

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93C		3rd Class Maintenance Engineer	HSC	2080	Hourly Monthly Annual	39.424 6,833.493 82,001.920	41.499 7,193.160 86,317.920						42.329 7,337.027 88,044.320	43.176 7,483.840 89,806.080	44.471 7,708.307 92,499.680	
2			Accounting Clerk	SH	1885	Hourly Monthly Annual	23.823 3,742.196 44,906.355	24.482 3,845.714 46,148.570	25.160 3,952.217 47,426.600	25.882 4,065.631 48,787.570	26.647 4,185.800 50,229.595	27.424 4,307.853 51,694.240		27.972 4,393.935 52,727.220	28.531 4,481.745 53,780.935	29.387 4,616.208 55,394.495	
3			Accounting Clerk	CCMB	2015	Hourly Monthly Annual	21.236 3,565.878 42,790.540	21.874 3,673.009 44,076.110	22.529 3,782.995 45,395.935	23.206 3,896.674 46,760.090	23.902 4,013.544 48,162.530	24.618 4,133.773 49,605.270		25.110 4,216.388 50,596.650	25.612 4,300.682 51,608.180	26.380 4,429.642 53,155.700	
4			Accounting Clerk 1 - SMHC	SMHC	1885	Hourly Monthly Annual	25.069 3,937.922 47,255.065	25.786 4,050.551 48,606.610	26.462 4,156.739 49,880.870	27.138 4,262.928 51,155.130	27.920 4,385.767 52,629.200	28.669 4,503.422 54,041.065		29.242 4,593.431 55,121.170	29.827 4,685.325 56,223.895	30.722 4,825.914 57,910.970	
5			Accounts Payable Clerk - Level 2	SH	2015	Hourly Monthly Annual	22.044 3,701.555 44,418.660	22.704 3,812.380 45,748.560	23.386 3,926.899 47,122.790	24.086 4,044.441 48,533.290	24.810 4,166.013 49,992.150	25.554 4,290.943 51,491.310		26.065 4,376.748 52,520.975	26.586 4,464.233 53,570.790	27.384 4,598.230 55,178.760	
6			Accounts Receivable Clerk - Level 2	SH	1950	Hourly Monthly Annual	22.044 3,582.150 42,985.800	22.704 3,689.400 44,272.800	23.386 3,800.225 45,602.700	24.086 3,913.975 46,967.700	24.810 4,031.625 48,379.500	25.554 4,152.525 49,830.300		26.065 4,235.563 50,826.750	26.586 4,320.225 51,842.700	27.384 4,449.900 53,998.800	
7			Admin Assist - Patient Program - SMHC	SMHC	1885	Hourly Monthly Annual	24.266 3,811.784 45,741.410	24.910 3,912.946 46,955.350	25.607 4,022.433 48,269.195	26.304 4,131.920 49,583.040	27.022 4,244.706 50,936.470	27.751 4,359.220 52,310.635		28.306 4,446.401 53,356.810	28.872 4,535.310 54,423.720	29.738 4,671.344 56,056.130	
8			Admin Assist Info Services - SMHC	SMHC	1885	Hourly Monthly Annual	24.266 3,811.784 45,741.410	24.910 3,912.946 46,955.350	25.607 4,022.433 48,269.195	26.304 4,131.920 49,583.040	27.022 4,244.706 50,936.470	27.751 4,359.220 52,310.635		28.306 4,446.401 53,356.810	28.872 4,535.310 54,423.720	29.738 4,671.344 56,056.130	
9			Admin Assist Support Services - SMHC	SMHC	1885	Hourly Monthly Annual	24.266 3,811.784 45,741.410	24.910 3,912.946 46,955.350	25.607 4,022.433 48,269.195	26.304 4,131.920 49,583.040	27.022 4,244.706 50,936.470	27.751 4,359.220 52,310.635		28.306 4,446.401 53,356.810	28.872 4,535.310 54,423.720	29.738 4,671.344 56,056.130	
10			Administrative Assistant - CPL	SH	1885	Hourly Monthly Annual	24.266 3,811.784 45,741.410	24.910 3,912.946 46,955.350	25.607 4,022.433 48,269.195	26.304 4,131.920 49,583.040	27.022 4,244.706 50,936.470	27.751 4,359.220 52,310.635		28.306 4,446.401 53,356.810	28.872 4,535.310 54,423.720	29.738 4,671.344 56,056.130	
11			Administrative Assistant - SMHC	SMHC	1885	Hourly Monthly Annual	24.266 3,811.784 45,741.410	24.910 3,912.946 46,955.350	25.607 4,022.433 48,269.195	26.304 4,131.920 49,583.040	27.022 4,244.706 50,936.470	27.751 4,359.220 52,310.635		28.306 4,446.401 53,356.810	28.872 4,535.310 54,423.720	29.738 4,671.344 56,056.130	
12			Administrative Assistant 2	SH	1950	Hourly Monthly Annual	22.192 3,606.200 43,274.400	22.857 3,714.263 44,571.150	23.543 3,825.738 45,908.850	24.250 3,940.625 47,287.500	24.977 4,058.763 48,705.150	25.725 4,180.313 50,163.750		26.240 4,264.000 51,168.000	26.765 4,349.313 52,191.750	27.568 4,479.800 53,757.600	
13			Administrative Assistant 2 - PIO	HSC	1950	Hourly Monthly Annual	21.646 3,517.475 42,209.700	22.292 3,622.450 43,469.400	22.969 3,732.463 44,789.550	23.654 3,843.775 46,125.300	24.367 3,959.638 47,515.650	25.099 4,078.588 48,943.050	25.849 4,200.463 50,405.550		26.366 4,284.475 51,413.700	26.893 4,370.113 52,441.350	27.700 4,501.250 54,015.000
14			Administrative Officer	SH	1885	Hourly Monthly Annual	27.852 4,375.085 52,501.020	28.880 4,536.567 54,438.800	29.843 4,687.838 56,254.055	30.971 4,865.028 58,380.335	32.097 5,041.904 60,502.845	33.247 5,222.550 62,670.595		33.912 5,327.010 63,924.120	34.590 5,433.513 65,202.150	35.628 5,596.565 67,158.780	
15			Administrative Secretary	SH	1950	Hourly Monthly Annual	21.320 3,464.500 41,574.000	21.959 3,568.338 42,820.050	22.616 3,675.100 44,101.200	23.296 3,785.600 45,427.200	23.995 3,899.188 46,790.250	24.716 4,016.350 48,196.200		25.210 4,096.625 49,159.500	25.714 4,178.525 50,142.300	26.485 4,303.813 51,645.750	
16			Administrative Secretary - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	21.320 3,579.983 42,959.800	21.959 3,687.282 44,247.385	22.616 3,797.603 45,571.240	23.296 3,911.787 46,941.440	23.995 4,029.160 48,349.925	24.716 4,150.228 49,802.740		25.210 4,233.179 50,798.150	25.714 4,317.809 51,813.710	26.485 4,447.273 53,367.275	
17			Administrative Secretary - PIO	SH	1950	Hourly Monthly Annual	21.325 3,465.313 41,583.750	22.243 3,614.488 43,373.850	23.163 3,763.988 45,167.850	24.085 3,913.813 46,965.750	25.006 4,063.475 48,761.700		25.506 4,144.725 49,736.700	26.016 4,227.600 50,731.200	26.796 4,354.350 52,252.200		
18			Administrative Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	24.266 3,811.784 45,741.410	24.910 3,912.946 46,955.350	25.607 4,022.433 48,269.195	26.304 4,131.920 49,583.040	27.022 4,244.706 50,936.470	27.751 4,359.220 52,310.635		28.306 4,446.401 53,356.810	28.872 4,535.310 54,423.720	29.738 4,671.344 56,056.130	
19			Administrative Secretary 2 - 1950	SH	1950	Hourly Monthly Annual	21.500 3,493.750 41,925.000	21.994 3,574.025 42,888.300	22.549 3,664.213 43,970.550	23.133 3,759.113 45,109.350	23.813 3,869.613 46,435.350	24.417 3,967.763 47,613.150		24.905 4,047.063 48,564.750	25.403 4,127.988 49,535.850	26.165 4,251.813 51,021.750	
20			Administrative Secretary 3	SH	1885	Hourly Monthly Annual	24.569 3,859.380 46,312.565	25.227 3,962.741 47,552.895	25.921 4,071.757 48,861.085	26.615 4,180.773 50,169.275	27.338 4,294.344 51,532.130	28.119 4,417.026 53,004.315		28.681 4,505.307 54,063.685	29.255 4,595.473 55,145.675	30.133 4,733.392 56,800.705	
21			Administrative Secretary 3 - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	24.569 4,125.545 49,506.535	25.227 4,236.034 50,832.405	25.921 4,352.568 52,230.815	26.615 4,469.102 53,629.225	27.338 4,590.506 55,086.075	28.119 4,721.649 56,659.785		28.681 4,816.018 57,792.215	29.255 4,912.402 58,948.825	30.133 5,059.833 60,717.995	
22			Admissions Clerk 4	HSC	1950	Hourly Monthly Annual	21.236 3,450.850 41,410.200	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.206 3,770.975 45,251.700	23.902 3,884.075 46,608.900	24.618 4,000.425 48,005.100		25.110 4,080.375 48,964.500	25.612 4,161.950 49,943.400	26.380 4,286.750 51,441.000	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
23			Admissions Clerk 5	HSC	1950	Hourly Monthly Annual	22.044 3,582.150 42,985.800	22.704 3,689.400 44,272.800	23.385 3,800.063 45,600.750	24.086 3,913.975 46,967.700	24.810 4,031.625 48,379.500	25.555 4,152.688 49,832.250		26.066 4,235.725 50,828.700	26.587 4,320.388 51,844.650	27.385 4,450.063 53,400.750	
24	23-55ANESAIDE		Anesthetics Assistant	HSC	2015	Hourly Monthly Annual	23.919 4,016.399 48,196.785	24.635 4,136.627 49,639.525	25.373 4,260.550 51,126.595	26.135 4,388.502 52,662.025	26.920 4,520.317 54,243.800	27.728 4,655.993 55,871.920		28.283 4,749.187 56,990.245	28.849 4,844.228 58,130.735	29.714 4,989.476 59,873.710	
25			Area Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	21.288 3,343.990 40,127.880	21.710 3,410.279 40,923.350	22.260 3,496.675 41,960.100	22.809 3,582.914 42,994.965	23.537 3,697.270 44,367.245	24.096 3,785.080 45,420.960		24.578 3,860.794 46,329.530	25.070 3,938.079 47,256.950	25.822 4,056.206 48,674.470	
26			Assistive Technology Technician	HSC	2015	Hourly Monthly Annual	43.385 7,285.065 87,420.775							44.253 7,430.816 89,169.795	45.138 7,579.423 90,953.070	46.492 7,806.782 93,681.380	
27			Attendant - Crisis Services	SH	2080	Hourly Monthly Annual	20.341 3,525.773 42,309.280	20.946 3,630.640 43,567.680	21.578 3,740.187 44,882.240	22.222 3,851.813 46,221.760	22.889 3,967.427 47,609.120	23.573 4,085.987 49,031.840		24.044 4,167.627 50,011.520	24.525 4,251.000 51,012.000	25.261 4,378.573 52,542.880	
28			Attendant - Supply Transformation	SH	2015	Hourly Monthly Annual	19.664 3,301.913 39,622.960	20.253 3,400.816 40,809.795	20.861 3,502.910 42,034.915	21.488 3,608.193 43,298.320	22.132 3,716.332 44,595.980	22.794 3,827.493 45,929.910		23.250 3,904.063 46,848.750	23.715 3,982.144 47,785.725	24.426 4,101.533 49,218.390	
29			Attendant 2 - Printing	SH	2015	Hourly Monthly Annual	20.064 3,369.080 40,428.960	20.664 3,469.830 41,637.960	21.285 3,574.106 42,889.275	21.922 3,681.069 44,172.830	22.582 3,791.894 45,502.730	23.256 3,905.070 46,860.840		23.721 3,983.151 47,797.815	24.195 4,062.744 48,752.925	24.921 4,184.651 50,215.815	
30			Bindery Worker	HSC	2015	Hourly Monthly Annual	19.939 3,348.090 40,177.085	20.523 3,446.154 41,353.845	21.124 3,547.072 42,564.860	21.746 3,651.516 43,818.190	22.381 3,758.143 45,097.715	23.034 3,867.793 46,413.510		23.955 3,945.202 47,342.425	24.684 4,024.123 48,289.475	25.464 4,144.855 49,738.260	
31	23-200		Biomedical Engineering Technologist	SH	1950	Hourly Monthly Annual	37.220 6,048.250 72,579.000	38.805 6,305.813 75,669.750	40.459 6,574.588 78,895.050	42.258 6,866.925 82,403.100	44.028 7,154.550 85,854.600	45.086 7,326.475 87,917.700	46.291 7,522.288 90,267.450		47.217 7,672.763 92,073.150	48.161 7,826.163 93,913.950	49.606 8,060.975 96,731.700
32	23-200		Biomedical Engineering Technologist	SH	2015	Hourly Monthly Annual	37.220 6,249.858 74,998.300	38.805 6,516.006 78,192.075	40.459 6,793.740 81,524.885	42.258 7,095.823 85,149.870	44.028 7,393.035 88,716.420	45.086 7,570.691 90,848.290	46.291 7,773.030 93,276.365		47.217 7,928.521 95,142.255	48.161 8,087.035 97,044.415	49.606 8,329.674 99,956.090
33	23-200		Biomedical Engineering Technologist	SH	2080	Hourly Monthly Annual	37.220 6,451.467 77,417.600	38.805 6,726.200 80,714.400	40.459 7,012.893 84,154.720	42.258 7,324.720 87,896.640	44.028 7,631.520 91,578.240	45.086 7,814.907 93,778.880	46.291 8,023.773 96,285.280		47.217 8,184.280 98,211.360	48.161 8,347.907 100,174.880	49.606 8,598.373 103,180.480
34			Building Services Worker 3	Shared Health (MATC)	1950	Hourly Monthly Annual	25.330 4,116.125 49,393.500							25.837 4,198.513 50,382.150	26.354 4,282.525 51,390.300	27.145 4,411.063 52,932.750	
35			Building Services Worker 3 - PIO	Shared Health (MATC)	1950	Hourly Monthly Annual	26.379 4,286.588 51,439.050	27.858 4,526.925 54,323.100	29.335 4,766.938 57,203.250	30.813 5,007.113 60,085.350	32.293 5,247.613 62,971.350		32.939 5,352.588 64,231.050	33.598 5,459.675 65,516.100	34.606 5,623.475 67,481.700		
36			Building Technologist	HSC	1950	Hourly Monthly Annual	39.145 6,361.063 76,332.750	40.320 6,552.000 78,624.000	41.529 6,748.463 80,981.550	42.774 6,950.775 83,409.300	44.058 7,159.425 85,913.100	45.380 7,374.250 88,491.000		46.288 7,521.800 90,261.600	47.214 7,672.275 92,067.300	48.630 7,902.375 94,828.500	
37			CAD Operator	HSC	1950	Hourly Monthly Annual	27.398 4,452.175 53,426.100	28.345 4,606.063 55,272.750	29.344 4,768.400 57,220.800	30.369 4,934.963 59,219.550	31.430 5,107.375 61,288.500	32.532 5,286.450 63,437.400	33.664 5,470.400 65,644.800		34.337 5,579.763 66,957.150	35.024 5,691.400 68,296.800	36.075 5,862.188 70,346.250
38			CADD Systems Specialist - PIO	HSC	1950	Hourly Monthly Annual	31.577 5,131.263 61,575.150	32.686 5,311.475 63,737.700	33.823 5,496.238 65,954.850	35.034 5,693.025 68,316.300	36.249 5,890.463 70,685.550	37.510 6,095.375 73,144.500	38.823 6,308.738 75,704.850		39.599 6,434.838 77,218.050	40.391 6,563.538 78,762.450	41.603 6,760.488 81,125.850
39			Cancer Registrar 1	CCMB	2015	Hourly Monthly Annual	33.517 5,628.063 67,536.755	34.526 5,797.491 69,569.890	35.561 5,971.285 71,655.415	36.626 6,150.116 73,801.390	37.727 6,334.992 76,019.905	38.860 6,525.242 78,302.900		39.637 6,655.713 79,868.555	40.430 6,788.871 81,466.450	41.643 6,992.554 83,910.645	
40			Cancer Registrar 2	CCMB	2015	Hourly Monthly Annual	37.181 6,243.310 74,919.715	38.297 6,430.705 77,168.455	39.446 6,623.641 79,483.690	40.630 6,822.454 81,869.450	41.848 7,026.977 84,323.720	43.103 7,237.712 86,852.545		43.965 7,382.456 88,589.475	44.844 7,530.655 90,360.660	46.189 7,755.903 93,070.835	
41	23-12H		Carpenter	HSC	2080	Hourly Monthly Annual	37.464 6,493.760 77,925.120	38.588 6,688.587 80,263.040						39.360 6,822.400 81,868.800	40.147 6,958.813 83,505.760	41.351 7,167.507 86,010.080	
42			Cashier - Dietetics - PIO	HSC	2015	Hourly Monthly Annual	20.090 3,373.446 40,481.350	20.457 3,435.071 41,220.855	20.819 3,495.857 41,950.285	21.184 3,557.147 42,685.760	21.551 3,618.772 43,425.265	21.918 3,680.398 44,164.770		22.356 3,753.945 45,047.340	22.803 3,829.004 45,948.045	23.487 3,943.859 47,326.305	
43			Cashier / Information Clerk	HSC	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200	
44			CD19 - Data Entry Clerk - CPL	SH	1885	Hourly Monthly Annual	24.319 3,820.110 45,841.315	24.941 3,917.815 47,013.785	25.639 4,027.460 48,329.515	26.346 4,138.518 49,662.210	27.053 4,249.575 50,994.905	27.898 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
45			Centralized Slatting Clerk	HSC	1950	Hourly Monthly Annual	22.693 3,687.613 44,251.350	23.375 3,798.438 45,581.250	24.074 3,912.025 46,944.300	24.797 4,029.513 48,354.150	25.541 4,150.413 49,804.950	26.308 4,275.050 51,300.600		26.834 4,360.525 52,326.300	27.371 4,447.788 53,373.450	28.192 4,581.200 54,974.400
46	23-201		Charge Biomedical Engineering Technologist	SH	2015	Hourly Monthly Annual	47.341 7,949.343 95,392.115	48.605 8,161.590 97,939.075	49.228 8,266.020 99,194.420					50.213 8,431.600 101,179.195	51.217 8,600.188 103,202.255	52.754 8,858.276 106,299.310
47	23-201		Charge Biomedical Engineering Technologist	SH	2080	Hourly Monthly Annual	47.341 8,205.773 98,469.280	48.605 8,424.867 101,098.400	49.228 8,532.853 102,394.240					50.213 8,703.587 104,443.040	51.217 8,877.613 106,531.360	52.754 9,144.027 109,728.320
48	23-Dual		Charge Clerk	CCMB	2015	Hourly Monthly Annual	23.827 4,000.950 48,011.405	24.544 4,121.347 49,456.160	25.278 4,244.598 50,935.170	26.038 4,372.214 52,466.570	26.818 4,503.189 54,038.270	27.624 4,638.530 55,662.360		28.176 4,731.220 56,774.640	28.740 4,825.925 57,911.100	29.602 4,970.669 59,648.030
49	23-204		Charge Technologist-DI Tech Serv	SH	2015	Hourly Monthly Annual	48.287 8,108.192 97,298.305	49.577 8,324.805 99,897.655	50.263 8,439.995 101,279.945	51.459 8,640.824 103,689.885				52.488 8,813.610 105,763.320	53.538 8,989.923 107,879.070	55.144 9,259.597 111,115.160
50			Chemical Tank Transporter	HSC	2015	Hourly Monthly Annual	22.283 3,741.687 44,900.245	22.649 3,803.145 45,637.735	23.013 3,864.266 46,371.195	23.381 3,926.060 47,112.715	23.747 3,987.517 47,850.205	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
51			Clerk - Cardiac Sciences	SH	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240
52			Clerk - Records Control	CCMB	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240
53			Clerk - Records Processing	CCMB	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240
54			Clerk 1	Shared Health - DSM	1950	Hourly Monthly Annual	18.975 3,083.438 37,001.250	19.544 3,175.900 38,110.800	20.133 3,271.613 39,259.350	20.735 3,369.438 40,433.250	21.355 3,470.188 41,642.250	21.996 3,574.350 42,892.200		22.436 3,645.850 43,750.200	22.885 3,718.813 44,625.750	23.572 3,830.450 45,965.400
55			Clerk 1	HSC	1950	Hourly Monthly Annual	18.975 3,083.438 37,001.250	19.544 3,175.900 38,110.800	20.133 3,271.613 39,259.350	20.735 3,369.438 40,433.250	21.355 3,470.188 41,642.250	21.996 3,574.350 42,892.200		22.436 3,645.850 43,750.200	22.885 3,718.813 44,625.750	23.572 3,830.450 45,965.400
56			Clerk 2	SH	1885	Hourly Monthly Annual	20.288 3,186.907 38,242.880	20.794 3,266.391 39,196.690	21.324 3,349.645 40,195.740	21.929 3,444.680 41,336.165	22.487 3,532.333 42,387.995	23.133 3,633.809 43,605.705		23.596 3,706.538 44,478.460	24.068 3,780.682 45,368.180	24.790 3,894.096 46,729.150
57			Clerk 2	HSC	1950	Hourly Monthly Annual	19.709 3,202.713 38,432.550	20.303 3,299.238 39,590.850	20.910 3,397.875 40,774.500	21.536 3,499.600 41,995.200	22.184 3,604.900 43,258.800	22.850 3,713.125 44,557.500		23.307 3,787.388 45,448.650	23.773 3,863.113 46,357.350	24.486 3,978.975 47,747.700
