17.81	18.46	19.09	19.71
8									15.90	16.51	17.11	17.73	18.32	18.91
9									17.61	18.28	18.95	19.65	20.31	20.97
10									17.00	17.64	18.28	18.91	19.57	20.23

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

WOODWORKING SUB-GROUP (NOW) RATES/SOUS-GROUPE: MEUBLISERIE (NOW) TAUX

ZONE	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	11.28	11.68	12.06	12.46	12.92	13.33	13.78	14.32	14.86					
4	11.92	12.33	12.74	13.14	13.64	14.11	14.58	15.14	15.71					
5	12.19	12.60	13.05	13.48	13.95	14.47	14.91	15.48	16.10					
7	10.10	10.50	10.91	11.43	11.93	12.41	12.93	13.48	14.07					
8	11.60	12.00	12.41	12.79	13.26	13.72	14.17	14.75	15.24					
9	12.14	12.56	12.98	13.43	13.90	14.37	14.85	15.44	16.07					

NOTE: PLEASE REFER TO APPENDIX 'B' - 3 FOR DEFINITION OF ZONES

Effective: November 5, 1987

APPENDIX "B-1"

DEFINITION OF ZONES

Notes:

- (1) The geographic boundaries of a province or a territory define the geographic boundaries of applicable zones.
- (2) Where reference is made to a specific location, e.g., Halifax, Nova Scotia, its boundaries shall be those defined by reference maps prepared by Statistics Canada for the 1971 Census.

(Reference: Statistics Canada catalogue Number 92-712;

Reference Maps - "... (including) maps of census metropolitan areas and census agglomerations 25,000 population and over)"

ZONE 1

Yukon Territory
Northwest Territories (including Wood Buffalo National Park)

ZONE 2

Metropolitan Moncton, N.B. (including Moncton Airport, Coverdale, N.B. and Dorchester Penal Institution)
Metropolitan Halifax, N.S. (including Halifax International Airport and Mill Cove)

ZONE 3

Remainder of the Atlantic Provinces

ZONE 4

Metropolitan Montréal, Que. (including Camp Bouchard, Mirabel Airport, Chambly Canal,

Archambault Penal Institution, Cowansville
Penal Institution, Mirabel Penal Institution,
Sept-Îles and C.F.S. Moisie)

ZONE 5

Camp Valcartier, Que.
Metropolitan Québec, Que.
Donnacona Penal Institution
Remainder of the Province of Quebec

ZONE 6

Metropolitan Ottawa, Ontario (including
Gatineau Park)

ZONE 7

Belleville, Ont.
Trenton, Ont.
Mountain View, Ont.
Smithfield, Ont.
Kingston, Ont. (Including Camp Barriefield
and the Collins Bay, Joyceville, Millhaven
and Warkworth Penal Institutions)
Remainder of the Province of Ontario

ZONE 8

Metropolitan Toronto, Ont.

ZONE 9

Metropolitan Winnipeg, Man. (including St.
Andrews Airport and Stony Mountain Penal
Institution)
Churchill, Man.

ZONE 10

Remainder of the Province of Manitoba

ZONE 11

The Province of Saskatchewan

ZONE 12

Metropolitan Calgary, Alta. (including Spring
Bank Airport)
Banff, Alta. (including Park Operations)
Jasper, Alta. (including Park Operations)
Drumheller and Bowden Penal Institutions
Remainder of the Province of Alberta

ZONE 13

Metropolitan Edmonton, Alta. (including
C.F.B. Edmonton, Edmonton International
Airport, Elk Island National Park, CFB Cold
Lake, Fort McMurray Airport and Villeneuve
Airport)

ZONE 14

Metropolitan Vancouver, B.C.

ZONE 15

Metropolitan Victoria, B.C. (including
Willam Head Penal Institution)

ZONE 16

Remainder of the Province of British Columbia

**

Effective: January 5, 1989APPENDIX "B-2"DEFINITION OF ZONES**Notes:**

- (1) The geographic boundaries of a province or a territory define the geographic boundaries of applicable zones.
- (2) Where reference is made to a specific location, e.g., Halifax, Nova Scotia, its boundaries shall be those defined by reference maps prepared by Statistics Canada for the 1971 Census.

(Reference: Statistics Canada catalogue Number 92-712;

Reference Maps - "... (including) maps of census metropolitan areas and census agglomerations 25,000 population and over)"

ZONE 1

Yukon Territory
Northwest Territories (including Wood Buffalo National Park)

ZONE 2

Metropolitan Moncton, N.B. (including Moncton Airport, Coverdale, N.B. and Dorchester Penal Institution)
Metropolitan Halifax, N.S. (including Halifax International Airport and Mill Cove)
Remainder of the Atlantic Provinces

ZONE 3

Metropolitan Montréal, Que. (including Camp Bouchard, Mirabel Airport, Chambly Canal, Archambault Penal Institution, Cowansville Penal Institution, Mirabel Penal Institution,

Sept-Îles and C.F.S. Moisie)
Camp Valcartier, Que.
Metropolitan Québec, Que.
Donnacona Penal Institution
Remainder of the Province of Quebec

ZONE 4

Metropolitan Ottawa, Ontario (including
Gatineau Park)
Belleville, Ont.
Trenton, Ont.
Mountain View, Ont.
Smithfield, Ont.
Kingston, Ont. (including Camp Barrie Field
and the Collins Bay, Joyceville, Millhaven
and Warkworth Penal Institutions)
Remainder of the Province of Ontario

ZONE 5

Metropolitan Toronto, Ont.

ZONE 6

Metropolitan Winnipeg, Man. (including St.
Andrews Airport and Stony Mountain Penal
Institution)
Churchill, Man.

ZONE 7

Remainder of the Province of Manitoba

ZONE 8

The Province of Saskatchewan

ZONE 9

Metropolitan Calgary, Alta. (including Spring
Bank Airport)
Banff, Alta. (including Park Operations)
Jasper, Alta. (including Park Operations)
Drumheller and Bowden Penal Institutions
Remainder of the Province of Alberta

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ZONE 10

Metropolitan Edmonton, Alta. (including
C.F.B. Edmonton, Edmonton International
Airport, Elk Island National Park, CFB Cold
Lake, Fort McMurray Airport and Villeneuve
Airport)

ZONE 11

Metropolitan Vancouver, B.C.

ZONE 12

Metropolitan Victoria, B.C. (including
William Head Penal Institution)

ZONE 13

Remainder of the Province of British Columbia

**

Effective: March 5, 1990

APPENDIX "B-3"DEFINITION OF ZONES

Notes :

- (1) The geographic boundaries of a province or a territory define the geographic boundaries of applicable zones.
- (2) Where reference is made to a specific location, e.g., Halifax, Nova Scotia, its boundaries shall be those defined by reference maps prepared by Statistics Canada for the 1971 Census.

(Reference: Statistics Canada catalogue Number 92-712;
Reference Maps - "... (including) maps of census metropolitan areas and census agglomerations 25,000 population and over")

ZONE 1

Yukon Territory
 Northwest Territories (including Wood Buffalo National Park)

ZONE 2

Metropolitan Moncton, N.B. (including Moncton Airport, Coverdale, N.B. and Dorchester Penal Institution)
 Metropolitan Halifax, N.S. (including Halifax International Airport and Mill Cove)
 Remainder of the Atlantic Provinces

ZONE 3

Metropolitan Montréal, Que. (including Camp Bouchard, Mirabel Airport, Chambly Canal, Archambault Penal Institution, Cowansville Penal Institution, Mirabel Penal Institution, Sept-îles and C.F.S. Moisie)

Camp Valcartier, Que.
Metropolitan Québec, Que.
Donnacona Penal Institution
Remainder of the Province of Quebec

ZONE 4

Metropolitan Ottawa, Ontario (including
Gatineau Park)
Belleville, Ont.
Trenton, Ont.
Mountain View, Ont.
Smithfield, Ont.
Kingston, Ont. (including Camp Barriefield
and the Collins Bay, Joyceville, Millhaven
and Warkworth Penal Institutions)
Remainder of the Province of Ontario

ZONE 5

Metropolitan Toronto, Ont.

ZONE 6

Metropolitan Winnipeg, Man. (including St.
Andrews Airport and Stony Mountain Penal
Institution)
Churchill, Man.
Remainder of the Province of Manitoba

ZONE 7

The Province of Saskatchewan

ZONE 8

Metropolitan Calgary, Alta. (including Spring
Bank Airport)
Banff, Alta. (including Park Operations)
Jasper, Alta. (including Park Operations)
Drumheller and Bowden Penal Institutions
Metropolitan Edmonton, Alta. (including
C.F.B. Edmonton, Edmonton International
Airport, Elk Island National Park, CFB Cold
Lake, Fort McMurray Airport and Villeneuve
Airport)

B-9

Remainder of the Province of Alberta

ZONE 9

Metropolitan Vancouver, B.C.
Metropolitan Victoria, B.C. (including
William Head Penal Institution)

ZONE 10

Remainder of the Province of British Columbia

APPENDIX "C" - APPENDICE "C"
SUPERVISORY DIFFERENTIAL - PRIME DU SURVEILLANCE

APPENDIX "C"

SUPERVISORY DIFFERENTIAL

<u>Supervisory Level</u>	<u>Supervisory Co-ordinates</u>	<u>Supervisory Differential as Percentage of Basic Rate</u>
1	A1	4.0
2	B2	6.5

The Supervisory Rates Table is to be used in the following manner:

- (1) determine non-supervisory rates according to zone and level;
- (2) ~~using Supervisory~~ Rates Table, find the row ~~in the left-hand column~~ where the rate determined is located (these rates increase by increments of one cent (1¢));
- (3) when row is located, determine the column by the ~~applicable~~ supervisory differential code;
- (4) the point where column and row meet is the supervisory rate required.

For example, an employee in the MAM sub-group in Zone 7, at Level 8, would receive a basic rate of pay of \$13.88 effective November 5, 1987 as per Appendix "A"-1-11. By locating \$13.88 in the Supervisory Rates Table, then looking down column B2, the appropriate supervisory rate reads \$14.78, which is the rate of pay for this particular chargehand.

GENERAL LABOUR AND TRADES SUPERVISORY RATES										MANOEUVRES ET HOMMES DE METIER TAXI DE SURVEILLANCE									
TAXI HORAIRES DE BASE		12		13		14		15		16		17		18		19		20	
9.01	9.37	9.60	10.00	10.36	10.72	11.04	11.35	11.67	11.98	12.30									
9.02	9.38	9.61	10.01	10.37	10.73	11.05	11.37	11.68	12.00	12.31									
9.03	9.39	9.62	10.02	10.38	10.75	11.06	11.38	11.69	12.01	12.33									
9.04	9.40	9.63	10.03	10.39	10.76	11.07	11.39	11.70	12.02	12.34									
9.05	9.41	9.64	10.04	10.40	10.77	11.08	11.40	11.71	12.03	12.35									
9.06	9.42	9.65	10.05	10.41	10.78	11.09	11.41	11.72	12.04	12.36									
9.07	9.43	9.66	10.06	10.43	10.79	11.11	11.43	11.75	12.06	12.38									
9.08	9.44	9.67	10.07	10.44	10.80	11.12	11.44	11.76	12.08	12.39									
9.09	9.45	9.68	10.09	10.45	10.82	11.14	11.45	11.77	12.09	12.41									
9.10	9.46	9.69	10.10	10.47	10.83	11.15	11.47	11.78	12.10	12.42									
9.11	9.47	9.70	10.11	10.48	10.84	11.16	11.48	11.80	12.12	12.44									
9.12	9.48	9.71	10.12	10.49	10.85	11.17	11.49	11.81	12.13	12.45									
9.13	9.49	9.72	10.13	10.50	10.86	11.18	11.50	11.82	12.14	12.46									
9.14	9.50	9.73	10.14	10.51	10.87	11.19	11.51	11.83	12.15	12.47									
9.15	9.51	9.74	10.15	10.52	10.88	11.21	11.53	11.85	12.17	12.49									
9.16	9.52	9.75	10.16	10.53	10.90	11.22	11.54	11.86	12.18	12.50									
9.17	9.53	9.76	10.17	10.54	10.91	11.23	11.55	11.88	12.19	12.51									
9.18	9.54	9.77	10.18	10.55	10.92	11.24	11.56	11.89	12.20	12.52									
9.19	9.55	9.78	10.19	10.56	10.93	11.25	11.57	11.90	12.21	12.53									
9.20	9.56	9.79	10.20	10.57	10.94	11.26	11.58	11.91	12.22	12.54									
9.21	9.57	9.80	10.21	10.58	10.95	11.27	11.59	11.92	12.23	12.55									
9.22	9.58	9.81	10.22	10.59	10.96	11.28	11.60	11.93	12.24	12.56									
9.23	9.59	9.82	10.23	10.60	10.97	11.29	11.62	11.94	12.25	12.57									
9.24	9.60	9.83	10.24	10.61	10.98	11.30	11.63	11.95	12.26	12.58									
9.25	9.61	9.84	10.25	10.62	10.99	11.31	11.64	11.96	12.27	12.59									
9.26	9.62	9.85	10.26	10.63	11.00	11.32	11.65	11.97	12.28	12.60									
9.27	9.63	9.86	10.27	10.64	11.01	11.33	11.66	11.98	12.29	12.61									
9.28	9.64	9.87	10.28	10.65	11.02	11.34	11.67	11.99	12.30	12.62									
9.29	9.65	9.88	10.29	10.66	11.03	11.35	11.68	12.00	12.31	12.63									
9.30	9.66	9.89	10.30	10.67	11.04	11.36	11.69	12.02	12.32	12.64									
9.31	9.67	9.90	10.31	10.68	11.05	11.37	11.70	12.03	12.33	12.65									
9.32	9.68	9.91	10.32	10.69	11.06	11.38	11.71	12.04	12.34	12.66									
9.33	9.69	9.92	10.33	10.70	11.07	11.39	11.72	12.05	12.35	12.67									
9.34	9.70	9.93	10.34	10.71	11.08	11.40	11.73	12.06	12.36	12.68									
9.35	9.71	9.94	10.35	10.72	11.09	11.41	11.74	12.07	12.37	12.69									
9.36	9.72	9.95	10.36	10.73	11.10	11.42	11.75	12.08	12.38	12.70									
9.37	9.73	9.96	10.37	10.74	11.11	11.43	11.76	12.09	12.39	12.71									
9.38	9.74	9.97	10.38	10.75	11.12	11.44	11.77	12.10	12.40	12.72									
9.39	9.75	9.98	10.39	10.76	11.13	11.45	11.78	12.11	12.41	12.73									
9.40	9.76	9.99	10.40	10.77	11.14	11.46	11.79	12.12	12.42	12.74									
9.41	9.77	10.00	10.41	10.78	11.15	11.47	11.80	12.13	12.43	12.75									
9.42	9.78	10.01	10.42	10.79	11.16	11.48	11.81	12.14	12.44	12.76									
9.43	9.79	10.02	10.43	10.80	11.17	11.49	11.82	12.15	12.45	12.77									
9.44	9.80	10.03	10.44	10.81	11.18	11.50	11.83	12.16	12.46	12.78									
9.45	9.81	10.04	10.45	10.82	11.19	11.51	11.84	12.17	12.47	12.79									
9.46	9.82	10.05	10.46	10.83	11.20	11.52	11.85	12.18	12.48	12.80									
9.47	9.83	10.06	10.47	10.84	11.21	11.53	11.86	12.19	12.49	12.81									
9.48	9.84	10.07	10.48	10.85	11.22	11.54	11.87	12.20	12.50	12.82									
9.49	9.85	10.08	10.49	10.86	11.23	11.55	11.88	12.21	12.51	12.83									
9.50	9.86	10.09	10.50	10.87	11.24	11.56	11.89	12.22	12.52	12.84									
9.51	9.87	10.10	10.51	10.88	11.25	11.57	11.90	12.23	12.53	12.85									
9.52	9.88	10.11	10.52	10.89	11.26	11.58	11.91	12.24	12.54	12.86									
9.53	9.89	10.12	10.53	10.90	11.27	11.59	11.92	12.25	12.55	12.87									
9.54	9.90	10.13	10.54	10.91	11.28	11.60	11.93	12.26	12.56	12.88									
9.55	9.91	10.14	10.55	10.92	11.29	11.61	11.94	12.27	12.57	12.89									
9.56	9.92	10.15	10.56	10.93	11.30	11.62	11.95	12.28	12.58	12.90									
9.57	9.93	10.16	10.57	10.94	11.31	11.63	11.96	12.29	12.59	12.91									
9.58	9.94	10.17	10.58	10.95	11.32	11.64	11.97	12.30	12.60	12.92									
9.59	9.95	10.18	10.59	10.96	11.33	11.65	11.98	12.31	12.61	12.93									
9.60	9.96	10.19	10.60	10.97	11.34	11.66	11.99	12.32	12.62	12.94									
9.61	9.97	10.20	10.61	10.98	11.35	11.67	12.00	12.33	12.63	12.95									
9.62	9.98	10.21	10.62	10.99	11.36	11.68	12.01	12.34	12.64	12.96									
9.63	9.99	10.22	10.63	11.00	11.37	11.69	12.02	12.35	12.65	12.97									
9.64	10.00	10.23	10.64	11.01	11.38	11.70	12.03	12.36	12.66	12.98									
9.65	10.01	10.24	10.65	11.02	11.39	11.71	12.04	12.37	12.67	12.99									
9.66	10.02	10.25	10.66	11.03	11.40	11.72	12.05	12.38	12.68	13.00									
9.67	10.03	10.26	10.67	11.04	11.41	11.73	12.06	12.39	12.69										
9.68	10.04	10.27	10.68	11.05	11.42	11.74	12.07	12.40											
9.69	10.05	10.28	10.69	11.06	11.43	11.75	12.08												
9.70	10.06	10.29	10.70	11.07	11.44	11.76													
9.71	10.07	10.30	10.71	11.08	11.45														
9.72	10.08	10.31	10.72	11.09															
9.73	10.09	10.32	10.73																
9.74	10.10	10.33	10.74																
9.75	10.11	10.34	10.75																
9.76	10.12	10.35	10.76																
9.77	10.13	10.36	10.77																
9.78	10.14	10.37	10.78																
9.79	10.15	10.38	10.79																
9.80	10.16	10.39	10.80																
9.81	10.17	10.40	10.81																
9.82	10.18	10.41	10.82																
9.83	10.19	10.42	10.83																
9.84	10.20	10.43	10.84																
9.85	10.21	10.44	10.85										</						

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOUVRES ET TENDERS DE PORTIER
TAUX DE SURVEILLANCE

GENERAL LABOUR AND TRADES SUPERVISORY RATES	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE	MANOUVRES ET TENDERS DE PORTIER TAUX DE SURVEILLANCE
TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR	TAUX HORAIRE PER HOUR
9.36	9.67	9.98	10.32	10.70	11.07	11.39	11.72	12.04	12.37	12.69
9.31	9.60	9.92	10.33	10.71	11.08	11.40	11.73	12.06	12.38	12.71
9.27	9.56	9.87	10.28	10.65	11.02	11.34	11.67	11.99	12.31	12.63
9.35	9.72	9.96	10.38	10.75	11.13	11.45	11.78	12.11	12.44	12.76
9.36	9.73	9.97	10.39	10.76	11.14	11.47	11.79	12.12	12.45	12.78
9.37	9.74	9.98	10.40	10.77	11.15	11.48	11.80	12.13	12.46	12.79
9.40	9.78	10.01	10.43	10.81	11.19	11.52	11.84	12.17	12.50	12.83
9.41	9.79	10.02	10.44	10.82	11.20	11.53	11.85	12.18	12.51	12.84
9.42	9.80	10.03	10.45	10.83	11.21	11.54	11.86	12.19	12.52	12.85
9.45	9.83	10.06	10.48	10.87	11.25	11.58	11.91	12.24	12.57	12.90
9.46	9.84	10.07	10.49	10.88	11.26	11.59	11.92	12.25	12.58	12.91
9.47	9.85	10.08	10.51	10.89	11.27	11.60	11.93	12.26	12.59	12.93
9.50	9.88	10.12	10.55	10.93	11.31	11.64	11.97	12.30	12.64	12.97
9.51	9.89	10.13	10.56	10.94	11.32	11.65	11.98	12.32	12.65	12.98
9.52	9.90	10.14	10.57	10.95	11.33	11.66	11.99	12.33	12.66	12.99
9.55	9.93	10.17	10.60	10.98	11.36	11.70	12.03	12.37	12.70	13.04
9.56	9.94	10.18	10.61	10.99	11.38	11.71	12.05	12.38	12.71	13.05
9.57	9.95	10.19	10.62	11.01	11.39	11.72	12.06	12.39	12.73	13.06

GENERAL LABOUR AND TRADES SUPERVISORY RATES						MANOEUVRES ET HOMMES DE METIER TAXE DE SURVEILLANCE					
BASE HOURLY DUTY	A1	B2	B3 PS	B4 PS	B5 PM	B6 PM	B7 PM	C7 PM	D7 PM	E7	
	4.88	6.50*	11.08	15.08	19.08	22.58	26.08	29.58	33.08	36.58	
9.68	9.98	10.22	10.66	11.04	11.42	11.76	12.10	12.43	12.77	13.10	
9.84	10.13	10.41	10.78	11.09	11.49	11.81	12.13	12.45	12.82	13.16	
9.65 9.66	10.04 10.05	10.28 10.29	10.71 10.72	11.10 11.11	11.48 11.49	11.82 11.83	12.16 12.17	12.50 12.51	12.83 12.84	13.17 13.18	
9.70	10.09	10.33	10.77	11.16	11.54	11.88	12.22	12.56	12.90	13.24	
9.71	10.10	10.34	10.78	11.17	11.55	11.89	12.23	12.57	12.91	13.25	
9.75	10.14	10.38	10.82	11.21	11.60	11.94	12.28	12.62	12.97	13.31	
9.76	10.15	10.39	10.83	11.22	11.61	11.95	12.29	12.64	12.99	13.32	
9.77	10.16	10.41	10.84	11.24	11.63	11.97	12.31	12.66	13.00	13.34	
9.80	10.19	10.44	10.88	11.27	11.66	12.01	12.35	12.69	13.03	13.38	
9.81	10.20	10.45	10.89	11.28	11.67	12.02	12.36	12.70	13.05	13.39	
9.82	10.21	10.46	10.90	11.29	11.69	12.03	12.37	12.72	13.06	13.40	
9.86	10.25	10.50	10.94	11.34	11.73	12.08	12.42	12.77	13.11	13.46	
9.87	10.26	10.51	10.96	11.35	11.75	12.09	12.44	12.78	13.13	13.47	
9.88	10.28	10.52	10.97	11.36	11.76	12.10	12.45	12.79	13.14	13.49	

UNIFORM LARVAL ROLL INDEXES
SUPERVISORY RATES

UNIFORM LARVAL ROLL INDEXES
TAXES DE SURVEILLANCE

DE BASE	fa									
	4.22	6.52	11.22	15.22	19.22	22.52	26.22	29.52	33.22	36.52
9.92	12.32	12.52	11.21	11.41	11.61	12.13	12.52	12.85	13.19	13.54
9.93	12.33	12.53	11.22	11.42	11.62	12.14	12.53	12.86	13.21	13.55
9.94	12.34	12.54	11.23	11.43	11.63	12.15	12.54	12.87	13.22	13.56
9.97	12.37	12.62	11.27	11.47	11.67	12.21	12.56	12.91	13.26	13.61
9.98	12.38	12.63	11.28	11.48	11.68	12.22	12.57	12.92	13.27	13.62
9.99	12.39	12.64	11.29	11.49	11.69	12.23	12.58	12.93	13.28	13.63
12.22	12.42	12.67	11.12	11.32	11.52	12.27	12.63	12.98	13.33	13.68
12.23	12.43	12.68	11.13	11.33	11.53	12.28	12.64	12.99	13.34	13.69
12.24	12.44	12.69	11.14	11.34	11.54	12.29	12.65	13.00	13.35	13.70
12.27	12.47	12.72	11.18	11.38	11.58	12.33	12.69	13.04	13.39	13.73
12.28	12.48	12.73	11.19	11.39	11.59	12.34	12.70	13.05	13.41	13.74
12.29	12.49	12.74	11.20	11.40	11.60	12.35	12.71	13.06	13.42	13.75
12.52	12.52	12.78	11.23	11.43	11.63	12.40	12.75	13.11	13.46	13.81
12.53	12.53	12.79	11.24	11.44	11.64	12.41	12.76	13.12	13.47	13.82
12.54	12.54	12.80	11.25	11.45	11.65	12.42	12.77	13.13	13.48	13.83
12.57	12.58	12.83	11.29	11.49	11.69	12.46	12.81	13.17	13.52	13.87
12.58	12.59	12.84	11.30	11.50	11.70	12.47	12.82	13.18	13.53	13.88
12.59	12.60	12.85	11.31	11.51	11.71	12.48	12.83	13.19	13.54	13.89

GENERAL LABOUR AND TRADES SUPERVISORY RATES					MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE					
RATE TAUX HORAIRE DE BASE			C2	D2	M2	O2	D3	D5	D6	E5
10.20	10.61	10.96	11.32	11.73	12.14	12.50	12.85	13.21	13.57	13.92
10.21	10.62	10.97	11.33	11.74	12.15	12.51	12.86	13.22	13.58	13.94
10.22	10.63	10.98	11.34	11.75	12.16	12.52	12.88	13.23	13.59	13.95
10.23	10.64	10.99	11.35	11.76	12.17	12.53	12.89	13.24	13.60	13.96
10.26	10.67	10.93	11.39	11.80	12.21	12.57	12.93	13.29	13.65	14.00
10.27	10.68	10.94	11.40	11.81	12.22	12.58	12.94	13.30	13.66	14.02
10.28	10.69	10.95	11.41	11.82	12.23	12.59	12.95	13.31	13.67	14.03
10.31	10.72	10.98	11.44	11.85	12.26	12.62	12.98	13.34	13.70	14.06
10.32	10.73	10.99	11.45	11.87	12.28	12.64	13.00	13.36	13.73	14.08
10.33	10.74	11.00	11.47	11.88	12.29	12.65	13.02	13.38	13.74	14.10
10.34	10.75	11.01	11.48	11.89	12.30	12.67	13.03	13.39	13.75	14.11
10.37	10.78	11.04	11.51	11.93	12.34	12.70	13.07	13.43	13.79	14.16
10.38	10.80	11.05	11.52	11.94	12.35	12.72	13.08	13.44	13.81	14.17
10.39	10.81	11.07	11.53	11.95	12.36	12.73	13.09	13.46	13.82	14.18
10.43	10.85	11.11	11.58	11.99	12.41	12.78	13.14	13.51	13.87	14.24
10.44	10.86	11.12	11.59	12.01	12.42	12.79	13.15	13.52	13.89	14.25
10.48	10.90	11.16	11.63	12.05	12.46	12.83	13.19	13.56	13.93	14.29
10.49	10.91	11.17	11.64	12.06	12.48	12.85	13.22	13.58	13.95	14.32

U# 3

GENERAL LABOUR AND TRADES SUPERVISORY RATES												MANOEUVRES ET HOMMES DE METIER TARIFF DE SURVEILLANCE											
TARIFF HORAIRES DE BASE				Do				D3				D4				D5				D6			
10.51	10.93	11.19	11.67	12.09	12.51	12.87	13.24	13.61	13.98	14.35	14.72	15.09	15.46	15.83	16.20	16.57	16.94	17.31	17.68	18.05	18.42	18.79	19.16
10.52	10.94	11.20	11.68	12.10	12.52	12.89	13.26	13.63	14.00	14.37	14.74	15.11	15.48	15.85	16.22	16.59	16.96	17.33	17.70	18.07	18.44	18.81	19.18
10.53	10.95	11.21	11.69	12.11	12.53	12.90	13.27	13.64	14.01	14.38	14.75	15.12	15.49	15.86	16.23	16.60	16.97	17.34	17.71	18.08	18.45	18.82	19.19
10.54	10.96	11.22	11.70	12.12	12.54	12.91	13.28	13.65	14.02	14.39	14.76	15.13	15.50	15.87	16.24	16.61	16.98	17.35	17.72	18.09	18.46	18.83	19.20
10.57	10.99	11.25	11.73	12.15	12.57	12.94	13.31	13.68	14.05	14.42	14.79	15.16	15.53	15.90	16.27	16.64	17.01	17.38	17.75	18.12	18.49	18.86	19.23
10.58	11.00	11.26	11.74	12.16	12.58	12.95	13.32	13.69	14.06	14.43	14.80	15.17	15.54	15.91	16.28	16.65	17.02	17.39	17.76	18.13	18.50	18.87	19.24
10.59	11.01	11.27	11.75	12.17	12.59	12.96	13.33	13.70	14.07	14.44	14.81	15.18	15.55	15.92	16.29	16.66	17.03	17.40	17.77	18.14	18.51	18.88	19.25
10.63	11.05	11.31	11.79	12.21	12.63	13.00	13.37	13.74	14.11	14.48	14.85	15.22	15.59	15.96	16.33	16.70	17.07	17.44	17.81	18.18	18.55	18.92	19.29
10.64	11.06	11.32	11.80	12.22	12.64	13.01	13.38	13.75	14.12	14.49	14.86	15.23	15.60	15.97	16.34	16.71	17.08	17.45	17.82	18.19	18.56	18.93	19.30
10.68	11.11	11.37	11.85	12.27	12.69	13.06	13.43	13.80	14.17	14.54	14.91	15.28	15.65	16.02	16.39	16.76	17.13	17.50	17.87	18.24	18.61	18.98	19.35
10.69	11.12	11.38	11.86	12.28	12.70	13.07	13.44	13.81	14.18	14.55	14.92	15.29	15.66	16.03	16.40	16.77	17.14	17.51	17.88	18.25	18.62	18.99	19.36
10.70	11.13	11.39	11.87	12.29	12.71	13.08	13.45	13.82	14.19	14.56	14.93	15.30	15.67	16.04	16.41	16.78	17.15	17.52	17.89	18.26	18.63	19.00	19.37
10.74	11.17	11.44	11.92	12.34	12.76	13.13	13.50	13.87	14.24	14.61	14.98	15.35	15.72	16.09	16.46	16.83	17.20	17.57	17.94	18.31	18.68	19.05	19.42
10.75	11.18	11.45	11.93	12.35	12.77	13.14	13.51	13.88	14.25	14.62	14.99	15.36	15.73	16.10	16.47	16.84	17.21	17.58	17.95	18.32	18.69	19.06	19.43
10.77	11.20	11.47	11.95	12.37	12.79	13.16	13.53	13.90	14.27	14.64	15.01	15.38	15.75	16.12	16.49	16.86	17.23	17.60	17.97	18.34	18.71	19.08	19.45
10.78	11.21	11.48	11.96	12.38	12.80	13.17	13.54	13.91	14.28	14.65	15.02	15.39	15.76	16.13	16.50	16.87	17.24	17.61	17.98	18.35	18.72	19.09	19.46

