

## 2025-2027 CUPE Local 1334 Wage Grid

Effective May 1, 2025 (3.40% increase)

<b>Band A</b> Custodian 1	<b>0-3 Month Rate</b> \$20.97	<b>Job Rate</b> \$22.08			
<b>Band 1</b> Driver (Dept 021) Driver (Dept 836) Labourer Porter (Arts) Vehicle Service Helper 2	<b>0-3 Month Rate</b> \$26.57	<b>Job Rate</b> \$27.97	<b>Lead Hand Rate</b> <b>5%</b> \$29.37	<b>Lead Hand Rate</b> <b>7%</b> \$29.93	<b>Lead Hand Rate</b> <b>10%</b> \$30.77
<b>Band 2</b> Custodian 3 Groundskeeper Porter (Day/Residence) Senior Storeskeeper (UC) Shipper/Receiver Shipper/Receiver VTH	<b>0-3 Month Rate</b> \$26.97	<b>Job Rate</b> \$28.38	<b>Lead Hand Rate</b> <b>5%</b> \$29.80	<b>Lead Hand Rate</b> <b>7%</b> \$30.37	<b>Lead Hand Rate</b> <b>10%</b> \$31.22
<b>Band 3</b> Carpet Installer/ Upholsterer Custodian 4 Delivery/Materials Handler Material Handler/Shipper/Receiver VTH Parking Enforcement Officer Storeskeeper (Chemistry)	<b>0-3 Month Rate</b> \$27.86	<b>Job Rate</b> \$29.32	<b>Lead Hand Rate</b> <b>5%</b> \$30.79	<b>Lead Hand Rate</b> <b>7%</b> \$31.37	<b>Lead Hand Rate</b> <b>10%</b> \$32.25
<b>Band 4</b> Athletics Facility Operator Building Mechanic 2 Building Mechanic 3 Custodian 5 Heavy Equipment Operator Machine Operator - Grounds Nurserykeeper and Greenhouse Technician Sanitation Equipment Operator Senior Storeskeeper (PR) Truck Mount Operator	<b>0-3 Month Rate</b> \$29.58	<b>Job Rate</b> \$31.14	<b>Lead Hand Rate</b> <b>5%</b> \$32.70	<b>Lead Hand Rate</b> <b>7%</b> \$33.32	<b>Lead Hand Rate</b> <b>10%</b> \$34.25
<b>Band 5</b> Building Mechanic 4 (Predictive Maintenance) Building Mechanic 4 (Preventative Maintenance) Controls Mechanic Gardener Painter Pest Control Operator Spray Painter	<b>0-3 Month Rate</b> \$32.79	<b>Job Rate</b> \$34.51	<b>Lead Hand Rate</b> <b>5%</b> \$36.24	<b>Lead Hand Rate</b> <b>7%</b> \$36.93	<b>Lead Hand Rate</b> <b>10%</b> \$37.96
<b>Band 6</b> Locksmith (Band 4, Market Adjustment to Band 6)	<b>0-3 Month Rate</b> \$33.83	<b>Job Rate</b> \$35.61	<b>Lead Hand Rate</b> <b>5%</b> \$37.39	<b>Lead Hand Rate</b> <b>7%</b> \$38.10	<b>Lead Hand Rate</b> <b>10%</b> \$39.17

<b>Band 7</b> Arborist Building Mechanic 4 (Indoor Air Quality Specialist) Carpenter Controls Technician 1 Electrician Fire Prevention Officer Instrument Mechanic Machinist Millwright Plumber/Steamfitter Refrigeration & Air Conditioning Mechanic Residence Building SP/ Electrician Residence Building SP/ Plumber Residence Equipment Mechanic Sheet Metal Worker Welder/Steamfitter	<b>0-3 Month Rate</b> \$40.28	<b>Job Rate</b> \$42.29	<b>Lead Hand Rate</b> <b>5%</b> \$44.40	<b>Lead Hand Rate</b> <b>7%</b> \$45.25	<b>Lead Hand Rate</b> <b>10%</b> \$46.52
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NOTE: Helper 3 - 90.9% of the rate within the appropriate band.