58			Clerk 2 - Cervical Screening	CCMB	2015	Hourly Monthly Annual	19.709 3,309.470 39,713.635	20.303 3,409.212 40,910.545	20.910 3,511.138 42,133.650	21.536 3,616.253 43,395.040	22.184 3,725.063 44,700.760	22.850 3,836.896 46,042.750		23.307 3,913.634 46,963.605	23.773 3,991.883 47,902.595	24.486 4,111.608 49,339.290
59			Clerk 2 - Data Entry Clerk	CCMB	2015	Hourly Monthly Annual	18.975 3,186.219 38,234.625	19.544 3,281.763 39,381.160	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.355 3,585.860 43,030.325	21.996 3,693.495 44,321.940		22.436 3,767.378 45,208.540	22.885 3,842.773 46,113.275	23.572 3,958.132 47,497.580
60			Clerk 2 - Diagnostic Imaging	Shared Health - DSM	1950	Hourly Monthly Annual	19.709 3,202.713 38,432.550	20.303 3,299.238 39,590.850	20.910 3,397.875 40,774.500	21.536 3,499.600 41,995.200	22.184 3,604.900 43,258.800	22.850 3,713.125 44,557.500		23.307 3,787.388 45,448.650	23.773 3,863.113 46,357.350	24.486 3,978.975 47,747.700
61			Clerk 2 - Receptionist	CCMB	2015	Hourly Monthly Annual	18.975 3,186.219 38,234.625	19.544 3,281.763 39,381.160	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.355 3,585.860 43,030.325	21.996 3,693.495 44,321.940		22.436 3,767.378 45,208.540	22.885 3,842.773 46,113.275	23.572 3,958.132 47,497.580
62			Clerk 3	SH	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.354 3,632.525 43,590.300	23.028 3,742.050 44,904.600	23.717 3,854.013 46,248.150		24.191 3,931.038 47,172.450	24.675 4,009.688 48,116.250	25.415 4,129.938 49,559.250
63			Clerk 3	SH	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200
64			Clerk 3	Shared Health - DSM	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200
65			Clerk 3	HSC / Shared Health	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200
66			Clerk 3	CCMB	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
67			Clerk 3 Bethesda	SH	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240
68			Clerk 3 PMH	SH	1950	Hourly Monthly Annual	20.798 3,379.675 40,556.100	21.423 3,481.238 41,774.850	22.065 3,585.563 43,026.750	22.726 3,692.975 44,315.700	23.409 3,803.963 45,647.550	24.112 3,918.200 47,018.400		24.594 3,996.525 47,958.300	25.086 4,076.475 48,917.700	25.839 4,198.838 50,386.050
69			Clerk 3 - 2015	HSC	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240
70			Clerk 3 - CPL	SH	1885	Hourly Monthly Annual	24.319 3,820.110 45,841.315	24.941 3,917.815 47,013.785	25.639 4,027.460 48,329.515	26.346 4,138.518 49,662.210	27.053 4,249.575 50,994.905	27.898 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960
71	1		Clerk 3 (Flin Flon, The Pas & Thomp)	SH (Northern Scale)	2015	Hourly Monthly Annual	21.483 3,607.354 43,288.245	22.126 3,715.324 44,583.890	22.790 3,826.821 45,921.850	23.473 3,941.508 47,298.095	24.180 4,060.225 48,722.700	24.903 4,181.629 50,179.545		25.401 4,265.251 51,183.015	25.909 4,350.553 52,206.635	26.686 4,481.024 53,772.290
72			Clerk 4	HSC	1950	Hourly Monthly Annual	21.236 3,450.850 41,410.200	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.206 3,770.975 45,251.700	23.902 3,884.075 46,608.900	24.618 4,000.425 48,005.100		25.110 4,080.375 48,964.500	25.612 4,161.950 49,943.400	26.380 4,286.750 51,441.000
73			Clerk 4	Shared Health - DSM	1950	Hourly Monthly Annual	21.236 3,450.850 41,410.200	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.206 3,770.975 45,251.700	23.902 3,884.075 46,608.900	24.618 4,000.425 48,005.100		25.110 4,080.375 48,964.500	25.612 4,161.950 49,943.400	26.380 4,286.750 51,441.000
74			Clerk 4	SH	2015	Hourly Monthly Annual	19.709 3,309.470 39,713.635	20.303 3,409.212 40,910.545	20.911 3,511.305 42,135.665	21.536 3,616.253 43,395.040	22.184 3,725.063 44,700.760	22.849 3,836.728 46,040.735		23.306 3,913.466 46,961.590	23.772 3,991.715 47,900.580	24.485 4,111.440 49,337.275
75			Clerk 4	CCMB	2015	Hourly Monthly Annual	21.236 3,565.878 42,790.540	21.874 3,673.009 44,076.110	22.529 3,782.995 45,395.935	23.206 3,896.674 46,760.090	23.902 4,013.544 48,162.530	24.618 4,133.773 49,605.270		25.110 4,216.388 50,596.650	25.612 4,300.682 51,608.180	26.380 4,429.642 53,155.700
76			Clerk 4 - HIS - Shared Health	SH	1950	Hourly Monthly Annual	21.236 3,450.850 41,410.200	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.206 3,770.975 45,251.700	23.902 3,884.075 46,608.900	24.618 4,000.425 48,005.100		25.110 4,080.375 48,964.500	25.612 4,161.950 49,943.400	26.380 4,286.750 51,441.000
77			Clerk 5	HSC	1950	Hourly Monthly Annual	22.044 3,582.150 42,985.800	22.704 3,689.400 44,272.800	23.385 3,800.063 45,600.750	24.086 3,913.975 46,967.700	24.810 4,031.625 48,379.500	25.555 4,152.688 49,832.250		26.066 4,235.725 50,828.700	26.587 4,320.388 51,844.650	27.385 4,450.063 53,400.750
78			Clerk Typist 1	HSC	1950	Hourly Monthly Annual	18.975 3,083.438 37,001.250	19.544 3,175.900 38,110.800	20.133 3,271.613 39,259.350	20.735 3,369.438 40,433.250	21.355 3,470.188 41,642.250	21.996 3,574.350 42,892.200		22.436 3,645.850 43,750.200	22.885 3,718.813 44,625.750	23.572 3,830.450 45,965.400
79			Clerk Typist 2	HSC	1950	Hourly Monthly Annual	19.709 3,202.713 38,432.550	20.303 3,299.238 39,590.850	20.910 3,397.875 40,774.500	21.536 3,499.600 41,995.200	22.184 3,604.900 43,258.800	22.850 3,713.125 44,557.500		23.307 3,787.388 45,448.650	23.773 3,863.113 46,357.350	24.486 3,978.975 47,747.700
80			Clerk Typist 2	SH	1950	Hourly Monthly Annual	19.709 3,202.713 38,432.550	20.303 3,299.238 39,590.850	20.910 3,397.875 40,774.500	21.536 3,499.600 41,995.200	22.184 3,604.900 43,258.800	22.850 3,713.125 44,557.500		23.307 3,787.388 45,448.650	23.773 3,863.113 46,357.350	24.486 3,978.975 47,747.700
81			Clerk Typist 2 - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240
82			Clerk Typist 3	Shared Health - DSM	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200
83			Clerk Typist 3	HSC	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200
84			Clerk Typist 4	SH	2015	Hourly Monthly Annual	19.709 3,309.470 39,713.635	20.303 3,409.212 40,910.545	20.911 3,511.305 42,135.665	21.536 3,616.253 43,395.040	22.184 3,725.063 44,700.760	22.849 3,836.728 46,040.735		23.306 3,913.466 46,961.590	23.772 3,991.715 47,900.580	24.485 4,111.440 49,337.275
85			Clerk/Receptionist - BHC	SH	1950	Hourly Monthly Annual	21.235 3,450.688 41,408.250	21.873 3,554.363 42,652.350	22.529 3,660.963 43,931.550	23.205 3,770.813 45,249.750	23.901 3,883.913 46,606.950	24.616 4,000.100 48,001.200		25.108 4,080.050 48,960.600	25.610 4,161.625 49,939.500	26.378 4,286.425 51,437.100
86			Client Support Unit Clerk - CPL	SH	1885	Hourly Monthly Annual	24.319 3,820.110 45,841.315	24.941 3,917.815 47,013.785	25.639 4,027.460 48,329.515	26.346 4,138.518 49,662.210	27.053 4,249.575 50,994.905	27.898 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960
87			Client Support Unit Supervisor - CPL	SH	1885	Hourly Monthly Annual	28.553 4,485.200 53,822.405	29.229 4,591.389 55,096.665	30.042 4,719.098 56,629.170	30.771 4,833.611 58,003.335	31.658 4,972.944 59,675.330	32.523 5,108.821 61,305.855		33.173 5,210.925 62,531.105	33.836 5,315.072 63,780.860	34.851 5,474.511 65,694.135
88			Clinic Assistant	RCC	1950	Hourly Monthly Annual	20.798 3,379.675 40,556.100	21.423 3,481.238 41,774.850	22.065 3,585.563 43,026.750	22.726 3,692.975 44,315.700	23.409 3,803.963 45,647.550	24.112 3,918.200 47,018.400		24.594 3,996.525 47,958.300	25.086 4,076.475 48,917.700	25.839 4,198.838 50,386.050

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
89		2	Clinical Research Professional	CCMB	2015	Hourly Monthly Annual	31.651 5,314.730 63,776.765	32.347 5,431.600 65,179.205	33.057 5,550.821 66,609.855	33.784 5,672.897 68,074.760	34.529 5,797.995 69,575.935	35.356 5,936.862 71,242.340		36.063 6,055.579 72,666.945	36.784 6,176.647 74,119.760	37.888 6,362.027 76,344.320	
90			Clinical Technician	RCC	1950	Hourly Monthly Annual	27.123 4,407.488 52,889.850	27.936 4,539.600 54,475.200	28.774 4,675.775 56,109.300	29.635 4,815.688 57,788.250	30.525 4,960.313 59,523.750	31.442 5,109.325 61,311.900		32.071 5,211.538 62,538.450	32.712 5,315.700 63,788.400	33.693 5,475.113 65,701.350	
91			Clinical Technologist	RCC	1950	Hourly Monthly Annual	36.453 5,923.613 71,083.350	38.008 6,176.300 74,115.600	39.681 6,448.163 77,377.950	40.675 6,609.688 79,316.250	41.808 6,793.800 81,525.600		42.644 6,929.650 83,155.800	43.497 7,068.263 84,819.150	44.802 7,280.325 87,363.900		
92			Coding Technologist	HSC	1950	Hourly Monthly Annual	33.517 5,446.513 65,358.150	34.526 5,610.475 67,325.700	35.561 5,778.663 69,343.950	36.626 5,951.725 71,420.700	37.727 6,130.638 73,567.650	38.860 6,314.750 75,777.000		39.637 6,441.013 77,292.150	40.430 6,569.875 78,838.500	41.643 6,766.988 81,203.850	
93			Communication Systems Technologist	HSC	2080	Hourly Monthly Annual	38.012 6,588.747 79,064.960	39.671 6,876.307 82,515.680	41.478 7,189.520 86,274.240	42.540 7,373.600 88,483.200	43.385 7,520.067 90,240.800		44.253 7,670.520 92,046.240	45.138 7,823.920 93,887.040	46.492 8,058.613 96,703.360		
94			Communications & Special Events Officer	HSC	1950	Hourly Monthly Annual	25.490 4,142.125 49,705.500	26.577 4,318.763 51,825.150	27.629 4,489.713 53,876.550	28.782 4,677.075 56,124.900	29.907 4,859.888 58,318.650	31.114 5,056.025 60,672.300	32.381 5,261.913 63,142.950	33.618 5,462.925 65,555.100	34.920 5,572.125 66,865.500	36.225 5,683.600 68,203.200	37.625 5,854.063 70,248.750
95			Community Project Assistant	SH	1885	Hourly Monthly Annual	39.440 6,195.367 74,344.400	40.951 6,432.720 77,192.635	42.494 6,675.099 80,101.190	44.168 6,938.057 83,256.680	45.952 7,218.293 86,619.520	47.868 7,519.265 90,231.180		48.825 7,669.594 92,035.125	49.802 7,823.064 93,876.770	51.296 8,057.747 96,692.960	
96			Confidential Waste Transporter	HSC	2015	Hourly Monthly Annual	19.664 3,301.913 39,622.960	20.253 3,400.816 40,809.795	20.861 3,502.910 42,034.915	21.488 3,608.193 43,298.320	22.132 3,716.332 44,595.980	22.794 3,827.493 45,929.910		23.250 3,904.063 46,848.750	23.715 3,982.144 47,785.725	24.426 4,101.533 49,218.390	
97	23-52C		Cook - HSC 2015	HSC	2015	Hourly Monthly Annual	22.396 3,760.662 45,127.940	23.066 3,873.166 46,477.990	23.759 3,989.532 47,874.385	24.472 4,109.257 49,311.080	25.207 4,232.675 50,792.105	25.963 4,359.620 52,315.445		26.482 4,446.769 53,361.230	27.012 4,535.765 54,429.180	27.822 4,671.778 56,061.330	
98	23-52C		Cook 1	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.396 3,881.973 46,583.680	23.066 3,998.107 47,977.280	23.759 4,118.227 49,418.720	24.472 4,241.813 50,901.760	25.207 4,369.213 52,430.560	25.963 4,500.253 54,003.040		26.482 4,590.213 55,082.560	27.012 4,682.080 56,184.960	27.822 4,822.480 57,869.760	
99	23-52C		Cook 1 - AFM	SH	2080	Hourly Monthly Annual	22.396 3,881.973 46,583.680	23.066 3,998.107 47,977.280	23.759 4,118.227 49,418.720	24.472 4,241.813 50,901.760	25.207 4,369.213 52,430.560	25.963 4,500.253 54,003.040		26.482 4,590.213 55,082.560	27.012 4,682.080 56,184.960	27.822 4,822.480 57,869.760	
100	23-52C		Cook 1 - SMHC	SMHC	2080	Hourly Monthly Annual	22.396 3,881.973 46,583.680	23.066 3,998.107 47,977.280	23.759 4,118.227 49,418.720	24.472 4,241.813 50,901.760	25.207 4,369.213 52,430.560	25.963 4,500.253 54,003.040		26.482 4,590.213 55,082.560	27.012 4,682.080 56,184.960	27.822 4,822.480 57,869.760	
101	23-52UC		Cook 1 (Uncertified) - Eden	Eden Mental Health Centre	2080	Hourly Monthly Annual	19.544 3,387.627 40,651.520	20.133 3,489.720 41,876.640	20.735 3,594.067 43,128.800	21.355 3,701.533 44,418.400	21.996 3,812.640 45,751.680	22.655 3,926.867 47,122.400		23.108 4,005.387 48,064.640	23.570 4,085.467 49,025.600	24.277 4,208.013 50,496.160	
102	23-52DS		Cook 2 - 1950	SH	1950	Hourly Monthly Annual	22.888 3,719.300 44,631.600	23.578 3,831.425 45,977.100	24.284 3,946.150 47,353.800	25.012 4,064.450 48,773.400	25.762 4,186.325 50,235.900	26.534 4,311.775 51,741.300		27.065 4,398.063 52,776.750	27.606 4,485.975 53,831.700	28.434 4,620.525 55,446.300	
103	23-52C		Cook 2 - SMHC	SMHC	2080	Hourly Monthly Annual	22.396 3,881.973 46,583.680	23.066 3,998.107 47,977.280	23.759 4,118.227 49,418.720	24.472 4,241.813 50,901.760	25.207 4,369.213 52,430.560	25.963 4,500.253 54,003.040		26.482 4,590.213 55,082.560	27.012 4,682.080 56,184.960	27.822 4,822.480 57,869.760	
104	23-52DS		Cook 3 - Eden	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.888 3,967.253 47,607.040	23.578 4,086.853 49,042.240	24.284 4,209.227 50,510.720	25.012 4,335.413 52,024.960	25.762 4,465.413 53,584.960	26.534 4,599.227 55,190.720		27.065 4,691.267 56,295.200	27.606 4,785.400 57,420.480	28.434 4,928.560 59,142.720	
105	23-52DS		Cook 3 - AFM	SH	2080	Hourly Monthly Annual	22.888 3,967.253 47,607.040	23.578 4,086.853 49,042.240	24.284 4,209.227 50,510.720	25.012 4,335.413 52,024.960	25.762 4,465.413 53,584.960	26.534 4,599.227 55,190.720		27.065 4,691.267 56,295.200	27.606 4,785.400 57,420.480	28.434 4,928.560 59,142.720	
106	23-52DS		Cook 3 - SMHC	SMHC	2080	Hourly Monthly Annual	22.888 3,967.253 47,607.040	23.578 4,086.853 49,042.240	24.284 4,209.227 50,510.720	25.012 4,335.413 52,024.960	25.762 4,465.413 53,584.960	26.534 4,599.227 55,190.720		27.065 4,691.267 56,295.200	27.606 4,785.400 57,420.480	28.434 4,928.560 59,142.720	
107			Coordinator - Medical Transcription	HSC	1950	Hourly Monthly Annual	22.693 3,687.613 44,251.350	23.375 3,798.438 45,581.250	24.074 3,912.025 46,944.300	24.797 4,029.513 48,354.150	25.541 4,150.413 49,804.950	26.308 4,275.050 51,300.600		26.834 4,360.525 52,326.300	27.371 4,447.788 53,373.450	28.192 4,581.200 54,974.400	
108			Coordinator - Supplies & Services	SH	1950	Hourly Monthly Annual	23.342 3,793.075 45,516.900	24.043 3,906.988 46,883.850	24.765 4,024.313 48,291.750	25.508 4,145.050 49,740.600	26.273 4,269.363 51,232.350	27.062 4,397.575 52,770.900		27.603 4,485.488 53,825.850	28.155 4,575.188 54,902.250	29.000 4,712.500 56,550.000	
109			Coordinator Patient Equipment & Supplier	HSC	2015	Hourly Monthly Annual	28.789 4,834.153 58,009.835	29.656 4,979.737 59,756.840	30.542 5,128.511 61,542.130	31.461 5,282.826 63,393.915	32.405 5,441.340 65,296.075	33.375 5,604.219 67,250.625		34.043 5,716.387 68,596.645	34.724 5,830.738 69,968.860	35.766 6,005.708 72,068.490	
110			Coordinator, Accounting Services - SMHC	SMHC	1885	Hourly Monthly Annual	34.920 5,485.350 65,824.200	36.103 5,671.180 68,054.155	37.466 5,885.284 70,623.410	38.859 6,104.101 73,249.215	40.327 6,334.700 76,016.395	41.911 6,583.520 79,002.235		42.749 6,715.155 80,581.865	43.604 6,849.462 82,193.540	44.912 7,054.927 84,659.120	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
111		2	CRP - Ethics & Regulatory Affairs	CCMB	2015	Hourly Monthly Annual	32.697 5,490.371 65,884.455	33.364 5,602.372 67,228.460	34.047 5,717.059 68,604.705	34.742 5,833.761 70,005.130	35.449 5,952.478 71,429.735	36.125 6,065.990 72,791.875		36.848 6,187.393 74,248.720	37.585 6,311.148 75,733.775	38.713 6,500.558 78,006.695	
112	23-55UMDR		CSR Aide	SH	2015	Hourly Monthly Annual	18.975 3,186.219 38,234.625	19.543 3,281.595 39,379.145	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.357 3,586.196 43,034.355	21.996 3,693.945 44,321.940		22.436 3,767.378 45,208.540	22.885 3,842.773 46,113.275	23.572 3,958.132 47,497.580	
113		2	CTU Data Manager	CCMB	2015	Hourly Monthly Annual	29.651 4,978.897 59,746.765	30.538 5,127.839 61,534.070	31.454 5,281.651 63,379.810	32.399 5,440.332 65,283.985	33.371 5,603.547 67,242.565	34.371 5,771.464 69,257.565		35.058 5,886.823 70,641.870	35.760 6,004.700 72,056.400	36.832 6,184.707 74,216.480	
114			Cyclotron Maintenance Specialist	HSC	2015	Hourly Monthly Annual	46.545 7,815.681 93,788.175	48.408 8,128.510 97,542.120	50.344 8,453.597 101,443.160	51.350 8,622.521 103,470.250	52.891 8,881.280 106,575.365	53.950 9,059.104 108,709.250		55.029 9,240.286 110,883.435	56.130 9,425.163 113,101.950	57.814 9,707.934 116,495.210	
115			Data & Evaluation Special	SH	1885	Hourly Monthly Annual	39.440 6,195.367 74,344.400	40.951 6,432.720 77,192.635	42.494 6,675.099 80,101.190	44.168 6,938.057 83,256.680	45.952 7,218.293 86,619.520	47.868 7,519.265 90,231.180		48.825 7,669.594 92,035.125	49.802 7,823.064 93,876.770	51.296 8,057.747 96,692.960	
116			Data Entry Clerk - CPL	SH	1885	Hourly Monthly Annual	24.319 3,820.110 45,841.315	24.941 3,917.815 47,013.785	25.639 4,027.460 48,329.515	26.346 4,138.518 49,662.210	27.053 4,249.575 50,994.905	27.988 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960	
117			Data Systems Analyst	SH	1885	Hourly Monthly Annual	30.423 4,778.946 57,347.355	31.550 4,955.979 59,471.750	32.699 5,136.468 61,637.615	33.980 5,337.692 64,052.300	35.250 5,537.188 66,446.250	36.596 5,748.622 68,983.460		37.328 5,863.607 70,363.280	38.075 5,980.948 71,771.375	39.217 6,160.337 73,924.045	