GENERAL LABOUR AND TRADES RÉPÉTITIVE RATE						MANŒUVRES ET HOMES DE METIER TAUX DE RÉPÉTITIVE					
BASE HOURS RATE	A1	B2	B3	D4	D5	D6	D7	C7	D8	D9	
TAUX HORAIRES			C2	D2	D3	D4	D5	D6	D7	D8	
10.68	11.23	11.50	11.99	12.42	12.85	13.23	13.61	13.99	14.36	14.74	
10.81	11.24	11.51	12.00	12.43	12.86	13.24	13.62	14.00	14.38	14.76	
10.85	11.28	11.56	12.04	12.48	12.91	13.29	13.67	14.05	14.43	14.81	
10.86	11.29	11.57	12.05	12.49	12.92	13.30	13.68	14.06	14.44	14.82	
10.90	11.34	11.61	12.10	12.54	12.97	13.35	13.73	14.12	14.50	14.88	
10.91	11.35	11.62	12.11	12.55	12.98	13.36	13.75	14.13	14.51	14.89	
10.95	11.39	11.66	12.15	12.59	13.02	13.41	13.80	14.18	14.56	14.95	
10.96	11.40	11.67	12.17	12.60	13.04	13.43	13.81	14.19	14.58	14.96	
11.00	11.44	11.72	12.21	12.65	13.09	13.48	13.86	14.25	14.63	15.02	
11.01	11.45	11.73	12.22	12.66	13.10	13.49	13.87	14.26	14.64	15.03	
11.02	11.46	11.74	12.23	12.67	13.11	13.50	13.88	14.27	14.65	15.04	
11.05	11.49	11.77	12.27	12.71	13.15	13.54	13.92	14.31	14.70	15.08	
11.06	11.50	11.78	12.28	12.72	13.16	13.55	13.94	14.32	14.71	15.10	
11.07	11.51	11.79	12.29	12.73	13.17	13.56	13.95	14.34	14.72	15.11	

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOEUVRES ET HOMMES DE METIER
TAUX DE SURVEILLANCE

TAUX MINIMUMS DE BASE				12	13	14	15	16	17	18
		A. 00	A. 01	11.00	11.01	11.02	11.03	11.04	11.05	11.06
11.12	11.56	11.84	12.34	12.79	13.23	13.62	14.01	14.40	14.79	15.18
11.13	11.58	11.85	12.35	12.80	13.24	13.63	14.02	14.41	14.80	15.19
11.14	11.59	11.86	12.37	12.81	13.26	13.65	14.04	14.43	14.82	15.21
11.17	11.62	11.90	12.40	12.85	13.29	13.68	14.07	14.46	14.85	15.24
11.18	11.63	11.91	12.41	12.86	13.30	13.70	14.09	14.48	14.87	15.26
11.19	11.64	11.92	12.42	12.87	13.32	13.71	14.10	14.49	14.88	15.27
11.20	11.65	11.93	12.43	12.88	13.33	13.72	14.11	14.50	14.89	15.28
11.21	11.66	11.94	12.44	12.89	13.34	13.73	14.12	14.51	14.90	15.29
11.22	11.67	11.95	12.45	12.90	13.35	13.74	14.13	14.52	14.91	15.30
11.25	11.70	11.98	12.48	12.94	13.39	13.78	14.17	14.56	14.95	15.34
11.26	11.71	11.99	12.49	12.95	13.40	13.79	14.18	14.57	14.96	15.35
11.27	11.72	12.00	12.50	12.96	13.41	13.80	14.19	14.58	14.97	15.36
11.31	11.76	12.04	12.54	12.99	13.45	13.84	14.23	14.62	15.01	15.40
11.32	11.77	12.05	12.55	13.00	13.46	13.85	14.24	14.63	15.02	15.41
11.33	11.78	12.06	12.56	13.01	13.47	13.86	14.25	14.64	15.03	15.42
11.36	11.81	12.09	12.59	13.04	13.50	13.89	14.28	14.67	15.06	15.45
11.37	11.82	12.10	12.60	13.05	13.51	13.90	14.29	14.68	15.07	15.46
11.38	11.83	12.11	12.61	13.06	13.52	13.91	14.30	14.69	15.08	15.47
11.39	11.84	12.12	12.62	13.07	13.53	13.92	14.31	14.70	15.09	15.48

GENERAL LABOUR AND TRADES SUPERVISORY RATES										MANOEUVRERS ET HOMMES DE METIER TAUX DE SURVEILLANCE	
BASE HOURLY	A1	B2	B3	B4	B5	B6	B7	C7	D7	E7	
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50	
11.40	11.86	12.14	12.65	13.11	13.57	13.97	14.36	14.76	15.16	15.56	
11.44	11.90	12.18	12.70	13.16	13.61	14.01	14.41	14.81	15.22	15.62	
11.45	11.91	12.19	12.71	13.17	13.63	14.03	14.43	14.83	15.23	15.63	
11.46	11.92	12.20	12.72	13.18	13.64	14.04	14.44	14.84	15.24	15.64	
11.50	11.96	12.25	12.77	13.23	13.69	14.09	14.49	14.89	15.30	15.70	
11.51	11.97	12.26	12.78	13.24	13.70	14.10	14.50	14.91	15.31	15.71	
11.52	11.98	12.27	12.79	13.25	13.71	14.11	14.51	14.92	15.32	15.72	
11.55	12.01	12.30	12.82	13.28	13.74	14.15	14.55	14.96	15.36	15.77	
11.56	12.02	12.31	12.83	13.29	13.76	14.16	14.57	14.97	15.37	15.78	
11.57	12.03	12.32	12.84	13.31	13.77	14.17	14.58	14.98	15.39	15.79	
11.58	12.04	12.33	12.85	13.32	13.78	14.18	14.59	14.99	15.40	15.80	
11.61	12.07	12.36	12.89	13.35	13.82	14.22	14.63	15.03	15.44	15.85	
11.62	12.08	12.38	12.90	13.36	13.83	14.23	14.64	15.05	15.45	15.86	
11.63	12.10	12.39	12.91	13.37	13.84	14.25	14.65	15.06	15.47	15.87	
11.64	12.11	12.40	12.92	13.38	13.85	14.26	14.66	15.07	15.48	15.88	
11.67	12.14	12.43	12.95	13.42	13.89	14.30	14.70	15.11	15.52	15.93	
11.68	12.15	12.44	12.96	13.43	13.90	14.31	14.72	15.13	15.53	15.94	
11.69	12.16	12.45	12.98	13.44	13.91	14.32	14.73	15.14	15.55	15.96	

BASE HOURLY	A1	B2	B3	B4	B5	B6	B7	C7	D7	E7
	4.08	6.58	11.08	15.08	19.08	22.58	26.08	29.58	33.08	36.58
11.70	12.17	12.46	12.99	13.46	13.92	14.33	14.74	15.15	15.56	15.97
11.74	12.21	12.50	13.03	13.50	13.97	14.38	14.79	15.20	15.61	16.02
11.75	12.22	12.51	13.04	13.51	13.98	14.39	14.81	15.22	15.63	16.04
11.76	12.23	12.52	13.05	13.52	13.99	14.41	14.82	15.23	15.64	16.05
11.77	12.24	12.54	13.06	13.54	14.01	14.42	14.83	15.24	15.65	16.06
11.78	12.25	12.55	13.08	13.55	14.02	14.43	14.84	15.25	15.67	16.08
11.79	12.26	12.56	13.09	13.56	14.03	14.44	14.85	15.27	15.68	16.09
11.82	12.29	12.59	13.12	13.59	14.07	14.48	14.89	15.31	15.72	16.13
11.83	12.91	12.69	13.13	13.60	14.08	14.49	14.91	15.32	15.73	16.15
11.84	12.31	12.61	13.14	13.62	14.09	14.50	14.92	15.33	15.75	16.16
11.88	12.36	12.66	13.19	13.66	14.14	14.55	14.97	15.38	15.80	16.22
11.89	12.37	12.66	13.20	13.67	14.15	14.57	14.98	15.40	15.81	16.23
11.93	12.41	12.71	13.24	13.72	14.20	14.61	15.03	15.45	15.87	16.28
11.94	12.42	12.72	13.25	13.73	14.21	14.63	15.04	15.46	15.88	16.29
11.99	12.47	12.77	13.31	13.79	14.27	14.69	15.11	15.53	15.95	16.37

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
12.00	12.48	12.78	13.32	13.80	14.28	14.78	15.12	15.54	15.96
12.01	12.49	12.79	13.33	13.81	14.29	14.71	15.13	15.55	15.97
12.02	12.50	12.80	13.34	13.82	14.30	14.72	15.14	15.56	15.98
12.03	12.51	12.81	13.35	13.83	14.31	14.73	15.15	15.57	15.99
12.04	12.52	12.82	13.36	13.84	14.32	14.74	15.16	15.58	16.00
12.05	12.53	12.83	13.37	13.85	14.33	14.75	15.17	15.59	16.01
12.06	12.54	12.84	13.38	13.86	14.34	14.76	15.18	15.60	16.02
12.07	12.55	12.85	13.39	13.87	14.35	14.77	15.19	15.61	16.03
12.08	12.56	12.86	13.40	13.88	14.36	14.78	15.20	15.62	16.04
12.09	12.57	12.87	13.41	13.89	14.37	14.79	15.21	15.63	16.05
12.10	12.58	12.88	13.42	13.90	14.38	14.80	15.22	15.64	16.06
12.11	12.59	12.89	13.43	13.91	14.39	14.81	15.23	15.65	16.07
12.12	12.60	12.90	13.44	13.92	14.40	14.82	15.24	15.66	16.08
12.13	12.61	12.91	13.45	13.93	14.41	14.83	15.25	15.67	16.09
12.14	12.62	12.92	13.46	13.94	14.42	14.84	15.26	15.68	16.10
12.15	12.63	12.93	13.47	13.95	14.43	14.85	15.27	15.69	16.11
12.16	12.64	12.94	13.48	13.96	14.44	14.86	15.28	15.70	16.12
12.17	12.65	12.95	13.49	13.97	14.45	14.87	15.29	15.71	16.13
12.18	12.66	12.96	13.50	13.98	14.46	14.88	15.30	15.72	16.14
12.19	12.67	12.97	13.51	13.99	14.47	14.89	15.31	15.73	16.15
12.20	12.68	12.98	13.52	14.00	14.48	14.90	15.32	15.74	16.16
12.21	12.69	12.99	13.53	14.01	14.49	14.91	15.33	15.75	16.17
12.22	12.70	13.00	13.54	14.02	14.50	14.92	15.34	15.76	16.18
12.23	12.71	13.01	13.55	14.03	14.51	14.93	15.35	15.77	16.19
12.24	12.72	13.02	13.56	14.04	14.52	14.94	15.36	15.78	16.20
12.25	12.73	13.03	13.57	14.05	14.53	14.95	15.37	15.79	16.21
12.26	12.74	13.04	13.58	14.06	14.54	14.96	15.38	15.80	16.22
12.27	12.75	13.05	13.59	14.07	14.55	14.97	15.39	15.81	16.23
12.28	12.76	13.06	13.60	14.08	14.56	14.98	15.40	15.82	16.24
12.29	12.77	13.07	13.61	14.09	14.57	14.99	15.41	15.83	16.25
12.30	12.78	13.08	13.62	14.10	14.58	15.00	15.42	15.84	16.26
12.31	12.79	13.09	13.63	14.11	14.59	15.01	15.43	15.85	16.27
12.32	12.80	13.10	13.64	14.12	14.60	15.02	15.44	15.86	16.28
12.33	12.81	13.11	13.65	14.13	14.61	15.03	15.45	15.87	16.29
12.34	12.82	13.12	13.66	14.14	14.62	15.04	15.46	15.88	16.30
12.35	12.83	13.13	13.67	14.15	14.63	15.05	15.47	15.89	16.31
12.36	12.84	13.14	13.68	14.16	14.64	15.06	15.48	15.90	16.32
12.37	12.85	13.15	13.69	14.17	14.65	15.07	15.49	15.91	16.33
12.38	12.86	13.16	13.70	14.18	14.66	15.08	15.50	15.92	16.34
12.39	12.87	13.17	13.71	14.19	14.67	15.09	15.51	15.93	16.35
12.40	12.88	13.18	13.72	14.20	14.68	15.10	15.52	15.94	16.36
12.41	12.89	13.19	13.73	14.21	14.69	15.11	15.53	15.95	16.37
12.42	12.90	13.20	13.74	14.22	14.70	15.12	15.54	15.96	16.38
12.43	12.91	13.21	13.75	14.23	14.71	15.13	15.55	15.97	16.39
12.44	12.92	13.22	13.76	14.24	14.72	15.14	15.56	15.98	16.40
12.45	12.93	13.23	13.77	14.25	14.73	15.15	15.57	15.99	16.41
12.46	12.94	13.24	13.78	14.26	14.74	15.16	15.58	16.00	16.42
12.47	12.95	13.25	13.79	14.27	14.75	15.17	15.59	16.01	16.43
12.48	12.96	13.26	13.80	14.28	14.76	15.18	15.60	16.02	16.44
12.49	12.97	13.27	13.81	14.29	14.77	15.19	15.61	16.03	16.45
12.50	12.98	13.28	13.82	14.30	14.78	15.20	15.62	16.04	16.46
12.51	12.99	13.29	13.83	14.31	14.79	15.21	15.63	16.05	16.47
12.52	13.00	13.30	13.84	14.32	14.80	15.22	15.64	16.06	16.48
12.53	13.01	13.31	13.85	14.33	14.81	15.23	15.65	16.07	16.49
12.54	13.02	13.32	13.86	14.34	14.82	15.24	15.66	16.08	16.50
12.55	13.03	13.33	13.87	14.35	14.83	15.25	15.67	16.09	16.51
12.56	13.04	13.34	13.88	14.36	14.84	15.26	15.68	16.10	16.52
12.57	13.05	13.35	13.89	14.37	14.85	15.27	15.69	16.11	16.53
12.58	13.06	13.36	13.90	14.38	14.86	15.28	15.70	16.12	16.54
12.59	13.07	13.37	13.91	14.39	14.87	15.29	15.71	16.13	16.55
12.60	13.08	13.38	13.92	14.40	14.88	15.30	15.72	16.14	16.56
12.61	13.09	13.39	13.93	14.41	14.89	15.31	15.73	16.15	16.57
12.62	13.10	13.40	13.94	14.42	14.90	15.32	15.74	16.16	16.58
12.63	13.11	13.41	13.95	14.43	14.91	15.33	15.75	16.17	16.59
12.64	13.12	13.42	13.96	14.44	14.92	15.34	15.76	16.18	16.60
12.65	13.13	13.43	13.97	14.45	14.93	15.35	15.77	16.19	16.61
12.66	13.14	13.44	13.98	14.46	14.94	15.36	15.78	16.20	16.62
12.67	13.15	13.45	13.99	14.47	14.95	15.37	15.79	16.21	16.63
12.68	13.16	13.46	14.00	14.48	14.96	15.38	15.80	16.22	16.64
12.69	13.17	13.47	14.01	14.49	14.97	15.39	15.81	16.23	16.65
12.70	13.18	13.48	14.02	14.50	14.98	15.40	15.82	16.24	16.66
12.71	13.19	13.49	14.03	14.51	14.99	15.41	15.83	16.25	16.67
12.72	13.20	13.50	14.04	14.52	15.00	15.42	15.84	16.26	16.68
12.73	13.21	13.51	14.05	14.53	15.01	15.43	15.85	16.27	16.69
12.74	13.22	13.52	14.06	14.54	15.02	15.44	15.86	16.28	16.70
12.75	13.23	13.53	14.07	14.55	15.03	15.45	15.87	16.29	16.71
12.76	13.24	13.54	14.08	14.56	15.04	15.46	15.88	16.30	16.72
12.77	13.25	13.55	14.09	14.57	15.05	15.47	15.89	16.31	16.73
12.78	13.26	13.56	14.10	14.58	15.06	15.48	15.90	16.32	16.74
12.79	13.27	13.57	14.11	14.59	15.07	15.49	15.91	16.33	16.75
12.80	13.28	13.58	14.12	14.60	15.08	15.50	15.92	16.34	16.76
12.81	13.29	13.59	14.13	14.61	15.09	15.51	15.93	16.35	16.77
12.82	13.30	13.60	14.14	14.62	15.10	15.52	15.94	16.36	16.78
12.83	13.31	13.61	14.15	14.63	15.11	15.53	15.95	16.37	16.79
12.84	13.32	13.62	14.16	14.64	15.12	15.54	15.96	16.38	16.80
12.85	13.33	13.63	14.17	14.65	15.13	15.55	15.97	16.39	16.81
12.86	13.34	13.64	14.18	14.66	15.14	15.56	15.98	16.40	16.82
12.87	13.35	13.65	14.19	14.67	15.15	15.57	15.99	16.41	16.83
12.88	13.36	13.66	14.20	14.68	15.16	15.58	16.00	16.42	16.84
12.89	13.37	13.67	14.21	14.69	15.17	15.59	16.01	16.43	16.85
12.90	13.38	13.68	14.22	14.70	15.18	15.60	16.02	16.44	16.86
12.91	13.39	13.69	14.23	14.71	15.19	15.61	16.03	16.45	16.87
12.92	13.40	13.70	14.24	14.72	15.20	15.62	16.04	16.46	16.88
12.93	13.41	13.71	14.25	14.73	15.21	15.63	16.05	16.47	16.89
12.94	13.42	13.72	14.26	14.74	15.22	15.64	16.06	16.48	16.90
12.95	13.43	13.73	14.27	14.75	15.23	15.65	16.07	16.49	16.91
12.96	13.44	13.74	14.28	14.76	15.24	15.66	16.08	16.50	16.92
12.97	13.45	13.75	14.29	14.77	15.25	15.67	16.09	16.51	16.93
12.98	13.46	13.76	14.30	14.78	15.26	15.68	16.10	16.52	16.94
12.99	13.47	13.77	14.31	14.79	15.27	15.69	16.11	16.53	16.95
13.00	13.48	13.78	14.32	14.80	15.28	15.70	16.12	16.54	16.96

SUPERVISORY RATES				TAXES DE SURVEILLANCE						
BASE HOURLY RATES	A1	B2	B3 C2	B4 C3	B5 C4	B6 C5	B7 C6	C7 D6	D7 E6	E7
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
12.30	12.79	13.10	13.65	14.15	14.64	15.07	15.50	15.93	16.36	16.79
14.34	12.83	13.14	13.70	14.19	14.68	15.12	15.55	15.98	16.41	16.84
12.35	12.84	13.15	13.71	14.20	14.70	15.13	15.56	15.99	16.43	16.86
14.37	12.87	13.18	13.73	14.23	14.74	15.18	15.61	16.05	16.48	16.91
12.40	12.89	13.21	13.76	14.26	14.76	15.19	15.62	16.06	16.49	16.93
12.41	12.91	13.23	13.78	14.28	14.78	15.21	15.64	16.08	16.51	16.95
12.45	12.95	13.26	13.82	14.32	14.82	15.25	15.69	16.12	16.56	16.99
12.46	12.96	13.27	13.83	14.33	14.83	15.26	15.70	16.13	16.57	17.00
12.50	13.00	13.31	13.88	14.38	14.88	15.31	15.75	16.19	16.63	17.06
12.51	13.01	13.32	13.89	14.39	14.89	15.32	15.76	16.20	16.64	17.08
12.55	13.05	13.37	13.93	14.43	14.93	15.37	15.81	16.25	16.69	17.13
12.56	13.06	13.38	13.94	14.44	14.95	15.39	15.83	16.27	16.70	17.14

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOEUVRES ET HOMMES DE METIER
TAUX DE SURVEILLANCE

RATE TAUX HORAIRE DE BASE	C1	C2	C3	C4 D3 E2	C5 D4 E3	C6 D5 E4	C7 D6 E5	C8 D7 E6	C9
12.00	13.10	13.46	13.77	14.09	14.39	14.69	14.99	15.29	15.59
12.61	13.11	13.43	14.00	14.50	15.01	15.45	15.89	16.33	16.77
12.62	13.12	13.44	14.01	14.51	15.02	15.46	15.90	16.34	16.78
12.63	13.14	13.45	14.02	14.52	15.03	15.47	15.91	16.35	16.79
12.66	13.17	13.48	14.05	14.55	15.07	15.51	15.95	16.39	16.84
12.67	13.18	13.49	14.06	14.57	15.08	15.52	15.96	16.41	16.85
12.68	13.19	13.50	14.07	14.58	15.09	15.53	15.97	16.42	16.86
12.69	13.20	13.51	14.08	14.59	15.10	15.54	15.98	16.43	16.87
12.72	13.23	13.55	14.12	14.63	15.14	15.58	16.03	16.47	16.92
12.73	13.24	13.56	14.13	14.64	15.15	15.59	16.04	16.48	16.93
12.74	13.25	13.57	14.14	14.65	15.16	15.61	16.05	16.49	16.94
12.78	13.29	13.61	14.19	14.70	15.21	15.66	16.10	16.55	17.00
12.79	13.30	13.62	14.20	14.71	15.22	15.67	16.12	16.56	17.01
12.84	13.35	13.67	14.25	14.77	15.28	15.73	16.18	16.63	17.08
12.85	13.36	13.68	14.26	14.78	15.29	15.74	16.19	16.64	17.09
12.89	13.40	13.72	14.30	14.82	15.33	15.78	16.23	16.68	17.13
12.90	13.41	13.73	14.31	14.83	15.34	15.79	16.24	16.69	17.14
12.94	13.45	13.77	14.35	14.87	15.38	15.83	16.28	16.73	17.18
12.95	13.46	13.78	14.36	14.88	15.39	15.84	16.29	16.74	17.19
12.99	13.50	13.82	14.40	14.92	15.43	15.88	16.33	16.78	17.23
13.00	13.51	13.83	14.41	14.93	15.44	15.89	16.34	16.79	17.24

GENERAL LABOUR AND TRADES
SUPERVISEUR PRATIS

MANOEUVRES ET HOMMES DE METIER
TAUX DE SURVEILLANCE

DE BASE										
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
12.93	13.45	13.77	14.25	14.67	15.39	15.84	16.39	16.74	17.38	17.65
12.94	13.46	13.78	14.26	14.68	15.40	15.85	16.39	16.76	17.21	17.66
12.99	13.51	13.83	14.42	14.94	15.46	15.91	16.37	16.82	17.30	17.73
13.00	13.52	13.85	14.43	14.95	15.47	15.93	16.38	16.84	17.29	17.75
13.05	13.57	13.90	14.49	15.01	15.53	15.99	16.44	16.90	17.36	17.81
13.06	13.58	13.91	14.50	15.02	15.54	16.00	16.46	16.91	17.37	17.83
13.10	13.62	13.95	14.54	15.07	15.59	16.05	16.51	16.96	17.42	17.88
13.11	13.63	13.96	14.55	15.08	15.60	16.06	16.52	16.98	17.44	17.90
13.12	13.64	13.97	14.56	15.09	15.61	16.07	16.53	16.99	17.45	17.91
13.15	13.68	14.00	14.60	15.12	15.65	16.11	16.57	17.03	17.49	17.95
13.16	13.69	14.02	14.61	15.13	15.66	16.12	16.58	17.04	17.50	17.96
13.17	13.70	14.03	14.62	15.15	15.67	16.13	16.59	17.05	17.52	17.98
13.18	13.71	14.04	14.63	15.16	15.68	16.14	16.61	17.07	17.53	17.99

GENERAL LABOUR AND TRADES SUPERVISORY RATES						MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE				
RATE HOURLY	A1	A2	B3	B4	B5	B6	B7	C7	D7	E7
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
13.20	13.72	14.06	14.44	14.81	15.18	15.71	16.17	16.63	17.00	17.45
13.24	13.77	14.10	14.70	15.23	15.76	16.22	16.68	17.15	17.61	18.07
13.25	13.78	14.11	14.71	15.24	15.77	16.23	16.70	17.16	17.62	18.09
13.27	13.80	14.13	14.73	15.26	15.79	16.25	16.72	17.18	17.64	18.11
13.30	13.83	14.16	14.76	15.30	15.83	16.29	16.76	17.22	17.69	18.15
13.31	13.84	14.18	14.77	15.31	15.84	16.30	16.77	17.24	17.70	18.17
13.32	13.85	14.19	14.78	15.32	15.85	16.31	16.78	17.25	17.71	18.18
13.35	13.88	14.22	14.82	15.35	15.89	16.35	16.82	17.29	17.76	18.22
13.36	13.89	14.23	14.83	15.36	15.90	16.37	16.83	17.30	17.77	18.24
13.37	13.90	14.24	14.84	15.38	15.91	16.38	16.85	17.31	17.78	18.25
13.39	13.92	14.26	14.86	15.40	15.93	16.40	16.87	17.33	17.80	18.27
13.41	13.95	14.28	14.89	15.42	15.96	16.43	16.90	17.37	17.84	18.30
13.42	13.96	14.29	14.90	15.43	15.97	16.44	16.91	17.38	17.85	18.32
13.43	13.97	14.30	14.91	15.44	15.98	16.45	16.92	17.39	17.86	18.33
13.45	13.99	14.32	14.93	15.46	16.00	16.47	16.94	17.41	17.88	18.35
13.46	14.00	14.33	14.94	15.47	16.01	16.48	16.95	17.42	17.89	18.36
13.48	14.02	14.36	14.96	15.50	16.04	16.51	16.98	17.46	17.93	18.40
13.49	14.03	14.37	14.97	15.51	16.05	16.53	17.00	17.47	17.94	18.41

GENERAL LABOUR AND TRADES SUPERVISORY RATES					MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE						
BASE HOURLY RATE TAUX HOURLIER	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	B7 C6 D5	C7 D6 E5	D7 E6	E7	
13.50	14.64	14.38	14.99	15.53	16.07	16.54	17.01	17.48	17.96	18.43	
13.51	14.65	14.39	15.00	15.54	16.08	16.55	17.02	17.50	17.97	18.44	
13.52	14.66	14.40	15.01	15.55	16.09	16.56	17.03	17.51	17.98	18.45	
13.53	14.67	14.41	15.02	15.56	16.10	16.57	17.04	17.52	18.00	18.46	
13.54	14.68	14.42	15.03	15.57	16.11	16.58	17.05	17.53	18.01	18.47	
13.55	14.69	14.43	15.04	15.58	16.12	16.59	17.06	17.54	18.02	18.48	
13.56	14.70	14.44	15.05	15.59	16.13	16.60	17.07	17.55	18.03	18.49	
13.57	14.71	14.45	15.06	15.61	16.15	16.62	17.10	17.57	18.05	18.52	
13.58	14.72	14.46	15.07	15.62	16.16	16.64	17.11	17.59	18.06	18.54	
13.59	14.73	14.47	15.08	15.63	16.17	16.65	17.12	17.60	18.07	18.55	
13.60	14.74	14.48	15.09	15.64	16.18	16.66	17.13	17.61	18.08	18.56	
13.61	14.75	14.49	15.10	15.65	16.19	16.67	17.14	17.62	18.09	18.57	
13.62	14.76	14.50	15.11	15.66	16.21	16.68	17.16	17.64	18.11	18.59	
13.63	14.77	14.51	15.12	15.67	16.22	16.70	17.17	17.65	18.13	18.60	
13.64	14.78	14.52	15.13	15.68	16.23	16.71	17.19	17.66	18.14	18.62	
13.65	14.79	14.53	15.14	15.69	16.24	16.72	17.20	17.67	18.15	18.63	
13.66	14.80	14.54	15.15	15.70	16.25	16.73	17.21	17.68	18.16	18.64	
13.67	14.81	14.55	15.16	15.71	16.26	16.74	17.22	17.69	18.18	18.66	
13.68	14.82	14.57	15.18	15.73	16.28	16.76	17.24	17.72	18.19	18.67	
13.69	14.83	14.58	15.20	15.74	16.29	16.77	17.25	17.73	18.21	18.69	
13.70	14.84	14.59	15.21	15.75	16.30	16.78	17.26	17.74	18.22	18.70	
13.71	14.85	14.60	15.22	15.76	16.31	16.79	17.27	17.75	18.23	18.71	
13.72	14.86	14.61	15.23	15.77	16.32	16.80	17.28	17.76	18.24	18.72	
13.73	14.87	14.62	15.24	15.79	16.34	16.82	17.30	17.78	18.26	18.74	
13.74	14.88	14.63	15.25	15.80	16.35	16.83	17.31	17.79	18.27	18.76	
13.75	14.89	14.64	15.26	15.81	16.36	16.84	17.32	17.80	18.28	18.77	
13.76	14.90	14.65	15.27	15.82	16.37	16.85	17.33	17.81	18.29	18.78	
13.77	14.91	14.66	15.28	15.83	16.38	16.86	17.34	17.82	18.30	18.79	
13.78	14.92	14.67	15.29	15.84	16.39	16.87	17.35	17.83	18.31	18.80	
13.79	14.93	14.68	15.30	15.85	16.40	16.88	17.36	17.84	18.32	18.81	
13.80	14.94	14.69	15.31	15.86	16.41	16.89	17.38	17.86	18.34	18.82	
13.81	14.95	14.70	15.32	15.87	16.42	16.90	17.39	17.87	18.35	18.83	
13.82	14.96	14.71	15.33	15.88	16.43	16.91	17.40	17.88	18.36	18.84	
13.83	14.97	14.72	15.34	15.89	16.44	16.92	17.41	17.89	18.37	18.85	
13.84	14.98	14.73	15.35	15.90	16.45	16.93	17.42	17.90	18.38	18.86	
13.85	14.99	14.74	15.36	15.91	16.46	16.94	17.43	17.91	18.39	18.87	
13.86	15.00	14.75	15.37	15.92	16.47	16.95	17.44	17.92	18.40	18.88	
13.87	15.01	14.76	15.38	15.93	16.48	16.96	17.45	17.93	18.41	18.89	
13.88	15.02	14.77	15.39	15.94	16.49	16.97	17.46	17.94	18.42	18.90	
13.89	15.03	14.78	15.40	15.95	16.50	16.98	17.47	17.95	18.43	18.91	
13.90	15.04	14.79	15.41	15.96	16.51	16.99	17.48	17.96	18.44	18.92	
13.91	15.05	14.80	15.42	15.97	16.52	17.00	17.49	17.97	18.45	18.93	
13.92	15.06	14.81	15.43	15.98	16.53	17.01	17.50	17.98	18.46	18.94	
13.93	15.07	14.82	15.44	15.99	16.54	17.02	17.51	17.99	18.47	18.95	
13.94	15.08	14.83	15.45	16.00	16.55	17.03	17.52	18.00	18.48	18.96	
13.95	15.09	14.84	15.46	16.01	16.56	17.04	17.53	18.01	18.49	18.97	
13.96	15.10	14.85	15.47	16.02	16.57	17.05	17.54	18.02	18.50	18.98	
13.97	15.11	14.86	15.48	16.03	16.58	17.06	17.55	18.03	18.51	18.99	
13.98	15.12	14.87	15.49	16.04	16.59	17.07	17.56	18.04	18.52	19.00	
13.99	15.13	14.88	15.50	16.05	16.60	17.08	17.57	18.05	18.53	19.01	
14.00	15.14	14.89	15.51	16.06	16.61	17.09	17.58	18.06	18.54	19.02	

