

**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.
2. **General Wage Increases (GWI):** You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.