Effective May 1, 2026 (3% increase)

<b>Band A</b> Custodian 1	<b>0-3 Month Rate</b> \$21.60	<b>Job Rate</b> \$22.74			
<b>Band 1</b> Driver (Dept 021) Driver (Dept 836) Labourer Porter (Arts) Vehicle Service Helper 2	<b>0-3 Month Rate</b> \$27.37	<b>Job Rate</b> \$28.81	<b>Lead Hand Rate</b> <b>5%</b> \$30.25	<b>Lead Hand Rate</b> <b>7%</b> \$30.83	<b>Lead Hand Rate</b> <b>10%</b> \$31.69
<b>Band 2</b> Custodian 3 Groundskeeper Porter (Day/Residence) Senior Storeskeeper (UC) Shipper/Receiver Shipper/Receiver VTH	<b>0-3 Month Rate</b> \$27.78	<b>Job Rate</b> \$29.23	<b>Lead Hand Rate</b> <b>5%</b> \$30.69	<b>Lead Hand Rate</b> <b>7%</b> \$31.28	<b>Lead Hand Rate</b> <b>10%</b> \$32.15
<b>Band 3</b> Carpet Installer/ Upholsterer Custodian 4 Delivery/Materials Handler Material Handler/Shipper/Receiver VTH Parking Enforcement Officer Storeskeeper (Chemistry)	<b>0-3 Month Rate</b> \$28.70	<b>Job Rate</b> \$30.20	<b>Lead Hand Rate</b> <b>5%</b> \$31.71	<b>Lead Hand Rate</b> <b>7%</b> \$32.31	<b>Lead Hand Rate</b> <b>10%</b> \$33.22
<b>Band 4</b> Athletics Facility Operator Building Mechanic 2 Building Mechanic 3 Custodian 5 Heavy Equipment Operator Machine Operator - Grounds Nurserykeeper and Greenhouse Technician Sanitation Equipment Operator Senior Storeskeeper (PR) Truck Mount Operator	<b>0-3 Month Rate</b> \$30.47	<b>Job Rate</b> \$32.07	<b>Lead Hand Rate</b> <b>5%</b> \$33.67	<b>Lead Hand Rate</b> <b>7%</b> \$34.31	<b>Lead Hand Rate</b> <b>10%</b> \$35.28

<b>Band 5</b> Building Mechanic 4 (Predictive Maintenance) Building Mechanic 4 (Preventative Maintenance) Controls Mechanic Gardener Painter Pest Control Operator Spray Painter	<b>0-3 Month Rate</b> \$33.77	<b>Job Rate</b> \$35.55	<b>Lead Hand Rate</b> <b>5%</b> \$37.33	<b>Lead Hand Rate</b> <b>7%</b> \$38.04	<b>Lead Hand Rate</b> <b>10%</b> \$39.11
<b>Band 6</b> Locksmith (Band 4, Market Adjustment to Band 6)	<b>0-3 Month Rate</b> \$34.84	<b>Job Rate</b> \$36.68	<b>Lead Hand Rate</b> <b>5%</b> \$38.51	<b>Lead Hand Rate</b> <b>7%</b> \$39.25	<b>Lead Hand Rate</b> <b>10%</b> \$40.35
<b>Band 7</b> Arborist Building Mechanic 4 (Indoor Air Quality Specialist) Carpenter Controls Technician 1 Electrician Fire Prevention Officer Instrument Mechanic Machinist Millwright Plumber/Steamfitter Refrigeration & Air Conditioning Mechanic Residence Building SP/ Electrician Residence Building SP/ Plumber Residence Equipment Mechanic Sheet Metal Worker Welder/Steamfitter	<b>0-3 Month Rate</b> \$41.49	<b>Job Rate</b> \$43.56	<b>Lead Hand Rate</b> <b>5%</b> \$45.74	<b>Lead Hand Rate</b> <b>7%</b> \$46.61	<b>Lead Hand Rate</b> <b>10%</b> \$47.92

NOTE: Helper 3 - 90.9% of the rate within the appropriate band.