MANOEUVRES ET HOMMES DE METIER
TALX DE SURVEILLANCE

TIME TALK HOUR:MIN DR BASE			C2 D2	C3 D3	C4 D4 R2	C5 D5 R3	C6 D6 R4	D8 R5	D9
13.81	14.36	14.71	15.33	15.88	16.43	16.92	17.48	17.88	18.37
13.82	14.37	14.72	15.34	15.89	16.45	16.93	17.41	17.90	18.38
13.83	14.38	14.73	15.35	15.90	16.46	16.94	17.43	17.91	18.39
13.86	14.41	14.76	15.38	15.94	16.49	16.98	17.46	17.95	18.43
13.87	14.42	14.77	15.40	15.95	16.51	16.99	17.48	17.96	18.45
13.88	14.44	14.78	15.41	15.96	16.52	17.00	17.49	17.97	18.46
13.89	14.45	14.79	15.42	15.97	16.53	17.01	17.50	17.98	18.47
13.92	14.48	14.82	15.45	16.01	16.56	17.05	17.54	18.03	18.51
13.93	14.49	14.84	15.46	16.02	16.58	17.06	17.55	18.04	18.53
13.94	14.50	14.85	15.47	16.03	16.59	17.08	17.56	18.05	18.54
13.97	14.53	14.88	15.51	16.07	16.64	17.11	17.60	18.09	18.58
13.98	14.54	14.89	15.52	16.08	16.64	17.13	17.61	18.10	18.59
13.99	14.55	14.90	15.53	16.09	16.65	17.14	17.63	18.12	18.61
14.03	14.59	14.94	15.57	16.13	16.70	17.19	17.66	18.17	18.66
14.04	14.60	14.95	15.58	16.15	16.71	17.20	17.69	18.18	18.67
14.08	14.64	14.99	15.62	16.20	16.76	17.25	17.75	18.25	18.74
14.09	14.65	15.01	15.64	16.20	16.77	17.26	17.75	18.25	18.74

GENERAL LABOUR AND TRADES SUPERVISORY RATES					MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE				
LES RATES					82	83	84		
	4.88	6.58	11.88	15.88	19.88	22.58	26.88	29.58	33.88
14.13	14.78	15.88	15.88	16.28	16.81	17.31	17.88	18.38	18.79
14.14	14.71	15.86	15.78	16.26	16.83	17.32	17.82	18.31	18.81
14.15	14.74	15.89	15.81	16.31	16.84	17.34	17.84	18.34	18.84
14.16	14.77	15.92	15.84	16.34	16.87	17.37	17.87	18.37	18.87
14.17	14.80	15.95	15.87	16.37	16.90	17.40	17.90	18.40	18.90
14.18	14.83	15.98	15.90	16.40	16.93	17.43	17.93	18.43	18.93
14.19	14.86	16.01	15.93	16.43	16.96	17.46	17.96	18.46	18.96
14.20	14.89	16.04	15.96	16.46	16.99	17.49	17.99	18.49	18.99
14.21	14.92	16.07	15.99	16.49	17.02	17.52	18.02	18.52	19.02
14.22	14.95	16.10	16.02	16.52	17.05	17.55	18.05	18.55	19.05
14.23	14.98	16.13	16.05	16.55	17.08	17.58	18.08	18.58	19.08
14.24	15.01	16.16	16.08	16.58	17.11	17.61	18.11	18.61	19.11
14.25	15.04	16.19	16.11	16.61	17.14	17.64	18.14	18.64	19.14
14.26	15.07	16.22	16.14	16.64	17.17	17.67	18.17	18.67	19.17
14.27	15.10	16.25	16.17	16.67	17.20	17.70	18.20	18.70	19.20
14.28	15.13	16.28	16.20	16.70	17.23	17.73	18.23	18.73	19.23
14.29	15.16	16.31	16.23	16.73	17.26	17.76	18.26	18.76	19.26
14.30	15.19	16.34	16.26	16.76	17.29	17.79	18.29	18.79	19.29
14.31	15.22	16.37	16.29	16.79	17.32	17.82	18.32	18.82	19.32
14.32	15.25	16.40	16.32	16.82	17.35	17.85	18.35	18.85	19.35
14.33	15.28	16.43	16.35	16.85	17.38	17.88	18.38	18.88	19.38
14.34	15.31	16.46	16.38	16.88	17.41	17.91	18.41	18.91	19.41
14.35	15.34	16.49	16.41	16.91	17.44	17.94	18.44	18.94	19.44
14.36	15.37	16.52	16.44	16.94	17.47	17.97	18.47	18.97	19.47
14.37	15.40	16.55	16.47	16.97	17.50	18.00	18.50	19.00	19.50
14.38	15.43	16.58	16.50	17.00	17.53	18.03	18.53	19.03	19.53
14.39	15.46	16.61	16.53	17.03	17.56	18.06	18.56	19.06	19.56
14.40	15.49	16.64	16.56	17.06	17.59	18.09	18.59	19.09	19.59
14.41	15.52	16.67	16.59	17.09	17.62	18.12	18.62	19.12	19.62
14.42	15.55	16.70	16.62	17.12	17.65	18.15	18.65	19.15	19.65
14.43	15.58	16.73	16.65	17.15	17.68	18.18	18.68	19.18	19.68
14.44	15.61	16.76	16.68	17.18	17.71	18.21	18.71	19.21	19.71
14.45	15.64	16.79	16.71	17.21	17.74	18.24	18.74	19.24	19.74
14.46	15.67	16.82	16.74	17.24	17.77	18.27	18.77	19.27	19.77
14.47	15.70	16.85	16.77	17.27	17.80	18.30	18.80	19.30	19.80
14.48	15.73	16.88	16.80	17.30	17.83	18.33	18.83	19.33	19.83
14.49	15.76	16.91	16.83	17.33	17.86	18.36	18.86	19.36	19.86
14.50	15.79	16.94	16.86	17.36	17.89	18.39	18.89	19.39	19.89
14.51	15.82	16.97	16.89	17.39	17.92	18.42	18.92	19.42	19.92
14.52	15.85	17.00	16.92	17.42	17.95	18.45	18.95	19.45	19.95
14.53	15.88	17.03	16.95	17.45	17.98	18.48	18.98	19.48	19.98
14.54	15.91	17.06	16.98	17.48	18.01	18.51	19.01	19.51	20.01
14.55	15.94	17.09	17.01	17.51	18.04	18.54	19.04	19.54	20.04
14.56	15.97	17.12	17.04	17.54	18.07	18.57	19.07	19.57	20.07
14.57	16.00	17.15	17.07	17.57	18.10	18.60	19.10	19.60	20.10
14.58	16.03	17.18	17.10	17.60	18.13	18.63	19.13	19.63	20.13
14.59	16.06	17.21	17.13	17.63	18.16	18.66	19.16	19.66	20.16
14.60	16.09	17.24	17.16	17.66	18.19	18.69	19.19	19.69	20.19
14.61	16.12	17.27	17.19	17.69	18.22	18.72	19.22	19.72	20.22
14.62	16.15	17.30	17.22	17.72	18.25	18.75	19.25	19.75	20.25
14.63	16.18	17.33	17.25	17.75	18.28	18.78	19.28	19.78	20.28
14.64	16.21	17.36	17.28	17.78	18.31	18.81	19.31	19.81	20.31
14.65	16.24	17.39	17.31	17.81	18.34	18.84	19.34	19.84	20.34
14.66	16.27	17.42	17.34	17.84	18.37	18.87	19.37	19.87	20.37
14.67	16.30	17.45	17.37	17.87	18.40	18.90	19.40	19.90	20.40
14.68	16.33	17.48	17.40	17.90	18.43	18.93	19.43	19.93	20.43
14.69	16.36	17.51	17.43	17.93	18.46	18.96	19.46	19.96	20.46
14.70	16.39	17.54	17.46	17.96	18.49	18.99	19.49	19.99	20.49
14.71	16.42	17.57	17.49	17.99	18.52	19.02	19.52	20.02	20.52
14.72	16.45	17.60	17.52	18.02	18.55	19.05	19.55	20.05	20.55
14.73	16.48	17.63	17.55	18.05	18.58	19.08	19.58	20.08	20.58
14.74	16.51	17.66	17.58	18.08	18.61	19.11	19.61	20.11	20.61
14.75	16.54	17.69	17.61	18.11	18.64	19.14	19.64	20.14	20.64
14.76	16.57	17.72	17.64	18.14	18.67	19.17	19.67	20.17	20.67
14.77	16.60	17.75	17.67	18.17	18.70	19.20	19.70	20.20	20.70
14.78	16.63	17.78	17.70	18.20	18.73	19.23	19.73	20.23	20.73
14.79	16.66	17.81	17.73	18.23	18.76	19.26	19.76	20.26	20.76
14.80	16.69	17.84	17.76	18.26	18.79	19.29	19.79	20.29	20.79
14.81	16.72	17.87	17.79	18.29	18.82	19.32	19.82	20.32	20.82
14.82	16.75	17.90	17.82	18.32	18.85	19.35	19.85	20.35	20.85
14.83	16.78	17.93	17.85	18.35	18.88	19.38	19.88	20.38	20.88
14.84	16.81	17.96	17.88	18.38	18.91	19.41	19.91	20.41	20.91
14.85	16.84	17.99	17.91	18.41	18.94	19.44	19.94	20.44	20.94
14.86	16.87	18.02	17.94	18.44	18.97	19.47	19.97	20.47	20.97
14.87	16.90	18.05	17.97	18.47	19.00	19.50	20.00	20.50	21.00
14.88	16.93	18.08	18.00	18.50	19.03	19.53	20.03	20.53	21.03
14.89	16.96	18.11	18.03	18.53	19.06	19.56	20.06	20.56	21.06
14.90	16.99	18.14	18.06	18.56	19.09	19.59	20.09	20.59	21.09
14.91	17.02	18.17	18.09	18.59	19.12	19.62	20.12	20.62	21.12
14.92	17.05	18.20	18.12	18.62	19.15	19.65	20.15	20.65	21.15
14.93	17.08	18.23	18.15	18.65	19.18	19.68	20.18	20.68	21.18
14.94	17.11	18.26	18.18	18.68	19.21	19.71	20.21	20.71	21.21
14.95	17.14	18.29	18.21	18.71	19.24	19.74	20.24	20.74	21.24
14.96	17.17	18.32	18.24	18.74	19.27	19.77	20.27	20.77	21.27
14.97	17.20	18.35	18.27	18.77	19.30	19.80	20.30	20.80	21.30
14.98	17.23	18.38	18.30	18.80	19.33	19.83	20.33	20.83	21.33
14.99	17.26	18.41	18.33	18.83	19.36	19.86	20.36	20.86	21.36
15.00	17.29	18.44	18.36	18.86	19.39	19.89	20.39	20.89	21.39

GENERAL LABOUR AND TRADES

MANOEUVRES ET HOMMES DE METIER

BASE HOURLY RATE	A1	B2	D3 C2	B4 C3	B5 C4	B6 C5	B7 C6	C7 D6	D7 E6	E7
	4.80	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
14.40	14.98	15.34	15.98	16.56	17.14	17.64	18.14	18.65	19.15	19.66
14.41	14.99	15.35	15.99	16.57	17.15	17.65	18.16	18.66	19.17	19.67
14.42	15.00	15.36	16.01	16.58	17.16	17.66	18.17	18.67	19.18	19.68
14.45	15.03	15.39	16.04	16.62	17.20	17.70	18.21	18.71	19.22	19.72
14.46	15.04	15.40	16.05	16.63	17.21	17.71	18.22	18.73	19.23	19.74
14.50	15.08	15.44	16.10	16.68	17.26	17.76	18.27	18.78	19.29	19.79
14.51	15.09	15.45	16.11	16.69	17.27	17.77	18.28	18.79	19.30	19.81
14.54	15.12	15.48	16.14	16.72	17.30	17.81	18.32	18.83	19.34	19.85
14.55	15.13	15.49	16.15	16.73	17.31	17.82	18.33	18.84	19.35	19.86
14.58	15.16	15.52	16.18	16.76	17.34	17.85	18.36	18.87	19.38	19.89
14.59	15.17	15.54	16.19	16.77	17.35	17.87	18.38	18.89	19.40	19.92
14.63	15.22	15.58	16.24	16.82	17.41	17.92	18.43	18.95	19.46	19.97
14.64	15.23	15.59	16.25	16.84	17.42	17.93	18.45	18.96	19.47	19.98
14.67	15.26	15.62	16.28	16.87	17.46	17.97	18.48	18.99	19.50	20.00
14.68	15.27	15.63	16.29	16.88	17.47	17.98	18.50	19.01	19.52	20.04
14.69	15.28	15.64	16.31	16.89	17.48	18.00	18.51	19.02	19.54	20.05

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOEVRES ET HOMMES DE METIER
TAXE DE SURVEILLANCE

BASE HOURLY	A1	B2	B3	B4	B5	B6	B7	C7	D7	E7
4.00	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
12.51	12.51	13.86	15.44	16.93	17.91	18.83	19.83	19.83	19.83	20.85
14.73	15.32	16.69	18.35	19.94	20.53	21.04	21.56	22.03	22.55	23.11
14.74	15.33	16.70	18.36	19.95	20.54	21.05	21.57	22.04	22.56	23.12
14.75	15.34	16.71	18.37	19.96	20.55	21.06	21.58	22.05	22.57	23.13
14.76	15.35	16.72	18.38	19.97	20.56	21.07	21.59	22.06	22.58	23.14
14.77	15.36	16.73	18.39	19.98	20.57	21.08	21.60	22.07	22.59	23.15
14.78	15.37	16.74	18.40	19.99	20.58	21.09	21.61	22.08	22.60	23.16
14.79	15.38	16.75	18.41	20.00	20.59	21.10	21.62	22.09	22.61	23.17
14.80	15.39	16.76	18.42	20.01	20.60	21.11	21.63	22.10	22.62	23.18
14.81	15.40	16.77	18.43	20.02	20.61	21.12	21.64	22.11	22.63	23.19
14.82	15.41	16.78	18.44	20.03	20.62	21.13	21.65	22.12	22.64	23.20
14.83	15.42	16.79	18.45	20.04	20.63	21.14	21.66	22.13	22.65	23.21
14.84	15.43	16.80	18.46	20.05	20.64	21.15	21.67	22.14	22.66	23.22
14.85	15.44	16.81	18.47	20.06	20.65	21.16	21.68	22.15	22.67	23.23
14.86	15.45	16.82	18.48	20.07	20.66	21.17	21.69	22.16	22.68	23.24
14.87	15.46	16.83	18.49	20.08	20.67	21.18	21.70	22.17	22.69	23.25
14.88	15.47	16.84	18.50	20.09	20.68	21.19	21.71	22.18	22.70	23.26
14.89	15.48	16.85	18.51	20.10	20.69	21.20	21.72	22.19	22.71	23.27
14.90	15.49	16.86	18.52	20.11	20.70	21.21	21.73	22.20	22.72	23.28
14.91	15.50	16.87	18.53	20.12	20.71	21.22	21.74	22.21	22.73	23.29
14.92	15.51	16.88	18.54	20.13	20.72	21.23	21.75	22.22	22.74	23.30
14.93	15.52	16.89	18.55	20.14	20.73	21.24	21.76	22.23	22.75	23.31
14.94	15.53	16.90	18.56	20.15	20.74	21.25	21.77	22.24	22.76	23.32
14.95	15.54	16.91	18.57	20.16	20.75	21.26	21.78	22.25	22.77	23.33
14.96	15.55	16.92	18.58	20.17	20.76	21.27	21.79	22.26	22.78	23.34
14.97	15.56	16.93	18.59	20.18	20.77	21.28	21.80	22.27	22.79	23.35
14.98	15.57	16.94	18.60	20.19	20.78	21.29	21.81	22.28	22.80	23.36
14.99	15.58	16.95	18.61	20.20	20.79	21.30	21.82	22.29	22.81	23.37
15.00	15.59	16.96	18.62	20.21	20.80	21.31	21.83	22.30	22.82	23.38

GENERAL LABOUR AND TRADES SUPERVISORY RATES						MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE					
BASE HOURLY	A1	B2	B3	B4	B5	B6	B7	C7	D7	E7	
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50	
15.00	15.68	16.00	16.65	17.75	17.95	18.70	18.90	19.43	19.95	20.48	
15.04	15.64	16.02	16.69	17.30	17.90	18.42	18.95	19.40	20.00	20.53	
15.05	15.65	16.03	16.71	17.31	17.91	18.44	18.96	19.49	20.02	20.54	
15.06	15.66	16.04	16.72	17.32	17.92	18.45	18.98	19.50	20.03	20.56	
15.10	15.70	16.08	16.76	17.37	17.97	18.50	19.03	19.55	20.08	20.61	
15.11	15.71	16.09	16.77	17.38	17.98	18.51	19.04	19.57	20.10	20.63	
15.12	15.72	16.10	16.78	17.39	17.99	18.52	19.05	19.58	20.11	20.64	
15.15	15.76	16.13	16.82	17.42	18.03	18.56	19.09	19.62	20.15	20.68	
15.16	15.77	16.15	16.83	17.43	18.04	18.57	19.10	19.63	20.16	20.69	
15.17	15.78	16.16	16.84	17.45	18.05	18.58	19.11	19.65	20.18	20.71	
15.18	15.79	16.17	16.85	17.46	18.06	18.59	19.12	19.66	20.19	20.72	
15.21	15.82	16.20	16.88	17.49	18.10	18.63	19.16	19.70	20.23	20.76	
15.22	15.83	16.21	16.89	17.50	18.11	18.64	19.18	19.71	20.24	20.78	
15.23	15.84	16.22	16.91	17.51	18.12	18.66	19.19	19.72	20.26	20.79	
15.24	15.85	16.23	16.92	17.52	18.13	18.67	19.20	19.73	20.27	20.80	
15.27	15.88	16.26	16.95	17.56	18.17	18.71	19.24	19.77	20.31	20.84	
15.28	15.89	16.27	16.96	17.57	18.18	18.72	19.25	19.78	20.32	20.86	
15.29	15.90	16.28	16.97	17.58	18.20	18.73	19.27	19.80	20.34	20.87	

BASE MONTHLY RATE	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	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RARR INDEX	GENERAL LABOUR AND TRADES SUPERVISORY RATES					MANOEUVRES ET INDEXES DE METIER TAUX DE SURVEILLANCE				
	A1	B2	B3	B4	B5	B6	B7	C7	D7	E7
15.63	4.88	6.58	11.08	15.08	19.88	22.58	26.88	29.58	33.88	36.58
15.64	16.26	16.65	17.35	17.97	18.68	19.15	19.69	20.24	20.79	21.33
15.64	16.27	16.66	17.36	17.99	18.61	19.16	19.71	20.25	20.80	21.35
15.68	16.31	16.70	17.40	18.03	18.66	19.21	19.76	20.31	20.85	21.40
15.69	16.32	16.71	17.42	18.04	18.67	19.22	19.77	20.32	20.87	21.42
15.73	16.36	16.75	17.46	18.09	18.72	19.27	19.82	20.37	20.92	21.47
15.74	16.37	16.76	17.47	18.10	18.73	19.28	19.83	20.38	20.93	21.49
15.78	16.41	16.81	17.52	18.15	18.78	19.33	19.88	20.44	20.99	21.54
15.79	16.42	16.82	17.53	18.16	18.79	19.34	19.89	20.45	21.00	21.55
15.83	16.46	16.86	17.57	18.20	18.83	19.38	19.93	20.49	21.04	21.59
15.84	16.47	16.87	17.58	18.22	18.85	19.40	19.95	20.51	21.07	21.62
15.88	16.51	16.91	17.62	18.25	18.88	19.43	19.98	20.54	21.10	21.65
15.89	16.52	16.92	17.63	18.27	18.91	19.47	20.02	20.58	21.13	21.69

GENERAL LABOUR AND TRADES SUPERVISORY RATES						MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE					
BASSE HOURLY	A1	A2	A3	A4	A5	B6	B7	C7	D7	E7	
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50	
12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
15.94	16.50	16.98	17.69	18.33	18.97	19.53	20.08	20.64	21.20	21.76	
18.05	18.50	18.90	19.30	19.70	20.10	20.50	20.90	21.30	21.70	22.10	
15.99	16.63	17.03	17.75	18.39	19.03	19.59	20.15	20.71	21.27	21.83	
16.00	16.64	17.04	17.76	18.40	19.04	19.68	20.32	20.96	21.60	22.24	
16.84	16.89	17.29	17.69	18.45	19.09	19.65	20.21	20.77	21.33	21.89	
16.85	16.89	17.29	17.69	18.45	19.10	19.66	20.22	20.78	21.35	21.91	
16.89	16.73	17.14	17.86	18.50	19.15	19.71	20.27	20.84	21.40	21.96	
16.10	16.74	17.15	17.87	18.52	19.16	19.72	20.29	20.85	21.41	21.98	
16.14	16.79	17.19	17.92	18.56	19.21	19.77	20.34	20.90	21.47	22.03	
16.15	16.80	17.20	17.93	18.57	19.22	19.78	20.35	20.91	21.48	22.04	
16.19	16.84	17.24	17.97	18.62	19.27	19.83	20.40	20.97	21.53	22.10	

GENERAL LABOUR AND TRADES SUPERVISORY RATES										
MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE										
RATE TAUX HORAIRES DE RANG			C2	C3	C4	C5	C6	C7	C8	C9
			D2	D3	D4	D5	D6	D7	D8	D9
16.20	16.85	17.25	17.98	18.63	19.28	19.85	20.41	20.98	21.55	22.11
16.21	16.86	17.26	17.99	18.64	19.29	19.86	20.42	20.99	21.56	22.13
16.22	16.87	17.27	18.00	18.65	19.30	19.87	20.44	21.00	21.57	22.14
16.25	16.90	17.31	18.04	18.69	19.34	19.91	20.48	21.04	21.61	22.18
16.26	16.91	17.32	18.05	18.70	19.35	19.92	20.49	21.06	21.63	22.19
16.27	16.92	17.33	18.06	18.71	19.36	19.93	20.50	21.07	21.64	22.21
16.28	16.93	17.34	18.07	18.72	19.37	19.94	20.51	21.08	21.65	22.22
16.29	16.94	17.35	18.08	18.73	19.38	19.95	20.52	21.09	21.66	22.23
16.33	16.98	17.39	in. ~	in. ~	19.43	20.00	20.57	21.15	21.72	22.29
16.34	16.99	17.40	18.14	18.79	19.44	20.02	20.59	21.16	21.73	22.30
16.38	17.04	17.44	18.18	18.84	19.49	20.07	20.64	21.21	21.79	22.36
16.39	17.05	17.45	18.19	18.85	19.50	20.08	20.65	21.23	21.80	22.37
16.43	17.09	17.49	18.23	18.89	19.54	20.12	20.69	21.27	21.85	22.41
16.44	17.10	17.51	18.24	18.91	19.55	20.14	20.71	21.29	21.87	22.44
16.48	17.14	17.54	18.28	18.95	19.59	20.18	20.75	21.33	21.91	22.48
16.50	17.17	17.57	18.31	18.98	19.62	20.21	20.78	21.36	21.94	22.51
16.49	17.16	17.56	18.30	18.96	19.61	20.20	20.77	21.35	21.93	22.50

GENERAL LABOUR AND TRADE SUPERVISORY RATES						POURCEURS ET HOMMES DE METIER TAUX DE SURVEILLANCE					
RATE HOURLY TAUX HEURELIER	A1	B2	B3 C2	B4 C3	B5 C4	B6 C5	B7 C6	C7 D6	D7 E6	K/	
	4.68	6.58	11.00	15.00	19.00	22.58	26.00	29.58	33.00		
16.52	17.16	17.59	18.34	19.00	19.66	20.24	20.82	21.39	21.97	22.55	
16.53	17.19	17.68	18.35	19.01	19.67	20.25	20.83	21.41	21.98	22.56	
16.56	17.22	17.64	18.38	19.04	19.71	20.29	20.87	21.45	22.02	22.60	
16.57	17.23	17.65	18.39	19.05	19.72	20.30	20.88	21.46	22.04	22.62	
16.60	17.26	17.68	18.43	19.09	19.75	20.34	20.92	21.50	22.08	22.66	
16.64	17.31	17.72	18.47	19.14	19.80	20.38	20.97	21.55	22.13	22.71	
16.67	17.34	17.75	18.50	19.17	19.84	20.42	21.00	21.59	22.17	22.75	
16.68	17.35	17.76	18.51	19.18	19.85	20.43	21.02	21.60	22.18	22.77	
16.70	17.37	17.79	18.54	19.21	19.87	20.46	21.04	21.63	22.21	22.80	
16.71	17.38	17.80	18.55	19.22	19.88	20.47	21.05	21.64	22.22	22.81	
16.75	17.42	17.84	18.59	19.26	19.93	20.52	21.11	21.69	22.28	22.86	
16.78	17.45	17.87	18.63	19.30	19.97	20.56	21.14	21.73	22.32	22.90	
16.79	17.46	17.88	18.64	19.31	19.98	20.57	21.16	21.74	22.33	22.91	

GENERAL LABOUR AND TRADES SUPERVISORY RATES					MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE				
RATE TAUX HORALIRE DE BASE			C2	D2	C4 D3 E2	C5 D4 E3	C6 D5 E4	D6 E5	B6
16.80	17.47	17.69	18.65	19.32	19.99	20.58	21.17	21.76	22.34
16.81	17.48	17.90	18.66	19.33	19.99	20.59	21.18	21.77	22.35
16.82	17.49	17.91	18.67	19.34	20.02	20.60	21.19	21.78	22.36
16.85	17.52	17.95	18.70	19.38	20.05	20.64	21.23	21.82	22.41
16.86	17.53	17.96	18.71	19.39	20.06	20.65	21.24	21.83	22.42
16.87	17.54	17.97	18.73	19.40	20.08	20.67	21.26	21.85	22.44
16.88	17.56	17.98	18.74	19.41	20.09	20.68	21.27	21.86	22.45
16.89	17.57	17.99	18.75	19.42	20.10	20.69	21.28	21.87	22.46
16.93	17.61	18.03	18.79	19.46	20.13	20.74	21.33	21.92	22.51
16.94	17.62	18.04	18.80	19.48	20.16	20.75	21.34	21.94	22.53
16.98	17.66	18.08	18.84	19.52	20.20	20.79	21.38	21.98	22.57
17.00	17.68	18.10	18.86	19.54	20.22	20.81	21.41	22.00	22.59
17.04	17.72	18.14	18.90	19.58	20.26	20.85	21.45	22.04	22.63
17.08	17.76	18.18	18.94	19.62	20.30	20.89	21.49	22.08	22.67
17.12	17.80	18.22	18.98	19.66	20.34	20.93	21.53	22.12	22.71
17.16	17.84	18.26	19.02	19.70	20.38	20.97	21.57	22.16	22.75
17.20	17.88	18.30	19.06	19.74	20.42	21.01	21.61	22.20	22.79
17.24	17.92	18.34	19.10	19.78	20.46	21.05	21.65	22.24	22.83
17.28	17.96	18.38	19.14	19.82	20.50	21.09	21.69	22.28	22.87
17.32	18.00	18.42	19.18	19.86	20.54	21.13	21.73	22.32	22.91
17.36	18.04	18.46	19.22	19.90	20.58	21.17	21.77	22.36	22.95
17.40	18.08	18.50	19.26	19.94	20.62	21.21	21.81	22.40	22.99
17.44	18.12	18.54	19.30	19.98	20.66	21.25	21.85	22.44	23.03
17.48	18.16	18.58	19.34	20.02	20.70	21.29	21.89	22.48	23.07
17.52	18.20	18.62	19.38	20.06	20.74	21.33	21.93	22.52	23.11
17.56	18.24	18.66	19.42	20.10	20.78	21.37	21.97	22.56	23.15
17.60	18.28	18.70	19.46	20.14	20.82	21.41	22.01	22.60	23.19
17.64	18.32	18.74	19.50	20.18	20.86	21.45	22.05	22.64	23.23
17.68	18.36	18.78	19.54	20.22	20.90	21.49	22.09	22.68	23.27
17.72	18.40	18.82	19.58	20.26	20.94	21.53	22.13	22.72	23.31
17.76	18.44	18.86	19.62	20.30	20.98	21.57	22.17	22.76	23.35
17.80	18.48	18.90	19.66	20.34	21.02	21.61	22.21	22.80	23.39
17.84	18.52	18.94	19.70	20.38	21.06	21.65	22.25	22.84	23.43
17.88	18.56	18.98	19.74	20.42	21.10	21.69	22.29	22.88	23.47
17.92	18.60	19.02	19.78	20.46	21.14	21.73	22.33	22.92	23.51
17.96	18.64	19.06	19.82	20.50	21.18	21.77	22.37	22.96	23.55
18.00	18.68	19.10	19.86	20.54	21.22	21.81	22.41	23.00	23.59
18.04	18.72	19.14	19.90	20.58	21.26	21.85	22.45	23.04	23.63
18.08	18.76	19.18	19.94	20.62	21.30	21.89	22.49	23.08	23.67
18.12	18.80	19.22	19.98	20.66	21.34	21.93	22.53	23.12	23.71
18.16	18.84	19.26	20.02	20.70	21.38	21.97	22.57	23.16	23.75
18.20	18.88	19.30	20.06	20.74	21.42	22.01	22.61	23.20	23.79
18.24	18.92	19.34	20.10	20.78	21.46	22.05	22.65	23.24	23.83
18.28	18.96	19.38	20.14	20.82	21.50	22.09	22.69	23.28	23.87
18.32	19.00	19.42	20.18	20.86	21.54	22.13	22.73	23.32	23.91
18.36	19.04	19.46	20.22	20.90	21.58	22.17	22.77	23.36	23.95
18.40	19.08	19.50	20.26	20.94	21.62	22.21	22.81	23.40	23.99
18.44	19.12	19.54	20.30	20.98	21.66	22.25	22.85	23.44	24.03
18.48	19.16	19.58	20.34	21.02	21.70	22.29	22.89	23.48	24.07
18.52	19.20	19.62	20.38	21.06	21.74	22.33	22.93	23.52	24.11
18.56	19.24	19.66	20.42	21.10	21.78	22.37	22.97	23.56	24.15
18.60	19.28	19.70	20.46	21.14	21.82	22.41	23.01	23.60	24.19
18.64	19.32	19.74	20.50	21.18	21.86	22.45	23.05	23.64	24.23
18.68	19.36	19.78	20.54	21.22	21.90	22.49	23.09	23.68	24.27
18.72	19.40	19.82	20.58	21.26	21.94	22.53	23.13	23.72	24.31
18.76	19.44	19.86	20.62	21.30	21.98	22.57	23.17	23.76	24.35
18.80	19.48	19.90	20.66	21.34	22.02	22.61	23.21	23.80	24.39
18.84	19.52	19.94	20.70	21.38	22.06	22.65	23.25	23.84	24.43
18.88	19.56	19.98	20.74	21.42	22.10	22.69	23.29	23.88	24.47
18.92	19.60	20.02	20.78	21.46	22.14	22.73	23.33	23.92	24.51
18.96	19.64	20.06	20.82	21.50	22.18	22.77	23.37	23.96	24.55
19.00	19.68	20.10	20.86	21.54	22.22	22.81	23.41	24.00	24.59
19.04	19.72	20.14	20.90	21.58	22.26	22.85	23.45	24.04	24.63
19.08	19.76	20.18	20.94	21.62	22.30	22.89	23.49	24.08	24.67
19.12	19.80	20.22	20.98	21.66	22.34	22.93	23.53	24.12	24.71
19.16	19.84	20.26	21.02	21.70	22.38	22.97	23.57	24.16	24.75
19.20	19.88	20.30	21.06	21.74	22.42	23.01	23.61	24.20	24.79
19.24	19.92	20.34	21.10	21.78	22.46	23.05	23.65	24.24	24.83
19.28	19.96	20.38	21.14	21.82	22.50	23.09	23.69	24.28	24.87
19.32	20.00	20.42	21.18	21.86	22.54	23.13	23.73	24.32	24.91
19.36	20.04	20.46	21.22	21.90	22.58	23.17	23.77	24.36	24.95
19.40	20.08	20.50	21.26	21.94	22.62	23.21	23.81	24.40	24.99
19.44	20.12	20.54	21.30	21.98	22.66	23.25	23.85	24.44	25.03
19.48	20.16	20.58	21.34	22.02	22.70	23.29	23.89	24.48	25.07
19.52	20.20	20.62	21.38	22.06	22.74	23.33	23.93	24.52	25.11
19.56	20.24	20.66	21.42	22.10	22.78	23.37	23.97	24.56	25.15
19.60	20.28	20.70	21.46	22.14	22.82	23.41	24.01	24.60	25.19
19.64	20.32	20.74	21.50	22.18	22.86	23.45	24.05	24.64	25.23
19.68	20.36	20.78	21.54	22.22	22.90	23.49	24.09	24.68	25.27
19.72	20.40	20.82	21.58	22.26	22.94	23.53	24.13	24.72	25.31
19.76	20.44	20.86	21.62	22.30	22.98	23.57	24.17	24.76	25.35
19.80	20.48	20.90	21.66	22.34	23.02	23.61	24.21	24.80	25.39
19.84	20.52	20.94	21.70	22.38	23.06	23.65	24.25	24.84	25.43
19.88	20.56	20.98	21.74	22.42	23.10	23.69	24.29	24.88	25.47
19.92	20.60	21.02	21.78	22.46	23.14	23.73	24.33	24.92	25.51
19.96	20.64	21.06	21.82	22.50	23.18	23.77	24.37	24.96	25.55
20.00	20.68	21.10	21.86	22.54	23.22	23.81	24.41	25.00	25.59