118			Design Technologist	CCMB	2015	Hourly Monthly Annual	39.637 6,655.713 79,868.555	40.826 6,855.366 82,264.390	42.051 7,061.064 84,732.765	43.312 7,272.807 87,273.680	44.612 7,491.098 89,893.180	45.951 7,715.939 92,591.265	47.330 7,947.496 95,369.950	48.749 8,185.770 98,229.235	49.724 8,349.488 100,193.860	50.718 8,516.398 102,196.770	52.240 8,771.967 105,263.600
119			Design Technologist Senior	CCMB	2015	Hourly Monthly Annual	48.599 8,160.582 97,926.985	50.423 8,466.862 101,602.345	52.260 8,775.325 105,303.900	54.167 9,095.542 109,146.505	55.250 9,277.396 111,328.750	56.355 9,462.944 113,555.325	57.460 9,650.948 115,782.045	58.006 9,746.891 118,000.000	59.111 9,940.000 120,222.225	60.222 10,133.333 122,444.444	
120			DI Billing Clerk	SH	1950	Hourly Monthly Annual	22.044 3,582.150 42,985.800	22.704 3,689.400 44,272.800	23.386 3,800.225 45,602.700	24.086 3,913.975 46,967.700	24.810 4,031.625 48,379.500	25.554 4,152.525 49,830.300		26.065 4,235.563 50,826.750	26.586 4,320.225 51,842.700	27.384 4,449.900 53,398.800	
121			Diagnostic Imaging Clerk	SH	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.354 3,753.609 45,043.310	23.028 3,866.785 46,401.420	23.717 3,982.480 47,789.755		24.191 4,062.072 48,744.865	24.675 4,143.344 49,720.125	25.415 4,267.602 51,211.225	
122			Diagnostic Services Clerk	SH	1950	Hourly Monthly Annual	19.709 3,202.713 38,432.550	20.303 3,299.238 39,590.850	20.910 3,397.875 40,774.500	21.536 3,499.600 41,995.200	22.184 3,604.900 43,258.800	22.850 3,713.125 44,557.500		23.307 3,787.388 45,448.650	23.773 3,863.113 46,357.350	24.486 3,978.975 47,747.700	
123	23-52DA		Diet Aide 1	HSC	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455		21.519 3,613.399 43,360.785	21.949 3,686.603 44,227.235	22.607 3,796.092 45,553.105	
124			Diet Aide 2 - PIO	HSC	2015	Hourly Monthly Annual	20.090 3,373.446 40,481.350	20.457 3,435.071 41,220.855	20.819 3,495.857 41,950.285	21.184 3,557.147 42,685.760	21.551 3,618.772 43,425.265	21.918 3,680.398 44,164.770		22.356 3,753.945 45,047.340	22.803 3,829.004 45,948.045	23.487 3,943.859 47,326.305	
125	23-52DA		Dietary Aide	Eden Mental Health Centre	2080	Hourly Monthly Annual	18.199 3,154.493 37,853.920	18.744 3,248.960 38,987.520	19.308 3,346.720 40,160.640	19.887 3,447.080 41,364.960	20.483 3,550.387 42,604.640	21.097 3,656.813 43,881.760		21.519 3,729.960 44,759.520	21.949 3,804.493 45,653.920	22.607 3,918.547 47,022.560	
126			Dietary Maintenance Mechanic	HSC	2080	Hourly Monthly Annual	30.605 5,304.867 63,658.400	31.329 5,430.360 65,164.320	32.084 5,561.227 66,734.720	32.822 5,689.147 68,269.760	33.478 5,802.853 69,634.240	34.148 5,918.987 71,027.840		34.738 6,026.000 72,400.000	35.172 6,133.333 73,777.777	35.712 6,240.000 75,111.111	
127			Director - Health Records	RCC	1950	Hourly Monthly Annual	33.517 5,446.513 65,358.150	34.526 5,610.475 67,325.700	35.561 5,778.663 69,343.950	36.626 5,951.725 71,420.700	37.727 6,130.638 73,567.650	38.860 6,314.750 75,777.000		39.637 6,441.013 77,292.150	40.430 6,569.875 78,838.500	41.643 6,766.988 81,203.850	
128			Dispatcher-Central Transport	SH	2015	Hourly Monthly Annual	20.441 3,432.385 41,188.615	21.054 3,535.318 42,423.810	21.686 3,641.441 43,697.290	22.337 3,750.755 45,009.055	23.007 3,863.259 46,359.105	23.696 3,978.953 47,747.440		24.170 4,058.546 48,702.500	24.653 4,139.600 49,675.795	25.393 4,263.908 51,166.895	
129			Driver / Maintenance Asst.	RCC	1950	Hourly Monthly Annual	19.166 3,114.475 37,373.700	19.741 3,207.913 38,494.950	20.333 3,304.113 39,649.350	20.944 3,403.400 40,840.800	21.572 3,505.450 42,065.400	22.219 3,610.588 43,327.050		22.663 3,682.738 44,192.850	23.116 3,756.350 45,076.200	23.809 3,868.963 46,427.550	
130			DSM Laboratory Aide	Shared Health - DSM	2015	Hourly Monthly Annual	17.670 2,967.088 35,605.050	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245		20.893 3,508.283 42,099.395	21.311 3,578.472 42,941.665	21.950 3,685.771 44,229.250	
131			Duplicating Machine Operator	HSC	2015	Hourly Monthly Annual	19.939 3,348.090 40,177.085	20.523 3,446.154 41,353.845	21.124 3,547.072 42,564.860	21.746 3,651.516 43,818.190	22.381 3,758.143 45,097.715	23.034 3,867.793 46,413.510		23.495 3,945.202 47,342.425	23.965 4,024.123 48,289.475	24.684 4,144.855 49,738.260	
132	23-12E		Electrician	HSC	2080	Hourly Monthly Annual	42.132 7,302.880 87,634.560	43.396 7,521.973 90,263.680						44.264 7,672.427 92,069.120	45.149 7,825.827 93,909.920	46.503 8,060.520 96,726.240	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
133			Electronic Technician	HSC	2080	Hourly Monthly Annual	40.536 7,026.240 84,314.880	41.288 7,156.587 85,879.040	42.076 7,293.173 87,518.080	43.385 7,520.067 90,240.800				44.253 7,670.520 92,046.240	45.138 7,823.920 93,887.040	46.492 8,058.613 96,703.360	
134			Environmental Control Technician	HSC	2080	Hourly Monthly Annual	43.385 7,520.067 90,240.800							44.253 7,670.520 92,046.240	45.138 7,823.920 93,887.040	46.492 8,058.613 96,703.360	
135			Equipment & Supply Coord	SH	2015	Hourly Monthly Annual	23.361 3,922.701 47,072.415	24.064 4,040.747 48,488.960	24.784 4,161.647 49,939.760	25.530 4,286.913 51,442.950	26.294 4,415.201 52,982.410	27.084 4,547.855 54,574.260		27.626 4,638.866 55,666.390	28.179 4,731.724 56,780.685	29.024 4,873.613 58,483.360	
136			External Interface Analyst - CPL	SH	1885	Hourly Monthly Annual	35.882 5,636.464 67,637.570	37.202 5,843.814 70,125.770	38.542 6,054.306 72,651.670	39.978 6,279.878 75,358.530	41.457 6,512.204 78,146.445	43.115 6,772.648 81,271.775	44.730 7,026.338 84,316.050	46.430 7,293.379 87,520.550	47.359 7,439.310 89,271.715	48.306 7,588.068 91,056.810	49.755 7,815.681 93,788.175
137			Facilities Manager	SH	1885	Hourly Monthly Annual	37.417 5,877.587 70,531.045	38.817 6,097.504 73,170.045	40.327 6,334.700 76,016.395	41.936 6,587.447 79,049.360	43.610 6,850.404 82,204.850	45.384 7,129.070 85,548.840		46.292 7,271.702 87,260.420	47.218 7,417.161 89,005.930	48.635 7,639.748 91,676.975	
138			Facility Manager - CPL	SH	2080	Hourly Monthly Annual	29.323 5,082.653 60,991.840	30.327 5,256.680 63,080.160	31.447 5,450.813 65,409.760	32.597 5,650.147 67,801.760	33.600 5,824.000 69,888.000			34.722 5,940.480 71,285.760	34.957 6,059.213 72,710.560	36.006 6,241.040 74,892.480	
139			Financial Reporting Assistant	SH	1950	Hourly Monthly Annual	22.469 3,651.213 43,814.550	23.136 3,759.600 45,115.200	23.820 3,870.750 46,449.000	24.534 3,986.775 47,841.300	25.265 4,105.563 49,266.750	26.016 4,227.600 50,731.200	26.803 4,355.488 52,265.850		27.339 4,442.588 53,311.050	27.886 4,531.475 54,377.700	28.723 4,667.488 56,009.850
140			Fire Safety Officer	HSC	2015	Hourly Monthly Annual	37.881 6,360.851 76,330.215	39.020 6,552.108 78,625.300	40.188 6,748.235 80,978.820	41.396 6,951.078 83,412.940	42.638 7,159.631 85,915.570	43.913 7,373.725 88,484.695		44.791 7,521.155 90,253.865	45.687 7,671.609 92,059.305	47.058 7,901.823 94,821.870	
141			Float Clerk	CCMB	2015	Hourly Monthly Annual	21.236 3,565.878 42,790.540	21.874 3,673.009 44,076.110	22.529 3,782.995 45,395.935	23.206 3,896.674 46,760.090	23.912 4,013.544 48,162.530	24.618 4,133.773 49,605.270		25.110 4,216.388 50,596.650	25.812 4,300.682 51,608.180	26.380 4,429.642 53,155.700	
142			Flooring Applicator	HSC	2080	Hourly Monthly Annual	31.471 5,454.973 65,459.680							32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
143			Florist	HSC	2015	Hourly Monthly Annual	18.906 3,174.633 38,095.590	19.473 3,269.841 39,238.095	20.058 3,368.073 40,416.870	20.659 3,468.990 41,627.885	21.280 3,573.267 42,879.200	21.918 3,680.398 44,164.770		22.356 3,753.945 45,047.340	22.803 3,829.004 45,948.045	23.487 3,943.859 47,326.305	
144			Forms Management Clerk	SH	2015	Hourly Monthly Annual	19.664 3,301.913 39,622.960	20.253 3,400.816 40,809.795	20.861 3,502.910 42,034.915	21.488 3,608.193 43,298.320	22.132 3,716.332 44,595.980	22.794 3,827.493 45,929.910		23.250 3,904.063 46,848.750	23.715 3,982.144 47,785.725	24.426 4,101.533 49,218.390	
145			Gift Shop Clerk	HSC	2015	Hourly Monthly Annual	17.670 2,967.088 35,605.050	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245		20.893 3,508.283 42,099.395	21.311 3,578.472 42,941.665	21.950 3,685.771 44,229.250	
146			Groundskeeper	HSC	2080	Hourly Monthly Annual	26.114 4,526.427 54,317.120	26.622 4,614.480 55,373.760	27.205 4,715.533 56,586.400	27.808 4,820.053 57,840.640				28.364 4,916.427 58,997.120	28.931 5,014.707 60,176.480	29.799 5,165.160 61,981.920	
147			Health Information Analyst	HSC	1950	Hourly Monthly Annual	36.124 5,870.150 70,441.800	37.215 6,047.438 72,569.250	38.329 6,228.463 74,741.550	39.479 6,415.338 76,984.050	40.660 6,607.250 79,287.000	41.879 6,805.338 81,664.050		42.717 6,941.513 83,298.150	43.571 7,080.288 84,963.450	44.878 7,292.675 87,512.100	
148			Health Information Analyst	CCMB	2015	Hourly Monthly Annual	36.124 6,065.822 72,789.860	37.215 6,249.019 74,988.225	38.329 6,436.078 77,232.935	39.479 6,629.182 79,550.185	40.660 6,827.492 81,929.900	41.879 7,032.182 84,386.185		42.717 7,172.896 86,074.755	43.571 7,316.297 87,795.565	44.878 7,535.764 90,429.170	
149			Health Information Correspondent	HSC	1950	Hourly Monthly Annual	34.614 5,624.775 67,497.300	35.650 5,793.125 69,517.500	36.720 5,967.000 71,604.000	37.823 6,146.238 73,754.850	38.956 6,330.350 75,964.200	40.124 6,520.150 78,241.800		40.926 6,650.475 79,805.700	41.745 6,783.563 81,402.750	42.997 6,987.013 83,844.150	
150			Health Information Mgmt Technician	Shared Health (MATC)	1950	Hourly Monthly Annual	33.517 5,446.513 65,358.150	34.526 5,610.475 67,325.700	35.561 5,778.663 69,343.950	36.626 5,951.725 71,420.700	37.727 6,130.638 73,567.650	38.860 6,314.750 75,777.000		39.637 6,441.013 77,292.150	40.430 6,569.875 78,838.500	41.643 6,766.988 81,203.850	
151			Helper	HSC	2080	Hourly Monthly Annual	23.086 4,001.573 48,018.880	23.569 4,085.293 49,023.520	24.118 4,180.453 50,165.440	25.732 4,460.213 53,522.560				26.247 4,549.480 54,593.760	26.772 4,640.480 55,685.760	27.575 4,779.667 57,356.000	
152			Helper 2	HSC	2080	Hourly Monthly Annual	24.683 4,278.387 51,340.640	25.300 4,385.333 52,624.000	25.935 4,495.400 53,944.800	26.582 4,607.547 55,290.560				27.114 4,699.760 56,397.120	27.656 4,793.707 57,524.480	28.486 4,937.573 59,250.880	
153	23-53HA		Housekeeping Aide - 2080 (Eden)	Eden Mental Health Centre	2080	Hourly Monthly Annual	18.199 3,154.493 37,853.920	18.744 3,248.960 38,987.520	19.308 3,346.720 40,160.640	19.887 3,447.080 41,364.960	20.483 3,550.387 42,604.640	21.097 3,656.813 43,881.760		21.519 3,729.960 44,759.520	21.949 3,804.493 45,653.920	22.607 3,918.547 47,022.560	
154	23-53HA		Housekeeping Aide 1	HSC	2015	Hourly Monthly Annual	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245	21.097 3,542.538 42,510.455		21.519 3,613.399 43,360.785	21.949 3,685.603 44,227.235	22.607 3,796.092 45,553.105	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
155	23-53HA2		Housekeeping Aide 2	HSC	2015	Hourly Monthly Annual	19.544 3,281.763 39,381.160	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.355 3,585.860 43,030.325	21.996 3,693.495 44,321.940	22.655 3,804.152 45,649.825		23.108 3,880.218 46,562.620	23.570 3,957.796 47,493.550	24.277 4,076.513 48,918.155	
156	23-53HA		Housekeeping Aide 2 - 1950	RCC	1950	Hourly Monthly Annual	18.199 2,957.338 35,488.050	18.744 3,045.900 36,550.800	19.308 3,137.550 37,650.600	19.887 3,231.638 38,779.650	20.483 3,328.488 39,941.850	21.097 3,428.263 41,139.150		21.519 3,496.838 41,962.050	21.949 3,566.713 42,800.550	22.607 3,673.638 44,083.650	
157	23-53HA2		Housekeeping Porter	RCC	1950	Hourly Monthly Annual	19.544 3,175.900 38,110.800	20.133 3,271.613 39,259.350	20.735 3,369.438 40,433.250	21.355 3,470.188 41,642.250	21.996 3,574.350 42,892.200	22.655 3,681.438 44,177.250		23.108 3,755.050 45,060.600	23.570 3,830.125 45,961.500	24.277 3,945.013 47,340.150	
158			Imaging Clerk	SH	2015	Hourly Monthly Annual	20.460 3,435.575 41,226.900	21.073 3,538.508 42,462.095	21.705 3,644.631 43,735.575	22.355 3,753.777 45,045.325	23.028 3,866.785 46,401.420	23.718 3,982.648 47,791.770		24.192 4,062.240 48,746.880	24.676 4,143.512 49,722.140	25.416 4,267.770 51,213.240	
159	23-202		Imaging Equipment Technologist	SH	2015	Hourly Monthly Annual	41.223 6,922.029 83,064.345	42.788 7,184.818 86,217.820	44.415 7,458.019 89,496.225	46.102 7,741.294 92,895.530	47.853 8,035.316 96,423.795		48.810 8,196.013 98,352.150	49.786 8,359.899 100,318.790	51.280 8,610.767 103,329.200		
160			Imaging Scheduling Clerk	SH	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200	
161			Industrial Mechanic	HSC	2080	Hourly Monthly Annual	42.245 7,322.467 87,869.600							43.090 7,468.933 89,627.200	43.952 7,618.347 91,420.160	45.271 7,846.973 94,163.680	
162			Infection Control Assistant	HSC	1950	Hourly Monthly Annual	26.200 4,257.500 51,090.000	27.116 4,406.350 52,876.200	28.067 4,560.888 54,730.650	29.047 4,720.138 56,641.650	30.060 4,884.750 58,617.000	31.113 5,055.863 60,670.350	32.197 5,232.013 62,784.150	33.333 5,416.613 64,999.350	34.000 5,525.000 66,300.000	34.680 5,635.500 67,626.000	35.720 5,804.500 69,654.000
163			Info Communication&Technology-SMHC-PIO	SMHC	1885	Hourly Monthly Annual	29.335 4,608.040 55,296.475	30.348 4,767.165 57,205.980	31.478 4,944.669 59,336.030	32.639 5,127.043 61,524.515	33.833 5,314.600 63,775.205	35.131 5,518.495 66,221.935		36.551 5,628.924 67,547.090	37.648 5,741.553 68,898.635	38.681 5,913.873 70,966.480	
164			Information and Paging Clerk	HSC	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200	
165			Ingredient Controller 1	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
166			Institutional Safety Officer	HSC / Shared Health	2080	Hourly Monthly Annual	34.440 5,969.600 71,635.200	35.473 6,148.653 73,783.840	36.537 6,333.080 75,996.960	37.633 6,523.053 78,276.640	38.763 6,718.920 80,627.040	39.924 6,920.160 83,041.920		40.722 7,058.480 84,701.760	41.536 7,199.573 86,394.880	42.782 7,415.547 88,986.560	
167			Instrument Integration Specialist - CPL	SH	1885	Hourly Monthly Annual	35.882 5,636.464 67,637.570	37.202 5,843.814 70,125.770	38.542 6,054.306 72,651.670	39.978 6,279.878 75,358.530	41.457 6,512.204 78,146.445	43.115 6,772.648 81,271.775	44.730 7,026.338 84,316.050	46.430 7,293.379 87,520.550	47.359 7,439.310 89,271.715	48.306 7,588.068 91,056.810	49.755 7,815.681 93,788.175
168			Inventory Control Assistant	SH	2015	Hourly Monthly Annual	23.153 3,887.775 46,653.295	23.849 4,004.645 48,055.735	24.562 4,124.369 49,492.430	25.299 4,248.124 50,977.485	26.059 4,375.740 52,508.885	26.841 4,507.051 54,084.615		27.378 4,597.223 55,166.670	27.926 4,689.241 56,270.890	28.764 4,829.955 57,959.460	
169			Inventory Tech - Pan Am Clinic	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
170			Inventory Technician / Stores	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
171			Lab Aide - Research Lab	CCMB	2015	Hourly Monthly Annual	17.670 2,967.088 35,605.050	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245		20.893 3,508.283 42,099.395	21.311 3,578.472 42,941.665	21.950 3,685.771 44,229.250	
172			Lab Aide 1	SH	2015	Hourly Monthly Annual	17.883 3,002.854 36,034.245	18.418 3,092.689 37,112.270	18.971 3,185.547 38,226.565	19.538 3,280.756 39,369.070	20.128 3,379.827 40,557.920	20.731 3,481.080 41,772.965		21.146 3,550.766 42,609.190	21.569 3,621.795 43,461.535	22.216 3,730.437 44,765.240	
173			Laboratory Aide	HSC	2015	Hourly Monthly Annual	17.670 2,967.088 35,605.050	18.199 3,055.915 36,670.985	18.744 3,147.430 37,769.160	19.308 3,242.135 38,905.620	19.887 3,339.359 40,072.305	20.483 3,439.437 41,273.245		20.893 3,508.283 42,099.395	21.311 3,578.472 42,941.665	21.950 3,685.771 44,229.250	
174	23-55UMDR		Laboratory Assistant - CPL	SH	2080	Hourly Monthly Annual	18.975 3,289.000 39,468.000	19.543 3,387.453 40,649.440	20.133 3,489.720 41,876.640	20.735 3,594.067 43,128.800	21.357 3,701.880 44,422.560	21.996 3,812.640 45,751.680		22.346 3,888.907 46,666.880	22.885 3,966.733 47,600.800	23.572 4,085.813 49,029.760	
175			Language Access Interpreter	SH	1950	Hourly Monthly Annual	27.570 4,480.125 53,761.500	29.360 4,771.000 57,252.000	31.270 5,081.375 60,976.500	33.303 5,411.738 64,940.850		33.969 5,519.963 66,239.550	34.648 5,630.300 67,563.600	35.687 5,799.138 69,589.650			
176	23-12HL		Lead Hand - Carpentry	HSC	2080	Hourly Monthly Annual	40.610 7,039.067 84,468.800	41.828 7,250.187 87,002.240						42.665 7,395.267 88,743.200	43.518 7,543.120 90,517.440	44.824 7,769.493 93,233.920	

CUPE Shared Health Employer Organization
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