Effective May 1, 2027 (3% increase)

<b>Band A</b> Custodian 1	<b>0-3 Month Rate</b> \$22.25	<b>Job Rate</b> \$23.42			
<b>Band 1</b> Driver (Dept 021) Driver (Dept 836) Labourer Porter (Arts) Vehicle Service Helper 2	<b>0-3 Month Rate</b> \$28.19	<b>Job Rate</b> \$29.67	<b>Lead Hand Rate</b> <b>5%</b> \$31.15	<b>Lead Hand Rate</b> <b>7%</b> \$31.75	<b>Lead Hand Rate</b> <b>10%</b> \$32.64
<b>Band 2</b> Custodian 3 Groundskeeper Porter (Day/Residence) Senior Storeskeeper (UC) Shipper/Receiver Shipper/Receiver VTH	<b>0-3 Month Rate</b> \$28.61	<b>Job Rate</b> \$30.11	<b>Lead Hand Rate</b> <b>5%</b> \$31.62	<b>Lead Hand Rate</b> <b>7%</b> \$32.22	<b>Lead Hand Rate</b> <b>10%</b> \$33.12

<b>Band 3</b> Carpet Installer/ Upholsterer Custodian 4 Delivery/Materials Handler Material Handler/Shipper/Receiver VTH Parking Enforcement Officer Storeskeeper (Chemistry)	<b>0-3 Month Rate</b> \$29.56	<b>Job Rate</b> \$31.11	<b>Lead Hand Rate</b> <b>5%</b> \$32.67	<b>Lead Hand Rate</b> <b>7%</b> \$33.29	<b>Lead Hand Rate</b> <b>10%</b> \$34.22
<b>Band 4</b> Athletics Facility Operator Building Mechanic 2 Building Mechanic 3 Custodian 5 Heavy Equipment Operator Machine Operator - Grounds Nurserykeeper and Greenhouse Technician Sanitation Equipment Operator Senior Storeskeeper (PR) Truck Mount Operator	<b>0-3 Month Rate</b> \$31.38	<b>Job Rate</b> \$33.03	<b>Lead Hand Rate</b> <b>5%</b> \$34.68	<b>Lead Hand Rate</b> <b>7%</b> \$35.34	<b>Lead Hand Rate</b> <b>10%</b> \$36.33
<b>Band 5</b> Building Mechanic 4 (Predictive Maintenance) Building Mechanic 4 (Preventative Maintenance) Controls Mechanic Gardener Painter Pest Control Operator Spray Painter	<b>0-3 Month Rate</b> \$34.78	<b>Job Rate</b> \$36.62	<b>Lead Hand Rate</b> <b>5%</b> \$38.45	<b>Lead Hand Rate</b> <b>7%</b> \$39.18	<b>Lead Hand Rate</b> <b>10%</b> \$40.28
<b>Band 6</b> Locksmith (Band 4, Market Adjustment to Band 6)	<b>0-3 Month Rate</b> \$35.89	<b>Job Rate</b> \$37.78	<b>Lead Hand Rate</b> <b>5%</b> \$39.67	<b>Lead Hand Rate</b> <b>7%</b> \$40.42	<b>Lead Hand Rate</b> <b>10%</b> \$41.56
<b>Band 7</b> Arborist Building Mechanic 4 (Indoor Air Quality Specialist) Carpenter Controls Technician 1 Electrician Fire Prevention Officer Instrument Mechanic Machinist Millwright Plumber/Steamfitter Refrigeration & Air Conditioning Mechanic Residence Building SP/ Electrician Residence Building SP/ Plumber Residence Equipment Mechanic Sheet Metal Worker Welder/Steamfitter	<b>0-3 Month Rate</b> \$42.73	<b>Job Rate</b> \$44.87	<b>Lead Hand Rate</b> <b>5%</b> \$47.11	<b>Lead Hand Rate</b> <b>7%</b> \$48.01	<b>Lead Hand Rate</b> <b>10%</b> \$49.36

**NOTE:** Helper 3 - 90.9% of the rate within the appropriate band.