GENERAL LABOUR AND TRADES SUPERVISORY RATES				WATCHMEN ET HOMMES DE METER TAUX DES SURVEILLANCE						
BASE HOURLY RATE	A1	B2	B3 C1	D4 C3	B5 C4	B6 C5	B7 C6	C7 D6	D7 E5	E7
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
17.12	17.00	18.23	19.00	19.69	20.37	20.97	21.57	22.17	22.77	23.37
17.13	17.02	18.24	19.01	19.70	20.38	20.98	21.58	22.18	22.78	23.38
17.14	17.04	18.26	19.04	19.72	20.41	21.01	21.61	22.21	22.81	23.41
17.16	17.05	18.28	19.05	19.73	20.42	21.02	21.62	22.22	22.82	23.42
17.17	17.06	18.30	19.06	19.74	20.43	21.03	21.63	22.23	22.83	23.43
17.20	17.09	18.32	19.09	19.76	20.47	21.07	21.67	22.27	22.86	23.46
17.23	17.92	18.35	19.13	19.81	20.50	21.11	21.71	22.31	22.92	23.52
17.24	17.93	18.36	19.14	19.83	20.52	21.12	21.72	22.33	22.93	23.53
17.27	17.96	18.39	19.17	19.86	20.55	21.16	21.76	22.36	22.97	23.57
17.28	17.97	18.40	19.18	19.87	20.56	21.17	21.77	22.38	22.98	23.59
17.30	17.99	18.42	19.20	19.90	20.59	21.19	21.80	22.40	23.01	23.61
17.31	18.00	18.44	19.21	19.91	20.60	21.20	21.81	22.42	23.02	23.63
17.34	18.03	18.47	19.24	19.94	20.63	21.23	21.84	22.45	23.05	23.66
17.35	18.04	18.48	19.26	19.96	20.64	21.25	21.86	22.47	23.08	23.68
17.38	18.08	18.51	19.29	19.99	20.68	21.29	21.90	22.51	23.12	23.72
17.39	18.09	18.52	19.30	20.00	20.69	21.30	21.91	22.52	23.13	23.74

GENERAL LAMAR AND TITLES						PROJECTIONS EN MATIERE DE PRIX				
SUPERVISORY RATES						TAUX DE SURVEILLANCE				
BASE HOURLY RATE	A1	B2	D3	B4	B5	B6	B7	C7	D7	E7
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
17.40	18.10	18.80	19.50	20.20	20.90	21.60	22.30	23.00	23.70	24.40
17.44	18.14	18.84	19.54	20.24	20.94	21.64	22.34	23.04	23.74	24.44
17.48	18.18	18.88	19.58	20.28	20.98	21.68	22.38	23.08	23.78	24.48
17.52	18.22	18.92	19.62	20.32	21.02	21.72	22.42	23.12	23.82	24.52
17.56	18.26	18.96	19.66	20.36	21.06	21.76	22.46	23.16	23.86	24.56
17.60	18.30	19.00	19.70	20.40	21.10	21.80	22.50	23.20	23.90	24.60
17.64	18.34	19.04	19.74	20.44	21.14	21.84	22.54	23.24	23.94	24.64
17.68	18.38	19.08	19.78	20.48	21.18	21.88	22.58	23.28	23.98	24.68
17.72	18.42	19.12	19.82	20.52	21.22	21.92	22.62	23.32	24.02	24.72
17.76	18.46	19.16	19.86	20.56	21.26	21.96	22.66	23.36	24.06	24.76
17.80	18.50	19.20	19.90	20.60	21.30	22.00	22.70	23.40	24.10	24.80
17.84	18.54	19.24	19.94	20.64	21.34	22.04	22.74	23.44	24.14	24.84
17.88	18.58	19.28	19.98	20.68	21.38	22.08	22.78	23.48	24.18	24.88
17.92	18.62	19.32	20.02	20.72	21.42	22.12	22.82	23.52	24.22	24.92
17.96	18.66	19.36	20.06	20.76	21.46	22.16	22.86	23.56	24.26	24.96
18.00	18.70	19.40	20.10	20.80	21.50	22.20	22.90	23.60	24.30	25.00
18.04	18.74	19.44	20.14	20.84	21.54	22.24	22.94	23.64	24.34	25.04
18.08	18.78	19.48	20.18	20.88	21.58	22.28	22.98	23.68	24.38	25.08
18.12	18.82	19.52	20.22	20.92	21.62	22.32	23.02	23.72	24.42	25.12
18.16	18.86	19.56	20.26	20.96	21.66	22.36	23.06	23.76	24.46	25.16
18.20	18.90	19.60	20.30	21.00	21.70	22.40	23.10	23.80	24.50	25.20
18.24	18.94	19.64	20.34	21.04	21.74	22.44	23.14	23.84	24.54	25.24
18.28	18.98	19.68	20.38	21.08	21.78	22.48	23.18	23.88	24.58	25.28
18.32	19.02	19.72	20.42	21.12	21.82	22.52	23.22	23.92	24.62	25.32
18.36	19.06	19.76	20.46	21.16	21.86	22.56	23.26	23.96	24.66	25.36
18.40	19.10	19.80	20.50	21.20	21.90	22.60	23.30	24.00	24.70	25.40
18.44	19.14	19.84	20.54	21.24	21.94	22.64	23.34	24.04	24.74	25.44
18.48	19.18	19.88	20.58	21.28	21.98	22.68	23.38	24.08	24.78	25.48
18.52	19.22	19.92	20.62	21.32	22.02	22.72	23.42	24.12	24.82	25.52
18.56	19.26	19.96	20.66	21.36	22.06	22.76	23.46	24.16	24.86	25.56
18.60	19.30	20.00	20.70	21.40	22.10	22.80	23.50	24.20	24.90	25.60
18.64	19.34	20.04	20.74	21.44	22.14	22.84	23.54	24.24	24.94	25.64
18.68	19.38	20.08	20.78	21.48	22.18	22.88	23.58	24.28	24.98	25.68
18.72	19.42	20.12	20.82	21.52	22.22	22.92	23.62	24.32	25.02	25.72
18.76	19.46	20.16	20.86	21.56	22.26	22.96	23.66	24.36	25.06	25.76
18.80	19.50	20.20	20.90	21.60	22.30	23.00	23.70	24.40	25.10	25.80
18.84	19.54	20.24	20.94	21.64	22.34	23.04	23.74	24.44	25.14	25.84
18.88	19.58	20.28	20.98	21.68	22.38	23.08	23.78	24.48	25.18	25.88
18.92	19.62	20.32	21.02	21.72	22.42	23.12	23.82	24.52	25.22	25.92
18.96	19.66	20.36	21.06	21.76	22.46	23.16	23.86	24.56	25.26	25.96
19.00	19.70	20.40	21.10	21.80	22.50	23.20	23.90	24.60	25.30	26.00
19.04	19.74	20.44	21.14	21.84	22.54	23.24	23.94	24.64	25.34	26.04
19.08	19.78	20.48	21.18	21.88	22.58	23.28	23.98	24.68	25.38	26.08
19.12	19.82	20.52	21.22	21.92	22.62	23.32	24.02	24.72	25.42	26.12
19.16	19.86	20.56	21.26	21.96	22.66	23.36	24.06	24.76	25.46	26.16
19.20	19.90	20.60	21.30	22.00	22.70	23.40	24.10	24.80	25.50	26.20
19.24	19.94	20.64	21.34	22.04	22.74	23.44	24.14	24.84	25.54	26.24
19.28	19.98	20.68	21.38	22.08	22.78	23.48	24.18	24.88	25.58	26.28
19.32	20.02	20.72	21.42	22.12	22.82	23.52	24.22	24.92	25.62	26.32
19.36	20.06	20.76	21.46	22.16	22.86	23.56	24.26	24.96	25.66	26.36
19.40	20.10	20.80	21.50	22.20	22.90	23.60	24.30	25.00	25.70	26.40
19.44	20.14	20.84	21.54	22.24	22.94	23.64	24.34	25.04	25.74	26.44
19.48	20.18	20.88	21.58	22.28	22.98	23.68	24.38	25.08	25.78	26.48
19.52	20.22	20.92	21.62	22.32	23.02	23.72	24.42	25.12	25.82	26.52
19.56	20.26	20.96	21.66	22.36	23.06	23.76	24.46	25.16	25.86	26.56
19.60	20.30	21.00	21.70	22.40	23.10	23.80	24.50	25.20	25.90	26.60
19.64	20.34	21.04	21.74	22.44	23.14	23.84	24.54	25.24	25.94	26.64
19.68	20.38	21.08	21.78	22.48	23.18	23.88	24.58	25.28	25.98	26.68
19.72	20.42	21.12	21.82	22.52	23.22	23.92	24.62	25.32	26.02	26.72
19.76	20.46	21.16	21.86	22.56	23.26	23.96	24.66	25.36	26.06	26.76
19.80	20.50	21.20	21.90	22.60	23.30	24.00	24.70	25.40	26.10	26.80
19.84	20.54	21.24	21.94	22.64	23.34	24.04	24.74	25.44	26.14	26.84
19.88	20.58	21.28	21.98	22.68	23.38	24.08	24.78	25.48	26.18	26.88
19.92	20.62	21.32	22.02	22.72	23.42	24.12	24.82	25.52	26.22	26.92
19.96	20.66	21.36	22.06	22.76	23.46	24.16	24.86	25.56	26.26	26.96
20.00	20.70	21.40	22.10	22.80	23.50	24.20	24.90	25.60	26.30	27.00
20.04	20.74	21.44	22.14	22.84	23.54	24.24	24.94	25.64	26.34	27.04
20.08	20.78	21.48	22.18	22.88	23.58	24.28	24.98	25.68	26.38	27.08
20.12	20.82	21.52	22.22	22.92	23.62	24.32	25.02	25.72	26.42	27.12
20.16	20.86	21.56	22.26	22.96	23.66	24.36	25.06	25.76	26.46	27.16
20.20	20.90	21.60	22.30	23.00	23.70	24.40	25.10	25.80	26.50	27.20
20.24	20.94	21.64	22.34	23.04	23.74	24.44	25.14	25.84	26.54	27.24
20.28	20.98	21.68	22.38	23.08	23.78	24.48	25.18	25.88	26.58	27.28
20.32	21.02	21.72	22.42	23.12	23.82	24.52	25.22	25.92	26.62	27.32
20.36	21.06	21.76	22.46	23.16	23.86	24.56	25.26	25.96	26.66	27.36
20.40	21.10	21.80	22.50	23.20	23.90	24.60	25.30	26.00	26.70	27.40
20.44	21.14	21.84	22.54	23.24	23.94	24.64	25.34	26.04	26.74	27.44
20.48	21.18	21.88	22.58	23.28	23.98	24.68	25.38	26.08	26.78	27.48
20.52	21.22	21.92	22.62	23.32	24.02	24.72	25.42	26.12	26.82	27.52
20.56	21.26	21.96	22.66	23.36	24.06	24.76	25.46	26.16	26.86	27.56
20.60	21.30	22.00	22.70	23.40	24.10	24.80	25.50	26.20	26.90	27.60
20.64	21.34	22.04	22.74	23.44	24.14	24.84	25.54	26.24	26.94	27.64
20.68	21.38	22.08	22.78	23.48	24.18	24.88	25.58	26.28	26.98	27.68
20.72	21.42	22.12	22.82	23.52	24.22	24.92	25.62	26.32	27.02	27.72
20.76	21.46	22.16	22.86	23.56	24.26	24.96	25.66	26.36	27.06	27.76
20.80	21.50	22.20	22.90	23.60	24.30	25.00	25.70	26.40	27.10	27.80
20.84	21.54	22.24	22.94	23.64	24.34	25.04	25.74	26.44	27.14	27.84
20.88	21.58	22.28	22.98	23.68	24.38	25.08	25.78	26.48	27.18	27.88
20.92	21.62	22.32	23.02	23.72	24.42	25.12	25.82	26.52	27.22	27.92
20.96	21.66	22.36	23.06	23.76	24.46	25.16	25.86	26.56	27.26	27.96
21.00	21.70	22.40	23.10	23.80	24.50	25.20	25.90	26.60	27.30	28.00
21.04	21.74	22.44	23.14	23.84	24.54	25.24	25.94	26.64	27.34	28.04
21.08	21.78	22.48	23.18	23.88	24.58	25.28	25.98	26.68	27.38	28.08
21.12	21.82	22.52	23.22	23.92	24.62	25.32	26.02	26.72	27.42	28.12
21.16	21.86	22.56	23.26	23.96	24.66	25.36	26.06	26.76	27.46	28.16
21.20	21.90	22.60	23.30	24.00	24.70	25.40	26.10	26.80	27.50	28.20
21.24	21.94	22.64	23.34	24.04	24.74	25.44	26.14	26.84	27.54	28.24
21.28	21.98	22.68	23.38	24.08	24.78	25.48	26.18	26.88	27.58	28.28
21.32	22.02	22.72	23.42	24.12	24.82	25.52	26.22	26.92	27.62	28.32
21.36	22.06	22.76	23.46	24.16	24.86	25.56	26.26	26.96	27.66	28.36
21.40	22.10	22.80	23.50	24.20	24.90	25.60	26.30	27.00	27.70	28.40
21.44	22.14	22.84	23.54	24.24	24.94	25.64	26.34	27.04	27.74	28.44
21.48	22.18	22.88	23.58	24.28	24.98	25.68	26.38	27.08	27.78	28.48
21.52	22.22	22.92	23.62	24.32						

GENERAL LABOR AND TRADES
SUPERVISOR INDEX

MANOBRAS DE KIMBERLIE
TAX DE SUBSTITUICAO

17.90	18.70	19.15	19.96	20.69	21.41	22.03	22.65	23.28	23.91	24.54
17.94	18.65	19.11	19.90	20.62	21.34	21.96	22.59	23.22	23.85	24.47
17.00	18.00	19.04	19.85	20.56	21.29	21.90	22.53	23.15	23.78	24.41
17.04	18.35	19.00	19.80	20.52	21.23	21.85	22.48	23.10	23.73	24.35
17.08	18.54	19.09	19.79	20.50	21.22	21.84	22.47	23.09	23.71	24.34
17.70	18.49	19.04	19.74	20.45	21.16	21.78	22.40	23.03	23.65	24.27
17.74	18.46	19.00	19.69	20.39	21.10	21.72	22.34	22.96	23.58	24.20
17.78	18.48	19.02	19.72	20.42	21.13	21.75	22.37	22.99	23.61	24.23
17.82	18.52	19.06	19.76	20.46	21.17	21.79	22.41	23.03	23.65	24.27
17.86	18.56	19.10	19.80	20.50	21.21	21.83	22.45	23.07	23.69	24.31
17.90	18.60	19.14	19.84	20.54	21.25	21.87	22.49	23.11	23.73	24.35
17.94	18.64	19.18	19.88	20.58	21.29	21.91	22.53	23.15	23.77	24.39
17.98	18.68	19.22	19.92	20.62	21.33	21.95	22.57	23.19	23.81	24.43
18.02	18.72	19.26	19.96	20.66	21.37	21.99	22.61	23.23	23.85	24.47
18.06	18.76	19.30	20.00	20.70	21.41	22.03	22.65	23.27	23.89	24.51
18.10	18.80	19.34	20.04	20.74	21.45	22.07	22.69	23.31	23.93	24.55
18.14	18.84	19.38	20.08	20.78	21.49	22.11	22.73	23.35	23.97	24.59
18.18	18.88	19.42	20.12	20.82	21.53	22.15	22.77	23.39	24.01	24.63
18.22	18.92	19.46	20.16	20.86	21.57	22.19	22.81	23.43	24.05	24.67
18.26	18.96	19.50	20.20	20.90	21.61	22.23	22.85	23.47	24.09	24.71
18.30	19.00	19.54	20.24	20.94	21.65	22.27	22.89	23.51	24.13	24.75
18.34	19.04	19.58	20.28	20.98	21.69	22.31	22.93	23.55	24.17	24.79
18.38	19.08	19.62	20.32	21.02	21.73	22.35	22.97	23.59	24.21	24.83
18.42	19.12	19.66	20.36	21.06	21.77	22.39	23.01	23.63	24.25	24.87
18.46	19.16	19.70	20.40	21.10	21.81	22.43	23.05	23.67	24.29	24.91
18.50	19.20	19.74	20.44	21.14	21.85	22.47	23.09	23.71	24.33	24.95
18.54	19.24	19.78	20.48	21.18	21.89	22.51	23.13	23.75	24.37	24.99
18.58	19.28	19.82	20.52	21.22	21.93	22.55	23.17	23.79	24.41	25.03
18.62	19.32	19.86	20.56	21.26	21.97	22.59	23.21	23.83	24.45	25.07
18.66	19.36	19.90	20.60	21.30	22.01	22.63	23.25	23.87	24.49	25.11
18.70	19.40	19.94	20.64	21.34	22.05	22.67	23.29	23.91	24.53	25.15
18.74	19.44	19.98	20.68	21.38	22.09	22.71	23.33	23.95	24.57	25.19
18.78	19.48	20.02	20.72	21.42	22.13	22.75	23.37	23.99	24.61	25.23
18.82	19.52	20.06	20.76	21.46	22.17	22.79	23.41	24.03	24.65	25.27
18.86	19.56	20.10	20.80	21.50	22.21	22.83	23.45	24.07	24.69	25.31
18.90	19.60	20.14	20.84	21.54	22.25	22.87	23.49	24.11	24.73	25.35
18.94	19.64	20.18	20.88	21.58	22.29	22.91	23.53	24.15	24.77	25.39
18.98	19.68	20.22	20.92	21.62	22.33	22.95	23.57	24.19	24.81	25.43
19.02	19.72	20.26	20.96	21.66	22.37	22.99	23.61	24.23	24.85	25.47
19.06	19.76	20.30	21.00	21.70	22.41	23.03	23.65	24.27	24.89	25.51
19.10	19.80	20.34	21.04	21.74	22.45	23.07	23.69	24.31	24.93	25.55
19.14	19.84	20.38	21.08	21.78	22.49	23.11	23.73	24.35	24.97	25.59
19.18	19.88	20.42	21.12	21.82	22.53	23.15	23.77	24.39	25.01	25.63
19.22	19.92	20.46	21.16	21.86	22.57	23.19	23.81	24.43	25.05	25.67
19.26	19.96	20.50	21.20	21.90	22.61	23.23	23.85	24.47	25.09	25.71
19.30	19.00	20.54	21.24	21.94	22.65	23.27	23.89	24.51	25.13	25.75
19.34	19.04	20.58	21.28	21.98	22.69	23.31	23.93	24.55	25.17	25.79
19.38	19.08	20.62	21.32	22.02	22.73	23.35	23.97	24.59	25.21	25.83
19.42	19.12	20.66	21.36	22.06	22.77	23.39	24.01	24.63	25.25	25.87
19.46	19.16	20.70	21.40	22.10	22.81	23.43	24.05	24.67	25.29	25.91
19.50	19.20	20.74	21.44	22.14	22.85	23.47	24.09	24.71	25.33	25.95
19.54	19.24	20.78	21.48	22.18	22.89	23.51	24.13	24.75	25.37	25.99
19.58	19.28	20.82	21.52	22.22	22.93	23.55	24.17	24.79	25.41	26.03
19.62	19.32	20.86	21.56	22.26	22.97	23.59	24.21	24.83	25.45	26.07
19.66	19.36	20.90	21.60	22.30	23.01	23.63	24.25	24.87	25.49	26.11
19.70	19.40	20.94	21.64	22.34	23.05	23.67	24.29	24.91	25.53	26.15
19.74	19.44	20.98	21.68	22.38	23.09	23.71	24.33	24.95	25.57	26.19
19.78	19.48	21.02	21.72	22.42	23.13	23.75	24.37	24.99	25.61	26.23
19.82	19.52	21.06	21.76	22.46	23.17	23.79	24.41	25.03	25.65	26.27
19.86	19.56	21.10	21.80	22.50	23.21	23.83	24.45	25.07	25.69	26.31
19.90	19.60	21.14	21.84	22.54	23.25	23.87	24.49	25.11	25.73	26.35
19.94	19.64	21.18	21.88	22.58	23.29	23.91	24.53	25.15	25.77	26.39
19.98	19.68	21.22	21.92	22.62	23.33	23.95	24.57	25.19	25.81	26.43
20.02	19.72	21.26	21.96	22.66	23.37	23.99	24.61	25.23	25.85	26.47
20.06	19.76	21.30	22.00	22.70	23.41	24.03	24.65	25.27	25.89	26.51
20.10	19.80	21.34	22.04	22.74	23.45	24.07	24.69	25.31	25.93	26.55
20.14	19.84	21.38	22.08	22.78	23.49	24.11	24.73	25.35	25.97	26.59
20.18	19.88	21.42	22.12	22.82	23.53	24.15	24.77	25.39	26.01	26.63
20.22	19.92	21.46	22.16	22.86	23.57	24.19	24.81	25.43	26.05	26.67
20.26	19.96	21.50	22.20	22.90	23.61	24.23	24.85	25.47	26.09	26.71
20.30	20.00	21.54	22.24	22.94	23.65	24.27	24.89	25.51	26.13	26.75
20.34	20.04	21.58	22.28	22.98	23.69	24.31	24.93	25.55	26.17	26.79
20.38	20.08	21.62	22.32	23.02	23.73	24.35	24.97	25.59	26.21	26.83
20.42	20.12	21.66	22.36	23.06	23.77	24.39	25.01	25.63	26.25	26.87
20.46	20.16	21.70	22.40	23.10	23.81	24.43	25.05	25.67	26.29	26.91
20.50	20.20	21.74	22.44	23.14	23.85	24.47	25.09	25.71	26.33	26.95
20.54	20.24	21.78	22.48	23.18	23.89	24.51	25.13	25.75	26.37	26.99
20.58	20.28	21.82	22.52	23.22	23.93	24.55	25.17	25.79	26.41	27.03
20.62	20.32	21.86	22.56	23.26	23.97	24.59	25.21	25.83	26.45	27.07
20.66	20.36	21.90	22.60	23.30	24.01	24.63	25.25	25.87	26.49	27.11
20.70	20.40	21.94	22.64	23.34	24.05	24.67	25.29	25.91	26.53	27.15
20.74	20.44	21.98	22.68	23.38	24.09	24.71	25.33	25.95	26.57	27.19
20.78	20.48	22.02	22.72	23.42	24.13	24.75	25.37	25.99	26.61	27.23
20.82	20.52	22.06	22.76	23.46	24.17	24.79	25.41	26.03	26.65	27.27
20.86	20.56	22.10	22.80	23.50	24.21	24.83	25.45	26.07	26.69	27.31
20.90	20.60	22.14	22.84	23.54	24.25	24.87	25.49	26.11	26.73	27.35
20.94	20.64	22.18	22.88	23.58	24.29	24.91	25.53	26.15	26.77	27.39
20.98	20.68	22.22	22.92	23.62	24.33	24.95	25.57	26.19	26.81	27.43
21.02	20.72	22.26	22.96	23.66	24.37	24.99	25.61	26.23	26.85	27.47
21.06	20.76	22.30	23.00	23.70	24.41	25.03	25.65	26.27	26.89	27.51
21.10	20.80	22.34	23.04	23.74	24.45	25.07	25.69	26.31	26.93	27.55
21.14	20.84	22.38	23.08	23.78	24.49	25.11	25.73	26.35	26.97	27.59
21.18	20.88	22.42	23.12	23.82	24.53	25.15	25.77	26.39	27.01	27.63
21.22	20.92	22.46	23.16	23.86	24.57	25.19	25.81	26.43	27.05	27.67
21.26	20.96	22.50	23.20	23.90	24.61	25.23	25.85	26.47	27.09	27.71
21.30	21.00	22.54	23.24	23.94	24.65	25.27	25.89	26.51	27.13	27.75
21.34	21.04	22.58	23.28	23.98	24.69	25.31	25.93	26.55	27.17	27.79
21.38	21.08	22.62	23.32	24.02	24.73	25.35	25.97	26.59	27.21	27.83
21.42	21.12	22.66	23.36	24.06	24.77	25.39	26.01	26.63	27.25	27.87
21.46	21.16	22.70	23.40	24.10	24.81	25.43	26.05	26.67	27.29	27.91
21.50	21.20	22.74	23.44	24.14	24.85	25.47	26.09	26.71	27.33	27.95
21.54	21.24	22.78	23.48	24.18	24.89	25.51	26.13	26.75	27.37	27.99
21.58	21.28	22.82	23.52	24.22	24.93	25.55	26.17	26.79	27.41	28.03
21.62	21.32	22.86	23.56	24.26	24.97	25.59	26.21	26.83	27.45	28.07
21.66	21.36	22.90	23.60	24.30	25.01	25.63	26.25	26.87	27.49	28.11
21.70	21.40	22.94	23.64	24.34	25.05					

DATE	GENERAL LABOUR AND TRADES SUPERVISORY RATES					MMOENRES ET HOMMES DE METIER TARIF DE SURVEILLANCE				
	A1	R2	R3	R4	R5	R6	R7	R7	R7	R7
	4.88	6.58	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
18.03	18.75	19.20	20.01	20.73	21.46	22.09	22.72	23.35	23.98	24.61
18.04	18.76	19.21	20.02	20.75	21.47	22.10	22.73	23.36	23.99	24.62
18.08	18.80	19.26	20.07	20.79	21.52	22.15	22.78	23.41	24.05	24.68
18.09	18.81	19.27	20.08	20.80	21.53	22.16	22.79	23.43	24.06	24.69
18.13	18.86	19.31	20.12	20.85	21.57	22.21	22.84	23.48	24.11	24.75
18.14	18.87	19.32	20.14	20.86	21.59	22.22	22.86	23.49	24.13	24.76
18.18	18.91	19.36	20.18	20.91	21.63	22.27	22.91	23.54	24.18	24.82
18.19	18.92	19.37	20.19	20.92	21.65	22.28	22.92	23.56	24.19	24.83
18.23	18.96	19.41	20.24	20.96	21.69	22.33	22.97	23.61	24.25	24.89
18.24	18.97	19.43	20.25	20.98	21.71	22.34	22.98	23.62	24.26	24.90
18.28	19.01	19.47	20.29	21.02	21.75	22.39	23.03	23.67	24.31	24.95
18.29	19.02	19.48	20.30	21.03	21.77	22.41	23.05	23.69	24.33	24.97

