

Sample Wage Illustrations for CUPE 204, CUPE 4270, & CUPE 500

Not final, for illustration only, to be verified with Employer

Pool A Examples											
Housekeeping/Dietary/Linen Aide											
	01-Apr-23		01-Apr-24	01-Apr-25	30-Sep-25	01-Apr-26	30-Sep-26	01-Apr-27			
	Last Collective Agreement	MAWS adjustment	1% Market Adjustment + 2.5% GWI & 15-year and 25-year Long Service	2.75% GWI & Eliminate Start Rate	\$0.50 Flat Rate Increase	3% GWI	\$0.50 Flat Rate Increase	\$2.00 Flat Rate Increase & 3% GWI	Total Wage Increase	Total % Increase	Salary Increase (based on 77.5 hours biweekly)
Start Wage	\$17.07	\$17.58	\$18.20	-	-	-	-	-	-	-	-
Step 1	\$17.58	\$18.11	\$18.74	\$19.26	\$19.76	\$20.35	\$20.85	\$23.54	\$6.47	37.9%	\$12,007.52
Step 2	\$18.10	\$18.65	\$19.31	\$19.84	\$20.34	\$20.95	\$21.45	\$24.15	\$6.05	33.4%	\$12,194.73
Step 3	\$18.65	\$19.21	\$19.89	\$20.43	\$20.93	\$21.56	\$22.06	\$24.78	\$6.13	32.9%	\$12,359.87
Step 4	\$19.21	\$19.79	\$20.49	\$21.05	\$21.55	\$22.20	\$22.70	\$25.44	\$6.23	32.4%	\$12,550.35
Step 5	\$19.79	\$20.38	\$21.10	\$21.68	\$22.18	\$22.84	\$23.34	\$26.10	\$6.32	31.9%	\$12,731.33
15 Year	-	-	\$21.52	\$22.11	\$22.62	\$23.30	\$23.81	\$26.63	\$6.84	34.6%	\$13,783.33
20 year	\$20.18	\$20.99	\$21.95	\$22.55	\$23.07	\$23.77	\$24.29	\$27.16	\$6.98	34.6%	\$14,059.00
25 year	-	-	\$22.61	\$23.23	\$23.77	\$24.48	\$25.02	\$27.97	\$7.79	38.6%	\$15,700.75

Health Care Aide (Certified)										
		01-Apr-24	01-Apr-25	30-Sep-25	01-Apr-26	30-Sep-26	01-Apr-27			
	Last Collective Agreement	1% Market Adjustment + 2.5% GWI & 15-year and 25-year Long Service	2.75% GWI & Eliminate Start Rate	\$0.50 Flat Rate Increase	3% GWI	\$0.50 Flat Rate Increase	\$2.00 Flat Rate Increase & 3% GWI	Total Wage Increase	Total % Increase	Salary Increase (based on 77.5 hours biweekly)
Start Wage	\$20.09	\$20.80	-	-	-	-	-	-	-	-
Step 1	\$20.69	\$21.42	\$22.01	\$22.51	\$23.18	\$23.68	\$26.45	\$6.36	31.68%	\$12,823.69
Step 2	\$21.31	\$22.07	\$22.67	\$23.17	\$23.87	\$24.37	\$27.16	\$5.84	27.42%	\$11,776.26
Step 3	\$21.95	\$22.73	\$23.35	\$23.85	\$24.57	\$25.07	\$27.88	\$5.93	27.00%	\$11,941.45
Step 4	\$22.61	\$23.41	\$24.05	\$24.55	\$25.29	\$25.79	\$28.62	\$6.01	26.58%	\$12,112.35
Step 5	\$23.29	\$24.11	\$24.78	\$25.28	\$26.03	\$26.53	\$29.39	\$6.10	26.18%	\$12,288.16
Last Step	\$23.99	\$24.84	\$25.52	\$26.02	\$26.80	\$27.30	\$30.18	\$6.19	25.79%	\$12,469.15
15 Year	-	\$25.33	\$26.03	\$26.54	\$27.34	\$27.85	\$30.78	\$6.79	28.31%	\$13,685.33
20 Year	\$24.47	\$25.84	\$26.55	\$27.07	\$27.88	\$28.40	\$31.40	\$6.93	28.31%	\$13,959.03
25 Year	-	\$26.36	\$27.35	\$27.88	\$28.72	\$29.25	\$32.34	\$7.87	32.16%	\$15,857.00

