

## 2019-2022 CUPE Local 1334 Wage Grid with UPP Adjustment

Effective May 1, 2019 (1% increase)

|   |                                  |                            |                                     |                                     |                                      |
|---|----------------------------------|----------------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| <b>Band A</b><br>Custodian 1  | <b>0-3 Month Rate</b><br>\$17.69 | <b>Job Rate</b><br>\$18.20 |                                     |                                     |                                      |
| <b>Band 1</b><br>Driver (Dept 021)<br>Driver (Dept 836)<br>Labourer<br>Porter (Arts)<br>Vehicle Service Helper 2  | <b>0-3 Month Rate</b><br>\$21.89 | <b>Job Rate</b><br>\$23.04 | <b>Lead Hand Rate 5%</b><br>\$24.19 | <b>Lead Hand Rate 7%</b><br>\$24.65 | <b>Lead Hand Rate 10%</b><br>\$25.34 |
| <b>Band 2</b><br>Custodian 3<br>Groundskeeper<br>Porter (Day/Residence)<br>Senior Storeskeeper (UC)<br>Shipper/Receiver<br>Shipper/Receiver VTH   | <b>0-3 Month Rate</b><br>\$22.22 | <b>Job Rate</b><br>\$23.39 | <b>Lead Hand Rate 5%</b><br>\$24.56 | <b>Lead Hand Rate 7%</b><br>\$25.03 | <b>Lead Hand Rate 10%</b><br>\$25.73 |
| <b>Band 3</b><br>Carpet Installer/ Upholsterer<br>Custodian 4<br>Delivery/Materials Handler<br>Material Handler/Shipper/Receiver VTH<br>Parking Enforcement Officer<br>Storeskeeper (Chemistry)   | <b>0-3 Month Rate</b><br>\$22.95 | <b>Job Rate</b><br>\$24.16 | <b>Lead Hand Rate 5%</b><br>\$25.37 | <b>Lead Hand Rate 7%</b><br>\$25.85 | <b>Lead Hand Rate 10%</b><br>\$26.58 |
| <b>Band 4</b><br>Athletics Facility Operator<br>Building Mechanic 2<br>Building Mechanic 3<br>Custodian 5<br>Heavy Equipment Operator<br>Machine Operator - Grounds<br>Nurserykeeper and Greenhouse Technician<br>Sanitation Equipment Operator<br>Senior Storeskeeper (PR)<br>Truck Mount Operator | <b>0-3 Month Rate</b><br>\$24.38 | <b>Job Rate</b><br>\$25.66 | <b>Lead Hand Rate 5%</b><br>\$26.94 | <b>Lead Hand Rate 7%</b><br>\$27.46 | <b>Lead Hand Rate 10%</b><br>\$28.23 |
| <b>Band 5</b><br>Building Mechanic 4 (Predictive Maintenance)<br>Building Mechanic 4 (Preventative Maintenance)<br>Controls Mechanic<br>Gardener<br>Painter<br>Pest Control Operator<br>Spray Painter   | <b>0-3 Month Rate</b><br>\$27.02 | <b>Job Rate</b><br>\$28.44 | <b>Lead Hand Rate 5%</b><br>\$29.86 | <b>Lead Hand Rate 7%</b><br>\$30.43 | <b>Lead Hand Rate 10%</b><br>\$31.28 |
| <b>Band 6</b><br>Fire Prevention Officer<br>Locksmith (Band 4, Market Adjustment to Band 6)   | <b>0-3 Month Rate</b><br>\$27.87 | <b>Job Rate</b><br>\$29.34 | <b>Lead Hand Rate 5%</b><br>\$30.81 | <b>Lead Hand Rate 7%</b><br>\$31.39 | <b>Lead Hand Rate 10%</b><br>\$32.27 |
| <b>Band 7</b><br>Building Mechanic 4 (Indoor Air Quality Specialist)<br>Carpenter   | <b>0-3 Month Rate</b><br>\$31.49 | <b>Job Rate</b><br>\$33.15 | <b>Lead Hand Rate 5%</b><br>\$34.81 | <b>Lead Hand Rate 7%</b><br>\$35.47 | <b>Lead Hand Rate 10%</b><br>\$36.47 |

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|---|--|--|--|--|--|
| Controls Technician 1<br>Electrician<br>Instrument Mechanic<br>Machinist Millwright<br>Plumber/Steamfitter<br>Refrigeration & Air Conditioning Mechanic<br>Residence Building SP/ Electrician<br>Residence Building SP/ Plumber<br>Residence Equipment Mechanic<br>Sheet Metal Worker<br>Welder/Steamfitter |  |  |  |  |  |
|---|--|--|--|--|--|