GENERAL LABOUR AND TRADES SUPERVISORY RATES										
MANOEUVRES ET HOMMES DE METIER TAXES DE SURVEILLANCE										
RATE TAUX REGAIME DE BASE	C2	C3	U2	C5	C6	D5	D6	D8		
18.31	19.64	19.58	20.32	21.06	21.79	22.43	23.07	23.71	24.35	24.99
18.32	19.65	19.59	20.33	21.07	21.80	22.44	23.08	23.72	24.37	25.01
18.33	19.66	19.60	20.34	21.08	21.81	22.45	23.10	23.74	24.39	25.02
18.34	19.67	19.61	20.35	21.09	21.82	22.46	23.11	23.75	24.40	25.03
18.35	19.68	19.62	20.36	21.10	21.83	22.47	23.12	23.76	24.41	25.04
18.36	19.69	19.63	20.37	21.11	21.84	22.48	23.13	23.77	24.42	25.05
18.37	19.70	19.64	20.38	21.12	21.85	22.49	23.14	23.78	24.43	25.06
18.38	19.71	19.65	20.39	21.13	21.86	22.50	23.15	23.79	24.44	25.07
18.39	19.72	19.66	20.40	21.14	21.87	22.51	23.16	23.80	24.45	25.08
18.40	19.73	19.67	20.41	21.15	21.88	22.52	23.17	23.81	24.46	25.09
18.41	19.74	19.68	20.42	21.16	21.89	22.53	23.18	23.82	24.47	25.10
18.42	19.75	19.69	20.43	21.17	21.90	22.54	23.19	23.83	24.48	25.11
18.43	19.76	19.70	20.44	21.18	21.91	22.55	23.20	23.84	24.49	25.12
18.44	19.77	19.71	20.45	21.19	21.92	22.56	23.21	23.85	24.50	25.13
18.45	19.78	19.72	20.46	21.20	21.93	22.57	23.22	23.86	24.51	25.14
18.46	19.79	19.73	20.47	21.21	21.94	22.58	23.23	23.87	24.52	25.15
18.47	19.80	19.74	20.48	21.22	21.95	22.59	23.24	23.88	24.53	25.16
18.48	19.81	19.75	20.49	21.23	21.96	22.60	23.25	23.89	24.54	25.17
18.49	19.82	19.76	20.50	21.24	21.97	22.61	23.26	23.90	24.55	25.18
18.50	19.83	19.77	20.51	21.25	21.98	22.62	23.27	23.91	24.56	25.19
18.51	19.84	19.78	20.52	21.26	21.99	22.63	23.28	23.92	24.57	25.20
18.52	19.85	19.79	20.53	21.27	22.00	22.64	23.29	23.93	24.58	25.21
18.53	19.86	19.80	20.54	21.28	22.01	22.65	23.30	23.94	24.59	25.22
18.54	19.87	19.81	20.55	21.29	22.02	22.66	23.31	23.95	24.60	25.23
18.55	19.88	19.82	20.56	21.30	22.03	22.67	23.32	23.96	24.61	25.24
18.56	19.89	19.83	20.57	21.31	22.04	22.68	23.33	23.97	24.62	25.25
18.57	19.90	19.84	20.58	21.32	22.05	22.69	23.34	23.98	24.63	25.26
18.58	19.91	19.85	20.59	21.33	22.06	22.70	23.35	23.99	24.64	25.27
18.59	19.92	19.86	20.60	21.34	22.07	22.71	23.36	24.00	24.65	25.28
18.60	19.93	19.87	20.61	21.35	22.08	22.72	23.37	24.01	24.66	25.29
18.61	19.94	19.88	20.62	21.36	22.09	22.73	23.38	24.02	24.67	25.30
18.62	19.95	19.89	20.63	21.37	22.10	22.74	23.39	24.03	24.68	25.31
18.63	19.96	19.90	20.64	21.38	22.11	22.75	23.40	24.04	24.69	25.32
18.64	19.97	19.91	20.65	21.39	22.12	22.76	23.41	24.05	24.70	25.33
18.65	19.98	19.92	20.66	21.40	22.13	22.77	23.42	24.06	24.71	25.34
18.66	19.99	19.93	20.67	21.41	22.14	22.78	23.43	24.07	24.72	25.35
18.67	20.00	19.94	20.68	21.42	22.15	22.79	23.44	24.08	24.73	25.36
18.68	20.01	19.95	20.69	21.43	22.16	22.80	23.45	24.09	24.74	25.37
18.69	20.02	19.96	20.70	21.44	22.17	22.81	23.46	24.10	24.75	25.38
18.70	20.03	19.97	20.71	21.45	22.18	22.82	23.47	24.11	24.76	25.39
18.71	20.04	19.98	20.72	21.46	22.19	22.83	23.48	24.12	24.77	25.40
18.72	20.05	19.99	20.73	21.47	22.20	22.84	23.49	24.13	24.78	25.41
18.73	20.06	20.00	20.74	21.48	22.21	22.85	23.50	24.14	24.79	25.42
18.74	20.07	20.01	20.75	21.49	22.22	22.86	23.51	24.15	24.80	25.43
18.75	20.08	20.02	20.76	21.50	22.23	22.87	23.52	24.16	24.81	25.44
18.76	20.09	20.03	20.77	21.51	22.24	22.88	23.53	24.17	24.82	25.45
18.77	20.10	20.04	20.78	21.52	22.25	22.89	23.54	24.18	24.83	25.46
18.78	20.11	20.05	20.79	21.53	22.26	22.90	23.55	24.19	24.84	25.47
18.79	20.12	20.06	20.80	21.54	22.27	22.91	23.56	24.20	24.85	25.48
18.80	20.13	20.07	20.81	21.55	22.28	22.92	23.57	24.21	24.86	25.49
18.81	20.14	20.08	20.82	21.56	22.29	22.93	23.58	24.22	24.87	25.50
18.82	20.15	20.09	20.83	21.57	22.30	22.94	23.59	24.23	24.88	25.51
18.83	20.16	20.10	20.84	21.58	22.31	22.95	23.60	24.24	24.89	25.52
18.84	20.17	20.11	20.85	21.59	22.32	22.96	23.61	24.25	24.90	25.53
18.85	20.18	20.12	20.86	21.60	22.33	22.97	23.62	24.26	24.91	25.54
18.86	20.19	20.13	20.87	21.61	22.34	22.98	23.63	24.27	24.92	25.55
18.87	20.20	20.14	20.88	21.62	22.35	22.99	23.64	24.28	24.93	25.56
18.88	20.21	20.15	20.89	21.63	22.36	23.00	23.65	24.29	24.94	25.57
18.89	20.22	20.16	20.90	21.64	22.37	23.01	23.66	24.30	24.95	25.58
18.90	20.23	20.17	20.91	21.65	22.38	23.02	23.67	24.31	24.96	25.59
18.91	20.24	20.18	20.92	21.66	22.39	23.03	23.68	24.32	24.97	25.60
18.92	20.25	20.19	20.93	21.67	22.40	23.04	23.69	24.33	24.98	25.61
18.93	20.26	20.20	20.94	21.68	22.41	23.05	23.70	24.34	24.99	25.62
18.94	20.27	20.21	20.95	21.69	22.42	23.06	23.71	24.35	25.00	25.63
18.95	20.28	20.22	20.96	21.70	22.43	23.07	23.72	24.36	25.01	25.64
18.96	20.29	20.23	20.97	21.71	22.44	23.08	23.73	24.37	25.02	25.65
18.97	20.30	20.24	20.98	21.72	22.45	23.09	23.74	24.38	25.03	25.66
18.98	20.31	20.25	20.99	21.73	22.46	23.10	23.75	24.39	25.04	25.67
18.99	20.32	20.26	21.00	21.74	22.47	23.11	23.76	24.40	25.05	25.68
19.00	20.33	20.27	21.01	21.75	22.48	23.12	23.77	24.41	25.06	25.69

MANOEUVRES ET HOMMES DE METIER
TALX DE SURVEILLANCE

TIME HORAIRES DE BASE			D2	D3	D4	D5	D6			
			D2	D3	D4	D5	D6			
18.61	19.35	19.82	20.56	21.40	22.15	22.80	23.45	24.10	24.75	25.40
18.62	19.36	19.83	20.67	21.41	22.16	22.81	23.46	24.11	24.76	25.42
18.63	19.38	19.84	20.68	21.42	22.17	22.82	23.47	24.13	24.78	25.43
18.66	19.41	19.87	20.71	21.46	22.21	22.86	23.51	24.16	24.82	25.47
18.67	19.42	19.88	20.72	21.47	22.22	22.87	23.52	24.18	24.83	25.48
18.68	19.43	19.89	20.73	21.48	22.23	22.88	23.53	24.19	24.84	25.49
18.69	19.44	19.90	20.75	21.49	22.24	22.89	23.55	24.20	24.86	25.51
18.70	19.45	19.92	20.76	21.51	22.25	22.91	23.56	24.22	24.87	25.51
18.74	19.49	19.96	20.80	21.53	22.29	22.95	23.60	24.26	24.92	25.57
18.75	19.50	19.97	20.81	21.56	22.31	22.97	23.63	24.28	24.94	25.59
18.79	19.54	20.01	20.85	21.60	22.35	23.01	23.67	24.33	25.00	25.63
18.80	19.55	20.02	20.87	21.62	22.37	23.03	23.69	24.35	25.02	25.66
18.81	19.56	20.03	20.88	21.63	22.38	23.04	23.70	24.36	25.03	25.68
18.85	19.60	20.08	20.92	21.68	22.43	23.09	23.75	24.41	25.07	25.73
18.86	19.61	20.09	20.93	21.69	22.44	23.10	23.76	24.42	25.08	25.74

GENERAL LABOUR AND TRADES Ouvriers et Hommes de Metier										
BASE HOURLY TAUX Taux Horaire	A1	B2	B3	B4	B5	B6	B7	C7	D7	E7
	C2	C3	C4	C5	C6	D5	D6	D7	E5	E6
18.98	19.66	20.13	20.90	21.74	22.49	23.15	23.81	24.48	25.14	25.80
18.91	19.67	20.14	20.99	21.75	22.50	23.16	23.83	24.49	25.15	25.81
18.95	19.71	20.18	21.03	21.79	22.55	23.21	23.88	24.54	25.20	25.87
18.96	19.72	20.19	21.05	21.80	22.56	23.23	23.89	24.55	25.22	25.88
18.97	19.73	20.20	21.06	21.82	22.57	23.24	23.90	24.57	25.23	25.89
18.98	19.74	20.21	21.07	21.83	22.59	23.25	23.91	24.58	25.24	25.91
18.99	19.75	20.22	21.08	21.84	22.60	23.26	23.92	24.59	25.25	25.92
19.00	19.76	20.23	21.09	21.85	22.61	23.27	23.93	24.60	25.26	25.93
19.01	19.77	20.24	21.10	21.86	22.62	23.28	23.94	24.61	25.27	25.94
19.02	19.78	20.25	21.11	21.87	22.63	23.29	23.95	24.62	25.28	25.95
19.03	19.79	20.26	21.12	21.88	22.64	23.30	23.96	24.63	25.29	25.96
19.04	19.80	20.27	21.13	21.89	22.65	23.31	23.97	24.64	25.30	25.97
19.05	19.81	20.28	21.14	21.90	22.66	23.32	23.98	24.65	25.31	25.98
19.06	19.82	20.29	21.15	21.91	22.67	23.33	23.99	24.66	25.32	25.99
19.07	19.83	20.30	21.16	21.92	22.68	23.34	24.00	24.67	25.33	26.00
19.08	19.84	20.31	21.17	21.93	22.69	23.35	24.01	24.68	25.34	26.01
19.09	19.85	20.32	21.18	21.94	22.70	23.36	24.02	24.69	25.35	26.02
19.10	19.86	20.33	21.19	21.95	22.71	23.37	24.03	24.70	25.36	26.03
19.11	19.87	20.34	21.20	21.96	22.72	23.38	24.04	24.71	25.37	26.04
19.12	19.88	20.35	21.21	21.97	22.73	23.39	24.05	24.72	25.38	26.05
19.13	19.89	20.36	21.22	21.98	22.74	23.40	24.06	24.73	25.39	26.06
19.14	19.90	20.37	21.23	21.99	22.75	23.41	24.07	24.74	25.40	26.07
19.15	19.91	20.38	21.24	22.00	22.76	23.42	24.08	24.75	25.41	26.08
19.16	19.92	20.39	21.25	22.01	22.77	23.43	24.09	24.76	25.42	26.09
19.17	19.93	20.40	21.26	22.02	22.78	23.44	24.10	24.77	25.43	26.10
19.18	19.94	20.41	21.27	22.03	22.79	23.45	24.11	24.78	25.44	26.11
19.19	19.95	20.42	21.28	22.04	22.80	23.46	24.12	24.79	25.45	26.12
19.20	19.96	20.43	21.29	22.05	22.81	23.47	24.13	24.80	25.46	26.13
19.21	19.97	20.44	21.30	22.06	22.82	23.48	24.14	24.81	25.47	26.14
19.22	19.98	20.45	21.31	22.07	22.83	23.49	24.15	24.82	25.48	26.15
19.23	19.99	20.46	21.32	22.08	22.84	23.50	24.16	24.83	25.49	26.16
19.24	20.00	20.47	21.33	22.09	22.85	23.51	24.17	24.84	25.50	26.17
19.25	20.01	20.48	21.34	22.10	22.86	23.52	24.18	24.85	25.51	26.18
19.26	20.02	20.49	21.35	22.11	22.87	23.53	24.19	24.86	25.52	26.19
19.27	20.03	20.50	21.36	22.12	22.88	23.54	24.20	24.87	25.53	26.20
19.28	20.04	20.51	21.37	22.13	22.89	23.55	24.21	24.88	25.54	26.21
19.29	20.05	20.52	21.38	22.14	22.90	23.56	24.22	24.89	25.55	26.22
19.30	20.06	20.53	21.39	22.15	22.91	23.57	24.23	24.90	25.56	26.23
19.31	20.07	20.54	21.40	22.16	22.92	23.58	24.24	24.91	25.57	26.24
19.32	20.08	20.55	21.41	22.17	22.93	23.59	24.25	24.92	25.58	26.25
19.33	20.09	20.56	21.42	22.18	22.94	23.60	24.26	24.93	25.59	26.26
19.34	20.10	20.57	21.43	22.19	22.95	23.61	24.27	24.94	25.60	26.27
19.35	20.11	20.58	21.44	22.20	22.96	23.62	24.28	24.95	25.61	26.28
19.36	20.12	20.59	21.45	22.21	22.97	23.63	24.29	24.96	25.62	26.29
19.37	20.13	20.60	21.46	22.22	22.98	23.64	24.30	24.97	25.63	26.30
19.38	20.14	20.61	21.47	22.23	22.99	23.65	24.31	24.98	25.64	26.31
19.39	20.15	20.62	21.48	22.24	23.00	23.66	24.32	24.99	25.65	26.32
19.40	20.16	20.63	21.49	22.25	23.01	23.67	24.33	25.00	25.66	26.33
19.41	20.17	20.64	21.50	22.26	23.02	23.68	24.34	25.01	25.67	26.34
19.42	20.18	20.65	21.51	22.27	23.03	23.69	24.35	25.02	25.68	26.35
19.43	20.19	20.66	21.52	22.28	23.04	23.70	24.36	25.03	25.69	26.36
19.44	20.20	20.67	21.53	22.29	23.05	23.71	24.37	25.04	25.70	26.37
19.45	20.21	20.68	21.54	22.30	23.06	23.72	24.38	25.05	25.71	26.38
19.46	20.22	20.69	21.55	22.31	23.07	23.73	24.39	25.06	25.72	26.39
19.47	20.23	20.70	21.56	22.32	23.08	23.74	24.40	25.07	25.73	26.40
19.48	20.24	20.71	21.57	22.33	23.09	23.75	24.41	25.08	25.74	26.41
19.49	20.25	20.72	21.58	22.34	23.10	23.76	24.42	25.09	25.75	26.42
19.50	20.26	20.73	21.59	22.35	23.11	23.77	24.43	25.10	25.76	26.43
19.51	20.27	20.74	21.60	22.36	23.12	23.78	24.44	25.11	25.77	26.44
19.52	20.28	20.75	21.61	22.37	23.13	23.79	24.45	25.12	25.78	26.45
19.53	20.29	20.76	21.62	22.38	23.14	23.80	24.46	25.13	25.79	26.46
19.54	20.30	20.77	21.63	22.39	23.15	23.81	24.47	25.14	25.80	26.47
19.55	20.31	20.78	21.64	22.40	23.16	23.82	24.48	25.15	25.81	26.48
19.56	20.32	20.79	21.65	22.41	23.17	23.83	24.49	25.16	25.82	26.49
19.57	20.33	20.80	21.66	22.42	23.18	23.84	24.50	25.17	25.83	26.50
19.58	20.34	20.81	21.67	22.43	23.19	23.85	24.51	25.18	25.84	26.51
19.59	20.35	20.82	21.68	22.44	23.20	23.86	24.52	25.19	25.85	26.52
19.60	20.36	20.83	21.69	22.45	23.21	23.87	24.53	25.20	25.86	26.53
19.61	20.37	20.84	21.70	22.46	23.22	23.88	24.54	25.21	25.87	26.54
19.62	20.38	20.85	21.71	22.47	23.23	23.89	24.55	25.22	25.88	26.55
19.63	20.39	20.86	21.72	22.48	23.24	23.90	24.56	25.23	25.89	26.56
19.64	20.40	20.87	21.73	22.49	23.25	23.91	24.57	25.24	25.90	26.57
19.65	20.41	20.88	21.74	22.50	23.26	23.92	24.58	25.25	25.91	26.58
19.66	20.42	20.89	21.75	22.51	23.27	23.93	24.59	25.26	25.92	26.59
19.67	20.43	20.90	21.76	22.52	23.28	23.94	24.60	25.27	25.93	26.60
19.68	20.44	20.91	21.77	22.53	23.29	23.95	24.61	25.28	25.94	26.61
19.69	20.45	20.92	21.78	22.54	23.30	23.96	24.62	25.29	25.95	26.62
19.70	20.46	20.93	21.79	22.55	23.31	23.97	24.63	25.30	25.96	26.63
19.71	20.47	20.94	21.80	22.56	23.32	23.98	24.64	25.31	25.97	26.64
19.72	20.48	20.95	21.81	22.57	23.33	23.99	24.65	25.32	25.98	26.65
19.73	20.49	20.96	21.82	22.58	23.34	24.00	24.66	25.33	25.99	26.66
19.74	20.50	20.97	21.83	22.59	23.35	24.01	24.67	25.34	26.00	26.67
19.75	20.51	20.98	21.84	22.60	23.36	24.02	24.68	25.35	26.01	26.68
19.76	20.52	20.99	21.85	22.61	23.37	24.03	24.69	25.36	26.02	26.69
19.77	20.53	21.00	21.86	22.62	23.38	24.04	24.70	25.37	26.03	26.70
19.78	20.54	21.01	21.87	22.63	23.39	24.05	24.71	25.38	26.04	26.71
19.79	20.55	21.02	21.88	22.64	23.40	24.06	24.72	25.39	26.05	26.72
19.80	20.56	21.03	21.89	22.65	23.41	24.07	24.73	25.40	26.06	26.73
19.81	20.57	21.04	21.90	22.66	23.42	24.08	24.74	25.41	26.07	26.74
19.82	20.58	21.05	21.91	22.67	23.43	24.09	24.75	25.42	26.08	26.75
19.83	20.59	21.06	21.92	22.68	23.44	24.10	24.76	25.43	26.09	26.76
19.84	20.60	21.07	21.93	22.69	23.45	24.11	24.77	25.44	26.10	26.77
19.85	20.61	21.08	21.94	22.70	23.46	24.12	24.78	25.45	26.11	26.78
19.86	20.62	21.09	21.95	22.71	23.47	24.13	24.79	25.46	26.12	26.79
19.87	20.63	21.10	21.96	22.72	23.48	24.14	24.80	25.47	26.13	26.80
19.88	20.64	21.11	21.97	22.73	23.49	24.15	24.81	25.48	26.14	26.81
19.89	20.65	21.12	21.98	22.74	23.50	24.16	24.82	25.49	26.15	26.82
19.90	20.66	21.13	21.99	22.75	23.51	24.17	24.83	25.50	26.16	26.83
19.91	20.67	21.14	22.00	22.76	23.52	24.18	24.84	25.51	26.17	26.84
19.92	20.68	21.15	22.01	22.77	23.53	24.19	24.85	25.52	26.18	26.85
19.93	20.69	21.16	22.02	22.78	23.54	24.20	24.86	25.53	26.19	26.86
19.94	20.70	21.17	22.03	22.79	23.55	24.21	24.87	25.54	26.20	26.87
19.95	20.71	21.18	22.04	22.80	23.56	24.22	24.88	25.55	26.21	26.88
19.96	20.72	21.19	22.05	22.81	23.57	24.23	24.89	25.56	26.22	26.89
19.97	2									

GENERAL LABOUR AND TRADES SUPERVISORY RATES					MANOEUVRES ET HOMMES DE METIER Taux de Surveillance				
Taux Horaire de Base					D2	D3	D4	D5	D6
19.21	19.98	20.46	21.32	22.09	22.86	23.53	24.20	24.88	25.55
19.22	19.99	20.47	21.33	22.10	22.87	23.54	24.22	24.89	25.56
19.23	20.00	20.48	21.35	22.11	22.88	23.56	24.23	24.90	25.58
19.24	20.01	20.49	21.36	22.12	22.89	23.57	24.24	24.91	25.59
19.25	20.02	20.50	21.37	22.13	22.90	23.58	24.25	24.92	25.60
19.26	20.03	20.51	21.38	22.14	22.91	23.59	24.26	24.93	25.61
19.27	20.04	20.52	21.39	22.15	22.92	23.60	24.27	24.94	25.62
19.28	20.05	20.53	21.40	22.16	22.93	23.61	24.28	24.95	25.63
19.29	20.06	20.54	21.41	22.17	22.94	23.62	24.29	24.96	25.64
19.30	20.07	20.55	21.42	22.18	22.95	23.63	24.30	24.97	25.65
19.31	20.08	20.56	21.43	22.19	22.96	23.64	24.31	24.98	25.66
19.32	20.09	20.57	21.44	22.20	22.97	23.65	24.32	24.99	25.67
19.33	20.10	20.58	21.45	22.21	22.98	23.66	24.33	25.00	25.68
19.34	20.11	20.59	21.46	22.22	22.99	23.67	24.34	25.01	25.69
19.35	20.12	20.60	21.47	22.23	23.00	23.68	24.35	25.02	25.70
19.36	20.13	20.61	21.48	22.24	23.01	23.69	24.36	25.03	25.71
19.37	20.14	20.62	21.49	22.25	23.02	23.70	24.37	25.04	25.72
19.38	20.15	20.63	21.50	22.26	23.03	23.71	24.38	25.05	25.73
19.39	20.16	20.64	21.51	22.27	23.04	23.72	24.39	25.06	25.74
19.40	20.17	20.65	21.52	22.28	23.05	23.73	24.40	25.07	25.75
19.41	20.18	20.66	21.53	22.29	23.06	23.74	24.41	25.08	25.76
19.42	20.19	20.67	21.54	22.30	23.07	23.75	24.42	25.09	25.77
19.43	20.20	20.68	21.55	22.31	23.08	23.76	24.43	25.10	25.78
19.44	20.21	20.69	21.56	22.32	23.09	23.77	24.44	25.11	25.79
19.45	20.22	20.70	21.57	22.33	23.10	23.78	24.45	25.12	25.80
19.46	20.23	20.71	21.58	22.34	23.11	23.79	24.46	25.13	25.81
19.47	20.24	20.72	21.59	22.35	23.12	23.80	24.47	25.14	25.82
19.48	20.25	20.73	21.60	22.36	23.13	23.81	24.48	25.15	25.83
19.49	20.26	20.74	21.61	22.37	23.14	23.82	24.49	25.16	25.84
19.50	20.27	20.75	21.62	22.38	23.15	23.83	24.50	25.17	25.85

GENERAL LABOUR AND TRADES

MACHINISTES ET HOMMES DE METIER

BASE HOURLY RATE TAUX HEURELIER	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	B7 C6 D5	C7 D6 E5	D7 E6	E7
19.58	20.28	20.77	21.65	22.43	23.21	23.89	24.57	25.25	25.94	26.62
19.51	20.29	20.78	21.66	22.44	23.22	23.90	24.58	25.27	25.95	26.63
19.55	20.32	20.82	21.70	22.48	23.26	23.95	24.63	25.32	26.00	26.69
19.56	20.34	20.83	21.71	22.49	23.28	23.96	24.65	25.33	26.01	26.70
19.57	20.35	20.84	21.72	22.51	23.29	23.97	24.66	25.34	26.02	26.71
19.58	20.36	20.85	21.73	22.52	23.30	23.99	24.67	25.36	26.04	26.73
19.59	20.37	20.86	21.74	22.53	23.31	24.00	24.68	25.37	26.05	26.74
19.62	20.40	20.90	21.78	22.56	23.35	24.03	24.72	25.41	26.09	26.78
19.63	20.42	20.91	21.79	22.57	23.36	24.05	24.73	25.42	26.11	26.79
19.64	20.43	20.92	21.80	22.59	23.37	24.06	24.75	25.43	26.12	26.81
19.67	20.46	20.95	21.83	22.62	23.41	24.10	24.79	25.47	26.16	26.85
19.68	20.47	20.96	21.84	22.63	23.42	24.11	24.80	25.49	26.17	26.86
19.69	20.48	20.97	21.86	22.64	23.43	24.12	24.81	25.50	26.19	26.88
19.72	20.51	21.00	21.89	22.68	23.47	24.16	24.85	25.54	26.23	26.92
19.73	20.52	21.01	21.90	22.69	23.48	24.17	24.86	25.55	26.24	26.93
19.74	20.53	21.02	21.91	22.70	23.49	24.18	24.87	25.56	26.25	26.95
19.77	20.56	21.05	21.94	22.73	23.52	24.21	24.90	25.59	26.28	26.98
19.78	20.57	21.07	21.96	22.75	23.54	24.23	24.92	25.62	26.31	27.00
19.79	20.58	21.08	21.97	22.76	23.55	24.24	24.94	25.63	26.32	27.01

Taux horaire de surveillance en PAVV				Taux de surveillance						
SUPERVISORY PAVV				TAUX DE SURVEILLANCE						
TAUX HORAIRE DE BASE				D2	D3	D4	D5	D5		
				E2	E3	E4	E5	E5		
19.81	20.60	21.10	21.99	22.78	23.57	24.27	24.90	25.60	26.30	27.04
19.82	20.61	21.11	22.00	22.79	23.59	24.28	24.97	25.67	26.36	27.05
19.83	20.62	21.12		22.80	23.60	24.29	24.99	25.68	26.37	27.07
19.84	20.63	21.13		22.81	23.61	24.30	25.00	25.69	26.38	27.08
19.85	20.64	21.14		22.82	23.62	24.31	25.01	25.70	26.39	27.09
19.86	20.65	21.15		22.83	23.63	24.32	25.02	25.71	26.40	27.10
19.87	20.66	21.16	22.86	22.85	23.65	24.34	25.04	25.73	26.43	27.12
19.88	20.68	21.17	22.87	22.86	23.66	24.35	25.05	25.74	26.44	27.14
19.89	20.69	21.18	22.88	22.87	23.67	24.37	25.06	25.76	26.46	27.15
19.90	20.70	21.19		22.89	23.68	24.38	25.07	25.77	26.47	27.16
19.91	20.71	21.20		22.90	23.69	24.39	25.08	25.78	26.48	27.17
19.92	20.72	21.21	22.11	22.91	23.70	24.40	25.10	25.80	26.49	27.19
19.93	20.73	21.23	22.12	22.92	23.72	24.41	25.11	25.81	26.51	27.20
19.94	20.74	21.24	22.13	22.93	23.73	24.43	25.12	25.82	26.52	27.22
19.95	20.75	21.25		22.94	23.74	24.44	25.13	25.83	26.53	27.23
19.96	20.76	21.26		22.95	23.75	24.45	25.14	25.84	26.54	27.24
19.97	20.77	21.27	22.17	22.97	23.77	24.47	25.16	25.86	26.56	27.26
19.98	20.78	21.28	22.18	22.98	23.78	24.48	25.17	25.87	26.57	27.27
19.99	20.79	21.29	22.19	22.99	23.79	24.49	25.19	25.89	26.59	27.29
20.00	20.80	21.30		23.00	23.80	24.50	25.20	25.90	26.60	27.30
20.01	20.81	21.31		23.01	23.81	24.51	25.21	25.91	26.61	27.31
20.02	20.82	21.32		23.02	23.82	24.52	25.22	25.92	26.62	27.32
20.03	20.83	21.33	22.23	23.03	23.83	24.53	25.23	25.93	26.63	27.33
20.04	20.84	21.34	22.24	23.04	23.84	24.54	25.24	25.94	26.64	27.34
20.05	20.85	21.35		23.05	23.85	24.55	25.25	25.95	26.65	27.35
20.06	20.86	21.36		23.06	23.86	24.56	25.26	25.96	26.66	27.36
20.07	20.87	21.37		23.07	23.87	24.57	25.27	25.97	26.67	27.37
20.08	20.88	21.38	22.28	23.08	23.88	24.58	25.28	25.98	26.68	27.38
20.09	20.89	21.40	22.30	23.10	23.91	24.61	25.31	26.02	26.72	27.42

C-7

GENERAL LABOUR AND TRADES

MANOEA/RES ET HOMMES DE METIER

BAGE HOURLY RATE	A1	B2	B3 C2	B4 C3	B5 C4	B6 C5	B7 C6	C7 C6	D7 C6	E7
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
20.10	20.90	21.41	22.31	23.12	23.92	24.62	25.33	26.03	26.73	27.44
20.11	20.91	21.42	22.32	23.13	23.93	24.63	25.34	26.04	26.75	27.45
20.12	20.92	21.43	22.33	23.14	23.94	24.64	25.35	26.05	26.76	27.46
20.15	20.96	21.46	22.37	23.17	23.96	24.66	25.36	26.06	26.78	27.50
20.16	20.97	21.47	22.38	23.18	23.97	24.67	25.37	26.07	26.81	27.52
20.20	21.01	21.51	22.42	23.23	24.04	24.75	25.45	26.16	26.87	27.57
20.21	21.02	21.52	22.43	23.24	24.05	24.76	25.46	26.17	26.88	27.58
20.24	21.05	21.56	22.47	23.28	24.09	24.79	25.50	26.21	26.92	27.63
20.25	21.06	21.57	22.48	23.29	24.10	24.81	25.51	26.22	26.93	27.64
20.29	21.10	21.61	22.52	23.33	24.15	24.86	25.55	26.26	26.97	27.70
20.31	21.12	21.63	22.54	23.35	24.17	24.88	25.57	26.28	26.99	27.72
20.33	21.14	21.65	22.57	23.38	24.19	24.90	25.60	26.30	27.01	27.75
20.34	21.15	21.66	22.58	23.39	24.20	24.92	25.61	26.31	27.02	27.76
20.37	21.18	21.69	22.61	23.43	24.24	24.95	25.64	26.34	27.05	27.81
20.38	21.19	21.70	22.62	23.44	24.25	24.97	25.65	26.35	27.06	27.82
20.39	21.21	21.72	22.63	23.45	24.26	24.98	25.66	26.36	27.07	27.83

OBSERVATIONS 1914					APRIL 1915 OBSERVATIONS						
DE BASE											
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50	
20.43	21.25	21.76	22.68	23.49	24.31	25.03	25.74	26.46	27.17	27.89	
20.44	21.26	21.77	22.69	23.51	24.32	25.04	25.75	26.47	27.19	27.90	
20.48	21.30	21.81	22.73	23.55	24.37	25.09	25.80	26.52	27.24	27.96	
20.49	21.31	21.82	22.74	23.56	24.38	25.10	25.82	26.53	27.25	27.97	
20.50	21.32	21.83	22.75	23.57	24.39	25.11	25.83	26.54	27.26	27.98	
20.54	21.36	21.88	22.80	23.62	24.44	25.16	25.88	26.60	27.32	28.04	
20.55	21.37	21.89	22.81	23.63	24.45	25.17	25.89	26.61	27.33	28.05	
20.59	21.41	21.93	22.85	23.68	24.50	25.22	25.94	26.66	27.38	28.11	
20.60	21.42	21.94	22.87	23.69	24.51	25.24	25.96	26.68	27.40	28.12	
20.65	21.48	21.99	22.92	23.75	24.57	25.30	26.02	26.74	27.46	28.19	
20.66	21.49	22.00	22.93	23.76	24.59	25.31	26.03	26.75	27.48	28.20	