177			Lead Hand - Comm. Systems Technologist	HSC	2080	Hourly Monthly Annual	45.274 7,847.493 94,169.920	45.900 7,956.000 95,472.000	46.532 8,065.547 96,786.560					47.463 8,226.920 98,723.040	48.412 8,391.413 100,696.960	49.864 8,643.093 103,717.120	
178	23-12EL		Lead Hand - Electrical	HSC	2080	Hourly Monthly Annual	45.177 7,830.680 93,968.160	46.532 8,065.547 96,786.560						47.463 8,226.920 98,723.040	48.412 8,391.413 100,696.960	49.864 8,643.093 103,717.120	
179			Lead Hand - Electronics	HSC	2080	Hourly Monthly Annual	45.274 7,847.493 94,169.920	45.900 7,956.000 95,472.000	46.532 8,065.547 96,786.560					47.463 8,226.920 98,723.040	48.412 8,391.413 100,696.960	49.864 8,643.093 103,717.120	
180	23-53HALH		Lead Hand - Housekeeping	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
181			Lead Hand - Industrial Mechanic	HSC	2080	Hourly Monthly Annual	44.137 7,650.413 91,804.960	44.758 7,758.053 93,096.640	45.396 7,868.640 94,423.680					46.304 8,026.027 96,312.320	47.230 8,186.533 98,238.400	48.647 8,432.147 101,185.760	
182			Lead Hand - ISO Security Personnel NEW in Apr 2024	HSC	2080	Hourly Monthly Annual	37.023 6,417.320 77,007.840	38.132 6,609.547 79,314.560	39.276 6,807.840 81,694.080	40.455 7,012.200 84,146.400	41.670 7,222.800 86,673.600	42.918 7,439.120 89,269.440		43.776 7,587.840 91,054.080	44.652 7,739.680 92,876.160	45.992 7,971.947 95,663.360	
183			Lead Hand - ISO Security Personnel	HSC, SH	2080	Hourly Monthly Annual	37.023 6,417.320 77,007.840	38.132 6,609.547 79,314.560	39.276 6,807.840 81,694.080	40.455 7,012.200 84,146.400	41.670 7,222.800 86,673.600	42.918 7,439.120 89,269.440		43.776 7,587.840 91,054.080	44.652 7,739.680 92,876.160	45.992 7,971.947 95,663.360	
184	23-54LALH		Lead Hand - Linen Services	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
185	23-55MDRL		Lead Hand - Medical Device Reprocessing	HSC	2015	Hourly Monthly Annual	24.962 4,191.536 50,298.430	25.712 4,317.473 51,809.680	26.481 4,446.601 53,359.215	27.277 4,580.263 54,963.155	28.095 4,717.619 56,611.425	28.939 4,859.340 58,312.085		29.518 4,956.564 59,478.770	30.108 5,055.635 60,667.200	31.011 5,207.264 62,487.165	
186	23-12GL		Lead Hand - Painter	HSC	2080	Hourly Monthly Annual	37.629 6,522.360 78,268.320	38.759 6,718.227 80,618.720						39.534 6,852.560 82,230.720	40.325 6,989.667 83,876.000	41.535 7,199.400 86,392.800	
187	23-12FL		Lead Hand - Plumber	HSC	2080	Hourly Monthly Annual	45.177 7,830.680 93,968.160	46.532 8,065.547 96,786.560						47.463 8,226.920 98,723.040	48.412 8,391.413 100,696.960	49.864 8,643.093 103,717.120	
188	23-52DALH		Lead Hand - Retail Services	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
189			Lead Hand - Warehouse Operations	HSC	2015	Hourly Monthly Annual	22.693 3,810.533 45,726.395	23.375 3,925.052 47,100.625	24.074 4,042.426 48,509.110	24.797 4,163.830 49,965.955	25.541 4,288.760 51,465.115	26.308 4,417.552 53,010.620		26.834 4,505.876 54,070.510	27.371 4,596.047 55,152.565	28.192 4,733.907 56,806.880	
190			Library Technician 1	HSC	1950	Hourly Monthly Annual	21.967 3,569.638 42,835.650	22.625 3,676.563 44,118.750	23.306 3,787.225 45,446.700	24.006 3,900.975 46,811.700	24.724 4,017.650 48,211.800	25.465 4,138.063 49,656.750		25.974 4,220.775 50,649.300	26.493 4,305.113 51,661.350	27.288 4,434.300 53,211.600	
191			Library Technician 2	SH	1885	Hourly Monthly Annual	27.359 4,297.643 51,571.715	28.059 4,407.601 52,891.215	28.847 4,531.383 54,376.595	29.624 4,653.437 55,841.240	30.402 4,775.648 57,307.770	31.276 4,912.938 58,955.260		31.902 5,011.273 60,135.270	32.540 5,111.492 61,337.900	33.516 5,264.805 63,177.660	
192	23-54LA2		Linen Service Aide	HSC	2015	Hourly Monthly Annual	19.544 3,281.763 39,381.160	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.355 3,585.860 43,030.325	21.996 3,693.495 44,321.940	22.655 3,804.152 45,649.825		23.108 3,880.218 46,562.620	23.770 3,957.796 47,493.550	24.277 4,076.513 48,918.155	
193	23-12J		Locksmith	HSC	2080	Hourly Monthly Annual	34.739 6,021.427 72,257.120	35.781 6,202.040 74,424.480						36.497 6,326.147 75,913.760	37.227 6,452.680 77,432.160	38.344 6,646.293 79,755.520	
194			Machinist 1	CCMB	2015	Hourly Monthly Annual	25.311 4,250.139 51,001.665	26.716 4,486.062 53,832.740						27.250 4,575.729 54,908.750	27.795 4,667.244 56,006.925	28.629 4,807.286 57,687.435	
195			Machinist 2	CCMB	2015	Hourly Monthly Annual	31.471 5,284.505 63,414.065	32.851 5,516.230 66,194.765	34.283 5,756.687 69,080.245	35.798 6,011.081 72,132.970	37.374 6,275.718 75,308.610	39.028 6,553.452 78,641.420	40.754 6,843.276 82,119.310	41.772 7,014.215 84,170.580	42.607 7,154.425 85,853.105	43.549 7,297.490 87,569.885	44.763 7,516.454 90,197.445
196			Mail Attendant	SH	2015	Hourly Monthly Annual	18.975 3,186.219 38,234.625	19.543 3,281.595 39,379.145	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.357 3,586.196 43,034.355	21.996 3,693.495 44,321.940		22.436 3,767.378 45,208.540	22.885 3,842.773 46,113.275	23.572 3,958.132 47,497.580	
197			Mail Room - Print Shop Clerk	SH	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
198			Mail Supply & Distribution Clerk	CCMB	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
199			Mailroom Clerk - Finance	SH	2015	Hourly Monthly Annual	18,975 3,186.219 38,234.625	19,543 3,281.595 39,379.145	20,133 3,380.666 40,567.995	20,735 3,481.752 41,781.025	21,357 3,586.196 43,034.355	21,996 3,693.495 44,321.940		22,436 3,767.378 45,208.540	22,885 3,842.773 46,113.275	23,572 3,958.132 47,497.580	
200			Maintenance	SH	1885	Hourly Monthly Annual	19,677 3,090.929 37,091.145	20,312 3,190.677 38,288.120	20,936 3,288.697 39,464.360	21,570 3,388.288 40,659.450	22,281 3,499.974 41,999.685	22,982 3,610.089 43,321.070		23,442 3,682.348 44,188.170	23,911 3,756.020 45,072.235	24,628 3,868.648 46,423.780	
201			Maintenance (Eden)	Eden Mental Health Centre	2080	Hourly Monthly Annual	21,091 3,655.773 43,869.280	21,723 3,765.320 45,183.840	22,377 3,878.680 46,544.160	23,047 3,994.813 47,937.760	23,739 4,114.760 49,377.120	24,451 4,238.173 50,858.080		24,940 4,322.933 51,875.200	25,439 4,409.427 52,913.120	26,202 4,541.680 54,500.160	
202			Maintenance Assistant - SMHC	SMHC	2080	Hourly Monthly Annual	21,838 3,785.253 45,423.040	22,524 3,904.160 46,849.920	23,231 4,026.707 48,320.480	23,981 4,156.707 49,880.480	24,794 4,297.627 51,571.520	25,660 4,447.733 53,372.800		26,173 4,536.653 54,439.840	26,696 4,627.307 55,527.680	27,497 4,766.147 57,193.760	
203			Maintenance Dispatcher 2	HSC	2080	Hourly Monthly Annual	25,239 4,374.760 52,497.120	25,998 4,506.320 54,075.840	26,765 4,639.267 55,671.200	27,575 4,779.667 57,356.000	28,402 4,923.013 59,076.160	29,245 5,069.133 60,829.600	30,129 5,222.360 62,668.320		30,732 5,326.880 63,922.560	31,347 5,433.480 65,201.760	32,287 5,596.413 67,156.960
204			Maintenance Dispatcher I	HSC	2080	Hourly Monthly Annual	22,475 3,895.667 46,748.000	23,147 4,012.147 48,145.760	23,841 4,132.440 49,589.280	24,552 4,255.680 51,068.160	25,294 4,384.293 52,611.520	26,056 4,516.373 54,196.480	26,833 4,651.053 55,812.640		27,370 4,744.133 56,929.600	27,917 4,838.947 58,067.360	28,755 4,984.200 59,810.400
205			Maintenance Logistics Coordinator DISCONTINUED IN 2025	HSC	2080	Hourly Monthly Annual	37,906 6,570.373 78,844.480	39,264 6,805.760 81,669.120	40,677 7,050.680 84,608.160	42,139 7,304.093 87,649.120				42,982 7,450.213 89,402.560	43,842 7,599.280 91,191.360	45,157 7,827.213 93,926.560	
206			Maintenance Logistics Dispatcher 2	HSC	2080	Hourly Monthly Annual	24,410 4,231.067 50,772.800	25,391 4,401.107 52,813.280	26,416 4,578.773 54,945.280	27,478 4,762.853 57,154.240	28,572 4,952.480 59,429.760	29,712 5,150.080 61,800.960	30,906 5,357.040 64,284.480		31,524 5,464.160 65,569.920	32,154 5,573.360 66,880.320	33,119 5,740.627 68,887.520
207			Maintenance Logistics Storesperson 1	HSC	2080	Hourly Monthly Annual	21,332 3,697.547 44,370.560	22,016 3,816.107 45,793.280	22,720 3,938.133 47,257.600	23,433 4,061.720 48,740.640	24,193 4,193.453 50,321.440	25,026 4,330.213 51,962.560	25,782 4,468.880 53,626.560		26,298 4,558.320 54,699.840	26,824 4,649.493 55,793.920	27,629 4,789.027 57,468.320
208			Maintenance Project Coordinator	HSC	2080	Hourly Monthly Annual	39,208 6,796.053 81,552.640	40,558 7,030.053 84,360.640	41,963 7,273.587 87,283.040	43,416 7,525.440 90,305.280				44,284 7,675.893 92,110.720	45,170 7,829.467 93,953.600	46,525 8,064.333 96,772.000	
209			Maintenance Technician	HSC	2080	Hourly Monthly Annual	25,505 4,420.867 53,050.400	26,226 4,545.840 54,550.080	26,948 4,670.987 56,051.840					27,487 4,764.413 57,172.960	28,037 4,859.747 58,316.960	28,878 5,005.520 60,066.240	
210			Maintenance Tradesperson - SMHC	SMHC	2080	Hourly Monthly Annual	26,462 4,586.747 55,040.960	27,360 4,742.400 56,908.800	28,384 4,919.893 59,038.720	29,323 5,082.653 60,991.840	30,211 5,236.573 62,838.880			30,815 5,341.267 64,095.200	31,431 5,448.040 65,376.480	32,374 5,611.493 67,337.920	
211			Manager, Security Services - SMHC	SMHC	1885	Hourly Monthly Annual	33,823 5,313.030 63,756.355	35,047 5,505.300 66,063.595	36,314 5,704.324 68,451.890	37,655 5,914.973 70,979.675	39,166 6,152.326 73,827.910	40,697 6,392.820 76,713.845	42,228 6,633.315 79,599.780		43,073 6,766.050 81,192.605	43,934 6,901.299 82,815.590	45,252 7,108.335 85,300.020
212			Material Handler	HSC	2015	Hourly Monthly Annual	20,798 3,492.331 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680		24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585	
213			Material Handler	SH	2015	Hourly Monthly Annual	20,798 3,492.331 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680		24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585	
214			Material Handler - CHL	SH (Northern Scale)	2015	Hourly Monthly Annual	21,838 3,666.964 44,003.570	22,495 3,777.285 45,327.425	23,169 3,890.461 46,685.535	23,862 4,006.828 48,081.930	24,582 4,127.392 49,528.700	25,318 4,251.314 51,015.770		25,820 4,336.280 52,035.360	26,340 4,422.925 53,075.100	27,130 4,555.579 54,666.950	
215			Material Transporter	HSC	2015	Hourly Monthly Annual	19,664 3,301.913 39,622.960	20,253 3,400.816 40,809.795	20,861 3,502.910 42,034.915	21,488 3,608.193 43,298.320	22,132 3,716.332 44,595.980	22,794 3,827.930 45,929.910		23,250 3,904.063 46,848.750	23,715 3,982.144 47,785.725	24,426 4,101.533 49,218.390	
216			Material Transporter - Linen	HSC	2015	Hourly Monthly Annual	19,664 3,301.913 39,622.960	20,253 3,400.816 40,809.795	20,861 3,502.910 42,034.915	21,488 3,608.193 43,298.320	22,132 3,716.332 44,595.980	22,794 3,827.930 45,929.910		23,250 3,904.063 46,848.750	23,715 3,982.144 47,785.725	24,426 4,101.533 49,218.390	
217			Material Transporter - PIO	HSC	2015	Hourly Monthly Annual	21,184 3,557.147 42,685.760	21,551 3,618.772 43,425.265	21,918 3,680.398 44,164.770	22,283 3,741.687 44,900.245	22,649 3,803.145 45,637.735	23,013 3,864.266 46,371.195		23,473 3,941.508 47,298.095	23,942 4,020.261 48,243.130	24,660 4,140.825 49,689.900	
218			Materials Dispatcher	HSC	2015	Hourly Monthly Annual	23,381 3,926.060 47,112.715	23,747 3,987.517 47,850.205	24,112 4,048.807 48,585.680	24,478 4,110.264 49,323.170	24,842 4,171.386 50,056.630	25,207 4,232.675 50,792.105		25,711 4,317.305 51,807.665	26,225 4,403.615 52,843.375	27,012 4,535.765 54,429.180	
219			Materials Management Float	SH	2015	Hourly Monthly Annual	21,744 3,651.180 43,814.160	22,396 3,760.662 45,127.940	23,066 3,873.166 46,477.990	23,759 3,989.532 47,874.385	24,472 4,109.257 49,311.058	25,207 4,232.675 50,792.105		25,711 4,317.305 51,807.665	26,225 4,403.615 52,843.375	27,012 4,535.765 54,429.180	
220			Maternal Serum Screening Assist - CPL	SH	1885	Hourly Monthly Annual	28,553 4,485.200 53,822.405	29,229 4,591.389 55,096.665	30,042 4,719.098 56,629.170	30,771 4,833.611 58,003.335	31,658 4,972.944 59,675.330	32,523 5,108.821 61,305.855		33,173 5,210.925 62,531.105	33,836 5,315.072 63,780.860	34,851 5,474.511 65,694.135	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
221			Med Records Tech - MRT	Eden Mental Health Centre	2015	Hourly Monthly Annual	25.239 4,238.049 50,856.585	25.996 4,365.162 52,381.940	26.776 4,496.137 53,953.640	27.581 4,631.310 55,575.715	28.408 4,770.177 57,242.120	29.259 4,913.074 58,956.885		29.844 5,011.305 60,135.660	30.441 5,111.551 61,338.615	31.354 5,264.859 63,178.310	
222	23-55UMDR		Medical Device Reprocessing Aide	HSC	2015	Hourly Monthly Annual	18.975 3,186.219 38,234.625	19.543 3,281.595 39,379.145	20.133 3,380.666 40,567.995	20.735 3,481.752 41,781.025	21.357 3,586.196 43,034.355	21.996 3,693.495 44,321.940		22.436 3,767.378 45,208.540	22.885 3,842.773 46,113.275	23.572 3,958.132 47,497.580	
223	23-55MDR1		Medical Device Reprocessing Technician 1	HSC	2015	Hourly Monthly Annual	22.878 3,841.598 46,099.170	23.566 3,957.124 47,485.490	24.272 4,075.673 48,908.080	24.998 4,197.581 50,370.970	25.750 4,323.854 51,886.250	26.523 4,453.654 53,443.845		27.053 4,542.650 54,511.795	27.594 4,633.493 55,601.910	28.422 4,772.528 57,270.330	
224	23-55MDR2		Medical Device Reprocessing Technician 2	HSC	2015	Hourly Monthly Annual	23.919 4,016.399 48,196.785	24.635 4,136.627 49,639.525	25.373 4,260.550 51,126.595	26.135 4,388.502 52,662.025	26.920 4,520.317 54,243.800	27.728 4,655.993 55,871.920		28.283 4,749.187 56,990.245	28.849 4,844.228 58,130.735	29.714 4,989.476 59,873.710	
225			Medical Editor/Transcriptionist	SH	1950	Hourly Monthly Annual	21.159 3,438.338 41,260.050	21.794 3,541.525 42,498.300	22.446 3,647.475 43,769.700	23.121 3,757.163 45,085.950	23.815 3,869.938 46,439.250	24.529 3,985.963 47,831.550		25.020 4,065.750 48,789.000	25.520 4,147.000 49,764.000	26.286 4,271.475 51,257.700	
226			Medical Equipment Technician - SMHC	SMHC	1885	Hourly Monthly Annual	25.628 4,025.732 48,308.780	26.515 4,165.065 49,980.775	27.360 4,297.800 51,573.600	28.342 4,452.056 53,424.670	29.335 4,608.040 55,296.475	30.348 4,767.165 57,205.980		30.955 4,862.515 58,350.175	31.574 4,959.749 59,516.990	32.521 5,108.507 61,302.085	
227			Medical Legal Correspondent	CCMB	2015	Hourly Monthly Annual	34.614 5,812.268 69,747.210	35.650 5,986.229 71,834.750	36.720 6,165.900 73,990.800	37.823 6,351.112 76,213.345	38.956 6,541.362 78,496.340	40.124 6,737.488 80,849.860		40.926 6,872.158 82,465.890	41.745 7,009.681 84,116.175	42.997 7,219.913 86,638.955	
228			Medical Records Technician - SMHC	SMHC	1885	Hourly Monthly Annual	32.216 5,060.597 60,727.160	33.185 5,212.810 62,553.725	34.181 5,369.265 64,431.185	35.204 5,529.962 66,359.540	36.262 5,696.156 68,353.870	37.352 5,867.377 70,408.520		38.099 5,984.718 71,816.615	38.861 6,104.415 73,252.985	40.027 6,287.575 75,450.895	
229			Medical Secretary	Shared Health - DSM	1950	Hourly Monthly Annual	21.159 3,438.338 41,260.050	21.794 3,541.525 42,498.300	22.446 3,647.475 43,769.700	23.121 3,757.163 45,085.950	23.815 3,869.938 46,439.250	24.529 3,985.963 47,831.550		25.020 4,065.750 48,789.000	25.520 4,147.000 49,764.000	26.286 4,271.475 51,257.700	
230			Medical Transcriptionist	HSC / Shared Health	1950	Hourly Monthly Annual	21.161 3,438.663 41,263.950	21.794 3,541.525 42,498.300	22.446 3,647.475 43,769.700	23.122 3,757.325 45,087.900	23.815 3,869.938 46,439.250	24.529 3,985.963 47,831.550		25.020 4,065.750 48,789.000	25.520 4,147.000 49,764.000	26.286 4,271.475 51,257.700	
231			Medical Transcriptionist	Shared Health - DSM	1950	Hourly Monthly Annual	21.161 3,438.663 41,263.950	21.794 3,541.525 42,498.300	22.446 3,647.475 43,769.700	23.122 3,757.325 45,087.900	23.815 3,869.938 46,439.250	24.529 3,985.963 47,831.550		25.020 4,065.750 48,789.000	25.520 4,147.000 49,764.000	26.286 4,271.475 51,257.700	
232			Medical Transcriptionist	SH	2015	Hourly Monthly Annual	21.159 3,552.949 42,635.385	21.794 3,659.576 43,914.910	22.446 3,769.058 45,228.690	23.121 3,882.401 46,588.815	23.815 3,998.935 47,987.225	24.529 4,118.828 49,425.935		25.020 4,201.275 50,415.300	25.520 4,285.233 51,422.800	26.286 4,413.858 52,966.290	
233			Messenger	HSC	2015	Hourly Monthly Annual	19.709 3,309.470 39,713.635	20.303 3,409.212 40,910.545	20.910 3,511.138 42,133.650	21.536 3,616.253 43,395.040	22.184 3,725.063 44,700.760	22.850 3,836.896 46,042.750		23.307 3,913.634 46,963.605	23.773 3,991.883 47,902.595	24.486 4,111.608 49,339.290	
234			Messenger	SH	2015	Hourly Monthly Annual	17.883 3,002.854 36,034.245	18.418 3,092.689 37,112.270	18.971 3,185.547 38,226.565	19.538 3,280.756 39,369.070	20.128 3,379.827 40,557.920	20.731 3,481.080 41,772.965		21.146 3,550.766 42,609.190	21.569 3,621.795 43,461.535	22.216 3,730.437 44,765.240	
235			Messenger	SH	2015	Hourly Monthly Annual	18.842 3,163.886 37,966.630	19.409 3,259.095 39,109.135	19.990 3,356.654 40,279.850	20.590 3,457.404 41,488.850	21.208 3,561.177 42,734.120	21.845 3,668.140 44,017.675		22.282 3,741.519 44,898.230	22.728 3,816.410 45,796.920	23.410 3,930.929 47,171.150	