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

**Effective May 1, 2020 (1% increase)**

| <b>Band A</b>                                  | <b>0-3 Month Rate</b> | <b>Job Rate</b> |                       |                       |                       |
|--|-----------------------|-----------------|-----------------------|-----------------------|-----------------------|
| Custodian 1                                    | \$17.87               | \$18.38         |                       |                       |                       |
| <b>Band 1</b>                                  | <b>0-3 Month Rate</b> | <b>Job Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> |
| Driver (Dept 021)                              |                       |                 | 5%                    | 7%                    | 10%                   |
| Driver (Dept 836)                              | \$22.11               | \$23.27         | \$24.43               | \$24.90               | \$25.60               |
| Labourer                                       |                       |                 |                       |                       |                       |
| Porter (Arts)                                  |                       |                 |                       |                       |                       |
| Vehicle Service Helper 2                       |                       |                 |                       |                       |                       |
| <b>Band 2</b>                                  | <b>0-3 Month Rate</b> | <b>Job Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> |
| Custodian 3                                    |                       |                 | 5%                    | 7%                    | 10%                   |
| Groundskeeper                                  | \$22.44               | \$23.62         | \$24.80               | \$25.27               | \$25.98               |
| Porter (Day/Residence)                         |                       |                 |                       |                       |                       |
| Senior Storeskeeper (UC)                       |                       |                 |                       |                       |                       |
| Shipper/Receiver                               |                       |                 |                       |                       |                       |
| Shipper/Receiver VTH                           |                       |                 |                       |                       |                       |
| <b>Band 3</b>                                  | <b>0-3 Month Rate</b> | <b>Job Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> |
| Carpet Installer/ Upholsterer                  |                       |                 | 5%                    | 7%                    | 10%                   |
| Custodian 4                                    | \$23.18               | \$24.40         | \$25.62               | \$26.11               | \$26.84               |
| Delivery/Materials Handler                     |                       |                 |                       |                       |                       |
| Material Handler/Shipper/Receiver VTH          |                       |                 |                       |                       |                       |
| Parking Enforcement Officer                    |                       |                 |                       |                       |                       |
| Storeskeeper (Chemistry)                       |                       |                 |                       |                       |                       |
| <b>Band 4</b>                                  | <b>0-3 Month Rate</b> | <b>Job Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> |
| Athletics Facility Operator                    |                       |                 | 5%                    | 7%                    | 10%                   |
| Building Mechanic 2                            | \$24.62               | \$25.92         | \$27.22               | \$27.73               | \$28.51               |
| 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>Band 5</b>                                  | <b>0-3 Month Rate</b> | <b>Job Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> | <b>Lead Hand Rate</b> |
| Building Mechanic 4 (Predictive Maintenance)   |                       |                 | 5%                    | 7%                    | 10%                   |
| Building Mechanic 4 (Preventative Maintenance) | \$27.28               | \$28.72         | \$30.16               | \$30.73               | \$31.59               |
| Controls Mechanic                              |                       |                 |                       |                       |                       |
| Gardener                                       |                       |                 |                       |                       |                       |
| Painter  |                       |                 |                       |                       |                       |
| Pest Control Operator                          |                       |                 |                       |                       |                       |

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|--|----------------------------------|----------------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| Spray Painter  |                                  |                            |                                     |                                     |                                      |
| <b>Band 6</b><br>Fire Prevention Officer<br>Locksmith (Band 4, Market Adjustment to Band 6)  | <b>0-3 Month Rate</b><br>\$28.15 | <b>Job Rate</b><br>\$29.63 | <b>Lead Hand Rate 5%</b><br>\$31.11 | <b>Lead Hand Rate 7%</b><br>\$31.70 | <b>Lead Hand Rate 10%</b><br>\$32.59 |
| <b>Band 7</b><br>Building Mechanic 4 (Indoor Air Quality Specialist)<br>Carpenter<br>Controls Technician 1<br>Electrician<br>Instrument Mechanic<br>Machinist Millwright<br>Plumber/Steamfitter<br>Refrigeration & Air Conditioning Mechanic<br>Residence Building SP/ Electrician<br>Residence Building SP/ Plumber<br>Residence Equipment Mechanic<br>Sheet Metal Worker<br>Welder/Steamfitter | <b>0-3 Month Rate</b><br>\$31.81 | <b>Job Rate</b><br>\$33.48 | <b>Lead Hand Rate 5%</b><br>\$35.15 | <b>Lead Hand Rate 7%</b><br>\$35.82 | <b>Lead Hand Rate 10%</b><br>\$36.83 |

