

APPENDIX A
WAGE GRID

Increase applicable to wage grid:

	April 1, 2006	April 1, 2007	April 1, 2008	April 1, 2009
Percentage Increase	2.3%	2.0%	2.0%	2.0%

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS				
		Step 1 - 0-2000 hours*	Step 2 – 2001-4000 hours*	Step 3 – 4001 – 6000 hours*	Step 4 – 6001 hours* onwards	
			APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
Housekeeper	3	1	11.88	12.11	12.36	12.60
		2	12.57	12.82	13.08	13.34
		3	13.28	13.54	13.81	14.09
		4	13.97	14.25	14.54	14.83
Janitor	3	1	11.88	12.11	12.36	12.60
		2	12.57	12.82	13.08	13.34
		3	13.28	13.54	13.81	14.09
		4	13.97	14.25	14.54	14.83
Asleep Residential Night Worker	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
Receptionist/General Office Clerk	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
Retail Worker	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
Awake Residential Night Worker	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
Early Childhood Educator Assistant	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
Truck Driver	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
Accounting Clerk	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12
Passenger Vehicle Driver	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12
Secretary	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12
Activity Worker	8	1	14.04	14.32	14.60	14.89
		2	14.86	15.16	15.46	15.77
		3	15.68	16.00	16.32	16.64
		4	16.51	16.84	17.18	17.52

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
Child & Youth Transition House Worker	8	1	14.04	14.32	14.60	14.89
		2	14.86	15.16	15.46	15.77
		3	15.68	16.00	16.32	16.64
		4	16.51	16.84	17.18	17.52
Cook	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
Database Clerk	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
Group Facilitator	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
School Aged Child Worker	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
Administrative Assistant	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Bookkeeper	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Building Maintenance Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Community Support Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Computer Technical Support Specialist	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Early Childhood Educator	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Employment Counsellor	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Reconnect Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Residence Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
Retail Supervisor	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Settlement & Integration Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Transition House Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Vocational Worker	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
Adult, Youth and/or Child Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Child Care Resource & Referral Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Residential Child & Youth Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
School Based Prevention Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Special Services Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Victim Service Worker	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Vocational Counsellor	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
Administrative Supervisor	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Family Support Worker	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Program Coordinator 1	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70

JJEP WAGE GRID						
CLASSIFICATION	GRID LEVEL	STEPS				
		Step 1- 0-2000 hours*	Step 2 – 2001-4000 hours*	Step 3 – 4001 – 6000 hours*	Step 4 – 6001 hours* onwards	
		APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009	
Residence Worker Senior	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Volunteer Coordinator	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
Crisis Line Coordinator	13	1	17.48	17.83	18.19	18.55
		2	18.51	18.88	19.25	19.64
		3	19.54	19.93	20.33	20.74
		4	20.56	20.97	21.39	21.82
Early Childhood Educator Senior	13	1	17.48	17.83	18.19	18.55
		2	18.51	18.88	19.25	19.64
		3	19.54	19.93	20.33	20.74
		4	20.56	20.97	21.39	21.82
Program Coordinator 2	14	1	19.21	19.60	19.99	20.39
		2	20.34	20.74	21.16	21.58
		3	21.47	21.90	22.34	22.79
		4	22.60	23.05	23.51	23.98
Residence Coordinator	14	1	19.21	19.60	19.99	20.39
		2	20.34	20.74	21.16	21.58
		3	21.47	21.90	22.34	22.79
		4	22.60	23.05	23.51	23.98

*Note: The term "hours" means:

- 1) hours worked by the employee,
- 2) hours of paid vacation,
- 3) paid holidays,
- 4) paid union leave up to twenty (20) days per year.

Note: The Step 4 rate for unique jobs shall be determined by the JJEP and shall be subject to the increment steps above.

