

**CUPE 4705 Housing Salary Plan: Schedule "A" Administrative Employees**

| Group | Step | Hourly Rates           |                       |                       |                       |                       | 70 hours bi-weekly     |                       |                       |                       |                       | Annualized 70 hours biweekly |                       |                       |                       |                       |
|-------|------|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|       |      | 31-Mar-19<br>prior GWI | 01-Apr-19<br>1.7% GWI | 01-Apr-20<br>1.7% GWI | 01-Apr-21<br>1.6% GWI | 01-Apr-22<br>1.5% GWI | 31-Mar-19<br>prior GWI | 01-Apr-19<br>1.7% GWI | 01-Apr-20<br>1.7% GWI | 01-Apr-21<br>1.6% GWI | 01-Apr-22<br>1.5% GWI | 31-Mar-19<br>prior GWI       | 01-Apr-19<br>1.7% GWI | 01-Apr-20<br>1.7% GWI | 01-Apr-21<br>1.6% GWI | 01-Apr-22<br>1.5% GWI |
|       |      | 1                      | 1                     | 18.34                 | 18.65                 | 18.97                 | 19.27                  | 19.56                 | 1,283.80              | 1,305.50              | 1,327.90              | 1,348.90                     | 1,369.20              | 33,507.18             | 34,073.55             | 34,658.19             |
| 1     | 2    | 18.81                  | 19.13                 | 19.46                 | 19.77                 | 20.07                 | 1,316.70               | 1,339.10              | 1,362.20              | 1,383.90              | 1,404.90              | 34,365.87                    | 34,950.51             | 35,553.42             | 36,119.79             | 36,667.89             |
| 1     | 3    | 19.19                  | 19.52                 | 19.85                 | 20.17                 | 20.47                 | 1,343.30               | 1,366.40              | 1,389.50              | 1,411.90              | 1,432.90              | 35,060.13                    | 35,663.04             | 36,265.95             | 36,850.59             | 37,398.69             |
| 1     | 4    | 19.87                  | 20.21                 | 20.55                 | 20.88                 | 21.19                 | 1,390.90               | 1,414.70              | 1,438.50              | 1,461.60              | 1,483.30              | 36,302.49                    | 36,923.67             | 37,544.85             | 38,147.76             | 38,714.13             |
| 1     | 5    | 20.43                  | 20.78                 | 21.13                 | 21.47                 | 21.79                 | 1,430.10               | 1,454.60              | 1,479.10              | 1,502.90              | 1,525.30              | 37,325.61                    | 37,965.06             | 38,604.51             | 39,225.69             | 39,810.33             |
| 2     | 1    | 19.16                  | 19.49                 | 19.82                 | 20.14                 | 20.44                 | 1,341.20               | 1,364.30              | 1,387.40              | 1,409.80              | 1,430.80              | 35,005.32                    | 35,608.23             | 36,211.14             | 36,795.78             | 37,343.88             |
| 2     | 2    | 19.58                  | 19.91                 | 20.25                 | 20.57                 | 20.88                 | 1,370.60               | 1,393.70              | 1,417.50              | 1,439.90              | 1,461.60              | 35,772.66                    | 36,375.57             | 36,996.75             | 37,581.39             | 38,147.76             |
| 2     | 3    | 20.19                  | 20.53                 | 20.88                 | 21.21                 | 21.53                 | 1,413.30               | 1,437.10              | 1,461.60              | 1,484.70              | 1,507.10              | 36,887.13                    | 37,508.31             | 38,147.76             | 38,750.67             | 39,335.31             |
| 2     | 4    | 20.74                  | 21.09                 | 21.45                 | 21.79                 | 22.12                 | 1,451.80               | 1,476.30              | 1,501.50              | 1,525.30              | 1,548.40              | 37,891.98                    | 38,531.43             | 39,189.15             | 39,810.33             | 40,413.24             |
| 2     | 5    | 21.28                  | 21.64                 | 22.01                 | 22.36                 | 22.70                 | 1,489.60               | 1,514.80              | 1,540.70              | 1,565.20              | 1,589.00              | 38,878.56                    | 39,536.28             | 40,212.27             | 40,851.72             | 41,472.90             |