MANOEUVRES ET HOMMES DE METIER
TAX DE SURVEILLANCE

DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME
DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME	DATE	TIME
26.78	21.53	22.05	22.98	23.81	24.63	25.36	26.08	26.81	27.53	28.26			
26.71	21.54	22.06	22.99	23.82	24.64	25.37	26.09	26.82					
26.71	21.54	22.06	22.99	23.82	24.64	25.37	26.09	26.82	27.53	28.26			
26.75	21.58	22.10	23.03	23.86	24.69	25.42	26.15	26.87	27.60	28.32			
26.76	21.59	22.11	23.04	23.87	24.70	25.43	26.16	26.88	27.61	28.33			
26.77	21.60	22.12	23.05	23.88	24.71	25.44	26.17	26.89	27.62	28.34			
26.80	21.63	22.15	23.09	23.92	24.75	25.48	26.21	26.94	27.66	28.39			
26.81	21.64	22.16	23.10	23.93	24.76	25.49	26.22	26.95	27.68	28.41			
26.82	21.65	22.17	23.11	23.94	24.78	25.50	26.23	26.96	27.69	28.42			
26.85	21.68	22.21	23.14	23.96	24.81	25.54	26.27	27.00	27.73	28.46			
26.86	21.69	22.22	23.15	23.99	24.82	25.55	26.28	27.01	27.74	28.47			
26.87	21.70	22.23	23.17	24.00		25.57	26.30	27.03	27.76	28.49			
26.90	21.74	22.26	23.20	24.04	24.87	25.60	26.33	27.07	27.80	28.53			
26.91	21.75	22.27	23.21	24.05	24.88	25.61	26.35	27.08	27.81	28.54			
26.92	21.76	22.28	23.22	24.06	24.89	25.63	26.36	27.09	27.82	28.56			
26.95	21.79	22.31	23.25	24.09	24.93	25.66	26.40	27.13	27.86	28.60			
26.96	21.80	22.32	23.27	24.10	24.94	25.68	26.41	27.14	27.88	28.61			
26.97	21.81	22.33	23.28	24.12	24.95	25.69	26.42	27.16	27.89	28.62			

GENERAL LABOUR AND TRADES SUPERVISORY RATES					MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE				
TAUX HORAIRE DE BASE		L4 D2		L4 D3	L4 D4	L4 D5	L4 D6	L4 D7	L4 D8
21.81	21.85	22.38	23.32	24.16	25.00	25.74	26.47	27.21	27.94
21.82	21.86	22.39	23.33	24.17	25.01	25.75	26.49	27.22	27.96
21.83	21.87	22.40	23.34	24.18	25.03	25.76	26.58	27.23	27.97
21.84	21.88	22.41	23.35	24.19	25.04	25.77	26.51	27.24	27.98
21.85	21.89	22.42	23.36	24.20	25.05	25.78	26.52	27.25	27.99
21.86	21.90	22.43	23.37	24.21	25.06	25.79	26.53	27.26	28.00
21.87	21.91	22.44	23.38	24.22	25.07	25.80	26.54	27.27	28.01
21.88	21.92	22.45	23.39	24.23	25.08	25.81	26.55	27.28	28.02
21.89	21.93	22.46	23.40	24.24	25.09	25.82	26.56	27.29	28.03
21.90	21.94	22.47	23.41	24.25	25.10	25.83	26.57	27.30	28.04
21.91	21.95	22.48	23.43	24.28	25.12	25.86	26.60	27.34	28.08
21.92	21.96	22.49	23.44	24.29	25.13	25.87	26.61	27.35	28.09
21.93	21.97	22.50	23.45	24.30	25.14	25.88	26.62	27.36	28.10
21.94	21.98	22.51	23.46	24.31	25.15	25.89	26.63	27.37	28.11
21.95	21.99	22.52	23.47	24.32	25.16	25.90	26.64	27.38	28.12
21.96	22.00	22.53	23.48	24.33	25.17	25.91	26.65	27.39	28.13
21.97	22.01	22.54	23.49	24.34	25.18	25.92	26.66	27.40	28.14
21.98	22.02	22.55	23.50	24.35	25.19	25.93	26.67	27.41	28.15
21.99	22.03	22.56	23.51	24.36	25.20	25.94	26.68	27.42	28.16
22.00	22.04	22.57	23.52	24.37	25.21	25.95	26.69	27.43	28.17
22.01	22.05	22.58	23.53	24.38	25.23	25.97	26.71	27.45	28.20
22.02	22.06	22.59	23.54	24.39	25.24	25.98	26.72	27.47	28.21
22.03	22.07	22.60	23.55	24.40	25.25	25.99	26.74	27.48	28.22
22.04	22.08	22.61	23.56	24.41	25.26	26.00	26.75	27.49	28.23
22.05	22.09	22.62	23.57	24.42	25.27	26.01	26.76	27.50	28.24
22.06	22.10	22.63	23.58	24.43	25.28	26.02	26.77	27.51	28.25
22.07	22.11	22.64	23.59	24.44	25.29	26.03	26.78	27.52	28.26
22.08	22.12	22.65	23.60	24.45	25.30	26.04	26.79	27.53	28.27
22.09	22.13	22.66	23.61	24.46	25.31	26.05	26.80	27.54	28.28
22.10	22.14	22.67	23.62	24.47	25.32	26.06	26.81	27.55	28.29
22.11	22.15	22.68	23.63	24.48	25.33	26.07	26.82	27.56	28.30
22.12	22.16	22.69	23.64	24.49	25.34	26.08	26.83	27.57	28.31
22.13	22.17	22.70	23.65	24.50	25.35	26.09	26.84	27.58	28.32
22.14	22.18	22.71	23.66	24.51	25.36	26.10	26.85	27.59	28.33
22.15	22.19	22.72	23.67	24.52	25.37	26.11	26.86	27.60	28.34
22.16	22.20	22.73	23.68	24.53	25.38	26.12	26.87	27.61	28.35
22.17	22.21	22.74	23.69	24.54	25.39	26.13	26.88	27.62	28.36
22.18	22.22	22.75	23.70	24.55	25.40	26.14	26.89	27.63	28.37
22.19	22.23	22.76	23.71	24.56	25.41	26.15	26.90	27.64	28.38
22.20	22.24	22.77	23.72	24.57	25.42	26.16	26.91	27.65	28.39
22.21	22.25	22.78	23.73	24.58	25.43	26.17	26.92	27.66	28.40
22.22	22.26	22.79	23.74	24.59	25.44	26.18	26.93	27.67	28.41
22.23	22.27	22.80	23.75	24.60	25.45	26.19	26.94	27.68	28.42
22.24	22.28	22.81	23.76	24.61	25.46	26.20	26.95	27.69	28.43
22.25	22.29	22.82	23.77	24.62	25.47	26.21	26.96	27.70	28.44
22.26	22.30	22.83	23.78	24.63	25.48	26.22	26.97	27.71	28.45
22.27	22.31	22.84	23.79	24.64	25.49	26.23	26.98	27.72	28.46
22.28	22.32	22.85	23.80	24.65	25.50	26.24	26.99	27.73	28.47
22.29	22.33	22.86	23.81	24.66	25.51	26.25	27.00	27.74	28.48
22.30	22.34	22.87	23.82	24.67	25.52	26.26	27.01	27.75	28.49
22.31	22.35	22.88	23.83	24.68	25.53	26.27	27.02	27.76	28.50
22.32	22.36	22.89	23.84	24.69	25.54	26.28	27.03	27.77	28.51
22.33	22.37	22.90	23.85	24.70	25.55	26.29	27.04	27.78	28.52
22.34	22.38	22.91	23.86	24.71	25.56	26.30	27.05	27.79	28.53
22.35	22.39	22.92	23.87	24.72	25.57	26.31	27.06	27.80	28.54
22.36	22.40	22.93	23.88	24.73	25.58	26.32	27.07	27.81	28.55
22.37	22.41	22.94	23.89	24.74	25.59	26.33	27.08	27.82	28.56
22.38	22.42	22.95	23.90	24.75	25.60	26.34	27.09	27.83	28.57
22.39	22.43	22.96	23.91	24.76	25.61	26.35	27.10	27.84	28.58
22.40	22.44	22.97	23.92	24.77	25.62	26.36	27.11	27.85	28.59
22.41	22.45	22.98	23.93	24.78	25.63	26.37	27.12	27.86	28.60
22.42	22.46	22.99	23.94	24.79	25.64	26.38	27.13	27.87	28.61
22.43	22.47	23.00	23.95	24.80	25.65	26.39	27.14	27.88	28.62
22.44	22.48	23.01	23.96	24.81	25.66	26.40	27.15	27.89	28.63
22.45	22.49	23.02	23.97	24.82	25.67	26.41	27.16	27.90	28.64
22.46	22.50	23.03	23.98	24.83	25.68	26.42	27.17	27.91	28.65
22.47	22.51	23.04	23.99	24.84	25.69	26.43	27.18	27.92	28.66
22.48	22.52	23.05	24.00	24.85	25.70	26.44	27.19	27.93	28.67
22.49	22.53	23.06	24.01	24.86	25.71	26.45	27.20	27.94	28.68
22.50	22.54	23.07	24.02	24.87	25.72	26.46	27.21	27.95	28.69
22.51	22.55	23.08	24.03	24.88	25.73	26.47	27.22	27.96	28.70
22.52	22.56	23.09	24.04	24.89	25.74	26.48	27.23	27.97	28.71
22.53	22.57	23.10	24.05	24.90	25.75	26.49	27.24	27.98	28.72
22.54	22.58	23.11	24.06	24.91	25.76	26.50	27.25	27.99	28.73
22.55	22.59	23.12	24.07	24.92	25.77	26.51	27.26	28.00	28.74
22.56	22.60	23.13	24.08	24.93	25.78	26.52	27.27	28.01	28.75
22.57	22.61	23.14	24.09	24.94	25.79	26.53	27.28	28.02	28.76
22.58	22.62	23.15	24.10	24.95	25.80	26.54	27.29	28.03	28.77
22.59	22.63	23.16	24.11	24.96	25.81	26.55	27.30	28.04	28.78
22.60	22.64	23.17	24.12	24.97	25.82	26.56	27.31	28.05	28.79
22.61	22.65	23.18	24.13	24.98	25.83	26.57	27.32	28.06	28.80
22.62	22.66	23.19	24.14	24.99	25.84	26.58	27.33	28.07	28.81
22.63	22.67	23.20	24.15	25.00	25.85	26.59	27.34	28.08	28.82
22.64	22.68	23.21	24.16	25.01	25.86	26.60	27.35	28.09	28.83
22.65	22.69	23.22	24.17	25.02	25.87	26.61	27.36	28.10	28.84
22.66	22.70	23.23	24.18	25.03	25.88	26.62	27.37	28.11	28.85
22.67	22.71	23.24	24.19	25.04	25.89	26.63	27.38	28.12	28.86
22.68	22.72	23.25	24.20	25.05	25.90	26.64	27.39	28.13	28.87
22.69	22.73	23.26	24.21	25.06	25.91	26.65	27.40	28.14	28.88
22.70	22.74	23.27	24.22	25.07	25.92	26.66	27.41	28.15	28.89
22.71	22.75	23.28	24.23	25.08	25.93	26.67	27.42	28.16	28.90
22.72	22.76	23.29	24.24	25.09	25.94	26.68	27.43	28.17	28.91
22.73	22.77	23.30	24.25	25.10	25.95	26.69	27.44	28.18	28.92
22.74	22.78	23.31	24.26	25.11	25.96	26.70	27.45	28.19	28.93
22.75	22.79	23.32	24.27	25.12	25.97	26.71	27.46	28.20	28.94
22.76	22.80	23.33	24.28	25.13	25.98	26.72	27.47	28.21	28.95
22.77	22.81	23.34	24.29	25.14	25.99	26.73	27.48	28.22	28.96
22.78	22.82	23.35	24.30	25.15	26.00	26.74	27.49	28.23	28.97
22.79	22.83	23.36	24.31	25.16	26.01	26.75	27.50	28.24	28.98
22.80	22.84	23.37	24.32	25.17	26.02	26.76	27.51	28.25	28.99
22.81	22.85	23.38	24.33	25.18	26.03	26.77	27.52	28.26	29.00
22.82	22.86	23.39	24.34	25.19	26.04	26.78	27.53	28.27	29.01
22.83	22.87	23.40	24.35	25.20	26.05	26.79	27.54	28.28	29.02
22.84	22.88	23.41	24.36	25.21	26.06	26.80	27.55	28.29	29.03
22.85	22.89	23.42	24.37	25.22	26.07	26.81	27.56	28.30	29.04
22.86	22.90	23.43	24.38	25.23	26.08	26.82	27.57	28.31	29.05
22.87	22.91	23.44	24.39	25.24	26.09	26.83	27.58	28.32	29.06
22.88	22.92	23.45	24.40	25.25	26.10	26.84	27.59	28.33	29.07
22.89	22.93	23.46	24.41	25.26	26.11	26.85	27.60	28.34	29.08
22.90	22.94	23.47	24.42	25.27	26.12	26.86	27.61	28.35	29.09
22.91	22.95	23.48	24.43	25.28	26.13	26.87	27.62	28.36	29.10
22.92	22.96	23.49	24.44	25.29	26.14	26.88	27.63	28.37	29.11
22.93	22.97	23.50	24.45	25.30	26.15	26.89	27.64	28.38	29.12
22.94	22.98	23.51	24.46	25.31	26.16	26.90	27.65	28.39	29.13
22.95	22.99	23.52	24.47	25.32	26.17	26.91	27.66	28.40	29.14
22.96	23.00	23.53	24.48	25.33	26.18	26.92	27.67	28.41	29.15
22.97	23.01	23.54	24.49	25.34	26.19	26.93	27.68	28.42	29.16
22.98	23.02	23.55	24.50	25.35	26.20	2			

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOEUVRES ET HOMMES DE METIER
TAUX DE SURVEILLANCE

DE BASE	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
21.33	22.18	22.72	23.60	24.53	25.36	26.13	26.86	27.62	28.37	29.12
21.34	22.19	22.73	23.69	24.54	25.39	26.14	26.89	27.64	28.39	29.13
21.35	22.20	22.74	23.70	24.55	25.40	26.15	26.90	27.65	28.40	29.14
21.36	22.21	22.75	23.71	24.56	25.41	26.16	26.91	27.66	28.41	29.15
21.37	22.22	22.76	23.72	24.57	25.42	26.17	26.92	27.67	28.42	29.16
21.38	22.23	22.77	23.73	24.58	25.43	26.18	26.93	27.68	28.43	29.17
21.39	22.24	22.78	23.74	24.59	25.44	26.19	26.94	27.69	28.44	29.18
21.40	22.25	22.79	23.75	24.60	25.45	26.20	26.95	27.70	28.45	29.19
21.41	22.26	22.80	23.76	24.61	25.46	26.21	26.96	27.71	28.46	29.20
21.42	22.27	22.81	23.77	24.62	25.47	26.22	26.97	27.72	28.47	29.21
21.43	22.28	22.82	23.78	24.63	25.48	26.23	26.98	27.73	28.48	29.22
21.44	22.29	22.83	23.79	24.64	25.49	26.24	26.99	27.74	28.49	29.23
21.45	22.30	22.84	23.80	24.65	25.50	26.25	27.00	27.75	28.50	29.24
21.46	22.31	22.85	23.81	24.66	25.51	26.26	27.01	27.76	28.51	29.25
21.47	22.32	22.86	23.82	24.67	25.52	26.27	27.02	27.77	28.52	29.26
21.48	22.33	22.87	23.83	24.68	25.53	26.28	27.03	27.78	28.53	29.27
21.49	22.34	22.88	23.84	24.69	25.54	26.29	27.04	27.79	28.54	29.28
21.50	22.35	22.89	23.85	24.70	25.55	26.30	27.05	27.80	28.55	29.29
21.51	22.36	22.90	23.86	24.71	25.56	26.31	27.06	27.81	28.56	29.30
21.52	22.37	22.91	23.87	24.72	25.57	26.32	27.07	27.82	28.57	29.31
21.53	22.38	22.92	23.88	24.73	25.58	26.33	27.08	27.83	28.58	29.32
21.54	22.39	22.93	23.89	24.74	25.59	26.34	27.09	27.84	28.59	29.33
21.55	22.40	22.94	23.90	24.75	25.60	26.35	27.10	27.85	28.60	29.34
21.56	22.41	22.95	23.91	24.76	25.61	26.36	27.11	27.86	28.61	29.35
21.57	22.42	22.96	23.92	24.77	25.62	26.37	27.12	27.87	28.62	29.36
21.58	22.43	22.97	23.93	24.78	25.63	26.38	27.13	27.88	28.63	29.37
21.59	22.44	22.98	23.94	24.79	25.64	26.39	27.14	27.89	28.64	29.38
21.60	22.45	22.99	23.95	24.80	25.65	26.40	27.15	27.90	28.65	29.39
21.61	22.46	23.00	23.96	24.81	25.66	26.41	27.16	27.91	28.66	29.40
21.62	22.47	23.01	23.97	24.82	25.67	26.42	27.17	27.92	28.67	29.41
21.63	22.48	23.02	23.98	24.83	25.68	26.43	27.18	27.93	28.68	29.42
21.64	22.49	23.03	23.99	24.84	25.69	26.44	27.19	27.94	28.69	29.43
21.65	22.50	23.04	24.00	24.85	25.70	26.45	27.20	27.95	28.70	29.44
21.66	22.51	23.05	24.01	24.86	25.71	26.46	27.21	27.96	28.71	29.45
21.67	22.52	23.06	24.02	24.87	25.72	26.47	27.22	27.97	28.72	29.46
21.68	22.53	23.07	24.03	24.88	25.73	26.48	27.23	27.98	28.73	29.47
21.69	22.54	23.08	24.04	24.89	25.74	26.49	27.24	27.99	28.74	29.48
21.70	22.55	23.09	24.05	24.90	25.75	26.50	27.25	28.00	28.75	29.49
21.71	22.56	23.10	24.06	24.91	25.76	26.51	27.26	28.01	28.76	29.50
21.72	22.57	23.11	24.07	24.92	25.77	26.52	27.27	28.02	28.77	29.51
21.73	22.58	23.12	24.08	24.93	25.78	26.53	27.28	28.03	28.78	29.52
21.74	22.59	23.13	24.09	24.94	25.79	26.54	27.29	28.04	28.79	29.53
21.75	22.60	23.14	24.10	24.95	25.80	26.55	27.30	28.05	28.80	29.54
21.76	22.61	23.15	24.11	24.96	25.81	26.56	27.31	28.06	28.81	29.55
21.77	22.62	23.16	24.12	24.97	25.82	26.57	27.32	28.07	28.82	29.56
21.78	22.63	23.17	24.13	24.98	25.83	26.58	27.33	28.08	28.83	29.57
21.79	22.64	23.18	24.14	24.99	25.84	26.59	27.34	28.09	28.84	29.58
21.80	22.65	23.19	24.15	25.00	25.85	26.60	27.35	28.10	28.85	29.59
21.81	22.66	23.20	24.16	25.01	25.86	26.61	27.36	28.11	28.86	29.60
21.82	22.67	23.21	24.17	25.02	25.87	26.62	27.37	28.12	28.87	29.61
21.83	22.68	23.22	24.18	25.03	25.88	26.63	27.38	28.13	28.88	29.62
21.84	22.69	23.23	24.19	25.04	25.89	26.64	27.39	28.14	28.89	29.63
21.85	22.70	23.24	24.20	25.05	25.90	26.65	27.40	28.15	28.90	29.64
21.86	22.71	23.25	24.21	25.06	25.91	26.66	27.41	28.16	28.91	29.65
21.87	22.72	23.26	24.22	25.07	25.92	26.67	27.42	28.17	28.92	29.66
21.88	22.73	23.27	24.23	25.08	25.93	26.68	27.43	28.18	28.93	29.67
21.89	22.74	23.28	24.24	25.09	25.94	26.69	27.44	28.19	28.94	29.68
21.90	22.75	23.29	24.25	25.10	25.95	26.70	27.45	28.20	28.95	29.69
21.91	22.76	23.30	24.26	25.11	25.96	26.71	27.46	28.21	28.96	29.70
21.92	22.77	23.31	24.27	25.12	25.97	26.72	27.47	28.22	28.97	29.71
21.93	22.78	23.32	24.28	25.13	25.98	26.73	27.48	28.23	28.98	29.72
21.94	22.79	23.33	24.29	25.14	25.99	26.74	27.49	28.24	28.99	29.73
21.95	22.80	23.34	24.30	25.15	26.00	26.75	27.50	28.25	29.00	29.74
21.96	22.81	23.35	24.31	25.16	26.01	26.76	27.51	28.26	29.01	29.75
21.97	22.82	23.36	24.32	25.17	26.02	26.77	27.52	28.27	29.02	29.76
21.98	22.83	23.37	24.33	25.18	26.03	26.78	27.53	28.28	29.03	29.77
21.99	22.84	23.38	24.34	25.19	26.04	26.79	27.54	28.29	29.04	29.78
22.00	22.85	23.39	24.35	25.20	26.05	26.80	27.55	28.30	29.05	29.79

GENERAL LABOUR AND TRADES SUPERVISORY RATES										MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE									
RATE TAUX HORAIRES DE BASE		C2		C3		C4		C5		C6		C7		C8		C9		C10	
21.61	22.47	23.81	23.99	24.85	25.72	26.47	27.23	27.98	28.74	29.50									
21.62	22.48	23.83	24.00	24.86	25.73	26.48	27.24	28.00	28.75	29.51									
21.63	22.50	23.84	24.01	24.87	25.74	26.50	27.25	28.01	28.77	29.52									
21.64	22.51	23.85	24.02	24.88	25.75	26.51	27.26	28.02	28.78	29.53									
21.65	22.52	23.86	24.03	24.89	25.76	26.52	27.27	28.03	28.79	29.54									
21.66	22.53	23.87	24.04	24.90	25.77	26.53	27.28	28.04	28.80	29.55									
21.67	22.54	23.88	24.05	24.91	25.78	26.54	27.29	28.05	28.81	29.56									
21.68	22.55	23.89	24.06	24.92	25.79	26.55	27.30	28.06	28.82	29.57									
21.69	22.56	23.90	24.07	24.93	25.80	26.56	27.31	28.07	28.83	29.58									
21.70	22.57	23.91	24.08	24.94	25.81	26.57	27.32	28.08	28.84	29.59									
21.71	22.58	23.92	24.09	24.95	25.82	26.58	27.33	28.09	28.85	29.60									
21.72	22.59	23.93	24.10	24.96	25.83	26.59	27.34	28.10	28.86	29.61									
21.73	22.60	23.94	24.11	24.97	25.84	26.60	27.35	28.11	28.87	29.62									
21.74	22.61	23.95	24.12	24.98	25.85	26.61	27.36	28.12	28.88	29.63									
21.75	22.62	23.96	24.13	24.99	25.86	26.62	27.37	28.13	28.89	29.64									
21.76	22.63	23.97	24.14	25.00	25.87	26.63	27.38	28.14	28.90	29.65									
21.77	22.64	23.98	24.15	25.01	25.88	26.64	27.39	28.15	28.91	29.66									
21.78	22.65	23.99	24.16	25.02	25.89	26.65	27.40	28.16	28.92	29.67									
21.79	22.66	24.00	24.17	25.03	25.90	26.66	27.41	28.17	28.93	29.68									
21.80	22.67	24.01	24.18	25.04	25.91	26.67	27.42	28.18	28.94	29.69									
21.81	22.68	24.02	24.19	25.05	25.92	26.68	27.43	28.19	28.95	29.70									
21.82	22.69	24.03	24.20	25.06	25.93	26.69	27.44	28.20	28.96	29.71									
21.83	22.70	24.04	24.21	25.07	25.94	26.70	27.45	28.21	28.97	29.72									
21.84	22.71	24.05	24.22	25.08	25.95	26.71	27.46	28.22	28.98	29.73									
21.85	22.72	24.06	24.23	25.09	25.96	26.72	27.47	28.23	28.99	29.74									
21.86	22.73	24.07	24.24	25.10	25.97	26.73	27.48	28.24	29.00	29.75									

7
6

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOEUVRES ET HOMMES DE METIER
TAUX DE SURVEILLANCE

MOORE TAXI HORAIRE DE BASE			C2	C3 D2	C4 D3 E2	C5 D4 E3	C6 D5 E4	D6 E5	E6	
21.97	22.17	23.37	24.37	25.17	26.47	27.67	28.37	29.17	29.87	
21.91	22.79	23.37	24.37	25.29	26.87	27.61	28.37	29.14	29.91	
21.88	22.80	23.34	24.33	25.21	26.88	27.62	28.39	29.15	29.92	
21.85	22.81	23.35	24.34	25.22	26.89	27.63	28.40	29.16	29.93	
21.82	22.82	23.36	24.35	25.23	26.90	27.64	28.41	29.17	29.94	
21.79	22.83	23.37	24.36	25.24	26.91	27.65	28.42	29.18	29.95	
21.76	22.84	23.38	24.37	25.25	26.92	27.66	28.43	29.19	29.96	
21.73	22.85	23.39	24.38	25.26	26.93	27.67	28.44	29.20	29.97	
21.70	22.86	23.40	24.39	25.27	26.94	27.68	28.45	29.21	29.98	
21.67	22.87	23.41	24.40	25.28	26.95	27.69	28.46	29.22	29.99	
21.64	22.88	23.42	24.41	25.29	26.96	27.70	28.47	29.23	30.00	
21.61	22.89	23.43	24.42	25.30	26.97	27.71	28.48	29.24	30.01	
21.58	22.90	23.44	24.43	25.31	26.98	27.72	28.49	29.25	30.02	
21.55	22.91	23.45	24.44	25.32	26.99	27.73	28.50	29.26	30.03	
21.52	22.92	23.46	24.45	25.33	27.00	27.74	28.51	29.27	30.04	
21.49	22.93	23.47	24.46	25.34	27.01	27.75	28.52	29.28	30.05	
21.46	22.94	23.48	24.47	25.35	27.02	27.76	28.53	29.29	30.06	
21.43	22.95	23.49	24.48	25.36	27.03	27.77	28.54	29.30	30.07	
21.40	22.96	23.50	24.49	25.37	27.04	27.78	28.55	29.31	30.08	
21.37	22.97	23.51	24.50	25.38	27.05	27.79	28.56	29.32	30.09	
21.34	22.98	23.52	24.51	25.39	27.06	27.80	28.57	29.33	30.10	
21.31	22.99	23.53	24.52	25.40	27.07	27.81	28.58	29.34	30.11	
21.28	23.00	23.54	24.53	25.41	27.08	27.82	28.59	29.35	30.12	
21.25	23.01	23.55	24.54	25.42	27.09	27.83	28.60	29.36	30.13	
21.22	23.02	23.56	24.55	25.43	27.10	27.84	28.61	29.37	30.14	
21.19	23.03	23.57	24.56	25.44	27.11	27.85	28.62	29.38	30.15	
21.16	23.04	23.58	24.57	25.45	27.12	27.86	28.63	29.39	30.16	
21.13	23.05	23.59	24.58	25.46	27.13	27.87	28.64	29.40	30.17	
21.10	23.06	23.60	24.59	25.47	27.14	27.88	28.65	29.41	30.18	
21.07	23.07	23.61	24.60	25.48	27.15	27.89	28.66	29.42	30.19	
21.04	23.08	23.62	24.61	25.49	27.16	27.90	28.67	29.43	30.20	
21.01	23.09	23.63	24.62	25.50	27.17	27.91	28.68	29.44	30.21	
20.98	23.10	23.64	24.63	25.51	27.18	27.92	28.69	29.45	30.22	
20.95	23.11	23.65	24.64	25.52	27.19	27.93	28.70	29.46	30.23	
20.92	23.12	23.66	24.65	25.53	27.20	27.94	28.71	29.47	30.24	
20.89	23.13	23.67	24.66	25.54	27.21	27.95	28.72	29.48	30.25	
20.86	23.14	23.68	24.67	25.55	27.22	27.96	28.73	29.49	30.26	
20.83	23.15	23.69	24.68	25.56	27.23	27.97	28.74	29.50	30.27	
20.80	23.16	23.70	24.69	25.57	27.24	27.98	28.75	29.51	30.28	
20.77	23.17	23.71	24.70	25.58	27.25	27.99	28.76	29.52	30.29	
20.74	23.18	23.72	24.71	25.59	27.26	28.00	28.77	29.53	30.30	
20.71	23.19	23.73	24.72	25.60	27.27	28.01	28.78	29.54	30.31	
20.68	23.20	23.74	24.73	25.61	27.28	28.02	28.79	29.55	30.32	
20.65	23.21	23.75	24.74	25.62	27.29	28.03	28.80	29.56	30.33	
20.62	23.22	23.76	24.75	25.63	27.30	28.04	28.81	29.57	30.34	
20.59	23.23	23.77	24.76	25.64	27.31	28.05	28.82	29.58	30.35	
20.56	23.24	23.78	24.77	25.65	27.32	28.06	28.83	29.59	30.36	
20.53	23.25	23.79	24.78	25.66	27.33	28.07	28.84	29.60	30.37	
20.50	23.26	23.80	24.79	25.67	27.34	28.08	28.85	29.61	30.38	
20.47	23.27	23.81	24.80	25.68	27.35	28.09	28.86	29.62	30.39	
20.44	23.28	23.82	24.81	25.69	27.36	28.10	28.87	29.63	30.40	
20.41	23.29	23.83	24.82	25.70	27.37	28.11	28.88	29.64	30.41	
20.38	23.30	23.84	24.83	25.71	27.38	28.12	28.89	29.65	30.42	
20.35	23.31	23.85	24.84	25.72	27.39	28.13	28.90	29.66	30.43	
20.32	23.32	23.86	24.85	25.73	27.40	28.14	28.91	29.67	30.44	
20.29	23.33	23.87	24.86	25.74	27.41	28.15	28.92	29.68	30.45	
20.26	23.34	23.88	24.87	25.75	27.42	28.16	28.93	29.69	30.46	
20.23	23.35	23.89	24.88	25.76	27.43	28.17	28.94	29.70	30.47	
20.20	23.36	23.90	24.89	25.77	27.44	28.18	28.95	29.71	30.48	
20.17	23.37	23.91	24.90	25.78	27.45	28.19	28.96	29.72	30.49	
20.14	23.38	23.92	24.91	25.79	27.46	28.20	28.97	29.73	30.50	
20.11	23.39	23.93	24.92	25.80	27.47	28.21	28.98	29.74	30.51	
20.08	23.40	23.94	24.93	25.81	27.48	28.22	28.99	29.75	30.52	
20.05	23.41	23.95	24.94	25.82	27.49	28.23	29.00	29.76	30.53	
20.02	23.42	23.96	24.95	25.83	27.50	28.24	29.01	29.77	30.54	
19.99	23.43	23.97	24.96	25.84	27.51	28.25	29.02	29.78	30.55	
19.96	23.44	23.98	24.97	25.85	27.52	28.26	29.03	29.79	30.56	
19.93	23.45	23.99	24.98	25.86	27.53	28.27	29.04	29.80	30.57	
19.90	23.46	24.00	24.99	25.87	27.54	28.28	29.05	29.81	30.58	
19.87	23.47	24.01	25.00	25.88	27.55	28.29	29.06	29.82	30.59	
19.84	23.48	24.02	25.01	25.89	27.56	28.30	29.07	29.83	30.60	
19.81	23.49	24.03	25.02	25.90	27.57	28.31	29.08	29.84	30.61	
19.78	23.50	24.04	25.03	25.91	27.58	28.32	29.09	29.85	30.62	
19.75	23.51	24.05	25.04	25.92	27.59	28.33	29.10	29.86	30.63	
19.72	23.52	24.06	25.05	25.93	27.60	28.34	29.11	29.87	30.64	
19.69	23.53	24.07	25.06	25.94	27.61	28.35	29.12	29.88	30.65	
19.66	23.54	24.08	25.07	25.95	27.62	28.36	29.13	29.89	30.66	
19.63	23.55	24.09	25.08	25.96	27.63	28.37	29.14	29.90	30.67	
19.60	23.56	24.10	25.09	25.97	27.64	28.38	29.15	29.91	30.68	
19.57	23.57	24.11	25.10	25.98	27.65	28.39	29.16	29.92	30.69	
19.54	23.58	24.12	25.11	25.99	27.66	28.40	29.17	29.93	30.70	
19.51	23.59	24.13	25.12	26.00	27.67	28.41	29.18	29.94	30.71	
19.48	23.60	24.14	25.13	26.01	27.68	28.42	29.19	29.95	30.72	
19.45	23.61	24.15	25.14	26.02	27.69	28.43	29.20	29.96	30.73	
19.42	23.62	24.16	25.15	26.03	27.70	28.44	29.21	29.97	30.74	
19.39	23.63	24.17	25.16	26.04	27.71	28.45	29.22	29.98	30.75	
19.36	23.64	24.18	25.17	26.05	27.72	28.46	29.23	29.99	30.76	
19.33	23.65	24.19	25.18	26.06	27.73	28.47	29.24	30.00	30.77	
19.30	23.66	24.20	25.19	26.07	27.74	28.48	29.25	30.01	30.78	
19.27	23.67	24.21	25.20	26.08	27.75	28.49	29.26	30.02	30.79	
19.24	23.68	24.22	25.21	26.09	27.76	28.50	29.27	30.03	30.80	
19.21	23.69	24.23	25.22	26.10	27.77	28.51	29.28	30.04	30.81	
19.18	23.70	24.24	25.23	26.11	27.78	28.52	29.29	30.05	30.82	
19.15	23.71	24.25	25.24	26.12	27.79	28.53	29.30	30.06	30.83	
19.12	23.72	24.26	25.25	26.13	27.80	28.54	29.31	30.07	30.84	
19.09	23.73	24.27	25.26	26.14	27.81	28.55	29.32	30.08	30.85	
19.06	23.74	24.28	25.27	26.15	27.82	28.56	29.33	30.09	30.86	
19.03	23.75	24.29	25.28	26.16	27.83	28.57	29.34	30.10	30.87	
19.00	23.76	24.30	25.29	26.17	27.84	28.58	29.35	30.11	30.88	
18.97	23.77	24.31	25.30	26.18	27.85	28.59	29.36	30.12	30.89	
18.94	23.78	24.32	25.31	26.19	27.86	28.60	29.37	30.13	30.90	
18.91	23.79	24.33	25.32	26.20	27.87	28.61	29.38	30.14	30.91	
18.88	23.80	24.34	25.33	26.21	27.88	28.62	29.39	30.15	30.92	
18.85	23.81	24.35	25.34	26.22	27.89	28.63	29.40	30.16	30.93	
18.82	23.82	24.36	25.35	26.23	27.90	28.64	29.41	30.17	30.94	
18.79	23.83	24.37	25.36	26.24	27.91	28.65	29.42	30.18	30.95	
18.76	23.84	24.38	25.37	26.25	27.92	28.66	29.43	30.19	30.96	
18.73	23.85	24.39	25.38	26.26	27.93	28.67	29.44	30.20	30.97	
18.70	23.86	24.40	25.39	26.27	27.94	28.68	29.45	30.21	30.98	
18.67	23.87	24.41	25.40	26.28	27.95	28.69	29.46	30.22	30.99	
18.64	23.88	24.42								