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Pool B Examples										
Unit Clerk										
		01-Apr-24	01-Apr-25	30-Sep-25	01-Apr-26	30-Sep-26	01-Apr-27			
	Last Collective Agreement	1% Market Adjustment + 2.5% GWI & 15-year and 25-year Long Service	2.75% GWI	\$0.45 Flat Rate Increase	3% GWI	\$0.45 Flat Rate Increase	\$1.75 Flat Rate Increase Adjustment & 3% GWI	Total Wage Increase	Total % Increase	Salary Increase (based on 77.5 hours biweekly)
Start Wage	\$20.09	\$20.80	\$21.37	\$21.82	\$22.47	\$22.92	\$25.41	\$5.32	26.51%	\$10,729.81
Step 1	\$20.69	\$21.42	\$22.01	\$22.46	\$23.13	\$23.58	\$26.09	\$5.40	26.11%	\$10,885.17
Step 2	\$21.31	\$22.07	\$22.67	\$23.12	\$23.82	\$24.27	\$26.80	\$5.48	25.72%	\$11,046.74
Step 3	\$21.95	\$22.73	\$23.35	\$23.80	\$24.51	\$24.96	\$27.52	\$5.56	25.35%	\$11,211.93
Step 4	\$22.61	\$23.41	\$24.05	\$24.50	\$25.24	\$25.69	\$28.26	\$5.65	24.98%	\$11,382.82
Step 5	\$23.29	\$24.11	\$24.77	\$25.22	\$25.98	\$26.43	\$29.03	\$5.74	24.63%	\$11,558.38
15 Year	-	\$24.59	\$25.27	\$25.73	\$26.50	\$26.96	\$29.61	\$6.32	27.12%	\$12,728.13
20 Year	\$23.76	\$25.09	\$25.77	\$26.24	\$27.03	\$27.50	\$30.20	\$6.44	27.12%	\$12,982.69
25 Year	-	\$25.84	\$26.55	\$27.03	\$27.84	\$28.32	\$31.10	\$7.35	30.94%	\$14,808.21

5th Class Power Engineer										
		01-Apr-24	01-Apr-25	30-Sep-25	01-Apr-26	30-Sep-26	01-Apr-27			
	Last Collective Agreement	1% Market Adjustment + 2.5% GWI & 15-year and 25-year Long Service	2.75% GWI	\$0.45 Flat Rate Increase	3% GWI	\$0.45 Flat Rate Increase	\$1.75 Flat Rate Increase Adjustment & 3% GWI	Total Wage Increase	Total % Increase	Salary Increase (based on 80 hours biweekly)
Start Wage	\$28.32	\$29.32	\$30.12	\$30.57	\$31.49	\$31.94	\$35.69	\$7.37	26.03%	\$15,332.88
Step 1	\$28.89	\$30.80	\$31.65	\$32.10	\$33.06	\$33.51	\$36.32	\$7.43	25.73%	\$15,462.28
15 Year	-	\$31.42	\$32.28	\$32.74	\$33.72	\$34.18	\$37.05	\$8.16	28.25%	\$16,973.23
20 Year	\$29.75	\$31.42	\$32.93	\$33.40	\$34.40	\$34.87	\$37.79	\$8.03	27.00%	\$16,711.03
25 Year	-	\$32.36	\$33.92	\$34.40	\$35.43	\$35.91	\$38.92	\$9.17	30.81%	\$19,069.01

MAWS = Market Adjustment and Wage Standardization - Approved but not yet implemented.

GWI = Annual Percentage Wage Increase