| 3     | 1    | 19.79                  | 20.13                 | 20.47                 | 20.80                 | 21.11                 | 1,385.30               | 1,409.10              | 1,432.90              | 1,456.00              | 1,477.70              | 36,156.33                    | 36,777.51             | 37,398.69             | 38,001.60             | 38,567.97             |
| 3     | 2    | 20.39                  | 20.74                 | 21.09                 | 21.43                 | 21.75                 | 1,427.30               | 1,451.80              | 1,476.30              | 1,500.10              | 1,522.50              | 37,252.53                    | 37,891.98             | 38,531.43             | 39,152.61             | 39,737.25             |
| 3     | 3    | 21.01                  | 21.37                 | 21.73                 | 22.08                 | 22.41                 | 1,470.70               | 1,495.90              | 1,521.10              | 1,545.60              | 1,568.70              | 38,385.27                    | 39,042.99             | 39,700.71             | 40,340.16             | 40,943.07             |
| 3     | 4    | 21.69                  | 22.06                 | 22.44                 | 22.80                 | 23.14                 | 1,518.30               | 1,544.20              | 1,570.80              | 1,596.00              | 1,619.80              | 39,627.63                    | 40,303.62             | 40,997.88             | 41,655.60             | 42,276.78             |
| 3     | 5    | 22.35                  | 22.73                 | 23.12                 | 23.49                 | 23.84                 | 1,564.50               | 1,591.10              | 1,618.40              | 1,644.30              | 1,668.80              | 40,833.45                    | 41,527.71             | 42,240.24             | 42,916.23             | 43,555.68             |
| 4     | 1    | 20.70                  | 21.05                 | 21.41                 | 21.75                 | 22.08                 | 1,449.00               | 1,473.50              | 1,498.70              | 1,522.50              | 1,545.60              | 37,818.90                    | 38,458.35             | 39,116.07             | 39,737.25             | 40,340.16             |
| 4     | 2    | 21.32                  | 21.68                 | 22.05                 | 22.40                 | 22.74                 | 1,492.40               | 1,517.60              | 1,543.50              | 1,568.00              | 1,591.80              | 38,951.64                    | 39,609.36             | 40,285.35             | 40,924.80             | 41,545.98             |
| 4     | 3    | 21.98                  | 22.35                 | 22.73                 | 23.09                 | 23.44                 | 1,538.60               | 1,564.50              | 1,591.10              | 1,616.30              | 1,640.80              | 40,157.46                    | 40,833.45             | 41,527.71             | 42,185.43             | 42,824.88             |
| 4     | 4    | 22.64                  | 23.02                 | 23.41                 | 23.78                 | 24.14                 | 1,584.80               | 1,611.40              | 1,638.70              | 1,664.60              | 1,689.80              | 41,363.28                    | 42,057.54             | 42,770.07             | 43,446.06             | 44,103.78             |
| 4     | 5    | 23.38                  | 23.78                 | 24.18                 | 24.57                 | 24.94                 | 1,636.60               | 1,664.60              | 1,692.60              | 1,719.90              | 1,745.80              | 42,715.26                    | 43,446.06             | 44,176.86             | 44,889.39             | 45,565.38             |
| 5     | 1    | 21.42                  | 21.78                 | 22.15                 | 22.50                 | 22.84                 | 1,499.40               | 1,524.60              | 1,550.50              | 1,575.00              | 1,598.80              | 39,134.34                    | 39,792.06             | 40,468.05             | 41,107.50             | 41,728.68             |
| 5     | 2    | 22.10                  | 22.48                 | 22.86                 | 23.23                 | 23.58                 | 1,547.00               | 1,573.60              | 1,600.20              | 1,626.10              | 1,650.60              | 40,376.70                    | 41,070.96             | 41,765.22             | 42,441.21             | 43,080.66             |