GENERAL LABOUR AND TRADES SUPERVISORY RATES				MANOEUVRES ET ICENNES DE METIER TAUX DE SURVEILLANCE						
RATE TAUX HORAIRES DE RACE				C3 D2	C4 D3	C5 D4	C6 D5	C7 D6	C8 D7	
22.20	23.09	23.64	24.64	25.53	26.42	27.20	27.97	28.75	29.53	30.30
22.25	23.14	23.69	24.69	25.58	26.47	27.25	28.02	28.80	29.58	30.35
22.30	23.19	23.74	24.74	25.63	26.52	27.30	28.07	28.85	29.63	30.40
22.35	23.24	23.79	24.79	25.68	26.57	27.35	28.12	28.90	29.68	30.45
22.40	23.29	23.84	24.84	25.73	26.62	27.40	28.17	28.95	29.73	30.50
22.45	23.34	23.89	24.89	25.78	26.67	27.45	28.22	29.00	29.78	30.55
22.50	23.39	23.94	24.94	25.83	26.72	27.50	28.27	29.05	29.83	30.60
22.55	23.44	23.99	24.99	25.88	26.77	27.55	28.32	29.10	29.88	30.65
22.60	23.49	24.04	25.04	25.93	26.82	27.60	28.37	29.15	29.93	30.70
22.65	23.54	24.09	25.09	25.98	26.87	27.65	28.42	29.20	29.98	30.75
22.70	23.59	24.14	25.14	26.03	26.92	27.70	28.47	29.25	30.03	30.80
22.75	23.64	24.19	25.19	26.08	26.97	27.75	28.52	29.30	30.08	30.85
22.80	23.69	24.24	25.24	26.13	27.02	27.80	28.57	29.35	30.13	30.90
22.85	23.74	24.29	25.29	26.18	27.07	27.85	28.62	29.40	30.18	30.95
22.90	23.79	24.34	25.34	26.23	27.12	27.90	28.67	29.45	30.23	31.00
22.95	23.84	24.39	25.39	26.28	27.17	27.95	28.72	29.50	30.28	31.05
23.00	23.89	24.44	25.44	26.33	27.22	28.00	28.77	29.55	30.33	31.10
23.05	23.94	24.49	25.49	26.38	27.27	28.05	28.82	29.60	30.38	31.15
23.10	23.99	24.54	25.54	26.43	27.32	28.10	28.87	29.65	30.43	31.20
23.15	24.04	24.59	25.59	26.48	27.37	28.15	28.92	29.70	30.48	31.25
23.20	24.09	24.64	25.64	26.53	27.42	28.20	28.97	29.75	30.53	31.30
23.25	24.14	24.69	25.69	26.58	27.47	28.25	29.02	29.80	30.58	31.35
23.30	24.19	24.74	25.74	26.63	27.52	28.30	29.07	29.85	30.63	31.40
23.35	24.24	24.79	25.79	26.68	27.57	28.35	29.12	29.90	30.68	31.45
23.40	24.29	24.84	25.84	26.73	27.62	28.40	29.17	29.95	30.73	31.50
23.45	24.34	24.89	25.89	26.78	27.67	28.45	29.22	30.00	30.78	31.55
23.50	24.39	24.94	25.94	26.83	27.72	28.50	29.27	30.05	30.83	31.60
23.55	24.44	24.99	25.99	26.88	27.77	28.55	29.32	30.10	30.88	31.65
23.60	24.49	25.04	26.04	26.93	27.82	28.60	29.37	30.15	30.93	31.70
23.65	24.54	25.09	26.09	26.98	27.87	28.65	29.42	30.20	30.98	31.75
23.70	24.59	25.14	26.14	27.03	27.92	28.70	29.47	30.25	31.03	31.80
23.75	24.64	25.19	26.19	27.08	27.97	28.75	29.52	30.30	31.08	31.85
23.80	24.69	25.24	26.24	27.13	28.02	28.80	29.57	30.35	31.13	31.90
23.85	24.74	25.29	26.29	27.18	28.07	28.85	29.62	30.40	31.18	31.95
23.90	24.79	25.34	26.34	27.23	28.12	28.90	29.67	30.45	31.23	32.00
23.95	24.84	25.39	26.39	27.28	28.17	28.95	29.72	30.50	31.28	32.05
24.00	24.89	25.44	26.44	27.33	28.22	29.00	29.77	30.55	31.33	32.10
24.05	24.94	25.49	26.49	27.38	28.27	29.05	29.82	30.60	31.38	32.15
24.10	24.99	25.54	26.54	27.43	28.32	29.10	29.87	30.65	31.43	32.20
24.15	25.04	25.59	26.59	27.48	28.37	29.15	29.92	30.70	31.48	32.25
24.20	25.09	25.64	26.64	27.53	28.42	29.20	29.97	30.75	31.53	32.30
24.25	25.14	25.69	26.69	27.58	28.47	29.25	30.02	30.80	31.58	32.35
24.30	25.19	25.74	26.74	27.63	28.52	29.30	30.07	30.85	31.63	32.40
24.35	25.24	25.79	26.79	27.68	28.57	29.35	30.12	30.90	31.68	32.45
24.40	25.29	25.84	26.84	27.73	28.62	29.40	30.17	30.95	31.73	32.50
24.45	25.34	25.89	26.89	27.78	28.67	29.45	30.22	31.00	31.78	32.55
24.50	25.39	25.94	26.94	27.83	28.72	29.50	30.27	31.05	31.83	32.60
24.55	25.44	25.99	26.99	27.88	28.77	29.55	30.32	31.10	31.88	32.65
24.60	25.49	26.04	27.04	27.93	28.82	29.60	30.37	31.15	31.93	32.70
24.65	25.54	26.09	27.09	27.98	28.87	29.65	30.42	31.20	31.98	32.75
24.70	25.59	26.14	27.14	28.03	28.92	29.70	30.47	31.25	32.03	32.80
24.75	25.64	26.19	27.19	28.08	28.97	29.75	30.52	31.30	32.08	32.85
24.80	25.69	26.24	27.24	28.13	29.02	29.80	30.57	31.35	32.13	32.90
24.85	25.74	26.29	27.29	28.18	29.07	29.85	30.62	31.40	32.18	32.95
24.90	25.79	26.34	27.34	28.23	29.12	29.90	30.67	31.45	32.23	33.00
24.95	25.84	26.39	27.39	28.28	29.17	29.95	30.72	31.50	32.28	33.05
25.00	25.89	26.44	27.44	28.33	29.22	30.00	30.77	31.55	32.33	33.10
25.05	25.94	26.49	27.49	28.38	29.27	30.05	30.82	31.60	32.38	33.15
25.10	25.99	26.54	27.54	28.43	29.32	30.10	30.87	31.65	32.43	33.20
25.15	26.04	26.59	27.59	28.48	29.37	30.15	30.92	31.70	32.48	33.25
25.20	26.09	26.64	27.64	28.53	29.42	30.20	30.97	31.75	32.53	33.30
25.25	26.14	26.69	27.69	28.58	29.47	30.25	31.02	31.80	32.58	33.35
25.30	26.19	26.74	27.74	28.63	29.52	30.30	31.07	31.85	32.63	33.40
25.35	26.24	26.79	27.79	28.68	29.57	30.35	31.12	31.90	32.68	33.45
25.40	26.29	26.84	27.84	28.73	29.62	30.40	31.17	31.95	32.73	33.50
25.45	26.34	26.89	27.89	28.78	29.67	30.45	31.22	32.00	32.78	33.55
25.50	26.39	26.94	27.94	28.83	29.72	30.50	31.27	32.05	32.83	33.60
25.55	26.44	26.99	27.99	28.88	29.77	30.55	31.32	32.10	32.88	33.65
25.60	26.49	27.04	28.04	28.93	29.82	30.60	31.37	32.15	32.93	33.70
25.65	26.54	27.09	28.09	28.98	29.87	30.65	31.42	32.20	32.98	33.75
25.70	26.59	27.14	28.14	29.03	29.92	30.70	31.47	32.25	33.03	33.80
25.75	26.64	27.19	28.19	29.08	29.97	30.75	31.52	32.30	33.08	33.85
25.80	26.69	27.24	28.24	29.13	30.02	30.80	31.57	32.35	33.13	33.90
25.85	26.74	27.29	28.29	29.18	30.07	30.85	31.62	32.40	33.18	33.95
25.90	26.79	27.34	28.34	29.23	30.12	30.90	31.67	32.45	33.23	34.00
25.95	26.84	27.39	28.39	29.28	30.17	30.95	31.72	32.50	33.28	34.05
26.00	26.89	27.44	28.44	29.33	30.22	31.00	31.77	32.55	33.33	34.10
26.05	26.94	27.49	28.49	29.38	30.27	31.05	31.82	32.60	33.38	34.15
26.10	26.99	27.54	28.54	29.43	30.32	31.10	31.87	32.65	33.43	34.20
26.15	27.04	27.59	28.59	29.48	30.37	31.15	31.92	32.70	33.48	34.25
26.20	27.09	27.64	28.64	29.53	30.42	31.20	31.97	32.75	33.53	34.30
26.25	27.14	27.69	28.69	29.58	30.47	31.25	32.02	32.80	33.58	34.35
26.30	27.19	27.74	28.74	29.63	30.52	31.30	32.07	32.85	33.63	34.40
26.35	27.24	27.79	28.79	29.68	30.57	31.35	32.12	32.90	33.68	34.45
26.40	27.29	27.84	28.84	29.73	30.62	31.40	32.17	32.95	33.73	34.50
26.45	27.34	27.89	28.89	29.78	30.67	31.45	32.22	33.00	33.78	34.55
26.50	27.39	27.94	28.94	29.83	30.72	31.50	32.27	33.05	33.83	34.60
26.55	27.44	27.99	28.99	29.88	30.77	31.55	32.32	33.10	33.88	34.65
26.60	27.49	28.04	29.04	29.93	30.82	31.60	32.37	33.15	33.93	34.70
26.65	27.54	28.09	29.09	29.98	30.87	31.65	32.42	33.20	33.98	34.75
26.70	27.59	28.14	29.14	30.03	30.92	31.70	32.47	33.25	34.03	34.80
26.75	27.64	28.19	29.19	30.08	30.97	31.75	32.52	33.30	34.08	34.85
26.80	27.69	28.24	29.24	30.13	31.02	31.80	32.57	33.35	34.13	34.90
26.85	27.74	28.29	29.29	30.18	31.07	31.85	32.62	33.40	34.18	34.95
26.90	27.79	28.34	29.34	30.23	31.12	31.90	32.67	33.45	34.23	35.00
26.95	27.84	28.39	29.39	30.28	31.17	31.95	32.72	33.50	34.28	35.05
27.00	27.89	28.44	29.44	30.33	31.22	32.00	32.77	33.55	34.33	35.10
27.05	27.94	28.49	29.49	30.38	31.27	32.05	32.82	33.60	34.38	35.15
27.10	27.99	28.54	29.54	30.43	31.32	32.10	32.87	33.65	34.43	35.20
27.15	28.04	28.59	29.59	30.48	31.37	32.15	32.92	33.70	34.48	35.25
27.20	28.09	28.64	29.64	30.53	31.42	32.20	32.97	33.75	34.53	35.30
27.25	28.14	28.69	29.69	30.58	31.47	32.25	33.02	33.80	34.58	35.35
27.30	28.19	28.74	29.74	30.63	31.52	32.30	33.07	33.85	34.63	35.40
27.35	28.24	28.79	29.79	30.68	31.57	32.35	33.12	33.90	34.68	35.45
27.40	28.29	28.84	29.84	30.7						

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOEUVRES ET HOMMES DE METIER
TAUX DE SURVEILLANCE

RATE TAUX HORAIRES		C2	C3 D2	C4 D3	C5 D4	C6 D5	D6 D5	B5	
4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50
22.52	23.42	24.32	25.22	26.12	27.02	27.92	28.82	29.72	30.62
22.53	23.43	24.33	25.23	26.13	27.03	27.93	28.83	29.73	30.63
22.54	23.44	24.34	25.24	26.14	27.04	27.94	28.84	29.74	30.64
22.55	23.45	24.35	25.25	26.15	27.05	27.95	28.85	29.75	30.65
22.56	23.46	24.36	25.26	26.16	27.06	27.96	28.86	29.76	30.66
22.57	23.47	24.37	25.27	26.17	27.07	27.97	28.87	29.77	30.67
22.58	23.48	24.38	25.28	26.18	27.08	27.98	28.88	29.78	30.68
22.59	23.49	24.39	25.29	26.19	27.09	27.99	28.89	29.79	30.69
22.60	23.50	24.40	25.30	26.20	27.10	28.00	28.90	29.80	30.70
22.61	23.51	24.41	25.31	26.21	27.11	28.01	28.91	29.81	30.71
22.62	23.52	24.42	25.32	26.22	27.12	28.02	28.92	29.82	30.72
22.63	23.53	24.43	25.33	26.23	27.13	28.03	28.93	29.83	30.73
22.64	23.54	24.44	25.34	26.24	27.14	28.04	28.94	29.84	30.74
22.65	23.55	24.45	25.35	26.25	27.15	28.05	28.95	29.85	30.75
22.66	23.56	24.46	25.36	26.26	27.16	28.06	28.96	29.86	30.76
22.67	23.57	24.47	25.37	26.27	27.17	28.07	28.97	29.87	30.77
22.68	23.58	24.48	25.38	26.28	27.18	28.08	28.98	29.88	30.78
22.69	23.59	24.49	25.39	26.29	27.19	28.09	28.99	29.89	30.79
22.70	23.60	24.50	25.40	26.30	27.20	28.10	29.00	29.90	30.80
22.71	23.61	24.51	25.41	26.31	27.21	28.11	29.01	29.91	30.81
22.72	23.62	24.52	25.42	26.32	27.22	28.12	29.02	29.92	30.82
22.73	23.63	24.53	25.43	26.33	27.23	28.13	29.03	29.93	30.83
22.74	23.64	24.54	25.44	26.34	27.24	28.14	29.04	29.94	30.84
22.75	23.65	24.55	25.45	26.35	27.25	28.15	29.05	29.95	30.85
22.76	23.66	24.56	25.46	26.36	27.26	28.16	29.06	29.96	30.86
22.77	23.67	24.57	25.47	26.37	27.27	28.17	29.07	29.97	30.87
22.78	23.68	24.58	25.48	26.38	27.28	28.18	29.08	29.98	30.88
22.79	23.69	24.59	25.49	26.39	27.29	28.19	29.09	29.99	30.89

GENERAL LABOUR AND TRADES SUPERVISORY RATES						MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE					
DE BASE						P	U	R			
4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50		
22.83	23.74	24.31	25.34	26.25	27.17	27.97	28.77	29.56	30.35	31.16	
22.84	23.75	24.32	25.35	26.27	27.18	27.98	28.78	29.58	30.38	31.18	
22.88	23.80	24.37	25.40	26.31	27.23	28.03	28.83	29.63	30.43	31.23	
22.89	23.81	24.38	25.41	26.32	27.24	28.04	28.84	29.64	30.44	31.24	
22.90	23.82	24.39	25.42	26.33	27.25	28.05	28.85	29.65	30.45	31.25	
22.94	23.86	24.43	25.46	26.38	27.30	28.10	28.90	29.71	30.51	31.31	
22.95	23.87	24.44	25.47	26.39	27.31	28.11	28.92	29.72	30.52	31.33	
22.99	23.91	24.48	25.51	26.43	27.35	28.15	28.95	29.76	30.56	31.36	
23.00	23.92	24.50	25.53	26.45	27.37	28.18	28.98	29.79	30.59	31.40	
23.01	23.93	24.51	25.54	26.46	27.38	28.19	28.99	29.80	30.60	31.41	
23.05	23.97	24.55	25.59	26.51	27.43	28.24	29.04	29.85	30.66	31.46	
23.06	23.98	24.56	25.60	26.52	27.44	28.25	29.06	29.86	30.67	31.48	
23.07	23.99	24.57	25.61	26.53	27.45	28.26	29.07	29.88	30.68	31.49	

SUPERVISORY RATES										
Taux de Surveillance										
BASE HOURLY RATE	A1	B2	B3	B4	B5	B6	B7	C7	D7	E7
23.18	24.62	25.68	25.64	26.57	27.49	28.38	29.11	29.91	30.72	31.53
23.11	24.53	25.61	25.65	26.58	27.50	28.31	29.12	29.93	30.74	31.55
23.15	24.66	25.63	25.78	26.62	27.55	28.36	29.17	29.98	30.79	31.60
23.16	24.69	25.67	25.71	26.63	27.56	28.37	29.18	29.99	30.80	31.61
23.17	24.71	25.68	25.72	26.64	27.57	28.38	29.19	30.00	30.81	31.62
23.28	24.13	24.71	25.75	26.68	27.61	28.42	29.23	30.04	30.86	31.67
23.21	24.14	24.72	25.76	26.69	27.62	28.43	29.24	30.06	30.87	31.68
23.22	24.15	24.73	25.77	26.70	27.63	28.44	29.25	30.07	30.88	31.70
23.26	24.19	24.77	25.82	26.75	27.68	28.49	29.31	30.12	30.94	31.75
23.27	24.20	24.78	25.83	26.76	27.69	28.51	29.32	30.13	30.95	31.76
23.28	24.21	24.79	25.84	26.77	27.70	28.52	29.33	30.15	30.96	31.78
23.31	24.24	24.82	25.87	26.81	27.74	28.55	29.37	30.19	31.00	31.82
23.32	24.25	24.84	25.89	26.82	27.75	28.57	29.38	30.20	31.02	31.83
23.33	24.26	24.85	25.90	26.83	27.76	28.58	29.40	30.21	31.03	31.85
23.34	24.27	24.86	25.91	26.84	27.77	28.59	29.41	30.22	31.04	31.86
23.37	24.30	24.89	25.94	26.88	27.81	28.63	29.45	30.26	31.08	31.90
23.38	24.31	24.90	25.95	26.89	27.82	28.64	29.46	30.28	31.10	31.91
23.39	24.33	24.91	25.96	26.90	27.83	28.65	29.47	30.29	31.11	31.93

GENERAL LABOUR AND TRADES
SUPERVISORY RATES

MANOEUVRES ET HOMMES DE METIER
TAUX DE SURVEILLANCE

Taux Horaire de Base	1. 22	2. 22	3. 22	4. 22	5. 22	6. 22	7. 22	8. 22	9. 22	10. 22
23.41	24.36	24.94	25.77	26.92	27.87	28.69	29.51	30.34	31.19	31.92
23.42	24.37	24.95	25.78	26.93	27.88	28.70	29.52	30.35	31.20	31.93
23.43	24.38	24.96	25.79	26.94	27.89	28.71	29.53	30.36	31.21	31.94
23.44	24.39	24.97	25.80	26.95	27.90	28.72	29.54	30.37	31.22	31.95
23.45	24.40	24.98	25.81	26.96	27.91	28.73	29.55	30.38	31.23	31.96
23.46	24.41	24.99	25.82	26.97	27.92	28.74	29.56	30.39	31.24	31.97
23.47	24.42	25.00	25.83	26.98	27.93	28.75	29.57	30.40	31.25	31.98
23.48	24.43	25.01	25.84	26.99	27.94	28.76	29.58	30.41	31.26	31.99
23.49	24.44	25.02	25.85	27.00	27.95	28.77	29.59	30.42	31.27	32.00
23.50	24.45	25.03	25.86	27.01	27.96	28.78	29.60	30.43	31.28	32.01
23.51	24.46	25.04	25.87	27.02	27.97	28.79	29.61	30.44	31.29	32.02
23.52	24.47	25.05	25.88	27.03	27.98	28.80	29.62	30.45	31.30	32.03
23.53	24.48	25.06	25.89	27.04	27.99	28.81	29.63	30.46	31.31	32.04
23.54	24.49	25.07	25.90	27.05	28.00	28.82	29.64	30.47	31.32	32.05
23.55	24.50	25.08	25.91	27.06	28.01	28.83	29.65	30.48	31.33	32.06
23.56	24.51	25.09	25.92	27.07	28.02	28.84	29.66	30.49	31.34	32.07
23.57	24.52	25.10	25.93	27.08	28.03	28.85	29.67	30.50	31.35	32.08
23.58	24.53	25.11	25.94	27.09	28.04	28.86	29.68	30.51	31.36	32.09
23.59	24.54	25.12	25.95	27.10	28.05	28.87	29.69	30.52	31.37	32.10
23.60	24.55	25.13	25.96	27.11	28.06	28.88	29.70	30.53	31.38	32.11
23.61	24.56	25.14	25.97	27.12	28.07	28.89	29.71	30.54	31.39	32.12
23.62	24.57	25.15	25.98	27.13	28.08	28.90	29.72	30.55	31.40	32.13
23.63	24.58	25.16	25.99	27.14	28.09	28.91	29.73	30.56	31.41	32.14
23.64	24.59	25.17	26.00	27.15	28.10	28.92	29.74	30.57	31.42	32.15
23.65	24.60	25.18	26.01	27.16	28.11	28.93	29.75	30.58	31.43	32.16
23.66	24.61	25.19	26.02	27.17	28.12	28.94	29.76	30.59	31.44	32.17
23.67	24.62	25.20	26.03	27.18	28.13	28.95	29.77	30.60	31.45	32.18
23.68	24.63	25.21	26.04	27.19	28.14	28.96	29.78	30.61	31.46	32.19
23.69	24.64	25.22	26.05	27.20	28.15	28.97	29.79	30.62	31.47	32.20

SUPERVISOR RATES											
TAUX DE SURVEILLANCE											
BASSE HOURLY RATE	A1	A2	B3 C2	B4 C3	B5 C4	B6 C5	B7 C6	C7 D6	D7 E6	E7	
	4.08	6.58	11.08	15.68	19.68	22.58	26.08	29.58	33.08	36.58	
23.78	24.65	25.24	26.31	27.26	28.28	29.63	29.86	30.69	31.52	32.35	
23.74	24.69	25.28	26.35	27.38	28.25	29.68	29.91	30.74	31.57	32.41	
23.75	24.70	25.29	26.36	27.31	28.26	29.69	29.93	30.76	31.59	32.42	
23.79	24.74	25.34	26.41	27.36	28.31	29.14	29.98	30.81	31.64	32.47	
23.88	24.75	25.35	26.42	27.37	28.32	29.16	29.99	30.82	31.65	32.49	
23.89	24.76	25.36	26.43	27.38	28.33	29.17	29.99	30.83	31.66	32.50	
23.85	24.80	25.40	26.47	27.43	28.38	29.22	30.05	30.89	31.72	32.56	
23.86	24.81	25.41	26.48	27.44	28.39	29.23	30.06	30.90	31.73	32.57	
23.90	24.85	25.45	26.53	27.49	28.44	29.28	30.11	30.95	31.79	32.62	
23.91	24.86	25.46	26.54	27.50	28.45	29.29	30.12	30.96	31.80	32.63	
23.95	24.91	25.51	26.58	27.54	28.50	29.34	30.18	31.02	31.85	32.69	
23.96	24.92	25.52	26.59	27.55	28.51	29.35	30.19	31.03	31.87	32.71	

GENERAL LABOUR AND TRADES SUPERVISORY RATES						MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE					
BASE HOURLY	A1	A2	A3	A4	A5	A6	A7	C7	D7	E7	
	4.00	6.50	11.00	15.00	19.00	22.50	26.00	29.50	33.00	36.50	
24.00	24.06	25.56	26.56	27.60	28.56	29.40	30.24	31.00	31.84	32.72	
24.04	25.00	25.60	26.60	27.65	28.61	29.45	30.29	31.13	31.97	32.81	
24.05	25.01	25.61	26.70	27.66	28.62	29.46	30.30	31.14	31.99	32.83	
24.06	25.02	25.62	26.71	27.67	28.63	29.47	30.31	31.15	32.00	32.84	
24.10	25.06	25.67	26.75	27.72	28.68	29.52	30.37	31.21	32.05	32.90	
24.11	25.07	25.68	26.76	27.73	28.69	29.53	30.38	31.22	32.07	32.91	
24.15	25.12	25.72	26.81	27.77	28.74	29.58	30.43	31.27	32.12	32.96	
24.16	25.13	25.73	26.82	27.78	28.75	29.59	30.44	31.29	32.13	32.97	
24.17	25.14	25.74	26.83	27.80	28.76	29.61	30.45	31.30	32.15	32.99	
24.20	25.17	25.77	26.86	27.83	28.79	29.64	30.48	31.33	32.18	33.02	
24.21	25.18	25.78	26.87	27.84	28.81	29.66	30.50	31.35	32.20	33.05	
24.22	25.19	25.79	26.88	27.85	28.82	29.67	30.52	31.36	32.21	33.06	
24.23	25.20	25.80	26.90	27.86	28.83	29.68	30.53	31.38	32.23	33.07	
24.26	25.23	25.83	26.93	27.89	28.86	29.71	30.56	31.41	32.26	33.10	
24.27	25.24	25.84	26.94	27.91	28.88	29.73	30.58	31.43	32.28	33.13	
24.28	25.25	25.85	26.95	27.92	28.89	29.74	30.59	31.44	32.29	33.14	
24.29	25.26	25.87	26.96	27.93	28.91	29.76	30.61	31.46	32.31	33.16	

GENERAL LABOUR AND TRADES
SUPERVISORY BATES

GENERAL LABOUR AND TRADES SUPERVISORY RATES						MANOEUVRES ET HOMMES DE METIER TAUX DE SURVEILLANCE					
BASE HOURLY RATE TAUX HORAIRE	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	B7 C6 D5	C7 D6 E5	D7 E6	E7	
24.60	25.58	26.28	27.31	28.29	29.27	30.14	31.00	31.86	32.72	33.58	
24.61	25.59	26.21	27.32	28.30	29.29	30.15	31.01	31.87	32.73	33.59	
24.62	25.60	26.22	27.33	28.31	29.30	30.16	31.02	31.88	32.74	33.60	
24.63	25.61	26.23	27.34	28.32	29.31	30.17	31.03	31.89	32.75	33.61	
24.64	25.62	26.24	27.35	28.33	29.32	30.18	31.04	31.90	32.76	33.62	
24.65	25.64	26.25	27.36	28.35	29.33	30.20	31.06	31.92	32.78	33.65	
24.66	25.65	26.26	27.37	28.36	29.35	30.21	31.07	31.93	32.80	33.66	
24.67	25.66	26.27	27.38	28.37	29.36	30.22	31.08	31.95	32.81	33.67	
24.68	25.67	26.28	27.39	28.38	29.37	30.23	31.10	31.96	32.82	33.69	
24.69	25.68	26.29	27.41	28.39	29.38	30.25	31.11	31.97	32.84	33.70	
24.70	25.69	26.30	27.42	28.40	29.39	30.26	31.12	31.98	32.85	33.71	
24.71	25.70	26.31	27.43	28.41	29.40	30.27	31.13	31.99	32.86	33.72	
24.72	25.71	26.32	27.44	28.42	29.41	30.28	31.14	32.00	32.87	33.73	
24.73	25.72	26.34	27.45	28.44	29.43	30.29	31.16	32.03	32.89	33.76	
24.74	25.73	26.35	27.46	28.45	29.44	30.31	31.17	32.04	32.90	33.77	
24.75	25.74	26.36	27.47	28.46	29.45	30.32	31.18	32.05	32.91	33.78	
24.76	25.75	26.37	27.48	28.47	29.46	30.33	31.19	32.06	32.92	33.79	
24.77	25.76	26.38	27.49	28.48	29.47	30.34	31.20	32.07	32.93	33.80	
24.78	25.77	26.39	27.51	28.50	29.49	30.36	31.22	32.09	32.96	33.82	
24.79	25.78	26.40	27.52	28.51	29.50	30.37	31.24	32.10	32.97	33.84	
24.80	25.79	26.41	27.53	28.52	29.51	30.38	31.25	32.11	32.98	33.85	
24.81	25.80	26.42	27.54	28.53	29.52	30.39	31.26	32.12	32.99	33.86	
24.82	25.81	26.43	27.55	28.54	29.53	30.40	31.27	32.13	33.00	33.87	
24.83	25.82	26.44	27.56	28.55	29.55	30.42	31.29	32.15	33.02	33.89	
24.84	25.83	26.45	27.57	28.57	29.56	30.43	31.30	32.17	33.04	33.91	
24.85	25.84	26.46	27.58	28.58	29.57	30.44	31.31	32.18	33.05	33.92	
24.86	25.85	26.47	27.59	28.59	29.58	30.45	31.32	32.19	33.06	33.93	
24.87	25.86	26.48	27.60	28.60	29.59	30.46	31.33	32.20	33.07	33.94	
24.88	25.88	26.50	27.62	28.61	29.61	30.48	31.35	32.22	33.09	33.96	
24.89	25.89	26.51	27.63	28.62	29.62	30.49	31.36	32.23	33.10	33.97	

MANOEUVRES ET HOMMES DE METIER
Taux de surveillance[illegible]

APPENDIX "D"

SPECIAL CONDITIONS APPLICABLE
TO RECORD OF PERFORMANCE INSPECTORS

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT.