JJEP WAGE GRID						
POINT BAND	GRID LEVEL	STEPS				
		Step 1- 0-2000 hours*	Step 2 – 2001-4000 hours*	Step 3 – 4001 – 6000 hours*	Step 4 – 6001 hours* onwards	
		APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009	
Up to 174	1	1	11.30	11.53	11.76	12.00
		2	11.97	12.21	12.45	12.70
		3	12.63	12.89	13.14	13.41
		4	13.30	13.56	13.84	14.11
175 -217	2	1	11.65	11.89	12.12	12.37
		2	12.34	12.58	12.84	13.09
		3	13.02	13.28	13.55	13.82
		4	13.71	13.98	14.26	14.55
218 - 261	3	1	11.88	12.11	12.36	12.60
		2	12.57	12.82	13.08	13.34
		3	13.28	13.54	13.81	14.09
		4	13.97	14.25	14.54	14.83

JJEP WAGE GRID						
POINT BAND	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
262 - 304	4	1	12.10	12.34	12.59	12.84
		2	12.82	13.07	13.34	13.60
		3	13.52	13.79	14.07	14.35
		4	14.24	14.52	14.82	15.11
305 - 348	5	1	12.55	12.80	13.06	13.32
		2	13.29	13.55	13.83	14.10
		3	14.03	14.31	14.59	14.88
		4	14.76	15.06	15.36	15.67
349 - 391	6	1	13.00	13.26	13.53	13.80
		2	13.77	14.04	14.33	14.61
		3	14.53	14.82	15.11	15.42
		4	15.29	15.60	15.91	16.23
392 - 435	7	1	13.71	13.98	14.26	14.55
		2	14.52	14.81	15.10	15.40
		3	15.32	15.63	15.94	16.26
		4	16.13	16.46	16.78	17.12
436 - 478	8	1	14.04	14.32	14.60	14.89
		2	14.86	15.16	15.46	15.77
		3	15.68	16.00	16.32	16.64
		4	16.51	16.84	17.18	17.52
479 - 522	9	1	14.35	14.64	14.93	15.23
		2	15.19	15.50	15.81	16.12
		3	16.04	16.36	16.69	17.02
		4	16.88	17.22	17.56	17.91
523 - 564	10	1	14.64	14.93	15.23	15.54
		2	15.50	15.81	16.12	16.45
		3	16.36	16.68	17.02	17.36
		4	17.22	17.56	17.91	18.27
565 - 606	11	1	15.64	15.95	16.27	16.60
		2	16.56	16.89	17.23	17.58
		3	17.48	17.83	18.19	18.55
		4	18.40	18.77	19.15	19.53
607 - 649	12	1	16.58	16.91	17.25	17.60
		2	17.55	17.91	18.26	18.63
		3	18.54	18.91	19.29	19.67
		4	19.51	19.90	20.30	20.70
650 - 692	13	1	17.48	17.83	18.19	18.55
		2	18.51	18.88	19.25	19.64
		3	19.54	19.93	20.33	20.74
		4	20.56	20.97	21.39	21.82
693 - 736	14	1	19.21	19.60	19.99	20.39
		2	20.34	20.74	21.16	21.58
		3	21.47	21.90	22.34	22.79
		4	22.60	23.05	23.51	23.98
737 - 780	15	1	21.06	21.48	21.91	22.35
		2	22.31	22.76	23.21	23.68
		3	23.55	24.02	24.50	24.99
		4	24.79	25.28	25.79	26.30
781 - 824	16	1	22.86	23.32	23.79	24.26
		2	24.20	24.69	25.18	25.69
		3	25.55	26.07	26.59	27.12
		4	26.89	27.43	27.98	28.54
825 - 868	17	1	25.10	25.61	26.12	26.64
		2	26.58	27.11	27.65	28.20
		3	28.05	28.61	29.18	29.77
		4	29.53	30.12	30.73	31.34

JJEP WAGE GRID						
POINT BAND	GRID LEVEL	STEPS				
		Step 1- 0-2000 hours*	Step 2 – 2001-4000 hours*	Step 3 – 4001 – 6000 hours*	Step 4 – 6001 hours* onwards	
			APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
869 - 912	18	1	26.89	27.43	27.98	28.54
		2	28.48	29.05	29.63	30.22
		3	30.06	30.66	31.27	31.90
		4	31.64	32.27	32.92	33.58
913 - 956	19	1	28.68	29.26	29.84	30.44
		2	30.37	30.98	31.60	32.23
		3	32.06	32.70	33.36	34.02
		4	33.75	34.42	35.11	35.81
957 - 1000	20	1	31.38	32.00	32.64	33.30
		2	33.23	33.89	34.57	35.26
		3	35.07	35.77	36.49	37.21
		4	36.92	37.66	38.41	39.18

Note: The Step 4 rate for unique jobs shall be determined by the JJEP and shall be subject to the increment steps above.