| 5     | 3    | 22.78                  | 23.17                 | 23.56                 | 23.94                 | 24.30                 | 1,594.60               | 1,621.90              | 1,649.20              | 1,675.80              | 1,701.00              | 41,619.06                    | 42,331.59             | 43,044.12             | 43,738.38             | 44,396.10             |
| 5     | 4    | 23.48                  | 23.88                 | 24.29                 | 24.68                 | 25.05                 | 1,643.60               | 1,671.60              | 1,700.30              | 1,727.60              | 1,753.50              | 42,897.96                    | 43,628.76             | 44,377.83             | 45,090.36             | 45,766.35             |
| 5     | 5    | 24.19                  | 24.60                 | 25.02                 | 25.42                 | 25.80                 | 1,693.30               | 1,722.00              | 1,751.40              | 1,779.40              | 1,806.00              | 44,195.13                    | 44,944.20             | 45,711.54             | 46,442.34             | 47,136.60             |
| 6     | 1    | 22.30                  | 22.68                 | 23.07                 | 23.44                 | 23.79                 | 1,561.00               | 1,587.60              | 1,614.90              | 1,640.80              | 1,665.30              | 40,742.10                    | 41,436.36             | 42,148.89             | 42,824.88             | 43,464.33             |
| 6     | 2    | 23.04                  | 23.43                 | 23.83                 | 24.21                 | 24.57                 | 1,612.80               | 1,640.10              | 1,668.10              | 1,694.70              | 1,719.90              | 42,094.08                    | 42,806.61             | 43,537.41             | 44,231.67             | 44,889.39             |
| 6     | 3    | 23.74                  | 24.14                 | 24.55                 | 24.94                 | 25.31                 | 1,661.80               | 1,689.80              | 1,718.50              | 1,745.80              | 1,771.70              | 43,372.98                    | 44,103.78             | 44,852.85             | 45,565.38             | 46,241.37             |
| 6     | 4    | 24.51                  | 24.93                 | 25.35                 | 25.76                 | 26.15                 | 1,715.70               | 1,745.10              | 1,774.50              | 1,803.20              | 1,830.50              | 44,779.77                    | 45,547.11             | 46,314.45             | 47,063.52             | 47,776.05             |
| 6     | 5    | 25.26                  | 25.69                 | 26.13                 | 26.55                 | 26.95                 | 1,768.20               | 1,798.30              | 1,829.10              | 1,858.50              | 1,886.50              | 46,150.02                    | 46,935.63             | 47,739.51             | 48,506.85             | 49,237.65             |

**CUPE 4705 Housing Salary Plan: Schedule "A" Administrative Employees**

| Group | Step | Hourly Rates           |                       |                       |                       |                       | 70 hours bi-weekly     |                       |                       |                       |                       | Annualized 70 hours biweekly |                       |                       |                       |                       |
|-------|------|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|       |      | 31-Mar-19<br>prior GWI | 01-Apr-19<br>1.7% GWI | 01-Apr-20<br>1.7% GWI | 01-Apr-21<br>1.6% GWI | 01-Apr-22<br>1.5% GWI | 31-Mar-19<br>prior GWI | 01-Apr-19<br>1.7% GWI | 01-Apr-20<br>1.7% GWI | 01-Apr-21<br>1.6% GWI | 01-Apr-22<br>1.5% GWI | 31-Mar-19<br>prior GWI       | 01-Apr-19<br>1.7% GWI | 01-Apr-20<br>1.7% GWI | 01-Apr-21<br>1.6% GWI | 01-Apr-22<br>1.5% GWI |
|       |      | 7                      | 1                     | 23.48                 | 23.88                 | 24.29                 | 24.68                  | 25.05                 | 1,643.60              | 1,671.60              | 1,700.30              | 1,727.60                     | 1,753.50              | 42,897.96             | 43,628.76             | 44,377.83             |