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

Effective May 1, 2021 (1% increase)

|   |                                  |                            |                                     |                                     |                                      |
|---|----------------------------------|----------------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| <b>Band A</b><br>Custodian 1  | <b>0-3 Month Rate</b><br>\$18.05 | <b>Job Rate</b><br>\$18.56 |                                     |                                     |                                      |
| <b>Band 1</b><br>Driver (Dept 021)<br>Driver (Dept 836)<br>Labourer<br>Porter (Arts)<br>Vehicle Service Helper 2  | <b>0-3 Month Rate</b><br>\$22.33 | <b>Job Rate</b><br>\$23.50 | <b>Lead Hand Rate 5%</b><br>\$24.68 | <b>Lead Hand Rate 7%</b><br>\$25.15 | <b>Lead Hand Rate 10%</b><br>\$25.85 |
| <b>Band 2</b><br>Custodian 3<br>Groundskeeper<br>Porter (Day/Residence)<br>Senior Storeskeeper (UC)<br>Shipper/Receiver<br>Shipper/Receiver VTH   | <b>0-3 Month Rate</b><br>\$22.67 | <b>Job Rate</b><br>\$23.86 | <b>Lead Hand Rate 5%</b><br>\$25.05 | <b>Lead Hand Rate 7%</b><br>\$25.53 | <b>Lead Hand Rate 10%</b><br>\$26.25 |
| <b>Band 3</b><br>Carpet Installer/ Upholsterer<br>Custodian 4<br>Delivery/Materials Handler<br>Material Handler/Shipper/Receiver VTH<br>Parking Enforcement Officer<br>Storeskeeper (Chemistry)   | <b>0-3 Month Rate</b><br>\$23.41 | <b>Job Rate</b><br>\$24.64 | <b>Lead Hand Rate 5%</b><br>\$25.87 | <b>Lead Hand Rate 7%</b><br>\$26.36 | <b>Lead Hand Rate 10%</b><br>\$27.10 |
| <b>Band 4</b><br>Athletics Facility Operator<br>Building Mechanic 2<br>Building Mechanic 3<br>Custodian 5<br>Heavy Equipment Operator<br>Machine Operator - Grounds<br>Nurserykeeper and Greenhouse Technician<br>Sanitation Equipment Operator<br>Senior Storeskeeper (PR) | <b>0-3 Month Rate</b><br>\$24.87 | <b>Job Rate</b><br>\$26.18 | <b>Lead Hand Rate 5%</b><br>\$27.49 | <b>Lead Hand Rate 7%</b><br>\$28.01 | <b>Lead Hand Rate 10%</b><br>\$28.80 |

|  |                                  |                            |                                     |                                     |                                      |
|--|----------------------------------|----------------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| Truck Mount Operator   |                                  |                            |                                     |                                     |                                      |
| <b>Band 5</b><br>Building Mechanic 4 (Predictive Maintenance)<br>Building Mechanic 4 (Preventative Maintenance)<br>Controls Mechanic<br>Gardener<br>Painter<br>Pest Control Operator<br>Spray Painter  | <b>0-3 Month Rate</b><br>\$27.56 | <b>Job Rate</b><br>\$29.01 | <b>Lead Hand Rate 5%</b><br>\$30.46 | <b>Lead Hand Rate 7%</b><br>\$31.04 | <b>Lead Hand Rate 10%</b><br>\$31.91 |
| <b>Band 6</b><br>Fire Prevention Officer<br>Locksmith (Band 4, Market Adjustment to Band 6)  | <b>0-3 Month Rate</b><br>\$28.43 | <b>Job Rate</b><br>\$29.93 | <b>Lead Hand Rate 5%</b><br>\$31.43 | <b>Lead Hand Rate 7%</b><br>\$32.03 | <b>Lead Hand Rate 10%</b><br>\$32.92 |
| <b>Band 7</b><br>Building Mechanic 4 (Indoor Air Quality Specialist)<br>Carpenter<br>Controls Technician 1<br>Electrician<br>Instrument Mechanic<br>Machinist Millwright<br>Plumber/Steamfitter<br>Refrigeration & Air Conditioning Mechanic<br>Residence Building SP/ Electrician<br>Residence Building SP/ Plumber<br>Residence Equipment Mechanic<br>Sheet Metal Worker<br>Welder/Steamfitter | <b>0-3 Month Rate</b><br>\$32.12 | <b>Job Rate</b><br>\$33.81 | <b>Lead Hand Rate 5%</b><br>\$35.50 | <b>Lead Hand Rate 7%</b><br>\$36.18 | <b>Lead Hand Rate 10%</b><br>\$37.19 |