PARAPROFESSIONAL *** WAGE GRID **						
CLASSIFICATION	GRID LEVEL	STEPS				
		Step 1- 0-2000 hours*	Step 2 – 2001-4000 hours*	Step 3 – 4001 – 6000 hours*	Step 4 – 6001 hours* onwards	
			APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
Children Who Witness Abuse Counsellor	13	1	18.40	18.77	19.15	19.53
		2	19.49	19.88	20.28	20.68
		3	20.57	20.98	21.40	21.83
		4	21.66	22.09	22.53	22.98
Accountant	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
Addictions Counsellor	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
Adult, Youth and/or Child Counsellor	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
ESL Instructor	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
Family Counsellor	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
Infant Development Consultant	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
Residence Nurse	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14

PARAPROFESSIONAL *** WAGE GRID **						
CLASSIFICATION	GRID LEVEL	STEPS				
		Step 1- 0-2000 hours*	Step 2 – 2001-4000 hours*	Step 3 – 4001 – 6000 hours*	Step 4 – 6001 hours* onwards	
		APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009	
Stopping the Violence Counsellor	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
Supported Child Care Consultant	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
Nutritionist	15	1	22.00	22.44	22.89	23.35
		2	23.29	23.76	24.23	24.72
		3	24.59	25.08	25.59	26.10
		4	25.88	26.40	26.93	27.47
Occupational Therapist	15	1	22.00	22.44	22.89	23.35
		2	23.29	23.76	24.23	24.72
		3	24.59	25.08	25.59	26.10
		4	25.88	26.40	26.93	27.47
Physiotherapist	15	1	22.00	22.44	22.89	23.35
		2	23.29	23.76	24.23	24.72
		3	24.59	25.08	25.59	26.10
		4	25.88	26.40	26.93	27.47
Behavioural Therapist	16	1	23.79	24.27	24.76	25.25
		2	25.19	25.69	26.20	26.73
		3	26.59	27.12	27.66	28.22
		4	27.99	28.55	29.12	29.70
Clinical Counsellor	16	1	23.79	24.27	24.76	25.25
		2	25.19	25.69	26.20	26.73
		3	26.59	27.12	27.66	28.22
		4	27.99	28.55	29.12	29.70
Speech Language Pathologist	16	1	23.79	24.27	24.76	25.25
		2	25.19	25.69	26.20	26.73
		3	26.59	27.12	27.66	28.22
		4	27.99	28.55	29.12	29.70

*Note: The term "hours" means:

- 1) Hours worked by the employee,
- 2) Hours of paid vacation,
- 3) Paid holidays,
- 4) Paid union leave up to twenty (20) days per year.

**The above ParaProfessional wage rates for 2007, 2008 and 2009 reflect general wage increases only. The wage rates will be adjusted each April 1st in 2007, 2008 and 2009 in accordance with MOA #12 re Job Evaluation Plan.

***ParaProfessional Jobs are those jobs:

- a) matched to any benchmark included in the ParaProfessional Wage Grid,
- b) integrated with a ParaProfessional benchmark,
- c) Layered Over a ParaProfessional benchmark, or
- d) rated in Grid Level 13 or higher and designated by the Joint Job Evaluation Committee as a ParaProfessional job.