| 7     | 2    | 24.19                  | 24.60                 | 25.02                 | 25.42                 | 25.80                 | 1,693.30               | 1,722.00              | 1,751.40              | 1,779.40              | 1,806.00              | 44,195.13                    | 44,944.20             | 45,711.54             | 46,442.34             | 47,136.60             |
| 7     | 3    | 24.94                  | 25.36                 | 25.79                 | 26.20                 | 26.59                 | 1,745.80               | 1,775.20              | 1,805.30              | 1,834.00              | 1,861.30              | 45,565.38                    | 46,332.72             | 47,118.33             | 47,867.40             | 48,579.93             |
| 7     | 4    | 25.74                  | 26.18                 | 26.63                 | 27.06                 | 27.47                 | 1,801.80               | 1,832.60              | 1,864.10              | 1,894.20              | 1,922.90              | 47,026.98                    | 47,830.86             | 48,653.01             | 49,438.62             | 50,187.69             |
| 7     | 5    | 26.54                  | 26.99                 | 27.45                 | 27.89                 | 28.31                 | 1,857.80               | 1,889.30              | 1,921.50              | 1,952.30              | 1,981.70              | 48,488.58                    | 49,310.73             | 50,151.15             | 50,955.03             | 51,722.37             |
| 8     | 1    | 24.43                  | 24.85                 | 25.27                 | 25.67                 | 26.06                 | 1,710.10               | 1,739.50              | 1,768.90              | 1,796.90              | 1,824.20              | 44,633.61                    | 45,400.95             | 46,168.29             | 46,899.09             | 47,611.62             |
| 8     | 2    | 25.26                  | 25.69                 | 26.13                 | 26.55                 | 26.95                 | 1,768.20               | 1,798.30              | 1,829.10              | 1,858.50              | 1,886.50              | 46,150.02                    | 46,935.63             | 47,739.51             | 48,506.85             | 49,237.65             |
| 8     | 3    | 26.13                  | 26.57                 | 27.02                 | 27.45                 | 27.86                 | 1,829.10               | 1,859.90              | 1,891.40              | 1,921.50              | 1,950.20              | 47,739.51                    | 48,543.39             | 49,365.54             | 50,151.15             | 50,900.22             |
| 8     | 4    | 27.00                  | 27.46                 | 27.93                 | 28.38                 | 28.81                 | 1,890.00               | 1,922.20              | 1,955.10              | 1,986.60              | 2,016.70              | 49,329.00                    | 50,169.42             | 51,028.11             | 51,850.26             | 52,635.87             |
| 8     | 5    | 27.91                  | 28.38                 | 28.86                 | 29.32                 | 29.76                 | 1,953.70               | 1,986.60              | 2,020.20              | 2,052.40              | 2,083.20              | 50,991.57                    | 51,850.26             | 52,727.22             | 53,567.64             | 54,371.52             |
| 9     | 1    | 25.41                  | 25.84                 | 26.28                 | 26.70                 | 27.10                 | 1,778.70               | 1,808.80              | 1,839.60              | 1,869.00              | 1,897.00              | 46,424.07                    | 47,209.68             | 48,013.56             | 48,780.90             | 49,511.70             |
| 9     | 2    | 26.34                  | 26.79                 | 27.25                 | 27.69                 | 28.11                 | 1,843.80               | 1,875.30              | 1,907.50              | 1,938.30              | 1,967.70              | 48,123.18                    | 48,945.33             | 49,785.75             | 50,589.63             | 51,356.97             |
| 9     | 3    | 27.27                  | 27.73                 | 28.20                 | 28.65                 | 29.08                 | 1,908.90               | 1,941.10              | 1,974.00              | 2,005.50              | 2,035.60              | 49,822.29                    | 50,662.71             | 51,521.40             | 52,343.55             | 53,129.16             |