236			Mngr - Quality, Risk & Innovation - SMHC	SMHC	1885	Hourly Monthly Annual	43.051 6,762.595 81,151.135	44.730 7,026.338 84,316.050	46.452 7,296.835 87,562.020	48.416 7,605.347 91,264.160	50.343 7,923.755 95,085.055	52.676 8,258.813 99,105.760	54.836 8,613.822 103,365.860		55.933 8,786.142 105,433.705	57.052 8,961.918 107,543.020	58.764 9,230.845 110,770.140
237			Monitor Room Operator	HSC - Security Officers	2080	Hourly Monthly Annual	21.199 3,674.493 44,093.920	21.855 3,788.200 45,458.400	22.580 3,913.867 46,966.400	23.351 4,047.507 48,570.080	24.142 4,184.613 50,215.360	24.966 4,327.440 51,929.280		25.813 4,474.253 53,691.040	26.329 4,563.693 54,764.320	26.856 4,655.040 55,860.480	27.662 4,794.747 57,536.960
238	23-55MDR1		Multi-Skilled Worker	HSC	2015	Hourly Monthly Annual	22.878 3,841.598 46,099.170	23.566 3,957.124 47,485.490	24.272 4,075.673 48,908.080	24.998 4,197.581 50,370.970	25.750 4,323.854 51,886.250	26.523 4,453.654 53,443.845		27.053 4,542.650 54,511.795	27.594 4,633.493 55,601.910	28.422 4,772.528 57,270.330	
239	23-135A		Nuclear Electronics Technologist	CCMB	2015	Hourly Monthly Annual	41.223 6,922.029 83,064.345	42.788 7,184.818 86,217.820	44.415 7,458.019 89,496.225	46.102 7,741.294 92,895.530	47.853 8,035.316 96,423.795		48.810 8,196.013 98,352.150	49.786 8,359.899 100,318.790	51.280 8,610.767 103,329.200		
240	23-135B		Nuclear Electronics Technologist Senior	CCMB	2015	Hourly Monthly Annual	48.287 8,108.192 97,298.305	49.577 8,324.805 99,897.655	50.263 8,439.995 101,279.945	51.459 8,640.824 103,689.885		52.488 8,813.610 105,763.320	53.538 8,989.923 107,879.070	55.144 9,259.597 111,115.160			
241			Office Administrator - SMHC	SMHC	1885	Hourly Monthly Annual	28.817 4,526.670 54,320.045	29.630 4,654.379 55,852.550	30.527 4,795.283 57,543.395	31.478 4,944.669 59,336.030	32.639 5,127.043 61,524.515	33.833 5,314.600 63,775.205		34.510 5,420.946 65,051.350	35.200 5,529.333 66,352.000	36.256 5,695.213 68,342.560	
242			Office Assistant 2	SH	1885	Hourly Monthly Annual	23.190 3,642.763 43,713.150	23.781 3,735.599 44,827.185	24.458 3,841.944 46,103.330	25.093 3,941.692 47,300.305	25.815 4,055.106 48,661.275	26.625 4,182.344 50,188.125		27.158 4,266.069 51,192.830	27.701 4,351.365 52,216.385	28.532 4,481.902 53,782.820	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
243			Office Assistant 3 PIO	SH	1885	Hourly Monthly Annual	25.181 3,955.515 47,466.185	25.882 4,065.631 48,787.570	26.571 4,173.861 50,086.335	27.272 4,283.977 51,407.720	28.093 4,412.942 52,955.305	28.880 4,536.567 54,438.800		29.458 4,627.361 55,528.330	30.047 4,719.883 56,638.955	30.948 4,861.415 58,336.980	
244			Office Supervisor Pathology	Shared Health - DSM	1950	Hourly Monthly Annual	22.693 3,687.613 44,251.350	23.374 3,798.275 45,579.300	24.074 3,912.025 46,944.300	24.797 4,029.513 48,354.150	25.541 4,150.413 49,804.950	26.306 4,274.725 51,296.700		26.832 4,360.200 52,322.400	27.369 4,447.463 53,369.560	28.190 4,580.875 54,970.500	
245	23-17B		Orthotic Footwear Technician	HSC	2015	Hourly Monthly Annual	23.939 4,019.757 48,237.085	25.330 4,253.329 51,039.950	26.804 4,500.838 54,010.060	28.365 4,762.956 57,155.475	30.016 5,040.187 60,482.240		30.616 5,140.937 61,691.240	31.228 5,243.702 62,924.420	32.165 5,401.040 64,812.475		
246	23-17C		Orthotic Technician (Registered) 1950	RCC	1950	Hourly Monthly Annual	30.909 5,022.713 60,272.550	32.396 5,264.350 63,172.200	33.957 5,518.013 66,216.150	35.586 5,782.725 69,392.700	37.298 6,060.925 72,731.100		38.044 6,182.150 74,185.800	38.805 6,305.813 75,669.750	39.669 6,494.963 77,939.550		
247	23-17C		Orthotic Technician (Registered) 2015	HSC	2015	Hourly Monthly Annual	30.912 5,190.640 62,287.680	32.396 5,439.828 65,277.940	33.954 5,701.443 68,417.310	35.586 5,975.483 71,705.790	37.298 6,262.956 75,155.470		38.044 6,388.222 76,658.660	38.805 6,516.006 78,192.075	39.669 6,711.461 80,537.535		
248	23-17B		Orthotic Technician (Unregistered) 1950	RCC	1950	Hourly Monthly Annual	23.939 3,890.088 46,681.050	25.330 4,116.125 49,393.500	26.804 4,355.650 52,267.800	28.365 4,609.313 55,311.750	30.016 4,877.600 58,531.200		30.616 4,975.100 59,701.200	31.228 5,074.550 60,894.600	32.165 5,226.813 62,721.750		
249	23-17B		Orthotic Technician (Unregistered) 2015	HSC	2015	Hourly Monthly Annual	23.939 4,019.757 48,237.085	25.330 4,253.329 51,039.950	26.804 4,500.838 54,010.060	28.365 4,762.956 57,155.475	30.016 5,040.187 60,482.240		30.616 5,140.937 61,691.240	31.228 5,243.702 62,924.420	32.165 5,401.040 64,812.475		
250	23-17A		Orthotic Technician Trainee - 1950	RCC	1950	Hourly Monthly Annual	19.729 3,205.963 38,471.550	19.942 3,240.575 38,886.900	21.434 3,483.025 41,796.300	22.918 3,724.175 44,690.100		23.376 3,798.600 45,583.200	24.559 3,874.650 46,495.800	25.599 3,990.838 47,890.050			
251	23-17A		Orthotic Technician Trainee - 2015	HSC	2015	Hourly Monthly Annual	19.729 3,312.828 39,753.935	19.942 3,348.594 40,183.130	21.434 3,599.126 43,189.510	22.918 3,848.314 46,179.770		23.376 3,925.220 47,102.640	24.559 4,003.805 48,045.660	25.599 4,123.865 49,486.385			
252	23-17E		Orthotic/Prosthetic Technician Dual Registered	RCC	1950	Hourly Monthly Annual	32.148 5,224.050 62,688.600	33.666 5,470.725 65,648.700	35.260 5,729.750 68,757.000	36.929 6,000.963 72,011.550	38.677 6,285.013 75,420.150		39.451 6,410.788 76,929.450	40.240 6,539.000 78,468.000	41.447 6,735.138 80,821.650		
253	23-17E		Orthotic/Prosthetic Technician Dual Registered	HSC	2015	Hourly Monthly Annual	32.148 5,398.185 64,778.220	33.666 5,653.083 67,836.990	35.260 5,920.742 71,048.900	36.929 6,200.995 74,411.935	38.677 6,494.513 77,934.155		39.451 6,624.480 79,943.765	40.240 6,756.967 81,083.600	41.447 6,959.642 83,515.705		
254	23-17F		Orthotic/Prosthetic Technician -Senior Dual Registered	RCC	1950	Hourly Monthly Annual	37.420 6,080.750 72,969.000	39.188 6,368.050 76,416.600	41.041 6,669.163 80,029.950	42.987 6,985.388 83,824.650	45.020 7,315.750 87,789.000		45.920 7,462.000 89,544.000	46.838 7,611.175 91,334.100	48.243 7,839.488 94,073.850		
255			PACS Administrative Clerk	SH	2015	Hourly Monthly Annual	26.278 4,412.514 52,950.170	26.819 4,503.357 54,040.285	27.381 4,597.726 55,172.715	28.118 4,721.481 56,657.770		28.680 4,815.850 57,790.200	29.254 4,912.234 58,946.810	30.132 5,059.665 60,715.980			
256	23-12G		Painter	HSC	2080	Hourly Monthly Annual	35.183 6,098.387 73,180.640	36.238 6,281.253 75,375.040					36.963 6,406.920 76,883.040	37.702 6,535.013 78,420.160	38.833 6,731.053 80,772.640		
257			Patient / Equipment Assistant	HSC	2015	Hourly Monthly Annual	21.184 3,557.147 42,685.760	21.551 3,618.772 43,425.265	21.918 3,680.398 44,164.770	22.283 3,741.687 44,900.245	22.649 3,803.145 45,637.735	23.013 3,864.266 46,371.195		23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900	
258			Patient Equipment Technical Assistant	HSC	2015	Hourly Monthly Annual	28.789 4,834.153 58,009.835	29.656 4,979.737 59,756.840	30.542 5,128.511 61,542.130	31.461 5,282.826 63,393.915	32.405 5,441.340 65,296.075	33.375 5,604.219 67,250.625		34.043 5,716.387 68,596.645	34.724 5,830.738 69,968.860	35.766 6,005.708 72,068.490	
259			Patient Registration	CCMB	2015	Hourly Monthly Annual	21.236 3,565.878 42,790.540	21.874 3,673.009 44,076.110	22.529 3,782.995 45,395.935	23.206 3,896.674 46,760.090	23.902 4,013.544 48,162.530	24.618 4,133.773 49,605.270		25.110 4,216.388 50,596.650	25.612 4,300.682 51,608.180	26.380 4,429.642 53,155.700	
260			Patient Trust Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	25.069 3,937.922 47,255.065	25.786 4,050.551 48,606.610	26.462 4,156.739 49,880.870	27.138 4,262.928 51,155.130	27.920 4,385.767 52,629.200	28.669 4,503.422 54,041.065		29.242 4,593.431 55,121.170	29.827 4,685.325 56,223.895	30.722 4,825.914 57,910.970	
261			Patrol Officer	HSC - Security Officers	2080	Hourly Monthly Annual	21.199 3,674.493 44,093.920	21.855 3,788.200 45,458.400	22.580 3,913.867 46,966.400	23.351 4,047.507 48,570.080	24.142 4,184.613 50,215.360	24.966 4,327.440 51,929.280	25.813 4,474.253 53,691.040		26.329 4,563.693 54,764.320	26.856 4,655.040 55,860.480	27.662 4,794.747 57,536.960
262			Payroll Clerk - MATC	Shared Health (MATC)	1950	Hourly Monthly Annual	23.153 3,762.363 45,148.350	23.849 3,875.463 46,505.550	24.562 3,991.325 47,895.900	25.299 4,111.088 49,333.050	26.059 4,234.588 50,815.050	26.841 4,361.663 52,339.950		27.378 4,448.925 53,387.100	27.926 4,537.975 54,455.700	28.764 4,674.150 56,089.800	
263			Payroll/Accounting Technician	RCC	1950	Hourly Monthly Annual	24.455 3,973.938 47,687.250	25.385 4,125.063 49,500.750	26.314 4,276.025 51,312.300	27.241 4,426.663 53,119.950	28.253 4,591.113 55,093.350		28.818 4,682.925 56,195.100	29.394 4,776.525 57,318.300	30.276 4,919.850 59,038.200		
264			Perioperative Aide	HSC	2015	Hourly Monthly Annual	22.878 3,841.598 46,099.170	23.565 3,956.956 47,483.475	24.271 4,075.505 48,906.065	24.998 4,197.581 50,370.970	25.750 4,323.854 51,886.250	26.523 4,453.654 53,443.845		27.053 4,542.650 54,511.795	27.594 4,633.493 55,601.910	28.422 4,772.528 57,270.330	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
265	23-55MDRL		Perioperative Lead Hand	HSC	2015	Hourly Monthly Annual	24,962 4,191.536 50,298.430	25,712 4,317.473 51,809.680	26,481 4,446.601 53,359.215	27,277 4,580.263 54,963.155	28,095 4,717.619 56,611.425	28,939 4,859.340 58,312.085		29,518 4,956.564 59,478.770	30,108 5,055.635 60,667.620	31,011 5,207.264 62,487.165	
266	23-55PTSS		Perioperative Technical Supply Spec	HSC	2015	Hourly Monthly Annual	28,133 4,724.000 56,687.995	28,537 4,791.838 57,502.055	28,939 4,859.340 58,312.085	29,341 4,926.843 59,122.115	29,744 4,994.513 59,934.160	30,145 5,061.848 60,742.175		30,748 5,163.102 61,957.220	31,363 5,266.370 63,196.445	32,304 5,424.380 65,092.560	
267			Plant Helper	HSC	2080	Hourly Monthly Annual	20,673 3,583.320 42,999.840	21,204 3,675.360 44,104.320	21,754 3,770.693 45,248.320					22,189 3,846.093 46,153.120	22,633 3,923.053 47,076.640	23,312 4,040.747 48,888.960	
268	23-93B		Plant Operating Engineer	HSC	2080	Hourly Monthly Annual	48,301 8,372.173 100,466.080	49,267 8,539.613 102,475.360						50,252 8,710.347 104,524.160	51,257 8,884.547 106,614.560	52,795 9,151.133 109,813.600	
269	23-93C		Plant Operating Engineer Assistant	HSC	2080	Hourly Monthly Annual	39,424 6,833.493 82,001.920	41,499 7,193.160 86,317.920						42,329 7,337.027 88,044.320	43,176 7,483.840 89,806.080	44,471 7,708.307 92,499.680	
270	23-12F		Plumber	HSC	2080	Hourly Monthly Annual	42,132 7,302.880 87,634.560	43,396 7,521.973 90,263.680						44,264 7,672.427 92,069.120	45,149 7,825.827 93,909.920	46,503 8,060.520 96,726.240	
271			Porter - RCC	RCC	1950	Hourly Monthly Annual	17,670 2,871.375 34,456.500	18,198 2,957.175 35,486.100	18,744 3,045.900 36,550.800	19,308 3,137.550 37,650.600	19,886 3,231.475 38,777.700	20,481 3,328.163 39,937.950		20,891 3,394.788 40,737.450	21,309 3,462.713 41,552.550	21,948 3,566.550 42,798.600	
272			Porter - Delivery Driver	SH	2015	Hourly Monthly Annual	19,996 3,357.662 40,291.940	20,595 3,458.244 41,498.925	21,213 3,562.016 42,744.195	21,850 3,668.979 44,027.750	22,504 3,778.797 45,345.560	23,177 3,891.805 46,701.655		23,641 3,969.718 47,636.615	24,114 4,049.143 48,589.710	24,837 4,170.546 50,046.555	
273			Post Production/Estimator	HSC	2015	Hourly Monthly Annual	24,410 4,098.846 49,186.150	25,131 4,219.914 50,638.965	25,870 4,344.004 52,128.050	26,632 4,471.957 53,663.480	27,414 4,603.268 55,239.210	28,226 4,739.616 56,875.390		28,791 4,834.489 58,013.865	29,367 4,931.209 59,174.505	30,248 5,079.143 60,949.720	
274			Press Operator 2	HSC	2015	Hourly Monthly Annual	23,710 3,981.304 47,775.650	24,410 4,098.846 49,186.150	25,131 4,219.914 50,638.965	25,870 4,344.004 52,128.050	26,632 4,471.957 53,663.480	27,414 4,603.268 55,239.210	28,226 4,739.616 56,875.390		28,791 4,834.489 58,013.865	29,367 4,931.209 59,174.505	30,248 5,079.143 60,949.720
275			Preventive Maintenance Coordinator	HSC	2080	Hourly Monthly Annual	43,129 7,475.693 89,708.320	44,614 7,733.093 92,797.120	46,159 8,000.893 96,010.720	47,758 8,278.053 99,336.640				48,713 8,443.587 101,323.040	49,687 8,612.413 103,348.960	51,178 8,870.853 106,450.240	
276			Primary Care Assistant - 2015	SH	2015	Hourly Monthly Annual	21,500 3,610.208 43,322.500	21,994 3,693.159 44,317.910	22,549 3,786.353 45,436.235	23,133 3,884.416 46,612.995	23,813 3,998.600 47,983.195	24,417 4,100.021 49,200.255		24,905 4,181.965 50,183.575	25,403 4,265.587 51,187.045	26,165 4,393.540 52,722.475	
277			Printer	SH	2015	Hourly Monthly Annual	20,798 3,492.331 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680		24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585	
278			Printer/Receiver	SH	2015	Hourly Monthly Annual	20,798 3,492.331 41,907.970	21,423 3,597.279 43,167.345	22,065 3,705.081 44,460.975	22,726 3,816.074 45,792.890	23,409 3,930.761 47,169.135	24,112 4,048.807 48,585.680		24,594 4,129.743 49,556.910	25,086 4,212.358 50,548.290	25,839 4,338.799 52,065.585	
279			Printing Attendant 1	SH	2015	Hourly Monthly Annual	19,517 3,277.230 39,326.755	20,100 3,375.125 40,501.500	20,704 3,476.547 41,718.560	21,326 3,580.991 42,971.890	21,965 3,688.290 44,259.475	22,622 3,798.611 45,583.330		23,074 3,874.509 46,494.110	23,535 3,951.919 47,423.025	24,241 4,070.468 48,845.615	
280			Printing Attendant 3	SH	2015	Hourly Monthly Annual	22,622 3,798.611 45,583.330	23,303 3,912.962 46,955.545	24,003 4,030.504 48,366.045	24,722 4,151.236 49,814.830	25,464 4,275.830 51,309.960	26,230 4,404.454 52,853.450		26,755 4,492.610 53,911.325	27,290 4,582.446 54,989.350	28,109 4,719.970 56,639.635	
281			Production Artist	HSC	1950	Hourly Monthly Annual	24,760 4,023.500 48,282.000	25,608 4,161.300 49,935.600	26,480 4,303.000 51,636.000	27,398 4,452.175 53,426.100	28,339 4,605.088 55,261.050	29,323 4,764.988 57,179.850		29,909 4,860.213 58,322.550	30,507 4,957.388 59,488.650	31,422 5,106.075 61,272.900	
282			Production Artist 2	HSC	1950	Hourly Monthly Annual	28,992 4,711.200 56,534.400	29,864 4,852.900 58,234.800	30,760 4,998.500 59,982.000	31,682 5,148.325 61,779.900	32,633 5,302.863 63,634.350	33,611 5,461.788 65,541.450		34,283 5,570.988 66,851.850	34,969 5,682.463 68,189.550	36,018 5,852.925 70,235.100	
283			Production Coordinator	HSC	2015	Hourly Monthly Annual	32,471 5,452.422 65,429.065	33,446 5,616.141 67,393.690	34,449 5,784.561 69,414.735	35,483 5,958.187 71,498.245	36,548 6,137.018 73,644.220	37,644 6,321.055 75,852.660		38,397 6,447.496 77,369.955	39,165 6,576.456 78,917.475	40,340 6,773.758 81,285.100	
284			Program Personnel Coordinator	HSC	1950	Hourly Monthly Annual	24,958 4,055.675 48,668.100	25,838 4,198.675 50,384.100	26,747 4,346.388 52,156.650	27,677 4,497.513 53,970.150	28,641 4,654.163 55,849.950	29,649 4,817.963 57,815.550	30,672 4,984.200 59,810.400	31,755 5,160.188 61,922.250	32,390 5,263.375 63,160.500	33,038 5,368.675 64,424.100	34,029 5,529.713 66,356.550
285			Program Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	24,266 3,811.784 45,741.410	24,910 3,912.946 46,955.350	25,607 4,022.433 48,269.195	26,304 4,131.920 49,583.040	27,022 4,244.706 50,936.470	27,751 4,359.220 52,310.635		28,306 4,446.401 53,356.810	28,872 4,535.310 54,423.720	29,738 4,671.344 56,056.130	
286			Programmer Analyst - CPL	SH	1885	Hourly Monthly Annual	35,882 5,636.464 67,637.570	37,202 5,843.814 70,125.770	38,542 6,054.306 72,651.670	39,978 6,279.878 75,358.530	41,457 6,512.204 78,146.445	43,115 6,772.648 81,271.775	44,730 7,026.338 84,316.050	46,430 7,293.379 87,520.550	47,359 7,439.310 89,271.715	48,306 7,588.068 91,056.810	49,755 7,815.681 93,788.175

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
309			Safety & Training Coordinator	HSC	2080	Hourly Monthly Annual	34,375 5,958.333 71,500.000	35,411 6,137.907 73,654.880	36,469 6,321.293 75,855.520	37,564 6,511.093 78,133.120	38,692 6,706.613 80,479.360	39,852 6,907.680 82,892.160		40,649 7,045.827 84,549.920	41,462 7,186.747 86,240.960	42,706 7,402.373 88,828.480
310			Scheduling Clerk	SH	1885	Hourly Monthly Annual	24,632 3,869.277 46,431.320	25,264 3,968.553 47,622.640	25,971 4,079.611 48,955.335	26,654 4,186.899 50,242.790	27,374 4,299.999 51,599.990	28,248 4,437.290 53,247.480		28,813 4,526.042 54,312.505	29,389 4,616.522 55,398.265	30,271 4,755.070 57,060.835
311			Scheduling Clerk - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	24,632 4,136.123 49,633.480	25,264 4,242.247 50,906.960	25,971 4,360.964 52,331.565	26,654 4,475.651 53,707.810	27,374 4,596.551 55,158.610	28,248 4,743.310 56,919.720		28,813 4,838.183 58,058.195	29,389 4,934.903 59,218.835	30,271 5,083.005 60,996.065