The following special conditions shall apply
to Record of Performance Inspectors in the Department
of Agriculture:

1. The following provisions of the Master Agreement and this Group Specific Collective Agreement shall not apply:

Clause M-20.05 - Compensation for work on a holiday.
GL-Article 23 - Hours of Work and Overtime
Article M-25 - Wash-up Time
Article M-28 - Travelling Time
GL-Article 26 - Travel Between Work Sites
Article M-29 - Call-Back Pay
Article M-30 - Standby
GL-Article 30 - Reporting Pay
Article M-31 - Shift Premiums
2. Inspectors **will** carry out their tours of duty in accordance with instructions supplied by the Department.

Accumulated days off shall normally be taken upon return to their place of residence after working through the last assigned herd list.
3. Employees shall receive forty-two and one-quarter (42 1/4) hours' pay per week, subject to the conditions of this Agreement as modified by this Appendix "D".
4. The Department shall continue to adjust herd lists so that:
 - (a) Inspectors whose territory is not too wide ranging will have from ten (10)

to twelve (12) dairy herds to inspect on any herd list;

- (b) Inspectors whose territory is wide ranging and does not lend itself to a relatively rapid return to place of residence will have from fourteen (14) to sixteen (16) dairy herds to inspect on any herd list.

5. Automobile mileage allowance will be paid in accordance with the Travel Directive to cover the distance from an Inspector's place of residence to the first call on the herd list, and return mileage to the Inspector's place of residence from the final call on the list, and between herds on the list where the employee's own car is used. Alternatively, the Employer will either provide the Inspector with transportation, or will pay the Inspector the cost of public transportation, to and from the same points.

APPENDIX "E"

SPECIAL CONDITIONS APPLICABLE TO PASTURE MANAGERS,
PASTURE RIDERS AND DITCH RIDERS

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT.

The following special conditions shall apply to pasture managers, pasture riders and ditch riders employed by Agriculture Canada so long as the Department operates community pastures and/or irrigation projects.

1. For full-time pasture managers, pasture riders and ditch riders:
 - (a) the following provisions of the Master Agreement and this Group Specific Collective Agreement shall not apply:
 - Clause M-20.05 - Compensation for work on a holiday
 - GL-Article 23 - Hours of Work and Overtime
 - Article M-25 - Wash-up Time
 - Article M-28 - Travelling Time
 - GL-Article 26 - Travel Between Work Sites
 - Article M-29 - Call-Back Pay
 - Article M-30 - Standby
 - GL-Article 30 - Reporting Pay
 - Article M-31 - Shift Premiums;
 - (b) the hours of work shall be scheduled on an annual basis to average two thousand and eighty (2080) hours per year.
2. Pasture riders and ditch riders who are employed on less than a full-time basis shall likewise be excluded from the same Agreement provisions as outlined in section 1 (a) above, except as these exclusions are modified below:

- (a) The Employer shall provide ~~less~~ than full-time pasture riders and ditch riders with work schedules showing the ten (10) ~~normal~~ working days within the customary ~~two (2)-week~~ pay cycle. The schedules shall also show the four (4) days of rest to which each employee is entitled during such a two (2)-week period. Such days of rest may be scheduled singly, or two, three or four days may be scheduled ~~consecutive-~~ly, during the two (2) week cycle, as the Employer may determine. However, agreement provisions respecting changes of hours of work schedules shall apply to these employees.
- (b) In any two (2)-week period, employees shall be paid eighty (80) hours' pay for any and all hours worked during their ten (10) scheduled days of work. Designated paid holidays shall be observed upon the day on which they fall and, if an employee is required to work on such a holiday, he shall receive extra compensation as outlined in section 2 (c) below.
- (c) All work performed on any of the employee's scheduled days of rest shall be paid for in accordance with the overtime provisions of the Agreement as they apply to work performed on such days. An employee shall receive pay at the rate of time and one-half (1 1/2) for all work performed on a designated paid holiday.

- 3.** Pasture managers and pasture riders shall receive a horse allowance of seven hundred and fifty dollars (\$750) per season, subject to the conditions that may have been determined by the Employer up to the end of the 1971 season.

APPENDIX "G"SPECIAL CONDITIONS APPLICABLE TO CERTAIN EMPLOYEES
IN THE AIM AND EIM SUB-GROUPS IN TRANSPORT CANADA

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT.

The following special conditions shall apply
only to Transport Canada employees in the AIM and EIM
Sub-groups :

1. When AIM helicopter personnel are performing
their duties while assigned to shipboard
operations,
 - (a) the following provisions of the
Collective Agreement shall not apply:
 - Clause M-20.05 - Compensation for work
on a holiday
 - GL-Article 23 - Hours of Work and
Overtime
 - Article M-25 - Wash-up Time
 - Article M-28 - Travelling Time
 - GL-Article 26 - Travel Between Work
Sites
 - Article M-29 - Call-Back Pay
 - Article M-30 - Standby
 - GL-Article 30 - Reporting Pay
 - Article M-31 - Shift Premiums;
 - ** (b) they shall be paid a weekly sea duty
allowance of thirty (30) hours' pay at
the rate of time and one-half (1 1/2).
Periods of less than seven (7) days
will be prorated.
- ** 2. (a) AIM personnel who are required to
perform flight duties other than test
flights shall be paid an allowance of
eighty dollars (\$80) per month,
provided such employees complete not
less than fifteen (15) hours' flying

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time in the performance of such duties each calendar quarter.

- **** (b) AIM personnel, shall be paid a flying time premium of ten dollars and fifty cents (\$10.50) per hour or part thereof, while performing flight tests authorized by the Section Chief Mechanic in Ottawa, Regional Supervisor of Aircraft Maintenance and/or Senior Helicopter Engineer.

3. Employees in the AIM Sub-Group whose normal work place is Transport Canada, Flight Services Branch, Ottawa, who are assigned to work as crewmen on the Executive Flight, will be compensated for a minimum of eight (8) hours at their straight-time rate of pay for each day of rest or designated paid holiday while they are on duty away from their headquarters area. Upon request and with the approval of the Employer, such time may be granted as compensatory leave at times mutually acceptable to the employee and the Employer. If any such leave cannot be liquidated by the end of the fiscal year, then payment in cash will be made at the employee's then current rate of pay.

- ****
4. EIM personnel required to perform in-flight test duties, shall be paid a flying time premium of ten dollars and fifty cents (\$10.50) per hour or part thereof, while performing flight tests authorized by the Section Chief Mechanic in Ottawa, Regional Supervisor of Aircraft Maintenance and/or Senior Helicopter Engineer.

APPENDIX "H"

SPECIAL CONDITIONS APPLICABLE TO
LOCKMASTERS, BRIDGEMASTERS AND CANALMEN

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT,

The following special conditions shall be
applicable to employees engaged as lockmasters,
bridgemasters and canalmen employed in the operation
of the Canso, St. Peter's, St. Ours, Chambly, Ste. Anne
de Bellevue, Carillon, Trent, Murray, Sault-Ste-Marie,
Tay and Rideau canals.

★★

1. General

All the provisions of the Master Agreement
and this Group Specific Collective Agreement
shall apply except the following:

GL-Article 23 - Hours of Work and Overtime
Article M-25 - Wash-up Time
Article M-29 - Call-Back Pay
Article M-30 - Standby
GL-Article 30 - Reporting Pay

2. Compensation and Equalization of Earnings

2-1 An employee is entitled to receive
straight-time compensation at the rate
specified for the employee's classifica-
tion level for all hours worked or for
which the employee is granted authorized
leave with pay, up to a maximum total
of two thousand and eighty (2080)
hours in any fiscal year.

2-2 In order to equalize earnings over the
year, an employee shall be paid eighty
(80) hours for each two (2)-week
period when the employee is at work,
or on approved leave with pay, subject
to such adjustments as may be necessary

during the last three (3) months of the fiscal year. All hours worked which are in excess of eighty (80) in a two (2)-week period, shall be credited to the employee's compensatory leave account.

3. Overtime Calculation at Fiscal Year-End

- 3-1 An employee is **entitled** to overtime compensation for each hour of completed work or fifteen (15) minute portion thereof.
- 3-2 All time **worked** which is in excess of two thousand and eighty (2080) hours in any fiscal year, shall be deemed to **be** overtime and shall be subject to compensation at either "time and one-half" (1 1/2) times the straight-time rate) or "double time" (**twice** the straight-time rate) or "double time" (twice the straight-time rate).
- 3-3 The overtime provisions of the Agreement shall **be applied** to each consecutive day **actually** worked in the fiscal year. **commencing** with the last day actually worked, in such **fiscal** year, and taking in turn each preceding day actually worked, until the **applicable** overtime **premium** has been **applied** to the full **entitlement** of overtime hours. For the purpose of determining the applicable premium rate only, Saturday and Sunday shall be deemed to be the **first** and second day of rest respectively.
- 3-4 Compensation for overtime will **be** in the form of **compensatory** paid leave, except that any **unliquidated** compensatory leave **remaining** to an employee's credit on the fifteenth of May in any Year will be paid **in** cash.

4. Standby and Call Back

- 4-1 An employee who is required to be available on standby during off-duty hours shall be entitled to a standby payment of three dollars (\$3.00) for each eight (8) consecutive hours or portion thereof that the employee is designated as being on standby.
- 4-2 An employee designated for standby duty shall be available during the employee's period of standby at a known telephone number, and be prepared to return to duty in the shortest possible time if called. No standby payment shall be made to an employee who is unable to report for duty when required.
- 4-3 An employee who is called back and reports for work, including an employee on standby who is called back and reports for work, shall be paid at the straight-time rate for each completed one (1) hour or fifteen (15)-minute portion thereof, subject to a minimum of four (4) hours' pay at the straight-time rate. This minimum shall only apply to the first call-out during any standby period.
- 4-4 Compensation for periods of standby and call-back as described in 4-1, 4-2 and 4-3 above shall be in cash.

5. Maximum or Minimum Hours of Work

Nothing in this appendix shall be construed to mean that employees are guaranteed any maximum or minimum hours of work.

6. Pro Rata Provisions

When an employee ceases to be employed, the employee or the employee's estate shall be

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entitled to the compensation provided under Section 3 above on a pro rata basis and paid in cash as of the employee's **termination** date. However, an employee whose employment is terminated by reason of a declaration that the position was abandoned by the employee is entitled to receive such **compensation if** requested by the employee within six (6) months following the date of termination of employment.

7. Canal Operating Employees will be granted compensation for all time worked on statutory holidays during the navigation season on the same scale as that granted to other **G.L.&T.** employees according to clause **M-20.05**.

Such time shall be added to the compensatory leave account to be liquidated during the **non-navigation** season.

8. During canal navigation season, Canal Operating Employees unable to work because of illness, will be granted sick leave for compensatory leave purposes **from** their accumulated sick leave credits on an hour-for-hour basis of extra **time** scheduled to be worked; such sick leave will be transferred from accumulated sick leave credits to accumulated compensatory leave credits **and** is not subject to expansion or cash payment.

9. 9-1 Canal Operating **Employees** who have compensatory leave credits, will not be eligible for sick leave benefits during the **non-navigation** season except during periods when they are required to be on duty or are on annual leave.

- 9-2 **During** non-navigation season, Canal **Operating** Employees will **liquidate** annual leave only after compensatory leave credits are exhausted.

- 10.** During the non-navigation season, Canal Operating Employees on training courses or who are employed in other than direct canal operating duties shall receive pay in accordance with Article 23, except that such time shall not qualify as time worked for overtime calculation at fiscal year-end pursuant to clause 3 above.

APPENDIX "I"

SPECIAL CONDITIONS APPLICABLE TO
CERTAIN MARINE SERVICES - TRANSPORT CANADA

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT.

1. Except for AIM Helicopter Personnel (Appendix "G"), the following special conditions shall apply to employees in Transport Canada, Marine Services Division, who are engaged in servicing marine and/or other navigational aids and are thereby required to make a tour of duty aboard a vessel.
2. The Employer recognizes the desirability of granting days of rest and designated paid holidays at such times and in such locations so as to provide such an employee the opportunity to enjoy the employee's days of rest and designated paid holidays at home, or if not at home, in a community which affords the employee a recreational outlet.
3. The Employer therefore undertakes to grant days of rest and designated paid holidays to an employee under any one of the following alternative arrangements, as determined by the Employer, in which case Article 25 Payment for Travel Time of the Collective Agreement shall not apply:
 - (a) at the employee's normal headquarters area,
 - or
 - (b) at the employee's place of residence or the employee's normal headquarters area, when, in the opinion of the Employer an employee is within reasonable travelling distance therefrom,

or

- (c) in a community which, in the opinion of the Employer, provides adequate recreational facilities,

or

- (d) in any other community which might be agreeable to both the employee and the Employer,

or

- (e) when none of the above-noted alternatives apply, an employee, if so directed by the Employer, shall work on the employee's day of rest or designated paid holiday at the applicable overtime or premium rate, with a minimum of four (4) hours at such rate, or, if the employee does not work, the employee shall receive four (4) hours' pay at straight time for the day.

APPENDIX "J"DIVING DUTY ALLOWANCE

Qualified personnel performing assigned diving duties shall be paid an extra allowance set forth below:

Minimum allowance per dive		
-	Hard hat	4 hours
-	Scuba	2 hours
**	Allowance per hour	\$12.50

Diving time is that period during which an employee is equipped with diving gear to the extent that the employee is unable to perform other than diving duties.

A dive is the total of any period or periods of time during any eight (8)-hour period in which an employee carries out required underwater work with the aid of a self-contained or surface air supply.

NOTE: The allowance is used to compensate employees who are required to perform diving duties, either hard hat or scuba, on a part-time or occasional basis, in order to compensate such employees for the skill, knowledge, specific vocational training, effort and responsibility required in the performance of diving duties, and for the working conditions encountered in such duties.

APPENDIX "K"

**SPECIAL CONDITIONS APPLICABLE TO
THE DEPARTMENT OF THE SOLICITOR GENERAL,
CANADIAN PENITENTIARY SERVICE,
GENERAL LABOUR AND TRADES GROUP,
SUPERVISORY AND NON-SUPERVISORY**

1. The Employer will continue to pay an allowance of nine hundred dollars (\$900) per annum to all Vocational Training Instructors on strength as of March 12, 1971 who hold a teaching certificate, such payment to continue until such time as an employee steps out of the vocational training role in front of inmate-students. Similarly, those Vocational Training Instructors on strength as of March 12, 1971, who had embarked on a course of study leading to a certificate on or prior to that date, will receive the nine-hundred-dollar (\$900) allowance when they subsequently qualify, such allowance to cease when the employee steps out of the vocational training role, as described above.
2. Employees who, as of March 12, 1971, hold a diploma from an Agricultural College and are employed as Farm Managers (GL-MAN-10) and Assistant Farm Managers (GL-MAN-8), will continue to be paid an allowance of four hundred and fifty dollars (\$450) per annum, so long as they remain employed in such capacity.
3. It is the intention of the parties to this Appendix that all employees in the General Labour and Trades Group in the Department of the Solicitor General, Canadian Penitentiary Service are to be brought fully within the pay determination method of the Group as soon as practical. However, because of particular circumstances relating to certain employees, as defined below, it is not feasible to achieve this objective during the term of the Supervisory and Non-Supervisory General

Labour and Trades agreements whose expiry dates are:

- (a) For pay purposes, effective November 5, 1984, this Appendix establishes special **conditions** for employees who, on or before March 12, 1971, were being paid at the rates of pay set forth in Appendix "B", Part II of the Supervisory and Non-Supervisory General Labour and Trades agreements (whose expiry dates were September 30, 1968) and who were regularly performing the **duties** of the positions identified in the attached appendices:

Annex "A" - Springhill Institution

Annex "B" - Saskatchewan Penitentiary
- Saskatchewan Farm Annex.

- (b) Effective November 5, 1984 and during the ~~remainder~~ of the term of the Supervisory and Non-Supervisory General Labour and Trades Agreements whose expiry dates are November 4, 1987, the employees listed in Annexes "A" and "B" attached shall have their rates of pay determined as follows:

<u>Employee's Rate of Pay</u>		
<u>Employee listed in</u>	<u>So long as the employee continues to fill the position, as detailed in the appropriate Annex</u>	<u>Upon appointment to another position</u>
Annex "A"	Zone 2 rate.	Zone 3 rate.
Annex "B"	Zone 11 rate, plus six percent (6%), but not to exceed the rate for the corresponding subgroup and level in Zone 9.	Zone 11 rate.

- (c) It is also agreed that those employees who receive a rate equal to or higher than that of Zone 9 will be removed from the application of this letter of understanding.

Effective November 5, 1987

Employee's Rate of Pay

<u>Employee listed in</u>	<u>So long as he continues to fill his position, as detailed in the appropriate Annex</u>	<u>Upon appointment to another position</u>
Annex "A"	Zone 2 rate.	Zone 3 rate.
Annex "B"	Zone 11 rate, plus six percent (6%), but not to exceed the rate for the corresponding subgroup and level in Zone 9.	Zone 11 rate.

- (c) It is also agreed that those employees who receive a rate equal to or higher than that of Zone 9 will be removed from the application of this letter of understanding.

Effective January 5, 1989

Employee's Rate of Pay

<u>Employee listed in</u>	<u>So long as he continues to fill his position, as detailed in the appropriate Annex</u>	<u>Upon appointment to another position</u>
Annex "A"	Zone 2 rate.	Zone 2 rate.
Annex "B"	Zone 8 rate, plus six percent (6%), but not to exceed the rate for the corresponding subgroup and level in Zone 6.	Zone 8 rate.

- (c) It is also agreed that those employees who receive a rate equal to or higher than that of Zone 6 will be removed from the application of this letter of understanding.

Effective March 5, 1990

Employee's Rate of Pay

<u>Employee listed in</u>	<u>So long as he continues to fill his position, as detailed in the appropriate Annex</u>	<u>Upon appointment to another position</u>
Annex "A"	Zone 2 rate.	Zone 2 rate.
Annex "B"	Zone 7 rate, plus six percent (6%), but not to exceed the rate for the corresponding subgroup and level in Zone 6.	Zone 7 rate.

- (c) It is also agreed that those employees who receive a rate equal to or higher than that of Zone 6 will be removed from the application of this letter of understanding.

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ANNEX "A"

DEPARTMENT OF THE SOLICITOR GENERAL,
CANADIAN PENITENTIARY SERVICE,
SPRINGHILL INSTITUTION

<u>Position Number</u>	<u>Incumbent's Name</u>
PEN 3492	FOSTER, G.V.
PEN 3501	PULSIFIER, R.C.

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ANNEX "B"

DEPARTMENT OF THE SOLICITOR GENERAL,
CANADIAN PENITENTIARY SERVICE,
SASKATCHEWAN PENITENTIARY,
SASKATCHEWAN FAIRM ANNEX

<u>Position Number</u>	<u>Incumbent's Name</u>
PEN 1004	HOLLAND, R.S.
" 1005	SMITH, S.
" 1007	KOLSTEREN, W.M.
" 1008	DANIELS, S.G.W.
" 3927	SHEARER, D.A.
" 3945	WORONUK, W.G.A.

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APPENDIX "L"

RESERVE

APPENDIX "M"

SPECIAL CONDITIONS APPLICABLE TO
EMPLOYEES IN THE CANADA DEPARTMENT OF AGRICULTURE
ENGAGED IN MILKING OPERATIONS

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT.

The Employer and the Public Service Alliance of Canada agree that the following conditions shall apply to employees of the Canada Department of Agriculture engaged in milking operations at the locations listed in Annex "A" to this Appendix.

1. Article 16 - Leave - General

Employees shall have their accrued days of vacation and sick leave credits converted to hours of credits by multiplying the number of days by eight (8). When an employee ceases to be subject to this Memorandum of Agreement the employee's credits will be converted to days by dividing the number of hours by eight (8) and adjusting it upwards to the nearest half day.

2. Article 17 - Vacation Leave

Employees shall earn vacation leave credits at the rates prescribed for their years of service, as set forth in Article 17 of the Collective Agreement but shall be converted to hours on the basis of one (1) day equals eight (8) hours and one (1) week equals forty (40) hours. Leave will be granted on an hourly basis with the hours debited for each day of vacation leave being the same as the hours the employee would have normally worked on that day.

3. Article 18 - Designated Holidays

When an employee works on a designated holiday the employee shall be compensated, in

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addition to the pay the employee would have been granted had the employee not worked, at the ~~rate of time~~ and one-half for all scheduled hours worked and double time for all hours worked in excess of the scheduled hours,

or

upon request and with the approval of the Employer, the employee shall be granted:

- (a) leave with pay, equivalent to the number of scheduled hours worked, in lieu of the holiday;

and

- (b) pay at one and one-half times the employee's straight-time rate for all scheduled hours worked on the holiday and double time thereafter.

4. Article 20 - Sick Leave

Employees shall earn sick leave credits at the rate prescribed in Article 20 of the Collective Agreement but shall be converted to hours on the basis of one (1) day equals eight (8) hours and one (1) week equals forty (40) hours. Leave will be granted on an hourly basis with the hours debited for each day of sick leave being the same as the hours the employee would have normally worked on that day.

5. Article 23 - Hours of Work and Overtime.

As provided in clause 23.03 of the Collective Agreement:

- (a) Hours of work for employees subject to this Memorandum of Agreement shall be scheduled so that ~~employees~~ work an average of forty (40) hours per week scheduled over a period not exceeding two (2) months.

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- (b) Overtime shall be compensated in cash except where, upon request of an employee and with the approval of the Employer, overtime ~~may~~ be compensated in equivalent time off with pay.

The Employer ~~shall~~ grant compensatory time off at times convenient to both the employee and the Employer.

Compensatory time off with pay not taken by the end of the fiscal year ~~will~~ be paid for in cash.

6. This Appendix ~~may~~ be implemented at locations other than those listed in Annex "A" following mutual agreement between local management and the majority of employees affected at such ~~location~~.
7. Any change in the pattern of work schedules following the signing of this Appendix shall be subject to the conditions of clause 23.05 of the Collective Agreement.
8. The provisions of this Appendix ~~may~~ be extended to cover other work areas following consultation and mutual agreement between the Agriculture Union of the Public Service Alliance of Canada and departmental management.

Annex "A"

Research Station, Charlottetown, Prince Edward Island

Research Station, Fredericton, New Brunswick

Research Station, Normandin, Quebec

Research Station, Lennoxville, Quebec

Research Station, Lethbridge, Alberta

Research Station, Agassiz, British Columbia

Central Experimental Farm, Ottawa, Ontario

Animal Research Institute, Ottawa, Ontario

APPENDIX "N"

SPECIAL CONDITIONS APPLICABLE TO EMPLOYEES OF
THE DEPARTMENT OF FISHERIES AND OCEANS
SEA LAMPREY CONTROL UNIT

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT.

The Employer and the Public Service Alliance of Canada agree that notwithstanding the provisions of the General Labour and Trades Group Specific Collective Agreement, **Article 23**, Hours of Work and Overtime, the following conditions shall apply during such periods as employees of the Department of Fisheries and Oceans, Sea Lamprey Control Unit, are required to perform work away from their headquarters area during the "field season", with the result that it is impractical or impossible for them to return to their headquarters area on weekends.

1. Representatives of local management and duly authorized local representatives of employees, ~~may~~ jointly devise and decide on a mutually acceptable work schedule program which shall include a specified number of consecutive calendar days of work in the field followed by a specified number of earned days of rest. The schedule ~~will~~ not contain the **specific** hours of work on each day and the starting and quitting time shall be determined according to operational requirements on a daily basis, except that the normal daily hours of work shall be consecutive with the exception of a lunch break, and not in excess of eight (8) hours and, accordingly, clause **23.09** shall not apply.

Such a work schedule shall ~~normally~~ not exceed a combination of twenty **(20)** consecutive calendar days of work and eight (8) days of **rest**. Should local management decide that operational requirements require an extension of the twenty **(20)** calendar days of work (up to a maximum of a further seven

(7) consecutive calendar days), in order to preclude another trip to the area, the appropriate number of additional consecutive days shall be worked and the days of rest extended on a prorated basis.

2. All work performed:

- (a) in excess of eight (8) hours per day on a scheduled working day;
- (b) on any of the employee's scheduled days of rest;
- (c) on designated holidays listed in Article 18 of the Collective Agreement or on a scheduled working day to which a designated holiday has been moved in accordance with clause 18.03;

shall be compensated in accordance with the provisions of the Collective Agreement.

- 3. (a) Overtime shall be compensated in cash, except where upon request of an employee and with the approval of the Employer, overtime shall be compensated by leave with pay. The duration of such leave shall be equal to the overtime worked multiplied by the applicable overtime rate. Payment of such leave shall be at the employee's straight-time rate of pay in effect on the date immediately prior to the day on which the leave is taken;
- (b) the Employer shall grant compensatory leave at times convenient to both the employee and the Employer;
- (c) if any above leave with pay earned cannot be liquidated by the end of a twelve (12)-month period, to be determined by the Employer, then payment in cash will be made at the employee's then current rate of pay.

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4. The Public Service Alliance of Canada agrees that it will not support any grievance related to the provisions of this Appendix.
5. This Appendix shall remain in effect until the expiry date of the present Collective Agreement.

APPENDIX "O"SPECIAL CONDITIONS APPLICABLE TO EMPLOYEES OF
AGRICULTURE CANADA ENGAGED IN HARVESTING OPERATIONS

THIS APPENDIX IS AN EXCEPTION PURSUANT TO
CLAUSE 1.03(a) OF ARTICLE 1, PURPOSE AND
SCOPE OF THE MASTER AGREEMENT.

The parties agree that the principle of flexibility of hours of operation is desirable due to the special requirements inherent in harvesting. As a result, the following special conditions shall apply to employees of Agriculture Canada engaged in Harvesting Operations at all departmental locations in Canada:

1. The conditions of clause 23.17 (c), (d), and (e) and Article 30 shall not apply.
2. Compensatory leave credits will be earned at the applicable premium rate for all hours worked beyond eight (8) hours in a regular work day. Subject to operational requirements, compensatory leave with pay shall be granted at times convenient to both the employee and the Employer.
3. So as to prevent excessive accumulation of compensatory leave, the amount of leave accumulated will be reviewed two (2) times per annum (January and July) and employees will be encouraged to liquidate the leave in the six-month period in which it is earned.
4. All compensatory leave credits should be liquidated in the fiscal year in which they are earned.
5. If, due to operational requirements, leave cannot be liquidated in the fiscal year in which it was earned, at a time convenient to both the employee and the Employer, unused compensatory leave credits may be paid off in cash at the end of the fiscal year.

6. Only in exceptional circumstances, and with the agreement of management, will compensatory leave credits not used by the end of the fiscal year be carried over into the following fiscal year.
7. The provisions of this appendix may be extended to cover other works areas following consultation and mutual agreement between the Agriculture Union of the Public Service Alliance of Canada and departmental management.

APPENDIX "P"

LETTER OF UNDERSTANDING

GENERAL LABOUR AND TRADES
(Supervisory)
(Non-Supervisory)

Re: ARTICLE 47 - DIRTY WORK ALLOWANCE

Between the
Treasury Board
and the
Public Service Alliance of Canada

This letter is to give effect to the understanding reached by the Employer and the Alliance. in negotiations for the renewal of the General Labour and Trades (Supervisory and Non-Supervisory) Agreement.

Accordingly, departmental management will consult with the Public Service Alliance of Canada on the application of Article 47 - Dirty Work Allowance of the GL&T agreement.

SIGNED AT OTTAWA, this 17th day of the month of May 1989.

D.J. Fowler
Assistant Secretary
Collective Bargaining
Division

Albert S. Burke
Executive Vice-President

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