| 9     | 4    | 28.29                  | 28.77                 | 29.26                 | 29.73                 | 30.18                 | 1,980.30               | 2,013.90              | 2,048.20              | 2,081.10              | 2,112.60              | 51,685.83                    | 52,562.79             | 53,458.02             | 54,316.71             | 55,138.86             |
| 9     | 5    | 29.28                  | 29.78                 | 30.29                 | 30.77                 | 31.23                 | 2,049.60               | 2,084.60              | 2,120.30              | 2,153.90              | 2,186.10              | 53,494.56                    | 54,408.06             | 55,339.83             | 56,216.79             | 57,057.21             |
| 10    | 1    | 26.85                  | 27.31                 | 27.77                 | 28.21                 | 28.63                 | 1,879.50               | 1,911.70              | 1,943.90              | 1,974.70              | 2,004.10              | 49,054.95                    | 49,895.37             | 50,735.79             | 51,539.67             | 52,307.01             |
| 10    | 2    | 27.82                  | 28.29                 | 28.77                 | 29.23                 | 29.67                 | 1,947.40               | 1,980.30              | 2,013.90              | 2,046.10              | 2,076.90              | 50,827.14                    | 51,685.83             | 52,562.79             | 53,403.21             | 54,207.09             |
| 10    | 3    | 28.79                  | 29.28                 | 29.78                 | 30.26                 | 30.71                 | 2,015.30               | 2,049.60              | 2,084.60              | 2,118.20              | 2,149.70              | 52,599.33                    | 53,494.56             | 54,408.06             | 55,285.02             | 56,107.17             |
| 10    | 4    | 29.85                  | 30.36                 | 30.88                 | 31.37                 | 31.84                 | 2,089.50               | 2,125.20              | 2,161.60              | 2,195.90              | 2,228.80              | 54,535.95                    | 55,467.72             | 56,417.76             | 57,312.99             | 58,171.68             |
| 10    | 5    | 30.91                  | 31.44                 | 31.97                 | 32.48                 | 32.97                 | 2,163.70               | 2,200.80              | 2,237.90              | 2,273.60              | 2,307.90              | 56,472.57                    | 57,440.88             | 58,409.19             | 59,340.96             | 60,236.19             |
| 11    | 1    | 28.55                  | 29.04                 | 29.53                 | 30.00                 | 30.45                 | 1,998.50               | 2,032.80              | 2,067.10              | 2,100.00              | 2,131.50              | 52,160.85                    | 53,056.08             | 53,951.31             | 54,810.00             | 55,632.15             |
| 11    | 2    | 29.52                  | 30.02                 | 30.53                 | 31.02                 | 31.49                 | 2,066.40               | 2,101.40              | 2,137.10              | 2,171.40              | 2,204.30              | 53,933.04                    | 54,846.54             | 55,778.31             | 56,673.54             | 57,532.23             |
| 11    | 3    | 30.45                  | 30.97                 | 31.50                 | 32.00                 | 32.48                 | 2,131.50               | 2,167.90              | 2,205.00              | 2,240.00              | 2,273.60              | 55,632.15                    | 56,582.19             | 57,550.50             | 58,464.00             | 59,340.96             |
| 11    | 4    | 31.44                  | 31.97                 | 32.51                 | 33.03                 | 33.53                 | 2,200.80               | 2,237.90              | 2,275.70              | 2,312.10              | 2,347.10              | 57,440.88                    | 58,409.19             | 59,395.77             | 60,345.81             | 61,259.31             |
| 11    | 5    | 32.39                  | 32.94                 | 33.50                 | 34.04                 | 34.55                 | 2,267.30               | 2,305.80              | 2,345.00              | 2,382.80              | 2,418.50              | 59,176.53                    | 60,181.38             | 61,204.50             | 62,191.08             | 63,122.85             |