312			Scheduling Clerk - DI	SH	1950	Hourly Monthly Annual	21,236 3,450.850 41,410.200	21,874 3,554.525 42,654.300	22,529 3,660.963 43,931.550	23,206 3,770.975 45,251.700	23,902 3,884.075 46,608.900	24,618 4,000.425 48,005.100		25,110 4,080.375 48,964.500	25,612 4,161.950 49,943.400	26,380 4,286.750 51,441.000
313			Scheduling Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	24,319 3,820.110 45,841.315	24,941 3,917.815 47,013.785	25,639 4,027.460 48,329.515	26,346 4,138.518 49,662.210	27,033 4,249.575 50,994.905	27,798 4,382.311 52,587.730		28,456 4,469.963 53,639.560	29,025 4,559.344 54,712.125	29,896 4,696.163 56,353.960
314			Secretary	SH	2015	Hourly Monthly Annual	21,320 3,579.983 42,959.800	21,959 3,687.282 44,247.385	22,616 3,797.603 45,571.240	23,296 3,911.787 46,941.440	23,995 4,029.160 48,349.925	24,716 4,150.228 49,802.740		25,210 4,233.179 50,798.150	25,714 4,317.809 51,813.710	26,485 4,447.273 53,367.275
315			Secretary	SH	2015	Hourly Monthly Annual	21,320 3,579.983 42,959.800	21,959 3,687.282 44,247.385	22,616 3,797.603 45,571.240	23,296 3,911.787 46,941.440	23,995 4,029.160 48,349.925	24,716 4,150.228 49,802.740		25,210 4,233.179 50,798.150	25,714 4,317.809 51,813.710	26,485 4,447.273 53,367.275
316			Secretary - Hope, CIO, Info Services	CCMB	2015	Hourly Monthly Annual	21,320 3,579.983 42,959.800	21,959 3,687.282 44,247.385	22,616 3,797.603 45,571.240	23,296 3,911.787 46,941.440	23,995 4,029.160 48,349.925	24,716 4,150.228 49,802.740		25,210 4,233.179 50,798.150	25,714 4,317.809 51,813.710	26,485 4,447.273 53,367.275
317			Secretary 1	SH	1885	Hourly Monthly Annual	21,320 3,349.017 40,188.200	21,959 3,449.393 41,392.715	22,616 3,552.597 42,631.160	23,296 3,659.413 43,912.960	23,995 3,769.215 45,230.575	24,716 3,882.472 46,589.660		25,210 3,960.071 47,520.850	25,714 4,039.241 48,470.890	26,485 4,160.352 49,924.225
318			Secretary 1	SH	1950	Hourly Monthly Annual	21,320 3,464.500 41,574.000	21,959 3,568.338 42,820.050	22,616 3,675.100 44,101.200	23,296 3,785.600 45,427.200	23,995 3,899.188 46,790.250	24,716 4,016.350 48,196.200		25,210 4,096.625 49,159.500	25,714 4,178.525 50,142.300	26,485 4,303.813 51,645.750
319			Secretary 1	CCMB	2015	Hourly Monthly Annual	20,500 3,442.292 41,307.500	21,114 3,545.393 42,544.710	21,747 3,651.684 43,820.205	22,400 3,761.333 45,136.000	23,071 3,874.005 46,488.065	23,764 3,990.372 47,884.460		24,239 4,070.132 48,841.585	24,724 4,151.572 49,818.860	25,466 4,276.166 51,313.990
320			Secretary 2	HSC	1950	Hourly Monthly Annual	21,320 3,464.500 41,574.000	21,959 3,568.338 42,820.050	22,616 3,675.100 44,101.200	23,296 3,785.600 45,427.200	23,995 3,899.188 46,790.250	24,716 4,016.350 48,196.200		25,210 4,096.625 49,159.500	25,714 4,178.525 50,142.300	26,485 4,303.813 51,645.750
321			Secretary 2	CCMB	2015	Hourly Monthly Annual	21,320 3,579.983 42,959.800	21,959 3,687.282 44,247.385	22,616 3,797.603 45,571.240	23,296 3,911.787 46,941.440	23,995 4,029.160 48,349.925	24,716 4,150.228 49,802.740		25,210 4,233.179 50,798.150	25,714 4,317.809 51,813.710	26,485 4,447.273 53,367.275
322			Secretary 2 - IP & C	HSC	1950	Hourly Monthly Annual	21,320 3,464.500 41,574.000	21,959 3,568.338 42,820.050	22,616 3,675.100 44,101.200	23,296 3,785.600 45,427.200	23,995 3,899.188 46,790.250	24,716 4,016.350 48,196.200		25,210 4,096.625 49,159.500	25,714 4,178.525 50,142.300	26,485 4,303.813 51,645.750
323			Secretary 2 - SH (RCC)	RCC	1950	Hourly Monthly Annual	20,500 3,331.250 39,975.000	21,113 3,430.863 41,170.350	21,749 3,534.213 42,410.550	22,400 3,640.000 43,680.000	23,071 3,749.038 44,988.450	23,764 3,861.650 46,339.800		24,239 3,938.838 47,266.050	24,724 4,017.650 48,211.800	25,466 4,138.225 49,658.700
324			Secretary 3	HSC / Shared Health	1950	Hourly Monthly Annual	22,192 3,606.200 43,274.400	22,857 3,714.263 44,571.150	23,543 3,825.738 45,908.850	24,250 3,940.625 47,287.500	24,977 4,058.763 48,705.150	25,725 4,180.313 50,163.750		26,240 4,264.000 51,168.000	26,765 4,349.313 52,191.750	27,568 4,479.800 53,757.600
325			Secretary 3	CCMB	2015	Hourly Monthly Annual	22,192 3,726.407 44,716.880	22,857 3,838.071 46,056.855	23,543 3,953.262 47,439.145	24,250 4,071.979 48,863.750	24,977 4,194.055 50,328.655	25,725 4,319.656 51,835.875		26,240 4,406.133 52,873.600	26,765 4,494.290 53,931.475	27,568 4,629.127 55,549.520
326			Secretary 3 SH (RCC)	RCC	1950	Hourly Monthly Annual	21,320 3,464.500 41,574.000	21,959 3,568.338 42,820.050	22,616 3,675.100 44,101.200	23,296 3,785.600 45,427.200	23,995 3,899.188 46,790.250	24,716 4,016.350 48,196.200		25,210 4,096.625 49,159.500	25,714 4,178.525 50,142.300	26,485 4,303.813 51,645.750
327			Secretary 4	Shared Health - DSM	1950	Hourly Monthly Annual	23,079 3,750.338 45,004.050	23,771 3,862.788 46,353.450	24,486 3,978.975 47,747.700	25,219 4,098.088 49,177.050	25,974 4,220.775 50,649.300	26,755 4,347.688 52,172.250		27,290 4,434.625 53,215.500	27,836 4,523.350 54,280.200	28,671 4,659.038 55,908.450
328			Secretary 4	CCMB	2015	Hourly Monthly Annual	23,079 3,875.349 46,504.185	23,771 3,991.547 47,898.565	24,486 4,111.608 49,339.290	25,219 4,234.690 50,816.285	25,974 4,361.468 52,337.610	26,755 4,492.610 53,911.325		27,290 4,582.446 54,989.350	27,836 4,674.128 56,089.540	28,671 4,814.339 57,772.065
329			Secretary 4 - RCC	RCC	1950	Hourly Monthly Annual	22,192 3,606.200 43,274.400	22,857 3,714.263 44,571.150	23,543 3,825.738 45,908.850	24,250 3,940.625 47,287.500	24,977 4,058.763 48,705.150	25,725 4,180.313 50,163.750		26,240 4,264.000 51,168.000	26,765 4,349.313 52,191.750	27,568 4,479.800 53,757.600
330			Secretary 4 (PIO)	HSC / Shared Health	1950	Hourly Monthly Annual	23,079 3,750.338 45,004.050	23,771 3,862.788 46,353.450	24,486 3,978.975 47,747.700	25,219 4,098.088 49,177.050	25,974 4,220.775 50,649.300	26,755 4,347.688 52,172.250		27,290 4,434.625 53,215.500	27,836 4,523.350 54,280.200	28,671 4,659.038 55,908.450

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
331			Secretary Medical	SH	1950	Hourly Monthly Annual	21.161 3,438.663 41,263.950	21.794 3,541.525 42,498.300	22.446 3,647.475 43,769.700	23.122 3,757.325 45,087.900	23.815 3,869.938 46,439.250	24.529 3,985.963 47,831.550		25.020 4,065.750 48,789.000	25.520 4,147.000 49,764.000	26.286 4,271.475 51,257.700	
332			Section Chief-Information Mgmt - CPL	SH	1885	Hourly Monthly Annual	42.386 6,658.134 79,897.610	43.960 6,905.383 82,864.600	45.585 7,160.644 85,927.725	47.349 7,437.739 89,252.865	49.208 7,729.757 92,757.080	51.098 8,026.644 96,319.730	53.273 8,368.300 100,419.605	55.511 8,719.853 104,638.235	56.621 8,894.215 106,730.585	57.753 9,072.034 108,864.405	59.486 9,344.259 112,131.110
333			Security Officer - SMHC	SMHC	2080	Hourly Monthly Annual	20.158 3,494.053 41,928.640	20.760 3,598.400 43,180.800	21.393 3,708.120 44,497.440	22.080 3,827.200 45,926.400	22.788 3,949.920 47,399.040	23.474 4,068.827 48,825.920		23.943 4,150.120 49,801.440	24.422 4,233.147 50,797.760	25.155 4,360.200 52,322.400	
334			Security Shift Supervisor - SMHC	SMHC	2080	Hourly Monthly Annual	21.626 3,748.507 44,982.080	22.301 3,865.507 46,386.080	23.030 3,991.867 47,902.400	23.769 4,119.960 49,439.520	24.530 4,251.867 51,022.400	25.333 4,391.053 52,692.640		25.840 4,478.933 53,747.200	26.357 4,568.547 54,822.560	27.148 4,705.653 56,467.840	
335			Security Supervisor	HSC - Security Officers	2080	Hourly Monthly Annual	26.396 4,575.307 54,903.680	27.241 4,721.773 56,661.280	28.109 4,872.227 58,466.720	29.008 5,028.053 60,336.640	29.942 5,189.947 62,279.360	30.897 5,355.480 64,265.760	31.886 5,526.907 66,322.880		32.524 5,637.493 67,649.920	33.174 5,750.160 69,001.920	34.169 5,922.627 71,071.520
336			Security Supervisor –ISO Security Persnl NEW in Apr 2024	HSC	2015	Hourly Monthly Annual	39.799 6,682.915 80,194.985	40.992 6,883.240 82,598.880	42.222 7,089.778 85,077.330	43.489 7,302.528 87,630.335	44.794 7,521.659 90,259.910	46.137 7,747.171 92,966.055		47.060 7,902.158 94,825.900	48.001 8,060.168 96,722.015	49.441 8,301.968 99,623.615	
337			Security Supervisor –ISO Security Persnl	HSC	2080	Hourly Monthly Annual	39.799 6,898.493 82,781.920	40.992 7,105.280 85,263.360	42.222 7,318.480 87,821.760	43.489 7,538.093 90,457.120	44.794 7,764.293 93,171.520	46.137 7,997.080 95,964.960		47.060 8,157.067 97,884.800	48.001 8,320.173 99,842.080	49.441 8,569.773 102,837.280	
338			Senior Clerk	CCMB	2015	Hourly Monthly Annual	21.921 3,680.901 44,170.815	22.581 3,791.726 45,500.715	23.256 3,905.070 46,860.840	23.955 4,022.444 48,269.325	24.673 4,143.008 49,716.095	25.413 4,267.266 51,207.195		25.921 4,352.568 52,230.815	26.439 4,439.549 53,274.585	27.232 4,572.707 54,872.480	
339	2		Senior Clinical Research Professional	CCMB	2015	Hourly Monthly Annual	37.437 6,286.296 75,435.555	38.113 6,399.808 76,797.695	38.789 6,513.320 78,159.835	39.468 6,627.335 79,528.020	40.145 6,741.015 80,892.175	40.820 6,854.358 82,252.300		41.636 6,991.378 83,896.540	42.469 7,131.253 85,575.035	43.743 7,345.179 88,142.145	
340	2		Senior Clinical Research Professional - Ethics and Regulatory Affairs	CCMB	2015	Hourly Monthly Annual	37.437 6,286.296 75,435.555	38.113 6,399.808 76,797.695	38.789 6,513.320 78,159.835	39.468 6,627.335 79,528.020	40.145 6,741.015 80,892.175	40.820 6,854.358 82,252.300		41.636 6,991.378 83,896.540	42.469 7,131.253 85,575.035	43.743 7,345.179 88,142.145	
341	2		Senior CRP Pediatric Research Specialist	CCMB	2015	Hourly Monthly Annual	37.437 6,286.296 75,435.555	38.113 6,399.808 76,797.695	38.789 6,513.320 78,159.835	39.468 6,627.335 79,528.020	40.145 6,741.015 80,892.175	40.820 6,854.358 82,252.300		41.636 6,991.378 83,896.540	42.469 7,131.253 85,575.035	43.743 7,345.179 88,142.145	
342	2		Senior CRP Recruit/Quality Facilitator CTU	CCMB	2015	Hourly Monthly Annual	37.437 6,286.296 75,435.555	38.113 6,399.808 76,797.695	38.789 6,513.320 78,159.835	39.468 6,627.335 79,528.020	40.145 6,741.015 80,892.175	40.820 6,854.358 82,252.300		41.636 6,991.378 83,896.540	42.469 7,131.253 85,575.035	43.743 7,345.179 88,142.145	
343			Senior File Control Clerk	CCMB	2015	Hourly Monthly Annual	21.921 3,680.901 44,170.815	22.581 3,791.726 45,500.715	23.256 3,905.070 46,860.840	23.955 4,022.444 48,269.325	24.673 4,143.008 49,716.095	25.413 4,267.266 51,207.195		25.921 4,352.568 52,230.815	26.439 4,439.549 53,274.585	27.232 4,572.707 54,872.480	
344			Senior Messenger	HSC	2015	Hourly Monthly Annual	20.493 3,441.116 41,293.395	21.107 3,544.217 42,530.605	21.740 3,650.508 43,806.100	22.392 3,759.990 45,119.880	23.062 3,872.494 46,469.930	23.755 3,988.860 47,866.325		24.230 4,068.621 48,823.450	24.715 4,150.060 49,800.725	25.456 4,274.487 51,293.840	
345			Senior Registry Education Coordinator	CCMB	2015	Hourly Monthly Annual	48.651 8,169.314 98,031.765	49.533 8,317.416 99,808.995	50.411 8,464.847 101,578.165	51.292 8,612.782 103,353.380	52.171 8,760.380 105,124.565	53.049 8,907.811 106,893.735		54.110 9,085.971 109,031.650	55.192 9,267.657 111,211.880	56.848 9,545.727 114,548.720	
346	23-206		Senior Surgical Instrument Repair Technician	SH	2015	Hourly Monthly Annual	45.980 7,720.808 92,649.700	46.581 7,821.726 93,860.715	47.177 7,921.805 95,061.655					48.121 8,080.318 96,963.815	49.083 8,241.854 98,902.245	50.555 8,489.027 101,868.325	
347			Service Worker 1 - SMHC	SMHC	2080	Hourly Monthly Annual	18.130 3,142.533 37,710.400	18.617 3,226.947 38,723.360	19.145 3,318.467 39,821.600	19.661 3,407.907 40,894.880	20.201 3,501.507 42,018.080		20.605 3,571.533 42,858.400	21.017 3,642.947 43,715.360	21.648 3,752.320 44,502.840		
348			Service Worker 2 - SMHC	SMHC	2080	Hourly Monthly Annual	20.971 3,634.973 43,619.680	21.541 3,733.773 44,805.280	22.102 3,831.013 45,972.160	22.745 3,942.467 47,309.600	23.379 4,052.360 48,628.320	24.002 4,160.347 49,924.160		24.482 4,243.547 50,922.560	24.972 4,328.480 51,941.760	25.721 4,458.307 53,499.680	
349			Service Worker 3 - SMHC	SMHC	2080	Hourly Monthly Annual	21.964 3,807.093 45,685.120	22.502 3,900.347 46,804.160	23.241 4,028.440 48,341.280	23.938 4,149.253 49,791.040	24.689 4,279.427 51,353.120	25.428 4,407.520 52,890.240		25.937 4,495.747 53,948.960	26.456 4,585.707 55,028.480	27.250 4,723.333 56,680.000	
350	23-12E		Shift Electrician	HSC	2080	Hourly Monthly Annual	42.132 7,302.880 87,634.560	43.396 7,521.973 90,263.680						44.264 7,672.427 92,069.120	45.149 7,825.827 93,909.920	46.503 8,060.520 96,726.240	
351			Shift Mechanic	HSC	2080	Hourly Monthly Annual	25.563 4,430.920 53,171.040	26.019 4,509.960 54,119.520	26.521 4,596.973 55,163.680	27.010 4,681.733 56,180.800				27.550 4,775.333 57,304.000	28.101 4,870.840 58,450.080	28.944 5,016.960 60,203.520	
352	23-12F		Shift Plumber/Fitter	HSC	2080	Hourly Monthly Annual	42.132 7,302.880 87,634.560	43.396 7,521.973 90,263.680						44.264 7,672.427 92,069.120	45.149 7,825.827 93,909.920	46.503 8,060.520 96,726.240	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
353			Shipper / Receiver	RCC	1950	Hourly Monthly Annual	21.743 3,533.238 42,398.850	22.397 3,639.513 43,674.150	23.066 3,748.225 44,978.700	23.759 3,860.838 46,330.050	24.472 3,976.700 47,720.400	25.207 4,096.138 49,153.650		25.711 4,178.038 50,136.450	26.225 4,261.563 51,138.750	27.012 4,389.450 52,673.400
354			Shipper / Receiver	HSC	2015	Hourly Monthly Annual	21.744 3,651.180 43,814.160	22.396 3,760.662 45,127.940	23.066 3,873.166 46,477.990	23.759 3,989.532 47,874.385	24.472 4,109.257 49,311.080	25.207 4,232.675 50,792.105		25.711 4,317.305 51,807.665	26.225 4,403.615 52,843.375	27.012 4,535.765 54,429.180
355			Slating Clerk	HSC	1950	Hourly Monthly Annual	21.744 3,533.400 42,400.800	22.396 3,639.350 43,672.200	23.066 3,748.225 44,978.700	23.759 3,860.838 46,330.050	24.472 3,976.700 47,720.400	25.207 4,096.138 49,153.650		25.711 4,178.038 50,136.450	26.225 4,261.563 51,138.750	27.012 4,389.450 52,673.400
356			Slating Clerk	SH	1950	Hourly Monthly Annual	21.744 3,533.400 42,400.800	22.396 3,639.350 43,672.200	23.066 3,748.225 44,978.700	23.759 3,860.838 46,330.050	24.472 3,976.700 47,720.400	25.207 4,096.138 49,153.650		25.711 4,178.038 50,136.450	26.225 4,261.563 51,138.750	27.012 4,389.450 52,673.400
357			Specific Purposes Accounts Clerk	SH	1950	Hourly Monthly Annual	22.044 3,582.150 42,985.800	22.704 3,689.400 44,272.800	23.386 3,800.225 45,602.700	24.086 3,913.975 46,967.700	24.810 4,031.625 48,379.500	25.554 4,152.525 49,830.300		26.065 4,235.563 50,826.750	26.586 4,320.225 51,842.700	27.384 4,449.900 53,398.800
358	23-203		Sr Imaging Equipment Service Technologist	SH	2015	Hourly Monthly Annual	42.258 7,095.823 85,149.870	43.823 7,358.612 88,303.345	45.451 7,631.980 91,583.765	47.137 7,915.088 94,981.055	48.889 8,209.278 98,511.335		49.867 8,373.500 100,482.005	50.864 8,540.913 102,490.960	52.390 8,797.154 105,565.850	
359			Staff Development Spec.	SH	1885	Hourly Monthly Annual	37.417 5,877.587 70,531.045	38.817 6,097.504 73,170.045	40.327 6,334.700 76,016.395	41.936 6,587.447 79,049.360	43.610 6,850.404 82,204.850	45.384 7,129.070 85,548.840		46.292 7,271.702 87,260.420	47.218 7,417.161 89,005.930	48.635 7,639.748 91,676.975
360			Staff Scheduler	CCMB	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
361			Staff Scheduler - Main User	HSC	1950	Hourly Monthly Annual	21.236 3,450.850 41,410.200	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.206 3,770.975 45,251.700	23.902 3,884.075 46,608.900	24.618 4,000.425 48,005.100		25.110 4,080.375 48,964.500	25.612 4,161.950 49,943.400	26.380 4,286.750 51,441.000
362			Staff Scheduler - Short Call User	HSC	1950	Hourly Monthly Annual	21.236 3,450.850 41,410.200	21.874 3,554.525 42,654.300	22.529 3,660.963 43,931.550	23.206 3,770.975 45,251.700	23.902 3,884.075 46,608.900	24.618 4,000.425 48,005.100		25.110 4,080.375 48,964.500	25.612 4,161.950 49,943.400	26.380 4,286.750 51,441.000
363			Staffing Clerk	SH	1950	Hourly Monthly Annual	22.158 3,600.675 43,208.100	22.825 3,709.063 44,508.750	23.508 3,820.050 45,840.600	24.217 3,935.263 47,223.150	24.941 4,052.913 48,634.950	25.691 4,174.788 50,097.450		26.205 4,258.313 51,099.750	26.729 4,343.463 52,121.550	27.531 4,473.788 53,685.450
364			Steno 2 - Diagnostics	SH	1950	Hourly Monthly Annual	21.161 3,438.663 41,263.950	21.794 3,541.525 42,498.300	22.446 3,647.475 43,769.700	23.122 3,757.325 45,087.900	23.815 3,869.938 46,439.250	24.529 3,985.963 47,831.550		25.020 4,065.750 48,789.000	25.520 4,147.000 49,764.000	26.286 4,271.475 51,257.700
365			Stenographer 2	Shared Health - DSM	1950	Hourly Monthly Annual	20.460 3,324.750 39,897.000	21.073 3,424.363 41,092.350	21.705 3,527.063 42,324.750	22.355 3,632.688 43,592.250	23.028 3,742.050 44,904.600	23.718 3,854.175 46,250.100		24.192 3,931.200 47,174.400	24.676 4,009.850 48,118.200	25.416 4,130.100 49,561.200