PARAPROFESSIONAL *** WAGE GRID **						
POINT BAND	GRID LEVEL	STEPS	APRIL 1, 2006	APRIL 1, 2007	APRIL 1, 2008	APRIL 1, 2009
		Step 1- 0-2000 hours* Step 2 – 2001-4000 hours* Step 3 – 4001 – 6000 hours* Step 4 – 6001 hours* onwards				
650 - 692	13	1	18.40	18.77	19.15	19.53
		2	19.49	19.88	20.28	20.68
		3	20.57	20.98	21.40	21.83
		4	21.66	22.09	22.53	22.98
693 - 736	14	1	20.14	20.55	20.96	21.38
		2	21.32	21.75	22.18	22.62
		3	22.51	22.96	23.42	23.88
		4	23.69	24.17	24.65	25.14
737 - 780	15	1	22.00	22.44	22.89	23.35
		2	23.29	23.76	24.23	24.72
		3	24.59	25.08	25.59	26.10
		4	25.88	26.40	26.93	27.47
781 - 824	16	1	23.79	24.27	24.76	25.25
		2	25.19	25.69	26.20	26.73
		3	26.59	27.12	27.66	28.22
		4	27.99	28.55	29.12	29.70
825 - 868	17	1	26.04	26.56	27.09	27.63
		2	27.57	28.12	28.68	29.26
		3	29.09	29.68	30.27	30.87
		4	30.63	31.24	31.87	32.50
869 - 912	18	1	27.83	28.38	28.95	29.53
		2	29.46	30.05	30.65	31.27
		3	31.10	31.72	32.36	33.00
		4	32.74	33.39	34.06	34.74
913 - 956	19	1	29.62	30.21	30.81	31.43
		2	31.35	31.98	32.62	33.27
		3	33.10	33.77	34.44	35.13
		4	34.84	35.54	36.25	36.98
957 - 1000	20	1	32.32	32.96	33.62	34.29
		2	34.21	34.89	35.59	36.30
		3	36.11	36.83	37.57	38.32
		4	38.01	38.77	39.55	40.34

Note: The Step 4 rate for unique jobs shall be determined by the JJEP and shall be subject to the increment steps above.

***The above Paraprofessional wage rates for 2007, 2008 and 2009 reflect general wage increases only. The wage rates will be adjusted each April 1st in 2007, 2008 and 2009 in accordance with MOA #12 re Job Evaluation Plan.*

A. Implementation (Effective April 1, 2004)

- Casual employees hired prior to April 1, 2004 shall be paid at Step 4 of the classification in which the casual employee is working.

B. Wage Protection

Wage protection shall apply to regular employees hired prior to April 1, 2004, who have a pay rate greater than the Step 4 rate in Appendix A (Wage Grid), while they are in their current classifications.

Wage protection shall apply to casual employees hired prior to April 1, 2004, who are paid at Step 4 of the classification in which the casual employee is working [see Appendix A (Wage Grid)].

Wage protection applies to:

- additional straight-time hours worked by regular full-time and regular part-time employees as per Article 14.2(e) (Hours of Work) in their classification;
- overtime hours in the employee's classification;
- statutory holidays/annual vacation pay/sick leave; and
- assignment of regular hours as per Article 24.1(c) (Job Postings) in the employee's classification.

Wage protection rates do not apply to:

- additional straight-time hours worked by regular full-time and regular part-time employees as per Article 14.2(e) (Hours of Work) in classification other than the employee's own. In such circumstances, they will be paid at Step 4 of the classification in which the employees is working.

All employees shall lose their wage protection (status) rates when:

- they post to a different classification;
- they are demoted by the Employer as a result of disciplinary action;
- regular employees achieve a casual position except where it is a temporary assignment directed by the Employer;
- they bump under layoff provisions into a different job family or into a different grid level.

C. Increment System (subject to B. Wage Protection)

Regular Employees

Regular employees appointed, in accordance with Article 24 (Promotion and Staff Changes), to a higher grid level shall be placed on the grid in accordance with Article 26.5 (Rate of Pay on Reclassification or Promotion) of the Collective Agreement. Regular employees shall remain at that step until they meet the hours for the next step. Increment hours calculations start on the first day in the new classification.

