

CUPE 148 Salary Plan
Rates of pay reflect those in effect to March 31, 2027

Sal Plan	Grade	Step	April 1, 2022 1.5% GWI	April 1, 2023 3%	April 1, 2024 3%	April 1, 2025 3%	April 1, 2026 3%	Status	Step Desc
PM	1	1	25.73	26.50	27.30	28.12	28.96	Prob Rate	Housekeeping Worker, Laundry Worker
PM	1	2	26.27	27.06	27.87	28.71	29.57	Job Rate	Housekeeping Worker, Laundry Worker
PM	2	1	25.96	26.74	27.54	28.37	29.22	Prob Rate	Maintenanceperson
PM	2	2	26.61	27.41	28.23	29.08	29.95	Job Rate	Maintenanceperson
PM	3	1	26.18	26.97	27.78	28.61	29.47	Prob Rate	Food Services Worker, Nutritional Aide
PM	3	2	26.99	27.80	28.63	29.49	30.37	Job Rate	Food Services Worker, Nutritional Aide
PM	4	3	26.90	27.71	28.54	29.40	30.28	Prob Rate	Life Enrichment Worker, Rehabilitation Assistant
PM	4	4	28.26	29.11	29.98	30.88	31.81	Job Rate	Life Enrichment Worker, Rehabilitation Assistant
PM	5	1	27.19	28.01	28.85	29.72	30.61	Prob Rate	Lead Physical Services [PM]
PM	5	2	28.72	29.58	30.47	31.38	32.32	Job Rate	Lead Physical Services [PM]
PM	6	1	29.86	30.76	31.68	32.63	33.61	Prob Rate	
PM	6	2	30.70	31.62	32.57	33.55	34.56	Job Rate	
PM	7	1	30.77	31.69	32.64	33.62	34.63	Prob Rate	
PM	7	2	31.65	32.60	33.58	34.59	35.63	Job Rate	

Step 1 or 3 = Prob Rate; Step 2 or 4 = Job Rate

Note:

1. PSW and RPN positions shall be paid in accordance with the market adjusted pay scale.

Premium or Allowance	April 1, 2022 1.5% GWI	April 1, 2023 3% GWI	April 1, 2024 3% GWI	April 1, 2025 3% GWI	April 1, 2026 3% GWI	Earn Code	
Afternoon Shift CUPE 148	1.30	1.34	1.38	1.42	1.46	163	Effective Date of Ratification Dec.11, 2023. GWI applicable
Night Shift CUPE 148	1.36	1.40	1.44	1.48	1.52	173	Effective Date of Ratification Dec.11, 2023. GWI applicable
Weekend Shift CUPE 148	2.50	1.34	1.38	1.42	1.46	183	Sunday shift changed to Weekend and changed to \$1.30 plus GWI effective Date of Ratification Dec.11, 2023
Uniform Allowance	11.92	12.28	12.65	13.03	13.42	070	GWI Applicable
Cupe 148 Meal Allowance	6.75	6.75	6.75	6.75	6.75	368	
Boot Subsidy	174.93	180.18	185.59	191.16	196.89	164	GWI Applicable