366			Storekeeper - CPL	SH	1885	Hourly Monthly Annual	23.643 3,713.921 44,567.055	24.403 3,833.305 45,999.655	25.195 3,957.715 47,492.575	26.019 4,087.151 49,045.815	26.959 4,234.810 50,817.715	27.898 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960
367			Storekeeper - SMHC	SMHC	1885	Hourly Monthly Annual	23.643 3,713.921 44,567.055	24.403 3,833.305 45,999.655	25.195 3,957.715 47,492.575	26.019 4,087.151 49,045.815	26.959 4,234.810 50,817.715	27.898 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960
368			Stores Clerk - CPL	SH	1885	Hourly Monthly Annual	18.922 2,972.331 35,667.970	19.440 3,053.700 36,644.400	20.010 3,143.238 37,718.850	20.676 3,247.855 38,974.260	21.330 3,350.588 40,207.050	22.954 3,448.608 41,383.290		22.393 3,517.567 42,210.805	22.841 3,587.940 43,055.285	23.526 3,695.543 44,346.510
369			Stores Person - Rehab Engineering	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
370			Summer Std - Biomed Technologist Helper	HSC	2015	Hourly Monthly Annual	22.891 3,843.780 46,125.365							23.349 3,920.686 47,048.235	23.816 3,999.103 47,989.240	24.530 4,118.996 49,427.950
371			Supervisor - CPL	SH	1885	Hourly Monthly Annual	24.319 3,820.110 45,841.315	24.941 3,917.815 47,013.785	25.639 4,027.460 48,329.515	26.346 4,138.518 49,662.210	27.053 4,249.575 50,994.905	27.898 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960
372			Supervisor - Maintenance Shift	Eden Mental Health Centre	2080	Hourly Monthly Annual	37.769 6,546.627 78,559.520	38.902 6,743.013 80,916.160	40.069 6,945.293 83,343.520	41.270 7,153.467 85,841.600	42.508 7,368.053 88,416.640	43.785 7,589.400 91,072.800		44.661 7,741.240 92,894.880	45.554 7,896.027 94,752.320	46.921 8,132.973 97,595.680
373			Supervisor of Volunteers	HSC	1950	Hourly Monthly Annual	22.366 3,634.475 43,613.700	23.035 3,743.188 44,918.250	23.726 3,855.475 46,265.700	24.439 3,971.338 47,656.050	25.171 4,090.288 49,083.450	25.926 4,212.975 50,555.700		26.445 4,297.313 51,567.750	26.974 4,383.275 52,599.300	27.783 4,514.738 54,176.850
374			Supervisor-Central Dispatch-Mtl Handling	SH	2015	Hourly Monthly Annual	23.244 3,903.055 46,836.660	23.944 4,020.597 48,247.160	24.662 4,141.161 49,693.930	25.401 4,265.251 51,183.015	26.163 4,393.204 52,718.445	26.949 4,525.186 54,302.235		27.488 4,615.693 55,388.320	28.038 4,708.048 56,496.570	28.879 4,849.265 58,191.185

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
375			Supply Attendant	SH	2015	Hourly Monthly Annual	18.842 3,163.886 37,966.630	19.409 3,259.095 39,109.135	19.989 3,356.486 40,277.835	20.591 3,457.572 41,490.865	21.208 3,561.177 42,734.120	21.844 3,667.972 44,015.660		22.281 3,741.351 44,896.215	22.727 3,816.242 45,794.905	23.409 3,930.761 47,169.135	
376			Supply Attendant	SH	2015	Hourly Monthly Annual	18.842 3,163.886 37,966.630	19.409 3,259.095 39,109.135	19.990 3,356.654 40,279.850	20.590 3,457.404 41,488.850	21.208 3,561.177 42,734.120	21.845 3,668.140 44,017.675		22.282 3,741.519 44,898.230	22.728 3,816.410 45,796.920	23.410 3,930.929 47,171.150	
377			Support Service Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	24.319 3,820.110 45,841.315	24.941 3,917.815 47,013.785	25.639 4,027.460 48,329.515	26.346 4,138.518 49,662.210	27.053 4,249.575 50,994.905	27.898 4,382.311 52,587.730		28.456 4,469.963 53,639.560	29.025 4,559.344 54,712.125	29.896 4,696.163 56,353.960	
378	23-205		Surgical Instrument Repair Technician	SH	2015	Hourly Monthly Annual	37.220 6,249.858 74,998.300	38.805 6,516.006 78,192.075	40.459 6,793.740 81,524.885	42.258 7,095.823 85,149.870	44.028 7,393.035 88,716.420	45.086 7,570.691 90,848.290	46.291 7,773.030 93,276.365		47.217 7,928.521 95,142.255	48.161 8,087.035 97,044.415	49.606 8,329.674 99,956.090
379			Surplus Capital Equipment Coordinator	HSC	2015	Hourly Monthly Annual	23.381 3,926.060 47,112.715	23.747 3,987.517 47,850.205	24.112 4,048.807 48,585.680	24.478 4,110.264 49,323.170	24.842 4,171.386 50,056.630	25.207 4,232.675 50,792.105		25.711 4,317.305 51,807.665	26.225 4,403.615 52,843.375	27.012 4,535.765 54,429.180	
380	23-52DS		Team Leader - Food Production - SMHC	SMHC	2080	Hourly Monthly Annual	22.888 3,967.253 47,607.040	23.578 4,086.853 49,042.240	24.284 4,209.227 50,510.720	25.012 4,335.413 52,024.960	25.762 4,465.413 53,584.960	26.534 4,599.227 55,190.720		27.065 4,691.267 56,295.200	27.606 4,785.040 57,420.480	28.434 4,928.560 59,142.720	
381			Team Leader - Materials Management - SMHC	SMHC	1885	Hourly Monthly Annual	26.959 4,234.810 50,817.715	27.898 4,382.311 52,587.730	28.817 4,526.670 54,320.045	29.841 4,687.524 56,250.285	30.876 4,850.105 58,201.260	32.048 5,034.207 60,410.480		32.689 5,134.897 61,618.765	33.343 5,237.630 62,851.555	34.343 5,394.713 64,736.555	
382	23-53HS		Team Leader - Service Worker - SMHC	SMHC	2080	Hourly Monthly Annual	22.888 3,967.253 47,607.040	23.578 4,086.853 49,042.240	24.284 4,209.227 50,510.720	25.012 4,335.413 52,024.960	25.762 4,465.413 53,584.960	26.534 4,599.227 55,190.720		27.065 4,691.267 56,295.200	27.606 4,785.040 57,420.480	28.434 4,928.560 59,142.720	
383			Technician	RCC	1950	Hourly Monthly Annual	25.482 4,140.825 49,689.900	26.246 4,264.975 51,179.700	27.033 4,392.863 52,714.350	27.844 4,524.650 54,295.800	28.684 4,660.663 55,927.950	29.539 4,800.088 57,601.050		30.130 4,896.125 58,753.500	30.733 4,994.113 59,929.350	31.655 5,143.938 61,727.250	
384			Training and Developmnt Coordinator -SMHC	SMHC	1885	Hourly Monthly Annual	28.817 4,526.670 54,320.045	29.630 4,654.379 55,852.550	30.527 4,795.283 57,543.395	31.478 4,944.669 59,336.030	32.639 5,127.043 61,524.515	33.833 5,314.600 63,775.205		34.510 5,420.946 65,051.350	35.200 5,529.333 66,352.000	36.256 5,695.213 68,342.560	
385			Transcriptionist	CCMB	2015	Hourly Monthly Annual	21.161 3,553.285 42,639.415	21.794 3,659.576 43,914.910	22.446 3,769.058 45,228.690	23.122 3,882.569 46,590.830	23.815 3,998.935 47,987.225	24.529 4,118.828 49,425.935		25.020 4,201.275 50,415.300	25.520 4,285.233 51,422.800	26.286 4,413.858 52,966.290	
386			Trauma Data Analyst	HSC	1950	Hourly Monthly Annual	26.049 4,232.963 50,795.550	26.952 4,379.700 52,556.400	27.899 4,533.588 54,403.050	28.878 4,692.675 56,312.100	29.884 4,856.150 58,273.800	30.929 5,025.963 60,311.550	32.001 5,200.163 62,401.950	33.140 5,385.250 64,623.000	33.803 5,492.988 65,915.850	34.479 5,602.838 67,234.050	35.513 5,770.863 69,250.350
387			Unit Clerk	SH	1950	Hourly Monthly Annual	20.798 3,379.675 40,556.100	21.423 3,481.238 41,774.850	22.065 3,585.563 43,026.750	22.726 3,692.975 44,315.700	23.409 3,803.963 45,647.550	24.112 3,918.200 47,018.400		24.594 3,996.525 47,958.300	25.086 4,076.475 48,917.700	25.839 4,198.838 50,386.050	
388			Unit Clerk	CCMB	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
389			Unit Clerk - Ambulatory Care	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
390			Unit Clerk - Children's Clinic	HSC	1950	Hourly Monthly Annual	20.798 3,379.675 40,556.100	21.423 3,481.238 41,774.850	22.065 3,585.563 43,026.750	22.726 3,692.975 44,315.700	23.409 3,803.963 45,647.550	24.112 3,918.200 47,018.400		24.594 3,996.525 47,958.300	25.086 4,076.475 48,917.700	25.839 4,198.838 50,386.050	
391			Unit Clerk - Inpatients	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585	
392			Unit Clerk - PIO	CCMB	2015	Hourly Monthly Annual	21.565 3,621.123 43,453.475	22.115 3,713.477 44,561.725	22.563 3,788.704 45,464.445	23.074 3,874.509 46,494.110	23.577 3,958.971 47,507.655	24.128 4,051.493 48,617.920		24.611 4,132.597 49,591.165	25.103 4,215.212 50,582.545	25.856 4,341.653 52,099.840	
393			Unit Supplies Clerk	HSC	2015	Hourly Monthly Annual	19.664 3,301.913 39,622.960	20.253 3,400.816 40,809.795	20.861 3,502.910 42,034.915	21.488 3,608.193 43,298.320	22.132 3,716.332 44,595.980	22.794 3,827.493 45,929.910		23.250 3,904.063 46,848.750	23.715 3,982.144 47,785.725	24.426 4,101.533 49,218.390	
394			Unit Supplies Coordinator	HSC	2015	Hourly Monthly Annual	22.044 3,701.555 44,418.660	22.704 3,812.380 45,748.560	23.385 3,926.731 47,120.775	24.086 4,044.441 48,533.290	24.810 4,166.013 49,992.150	25.555 4,291.110 51,493.325		26.066 4,376.916 52,522.990	26.587 4,464.400 53,572.805	27.385 4,598.398 55,180.775	
395			Volunteer Assistant	CCMB	2015	Hourly Monthly Annual	22.366 3,755.624 45,067.490	23.035 3,867.960 46,415.525	23.726 3,983.991 47,807.890	24.439 4,103.715 49,244.585	25.171 4,226.630 50,719.565	25.926 4,353.408 52,240.890		26.445 4,440.556 53,286.675	26.974 4,529.384 54,352.610	27.783 4,665.229 55,982.745	
396			Ward Clerk	Eden Mental Health Centre	2080	Hourly Monthly Annual	20.798 3,604.987 43,259.840	21.423 3,713.320 44,559.840	22.065 3,824.600 45,895.200	22.726 3,939.173 47,270.080	23.409 4,057.560 48,690.720	24.112 4,179.413 50,152.960		24.594 4,262.960 51,155.520	25.086 4,348.240 52,178.880	25.839 4,478.760 53,745.120	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
397			Warehouse Person	HSC	2015	Hourly Monthly Annual	20.798 3,492.331 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680		24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
398			Workplace Safety&Health Officer-SMHC-PIO DISCONTINUED IN 2025	SMHC	1885	Hourly Monthly Annual	32.048 5,034.207 60,410.480	33.263 5,225.063 62,700.755	34.392 5,402.410 64,828.920	35.681 5,604.890 67,258.685	37.032 5,817.110 69,805.320	38.405 6,032.785 72,393.425		39.173 6,153.425 73,841.105	39.956 6,276.422 75,317.060	41.155 6,464.765 77,577.175
399			Youth Care Worker	SH	2080	Hourly Monthly Annual	21.046 3,647.973 43,775.680	21.744 3,768.960 45,227.520	22.445 3,890.467 46,685.600	23.255 4,030.867 48,370.400	23.957 4,152.547 49,830.560	24.777 4,294.680 51,536.160		25.273 4,380.653 52,567.840	25.778 4,468.187 53,618.240	26.551 4,602.173 55,226.080

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

² Subject to a 14% Market Adjustment as per Appendix L, signed April 3, 2024, effective April 1, 2024

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1	23-93C		3rd Class Maintenance Engineer	HSC	2080	Hourly Monthly Annual	40.508 7,021.387 84,256.640	42.640 7,390.933 88,691.200						43.493 7,538.787 90,465.440	44.363 7,689.587 92,275.040	45.694 7,920.293 95,043.520
2			Accounting Clerk	SH	1885	Hourly Monthly Annual	24.478 3,845.086 46,141.030	25.155 3,951.431 47,417.175	25.852 4,060.918 48,731.020	26.594 4,177.474 50,129.690	27.380 4,300.942 51,611.300	28.178 4,426.294 53,115.530		28.741 4,514.732 54,176.785	29.316 4,605.055 55,260.660	30.195 4,743.131 56,917.575
3	1		Accounting Clerk	CCMB	2015	Hourly Monthly Annual	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425		25.801 4,332.418 51,989.015	26.317 4,419.063 53,028.755	27.107 4,551.717 54,620.605	
4			Accounting Clerk 1 - SMHC	SMHC	1885	Hourly Monthly Annual	25.758 4,046.153 48,553.830	26.495 4,161.923 49,943.075	27.190 4,271.096 51,253.150	27.884 4,380.112 52,561.340	28.688 4,506.407 54,076.880	29.457 4,627.204 55,526.445		30.046 4,719.726 56,636.710	30.647 4,814.133 57,769.595	31.567 4,958.650 59,503.795
5			Accounts Payable Clerk - Level 2	SH	2015	Hourly Monthly Annual	22.650 3,803.313 45,639.750	23.328 3,917.160 47,005.920	24.029 4,034.870 48,418.435	24.748 4,155.602 49,867.220	25.492 4,280.532 51,366.380	26.257 4,408.988 52,907.855		26.782 4,497.144 53,965.730	27.317 4,586.980 55,043.755	28.137 4,724.671 56,696.055
6			Accounts Receivable Clerk - Level 2	SH	1950	Hourly Monthly Annual	22.650 3,680.625 44,167.500	23.328 3,790.800 45,489.600	24.029 3,904.713 46,856.550	24.748 4,021.550 48,258.600	25.492 4,142.450 49,709.400	26.257 4,266.763 51,201.150		26.782 4,352.075 52,224.900	27.317 4,439.013 53,268.150	28.137 4,572.263 54,867.150
7			Admin Assist - Patient Program - SMHC	SMHC	1885	Hourly Monthly Annual	24.933 3,916.559 46,998.705	25.595 4,020.548 48,246.575	26.311 4,133.020 49,596.235	27.027 4,245.491 50,945.895	27.765 4,361.419 52,337.025	28.514 4,479.074 53,748.890		29.084 4,568.612 54,823.340	29.666 4,660.034 55,920.410	30.556 4,799.838 57,598.060
8			Admin Assist Info Services - SMHC	SMHC	1885	Hourly Monthly Annual	24.933 3,916.559 46,998.705	25.595 4,020.548 48,246.575	26.311 4,133.020 49,596.235	27.027 4,245.491 50,945.895	27.765 4,361.419 52,337.025	28.514 4,479.074 53,748.890		29.084 4,568.612 54,823.340	29.666 4,660.034 55,920.410	30.556 4,799.838 57,598.060
9			Admin Assist Support Services - SMHC	SMHC	1885	Hourly Monthly Annual	24.933 3,916.559 46,998.705	25.595 4,020.548 48,246.575	26.311 4,133.020 49,596.235	27.027 4,245.491 50,945.895	27.765 4,361.419 52,337.025	28.514 4,479.074 53,748.890		29.084 4,568.612 54,823.340	29.666 4,660.034 55,920.410	30.556 4,799.838 57,598.060
10			Administrative Assistant - CPL	SH	1885	Hourly Monthly Annual	24.933 3,916.559 46,998.705	25.595 4,020.548 48,246.575	26.311 4,133.020 49,596.235	27.027 4,245.491 50,945.895	27.765 4,361.419 52,337.025	28.514 4,479.074 53,748.890		29.084 4,568.612 54,823.340	29.666 4,660.034 55,920.410	30.556 4,799.838 57,598.060
11			Administrative Assistant - SMHC	SMHC	1885	Hourly Monthly Annual	24.933 3,916.559 46,998.705	25.595 4,020.548 48,246.575	26.311 4,133.020 49,596.235	27.027 4,245.491 50,945.895	27.765 4,361.419 52,337.025	28.514 4,479.074 53,748.890		29.084 4,568.612 54,823.340	29.666 4,660.034 55,920.410	30.556 4,799.838 57,598.060
12			Administrative Assistant 2	SH	1950	Hourly Monthly Annual	22.802 3,705.325 44,463.900	23.486 3,816.475 45,797.700	24.190 3,930.875 47,170.500	24.917 4,049.013 48,588.150	25.664 4,170.400 50,044.800	26.432 4,295.200 51,542.400		26.962 4,381.325 52,575.900	27.501 4,468.913 53,626.950	28.326 4,602.975 55,235.700
13	1		Administrative Assistant 2 - PIO	HSC	1950	Hourly Monthly Annual	22.905 3,722.063 44,664.750	23.601 3,835.163 46,021.950	24.304 3,949.400 47,392.800	25.037 4,068.513 48,822.150	25.789 4,190.713 50,288.550	26.560 4,316.000 51,792.000		27.091 4,402.288 52,827.450	27.633 4,490.363 53,884.350	28.462 4,625.075 55,500.900
14			Administrative Officer	SH	1885	Hourly Monthly Annual	28.618 4,495.411 53,944.930	29.674 4,661.291 55,935.490	30.664 4,816.803 57,801.640	31.823 4,998.863 59,986.355	32.980 5,180.608 62,167.300	34.161 5,366.124 64,393.485		34.845 5,473.569 65,682.825	35.541 5,582.899 66,994.785	36.608 5,750.507 69,006.080
15	1		Administrative Secretary	SH	1950	Hourly Monthly Annual	22.563 3,666.488 43,997.850	23.238 3,776.175 45,314.100	23.937 3,889.763 46,677.150	24.655 4,006.438 48,077.250	25.396 4,126.850 49,522.200		25.904 4,209.400 50,512.800	26.422 4,293.575 51,522.900	27.215 4,422.438 53,069.250	
16	1		Administrative Secretary - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	22.563 3,788.704 45,464.445	23.238 3,902.048 46,824.570	23.937 4,019.421 48,233.055	24.655 4,139.985 49,679.825	25.396 4,264.412 51,172.940		25.904 4,349.713 52,196.560	26.422 4,436.694 53,240.330	27.215 4,569.852 54,838.225	
17	1		Administrative Secretary - PIO	SH	1950	Hourly Monthly Annual	22.855 3,713.938 44,567.250	23.800 3,867.500 46,410.000	24.747 4,021.388 48,256.650	25.694 4,175.275 50,103.300		26.208 4,258.800 51,105.600	26.732 4,343.950 52,127.400	27.534 4,474.275 53,691.300		
18			Administrative Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	24.933 3,916.559 46,998.705	25.595 4,020.548 48,246.575	26.311 4,133.020 49,596.235	27.027 4,245.491 50,945.895	27.765 4,361.419 52,337.025	28.514 4,479.074 53,748.890		29.084 4,568.612 54,823.340	29.666 4,660.034 55,920.410	30.556 4,799.838 57,598.060
19	1		Administrative Secretary 2 - 1950	SH	1950	Hourly Monthly Annual	22.599 3,672.338 44,068.050	23.169 3,764.963 45,179.550	23.769 3,862.463 46,349.550	24.468 3,976.050 47,712.600	25.190 4,076.800 48,921.600		25.590 4,158.375 49,900.500	26.102 4,241.575 50,898.900	26.885 4,368.813 52,425.750	
20			Administrative Secretary 3	SH	1885	Hourly Monthly Annual	25.245 3,965.569 47,586.825	25.921 4,071.757 48,861.085	26.634 4,183.758 50,205.090	27.347 4,295.758 51,549.095	28.090 4,412.471 52,949.650	28.892 4,538.452 54,461.420		29.470 4,629.246 55,550.950	30.060 4,721.925 56,663.100	30.962 4,863.614 58,363.370
21			Administrative Secretary 3 - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	25.245 4,239.056 50,868.675	25.921 4,352.568 52,230.815	26.634 4,472.293 53,667.510	27.347 4,592.017 55,104.205	28.090 4,716.779 56,601.350	28.892 4,851.448 58,217.380		29.470 4,948.504 59,382.050	30.060 5,047.575 60,570.900	30.962 5,199.036 62,388.430

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
22		1	Admissions Clerk 4	HSC	1950	Hourly Monthly Annual	22.476 3,652.350 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.559 3,990.838 47,890.050	25.295 4,110.438 49,325.250				25.801 4,192.663 50,311.950	26.317 4,276.513 51,318.150	27.107 4,404.888 52,858.650