Regular employees appointed, in accordance with Article 24 (Promotion and Staff Changes), to a lower grid level shall be placed at the step immediately lower than her rate. Regular employees shall remain at that step until they meet the hours for the next step. Increment hours calculations start on the first day in the new classification.

Regular employees appointed, in accordance with Article 24 (Promotion and Staff Changes), within the same grid level shall retain their rate. Regular employees shall remain at that step until they meet the hours for the next step. Increment hours calculations start on the first day in the new classification.

Regular employees who are laid off and displace employees in another classification shall be placed at the rate which corresponds to the total number of hours the employee worked within the classification of the displaced employee.

Casual Employees

A casual employee appointed, in accordance with Article 24 (Promotion and Staff Changes), to a regular position shall be placed at the appropriate step given the total number of hours the employee worked within the classification she was appointed to.

D. Non-Provincially Funded Positions ("NPF")

During the term of the Collective Agreement, the Parties shall negotiate local Memoranda of Agreement that apply to NPF positions. CSSEA and CSSBA may delegate their negotiations to the local Employer and Union.

Such agreements are subject to CSSEA and CSSBA approval. If negotiations do not result in an agreement, the new terms and conditions will be resolved by Interest Arbitration using an arbitrator named in Appendix B (List of Arbitrators).

Existing memoranda and letters that apply to NPF positions shall remain in full force and effect until the above noted negotiations produce an agreement.

Any and all memoranda and letters that apply to NPF positions shall be without prejudice.

Pursuant to Memorandum of Agreement #12 (RE: Joint Job Evaluation Plan), the Parties agree that the following wage grids will be effective on March 31, 2006. Sections A through to D of Appendix A (Wage Grid) will continue to apply.

APPENDIX A1

WAGE GRID FOR DELEGATED PROGRAMS

"*Devolution*" means the transfer of responsibility of Aboriginal Services from the Ministry of Children and Family Development to Agencies/Authorities that will be created under statute.

Master Agreement means the 14th Master Agreement between the Province of British Columbia and the B.C. Government and Service Employees' Union (BCGEU).

A. Aboriginal Delegated Social Worker (SPO) Growth Progression

CLASSIFICATION	GRID LEVEL	April 1, 2006	April 1, 2007	April 1, 2008	April 1, 2008
		Hourly	Hourly	Hourly	Hourly
SPO GROWTH	Step 1 – Grid 19	\$24.61	\$25.35	\$25.99	\$26.51
	Step 2 – Grid 20	25.33	26.09	26.75	27.28
	Step 3 – Grid 21	26.08	26.86	27.53	28.08
	Step 4 – Grid 22	26.85	27.66	28.35	28.92

Note: Wage grid is from 14th Master Agreement between BCGEU and Province of BC. Increments granted after 913 hours worked.

B. Aboriginal Delegated Social Worker (SPO 24) Working Level

CLASSIFICATION	GRID LEVEL	April 1, 2006	April 1, 2007	April 1, 2008	April 1, 2008
		Hourly	Hourly	Hourly	Hourly
SPO 24 WORKING STEP	Step 1 – Grid 24	\$28.50	\$29.36	\$30.09	\$30.69
	Step 2 – Grid 24	29.37	30.25	31.01	31.63
	Step 3 – Grid 24	30.27	31.17	31.95	32.59
	Step 4 – Grid 24	31.19	32.13	32.93	33.59
	Step 5 – Grid 24	32.57	33.55	34.38	35.07

Note: Wage grid is from 14th Master Agreement between BCGEU and Province of BC. Increments granted after 913 hours worked.

C. Aboriginal Delegated Supervisor

CLASSIFICATION	GRID LEVEL	April 1, 2006	April 1, 2007	April 1, 2008	April 1, 2008
		Hourly	Hourly	Hourly	Hourly
DELEGATED SUPERVISOR	Step 1 – Grid 28	\$32.15	\$33.11	\$33.94	\$34.62
	Step 2 – Grid 28	33.14	34.13	34.98	35.68
	Step 3 – Grid 28	34.16	35.18	36.06	36.78
	Step 4 – Grid 28	35.21	36.27	37.18	37.92
	Step 5 – Grid 28	36.78	37.89	38.83	39.61

Note: Wage grid is from 14th Master Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked.