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

Effective July 1, 2021 (1% increase, UPP Adjustment)

|   |                                  |                            |                                     |                                     |                                      |
|---|----------------------------------|----------------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| <b>Band A</b><br>Custodian 1  | <b>0-3 Month Rate</b><br>\$18.23 | <b>Job Rate</b><br>\$18.75 |                                     |                                     |                                      |
| <b>Band 1</b><br>Driver (Dept 021)<br>Driver (Dept 836)<br>Labourer<br>Porter (Arts)<br>Vehicle Service Helper 2  | <b>0-3 Month Rate</b><br>\$22.55 | <b>Job Rate</b><br>\$23.74 | <b>Lead Hand Rate 5%</b><br>\$24.93 | <b>Lead Hand Rate 7%</b><br>\$25.40 | <b>Lead Hand Rate 10%</b><br>\$26.11 |
| <b>Band 2</b><br>Custodian 3<br>Groundskeeper<br>Porter (Day/Residence)<br>Senior Storeskeeper (UC)<br>Shipper/Receiver<br>Shipper/Receiver VTH   | <b>0-3 Month Rate</b><br>\$22.90 | <b>Job Rate</b><br>\$24.10 | <b>Lead Hand Rate 5%</b><br>\$25.30 | <b>Lead Hand Rate 7%</b><br>\$25.79 | <b>Lead Hand Rate 10%</b><br>\$26.51 |
| <b>Band 3</b><br>Carpet Installer/ Upholsterer<br>Custodian 4<br>Delivery/Materials Handler<br>Material Handler/Shipper/Receiver VTH<br>Parking Enforcement Officer<br>Storeskeeper (Chemistry) | <b>0-3 Month Rate</b><br>\$23.64 | <b>Job Rate</b><br>\$24.89 | <b>Lead Hand Rate 5%</b><br>\$26.13 | <b>Lead Hand Rate 7%</b><br>\$26.62 | <b>Lead Hand Rate 10%</b><br>\$27.37 |

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|--|----------------------------------|----------------------------|-------------------------------------|-------------------------------------|--------------------------------------|
| <b>Band 4</b><br>Athletics Facility Operator<br>Building Mechanic 2<br>Building Mechanic 3<br>Custodian 5<br>Heavy Equipment Operator<br>Machine Operator - Grounds<br>Nurserykeeper and Greenhouse Technician<br>Sanitation Equipment Operator<br>Senior Storeskeeper (PR)<br>Truck Mount Operator  | <b>0-3 Month Rate</b><br>\$25.12 | <b>Job Rate</b><br>\$26.44 | <b>Lead Hand Rate 5%</b><br>\$27.76 | <b>Lead Hand Rate 7%</b><br>\$28.29 | <b>Lead Hand Rate 10%</b><br>\$29.09 |
| <b>Band 5</b><br>Building Mechanic 4 (Predictive Maintenance)<br>Building Mechanic 4 (Preventative Maintenance)<br>Controls Mechanic<br>Gardener<br>Painter<br>Pest Control Operator<br>Spray Painter  | <b>0-3 Month Rate</b><br>\$27.84 | <b>Job Rate</b><br>\$29.30 | <b>Lead Hand Rate 5%</b><br>\$30.76 | <b>Lead Hand Rate 7%</b><br>\$31.35 | <b>Lead Hand Rate 10%</b><br>\$32.23 |
| <b>Band 6</b><br>Fire Prevention Officer<br>Locksmith (Band 4, Market Adjustment to Band 6)  | <b>0-3 Month Rate</b><br>\$28.71 | <b>Job Rate</b><br>\$30.23 | <b>Lead Hand Rate 5%</b><br>\$31.74 | <b>Lead Hand Rate 7%</b><br>\$32.35 | <b>Lead Hand Rate 10%</b><br>\$33.25 |
| <b>Band 7</b><br>Building Mechanic 4 (Indoor Air Quality Specialist)<br>Carpenter<br>Controls Technician 1<br>Electrician<br>Instrument Mechanic<br>Machinist Millwright<br>Plumber/Steamfitter<br>Refrigeration & Air Conditioning Mechanic<br>Residence Building SP/ Electrician<br>Residence Building SP/ Plumber<br>Residence Equipment Mechanic<br>Sheet Metal Worker<br>Welder/Steamfitter | <b>0-3 Month Rate</b><br>\$32.44 | <b>Job Rate</b><br>\$34.15 | <b>Lead Hand Rate 5%</b><br>\$35.86 | <b>Lead Hand Rate 7%</b><br>\$36.54 | <b>Lead Hand Rate 10%</b><br>\$37.56 |

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