

## CUPE 148 Salary Plan for Personal Support Worker (PSW)

Rates of pay reflect those in effect to March 31, 2027

Sal Plan	Grade	Step	April 1, 2022 1.5% GWI	Apr 21/22 PWE (includes 1.5% GWI on the PWE)	April 1, 2023 3%	April 1, 2024 3%	April 1, 2025 3%	April 1, 2026 3%	Status	Step Desc
PM	PSW	1	26.90	29.95	30.85	31.78	32.73	33.71	Prob Rate	Personal Support Worker
PM	PSW	2	28.26	31.31	32.25	33.22	34.22	35.25	Job Rate	Personal Support Worker

**Step 1 = Prob Rate; Step 2 = Job Rate**

- Note:
- April 21, 2022 - Permanent Wage Enhancement \$3.00 per hour.
  - December 11, 2023 - Market Adjustment embedded into hourly rate (2022 and 2023 GWI on the Permanent Wage Enhancement).
  - 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.

Premium or Allowance	April 1, 2022 1.5% GWI	Apr 21/22 PWE (includes 1.5% GWI on the PWE)	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.
<b>Weekend</b> 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