D. Administrative Support – Delegated Programs (Resources, Guardianship, Child Protection)

CLASSIFICATION	GRID LEVEL	April 1, 2006	April 1, 2007	April 1, 2008	April 1, 2008
		Hourly	Hourly	Hourly	Hourly
PROGRAM ASSISTANT	Step 1 – Grid 07	\$17.58	\$18.10	\$18.56	\$18.93
	Step 2 – Grid 07	18.06	18.60	19.07	19.45
	Step 3 – Grid 07	18.57	19.12	19.60	19.99
	Step 4 – Grid 07	19.09	19.66	20.15	20.55
	Step 5 – Grid 07	19.86	20.46	20.97	21.39
PROGRAM ASSISTANT (RAP)	Step 1 – Grid 09	\$18.57	\$19.12	\$19.60	\$19.99
	Step 1 – Grid 09	19.09	19.66	20.15	20.55
	Step 1 – Grid 09	19.62	20.21	20.72	21.13
	Step 1 – Grid 09	20.18	20.78	21.30	21.73
	Step 1 – Grid 09	21.01	21.64	22.18	22.62
ADMIN. SUPERVISOR	Step 1 – Grid 14	\$21.34	\$21.98	\$22.53	\$22.98
	Step 2 – Grid 14	21.95	22.61	23.18	23.64
	Step 3 – Grid 14	22.59	23.26	23.85	24.32
	Step 4 – Grid 14	23.24	23.94	24.54	25.03
	Step 5 – Grid 14	24.22	24.94	25.57	26.08

Note: Wage grid is from 14th Master Agreement between BCGEU and Province of BC. Increments granted after 1827 hours worked.

E. Social Worker Classifications

1. The Parties agree that the Growth Series within the Aboriginal Delegated Social Worker Progression (ADSWP) will be dependent upon actual hours paid while in a delegated position. Any hours worked in a non-delegated position will not apply to progression on the ADSWP.
2. The above salary grids reflect the current salary grid for SPO 4 (Child Protection Social Worker), SPO 5 and SPO 6, under the Master Agreement and extension as of March 31, 2006.
3. CSSEA and the Union agree that due to the devolution of services to Regional Authorities and to the unique nature of Aboriginal agencies delegated under the Child and Family Community Services Act, Aboriginal Delegated Social Workers (ADSW's or SPO's) salaries shall be compensated in accordance to the Master Agreement.
4. The Parties agree that the above Aboriginal Delegated Social Worker (ADSW) grid levels will be implemented upon ratification of the Aboriginal Services collective agreement and will be adjusted, upon ratification of the 14th Master Agreement to reflect the new salary grids (SPO 4, 5, 6). The Parties also agree that where delegated or non-delegated social worker positions and/or classifications are created by the Employer and/or are identified as being comparable or equivalent to classifications under the Public Service Job Evaluation Plan (PSJEP) the Parties shall meet within thirty (30) days of the creation of the new classification to identify the appropriate rate of pay as benchmarked by the PSJEP. Where the Parties cannot agree, the matter shall be referred to Bob Pekeles for final determination.

F. Non-Delegated Aboriginal Social Workers

The Parties agree that wages for non-delegated social work classifications not comparable or equivalent to classifications under the PSJEP will be compensated according to the Community Social Services JJEP Wage Grid and the JJEP ParaProfessional Wage Grid. The Parties agree to meet and determine the applicable grid levels within 30 days of the date of ratification. All employees who are receiving a wage rate in excess of the Collective Agreement rates, as of March 30, 2006, shall be wage protected.

G. The Parties agree that administrative support employees who are working exclusively in delegated programs shall receive wage rates equivalent to those of the same position within the Master Agreement. The Parties agree to meet within sixty (60) days to determine the applicable grid levels. Where the Parties cannot agree, the matter shall be referred to Bob Pekeles for final determination.

H. All other employees shall be compensated as per the JJEP wage Grid or the JJEP ParaProfessional Wage Grid.