23			Admissions Clerk 5	HSC	1950	Hourly Monthly Annual	22.650 3,680.625 44,167.500	23.328 3,790.800 45,489.600	24.028 3,904.550 46,854.600	24.748 4,021.550 48,258.600	25.492 4,142.450 49,709.400	26.258 4,266.925 51,203.100			26.783 4,352.238 52,226.850	27.318 4,439.175 53,270.100	28.138 4,572.425 54,869.100
24	23-55	ANESAIDE	Anesthetics Assistant	HSC	2015	Hourly Monthly Annual	24.577 4,126.888 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365			29.061 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965
25		1	Area Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	22.307 3,504.058 42,048.695	22.872 3,592.810 43,113.720	23.436 3,681.405 44,176.860	24.184 3,798.903 45,586.840	24.759 3,889.226 46,670.715			25.254 3,966.983 47,603.790	25.759 4,046.310 48,555.715	26.532 4,167.735 50,012.820	
26			Assistive Technology Technician	HSC	2015	Hourly Monthly Annual	44.578 7,485.389 89,824.670							45.470 7,635.171 91,622.050	46.379 7,787.807 93,453.685	47.771 8,021.547 96,258.565	
27			Attendant - Crisis Services	SH	2080	Hourly Monthly Annual	20.900 3,622.667 43,472.000	21.522 3,730.480 44,765.760	22.171 3,842.973 46,115.680	22.833 3,957.720 47,492.640	23.518 4,076.453 48,917.440	24.221 4,198.307 50,379.680			24.705 4,282.200 51,386.400	25.199 4,367.827 52,413.920	25.956 4,499.040 53,988.480
28			Attendant - Supply Transformation	SH	2015	Hourly Monthly Annual	20.205 3,392.756 40,713.075	20.810 3,494.346 41,932.150	21.435 3,599.294 43,191.525	22.079 3,707.432 44,489.185	22.741 3,818.593 45,823.115	23.421 3,932.776 47,193.315			23.889 4,011.361 48,136.335	24.367 4,091.625 49,099.505	25.098 4,214.373 50,572.470
29			Attendant 2 - Printing	SH	2015	Hourly Monthly Annual	20.616 3,461.770 41,541.240	21.232 3,565.207 42,782.480	21.870 3,672.338 44,068.050	22.525 3,782.323 45,387.875	23.203 3,896.170 46,754.045	23.896 4,012.537 48,150.440			24.373 4,092.633 49,111.595	24.860 4,174.408 50,092.900	25.606 4,299.674 51,596.090
30			Bindery Worker	HSC	2015	Hourly Monthly Annual	20.487 3,440.109 41,281.305	21.087 3,540.859 42,490.305	21.705 3,644.631 43,735.575	22.344 3,751.930 45,023.160	22.996 3,861.412 46,336.940	23.667 3,974.084 47,689.005			24.141 4,053.676 48,644.115	24.624 4,134.780 49,617.360	25.363 4,258.870 51,106.445
31	23-200		Biomedical Engineering Technologist	SH	1950	Hourly Monthly Annual	38.244 6,214.650 74,575.800	39.872 6,479.200 77,750.400	41.572 6,755.450 81,065.400	43.420 7,055.750 84,669.000	45.239 7,351.338 88,216.050	46.326 7,527.975 90,335.700	47.564 7,729.150 92,749.800		48.515 7,883.688 94,604.250	49.485 8,041.313 96,495.750	50.970 8,282.625 99,391.500
32	23-200		Biomedical Engineering Technologist	SH	2015	Hourly Monthly Annual	38.244 6,421.805 77,061.660	39.872 6,695.173 80,342.080	41.572 6,980.632 83,767.580	43.420 7,290.942 87,491.300	45.239 7,596.382 91,156.585	46.326 7,778.908 93,346.890	47.564 7,986.788 95,841.460		48.515 8,146.477 97,757.725	49.485 8,309.356 99,712.275	50.970 8,558.713 102,704.550
33	23-200		Biomedical Engineering Technologist	SH	2080	Hourly Monthly Annual	38.244 6,628.960 79,547.520	39.872 6,911.147 82,933.760	41.572 7,205.813 86,469.760	43.420 7,526.133 90,313.600	45.239 7,841.427 94,097.120	46.326 8,029.840 96,358.080	47.564 8,244.427 98,933.120		48.515 8,409.267 100,911.200	49.485 8,577.400 102,928.800	50.970 8,834.800 106,017.600
34			Building Services Worker 3	Shared Health (MATC)	1950	Hourly Monthly Annual	26.027 4,229.388 50,752.650							26.548 4,314.050 51,768.600	27.079 4,400.338 52,804.050	27.891 4,532.288 54,387.450	
35			Building Services Worker 3 - PIO	Shared Health (MATC)	1950	Hourly Monthly Annual	27.104 4,404.400 52,852.800	28.624 4,651.400 55,816.800	30.142 4,898.075 58,776.900	31.660 5,144.750 61,737.000	33.181 5,391.913 64,702.950		33.845 5,499.813 65,997.750	34.522 5,609.825 67,317.900	35.558 5,778.175 69,338.100		
36			Building Technologist	HSC	1950	Hourly Monthly Annual	40.221 6,535.913 78,430.950	41.429 6,732.213 80,786.550	42.671 6,934.038 83,208.450	43.950 7,141.875 85,702.500	45.270 7,356.375 88,276.500	46.628 7,577.050 90,924.600		47.561 7,728.663 92,743.950	48.512 7,883.200 94,598.400	49.967 8,119.638 97,435.650	
37			CAD Operator	HSC	1950	Hourly Monthly Annual	28.151 4,574.538 54,894.450	29.124 4,732.650 56,791.800	30.151 4,899.538 58,794.450	31.204 5,070.650 60,847.800	32.294 5,247.775 62,973.300	33.427 5,431.888 65,182.650	34.590 5,620.875 67,450.500		35.281 5,733.163 68,797.950	35.987 5,847.888 70,174.650	37.067 6,023.388 72,280.650
38			CADD Systems Specialist - PIO	HSC	1950	Hourly Monthly Annual	32.445 5,272.313 63,267.750	33.585 5,457.563 65,490.750	34.753 5,647.363 67,768.350	35.997 5,849.513 70,194.150	37.246 6,052.475 72,629.700	38.542 6,263.075 75,156.900	39.891 6,482.288 77,787.450		40.688 6,611.800 79,341.600	41.502 6,744.075 80,928.900	42.747 6,946.388 83,356.650
39			Cancer Registrar 1	CCMB	2015	Hourly Monthly Annual	34.439 5,782.882 69,394.585	35.475 5,956.844 71,482.125	36.539 6,135.507 73,626.085	37.633 6,319.208 75,803.495	38.764 6,509.122 78,109.460	39.929 6,704.745 80,456.935		40.727 6,838.742 82,064.905	41.542 6,975.594 83,707.130	42.788 7,184.818 86,217.820	
40			Cancer Registrar 2	CCMB	2015	Hourly Monthly Annual	38.203 6,414.920 76,979.045	39.350 6,607.521 79,290.250	40.531 6,805.830 81,669.965	41.747 7,010.017 84,120.205	42.999 7,220.249 86,642.985	44.288 7,436.693 89,240.320		45.174 7,585.468 91,025.610	46.077 7,737.096 92,845.155	47.459 7,969.157 95,629.885	
41	23-12H		Carpenter	HSC	2080	Hourly Monthly Annual	38.494 6,672.293 80,067.520	39.649 6,872.493 82,469.920						40.442 7,009.947 84,119.360	41.251 7,150.173 85,802.080	42.488 7,364.587 88,375.040	
42		1	Cashier - Dietetics - PIO	HSC	2015	Hourly Monthly Annual	21.020 3,529.608 42,355.300	21.392 3,592.073 43,104.880	21.767 3,655.042 43,860.505	22.144 3,718.347 44,620.160	22.521 3,781.651 45,379.815		22.971 3,857.214 46,286.565	23.430 3,934.288 47,211.450	24.133 4,052.333 48,627.995		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
43			Cashier / Information Clerk	HSC	1950	Hourly Monthly Annual	21.023 3,416.238 40,994.850	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500		24.857 4,039.263 48,471.150	25.355 4,120.188 49,442.250	26.115 4,243.688 50,924.250
44			CD19 - Data Entry Clerk - CPL	SH	1885	Hourly Monthly Annual	24.988 3,925.198 47,102.380	25.627 4,025.575 48,306.895	26.344 4,138.203 49,658.440	27.071 4,252.403 51,028.835	27.797 4,366.445 52,397.345	28.665 4,502.794 54,033.525		29.239 4,592.960 55,115.515	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430
45			Centralized Slatting Clerk	HSC	1950	Hourly Monthly Annual	23.317 3,789.013 45,468.150	24.018 3,902.925 46,835.100	24.736 4,019.600 48,235.200	25.479 4,140.338 49,684.050	26.243 4,264.488 51,173.850	27.031 4,392.538 52,710.450		27.572 4,480.450 53,765.400	28.124 4,570.150 54,841.800	28.967 4,707.138 56,485.650
46	23-201		Charge Biomedical Engineering Technologist	SH	2015	Hourly Monthly Annual	48.643 8,167.970 98,015.645	49.942 8,386.094 100,633.130	50.582 8,493.561 101,922.730					51.594 8,663.493 103,961.910	52.625 8,836.615 106,039.375	54.205 9,101.923 112,746.400
47	23-201		Charge Biomedical Engineering Technologist	SH	2080	Hourly Monthly Annual	48.643 8,431.453 101,177.440	49.942 8,656.613 103,879.360	50.582 8,767.547 105,210.560					51.594 8,942.960 107,315.520	52.625 9,121.667 109,460.000	54.205 9,395.533 112,746.400
48	23-Dual		Charge Clerk	CCMB	2015	Hourly Monthly Annual	24.482 4,110.936 49,331.230	25.219 4,234.690 50,816.285	25.973 4,361.300 52,335.595	26.754 4,492.443 53,909.310	27.555 4,626.944 55,523.325	28.384 4,766.147 57,193.760		28.951 4,861.355 58,336.265	29.530 4,958.579 59,502.950	30.416 5,107.353 61,288.240
49	23-204		Charge Technologist-DI Tech Serv	SH	2015	Hourly Monthly Annual	49.615 8,331.185 99,974.225	50.940 8,553.675 102,644.100	51.645 8,672.056 104,064.675	52.874 8,878.426 106,541.110				53.931 9,055.914 108,670.965	55.010 9,237.096 110,845.150	56.660 9,514.158 114,169.900
50			Chemical Tank Transporter	HSC	2015	Hourly Monthly Annual	22.896 3,844.620 46,135.440	23.272 3,907.757 46,893.080	23.646 3,970.558 47,646.690	24.024 4,034.030 48,408.360	24.400 4,097.167 49,166.000	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
51	1		Clerk - Cardiac Sciences	SH	2015	Hourly Monthly Annual	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550		24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725	
52	1		Clerk - Records Control	CCMB	2015	Hourly Monthly Annual	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550		24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725	
53	1		Clerk - Records Processing	CCMB	2015	Hourly Monthly Annual	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550		24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725	
54	1		Clerk 1	Shared Health - DSM	1950	Hourly Monthly Annual	20.081 3,263.163 39,157.950	20.687 3,361.638 40,339.650	21.305 3,462.063 41,544.750	21.942 3,565.575 42,786.900	22.601 3,672.663 44,071.950		23.053 3,746.113 44,953.350	23.514 3,821.025 45,852.300	24.219 3,935.588 47,227.050	
55	1		Clerk 1	HSC	1950	Hourly Monthly Annual	20.081 3,263.163 39,157.950	20.687 3,361.638 40,339.650	21.305 3,462.063 41,544.750	21.942 3,565.575 42,786.900	22.601 3,672.663 44,071.950		23.053 3,746.113 44,953.350	23.514 3,821.025 45,852.300	24.219 3,935.588 47,227.050	
56	1		Clerk 2	SH	1885	Hourly Monthly Annual	21.366 3,356.243 40,274.910	21.910 3,441.696 41,300.350	22.532 3,539.402 42,472.820	23.105 3,629.410 43,552.925	23.769 3,733.714 44,804.565		24.244 3,808.328 45,699.940	24.729 3,884.514 46,614.165	25.471 4,001.070 48,012.835	
57	1		Clerk 2	HSC	1950	Hourly Monthly Annual	20.861 3,389.913 40,678.950	21.485 3,491.313 41,895.750	22.128 3,595.800 43,149.600	22.794 3,704.025 44,448.300	23.478 3,815.175 45,782.100		23.948 3,891.550 46,698.600	24.427 3,969.388 47,632.650	25.160 4,088.500 49,062.000	
58	1		Clerk 2 - Cervical Screening	CCMB	2015	Hourly Monthly Annual	20.861 3,502.910 42,034.915	21.485 3,607.690 43,292.275	22.128 3,715.660 44,587.920	22.794 3,827.493 45,929.910	23.478 3,942.348 47,308.170		23.948 4,021.268 48,255.220	24.427 4,107.700 49,220.405	25.160 4,224.783 50,697.400	
59	1		Clerk 2 - Data Entry Clerk	CCMB	2015	Hourly Monthly Annual	20.081 3,371.935 40,463.215	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015		23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.219 4,066.774 48,801.285	
60	1		Clerk 2 - Diagnostic Imaging	Shared Health - DSM	1950	Hourly Monthly Annual	20.861 3,389.913 40,678.950	21.485 3,491.313 41,895.750	22.128 3,595.800 43,149.600	22.794 3,704.025 44,448.300	23.478 3,815.175 45,782.100		23.948 3,891.550 46,698.600	24.427 3,969.388 47,632.650	25.160 4,088.500 49,062.000	
61	1		Clerk 2 - Receptionist	CCMB	2015	Hourly Monthly Annual	20.081 3,371.935 40,463.215	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015		23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.219 4,066.774 48,801.285	
62	1		Clerk 3	SH	1950	Hourly Monthly Annual	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.969 3,732.463 44,789.550	23.661 3,844.913 46,138.950	24.370 3,959.963 47,519.550		24.856 4,039.100 48,469.200	25.353 4,119.863 49,438.350	26.114 4,243.525 50,922.300	
63	1		Clerk 3	SH	1950	Hourly Monthly Annual	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500		24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250	

CUPE Shared Health Employer Organization
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A1. Effective April 1, 2025

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
64		1	Clerk 3	Shared Health - DSM	1950	Hourly Monthly Annual	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500			24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
65		1	Clerk 3	HSC / Shared Health	1950	Hourly Monthly Annual	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500			24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
66		1	Clerk 3	CCMB	2015	Hourly Monthly Annual	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550			24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
67		1	Clerk 3 Bethesda	SH	2015	Hourly Monthly Annual	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550			24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
68		1	Clerk 3 PMH	SH	1950	Hourly Monthly Annual	22.012 3,576.950 42,923.400	22.672 3,684.200 44,210.400	23.351 3,794.538 45,534.450	24.053 3,908.613 46,903.350	24.775 4,025.938 48,311.250			25.271 4,106.538 49,278.450	25.776 4,188.600 50,263.200	26.549 4,314.213 51,770.550
69		1	Clerk 3 - 2015	HSC	2015	Hourly Monthly Annual	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550			24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725
70			Clerk 3 - CPL	SH	1885	Hourly Monthly Annual	24.988 3,925.198 47,102.380	25.627 4,025.575 48,306.895	26.344 4,138.203 49,658.440	27.071 4,252.403 51,028.835	27.797 4,366.445 52,397.345	28.665 4,502.794 54,033.525		29.239 4,592.960 55,115.515	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430
71		1,2	Clerk 3 (Flin Flon, The Pas & Thomp)	SH (Northern Scale)	2015	Hourly Monthly Annual	22.734 3,817.418 45,809.010	23.417 3,932.105 47,185.255	24.119 4,049.982 48,599.785	24.845 4,171.890 50,062.675	25.588 4,296.652 51,559.820		26.100 4,382.625 52,591.500	26.622 4,470.278 53,643.330	27.421 4,604.443 55,253.315	
72		1	Clerk 4	HSC	1950	Hourly Monthly Annual	22.476 3,652.350 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.559 3,990.838 47,890.050	25.295 4,110.438 49,325.250		25.801 4,192.663 50,311.950	26.317 4,276.513 51,318.150	27.107 4,404.888 52,858.650	
73		1	Clerk 4	Shared Health - DSM	1950	Hourly Monthly Annual	22.476 3,652.350 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.559 3,990.838 47,890.050	25.295 4,110.438 49,325.250		25.801 4,192.663 50,311.950	26.317 4,276.513 51,318.150	27.107 4,404.888 52,858.650	
74		1	Clerk 4	SH	2015	Hourly Monthly Annual	20.861 3,502.910 42,034.915	21.486 3,607.858 43,294.290	22.128 3,715.660 44,587.920	22.794 3,827.493 45,929.910	23.477 3,942.180 47,306.155		23.947 4,021.100 48,253.205	24.426 4,101.533 49,218.390	25.159 4,224.615 50,695.385	
75			Clerk 4	CCMB	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425		25.801 4,332.418 51,989.015	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575
76		1	Clerk 4 - HIS - Shared Health	SH	1950	Hourly Monthly Annual	22.476 3,652.350 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.559 3,990.838 47,890.050	25.295 4,110.438 49,325.250		25.801 4,192.663 50,311.950	26.317 4,276.513 51,318.150	27.107 4,404.888 52,858.650	
77			Clerk 5	HSC	1950	Hourly Monthly Annual	22.650 3,680.625 44,167.500	23.328 3,790.800 45,489.600	24.028 3,904.550 46,854.600	24.748 4,021.550 48,258.600	25.492 4,142.450 49,709.400	26.258 4,266.925 51,203.100		26.783 4,352.238 52,226.850	27.318 4,439.175 53,270.100	28.138 4,572.425 54,869.100
78		1	Clerk Typist 1	HSC	1950	Hourly Monthly Annual	20.081 3,263.163 39,157.950	20.687 3,361.638 40,339.650	21.305 3,462.063 41,544.750	21.942 3,565.575 42,786.900	22.601 3,672.663 44,071.950		23.053 3,746.113 44,953.350	23.514 3,821.025 45,852.300	24.219 3,935.588 47,227.050	
79		1	Clerk Typist 2	HSC	1950	Hourly Monthly Annual	20.861 3,389.913 40,678.950	21.485 3,491.313 41,895.750	22.128 3,595.800 43,149.600	22.794 3,704.025 44,448.300	23.478 3,815.175 45,782.100		23.948 3,891.550 46,698.600	24.427 3,969.388 47,632.650	25.160 4,088.500 49,062.000	
80		1	Clerk Typist 2	SH	1950	Hourly Monthly Annual	20.861 3,389.913 40,678.950	21.485 3,491.313 41,895.750	22.128 3,595.800 43,149.600	22.794 3,704.025 44,448.300	23.478 3,815.175 45,782.100		23.948 3,891.550 46,698.600	24.427 3,969.388 47,632.650	25.160 4,088.500 49,062.000	
81		1	Clerk Typist 2 - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550		24.857 4,173.905 50,086.855	25.354 4,257.359 51,088.310	26.115 4,385.144 52,621.725	
82		1	Clerk Typist 3	Shared Health - DSM	1950	Hourly Monthly Annual	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500		24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250	
83		1	Clerk Typist 3	HSC	1950	Hourly Monthly Annual	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500		24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250	
84		1	Clerk Typist 4	SH	2015	Hourly Monthly Annual	20.861 3,502.910 42,034.915	21.486 3,607.858 43,294.290	22.128 3,715.660 44,587.920	22.794 3,827.493 45,929.910	23.477 3,942.180 47,306.155		23.947 4,021.100 48,253.205	24.426 4,101.533 49,218.390	25.159 4,224.615 50,695.385	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
85		1	Clerk/Receptionist - BHC	SH	1950	Hourly Monthly Annual	22.475 3,652.188 43,826.250	23.149 3,761.713 45,140.550	23.843 3,874.488 46,493.850	24.558 3,990.675 47,888.100	25.293 4,110.113 49,321.350			25.799 4,192.338 50,308.050	26.315 4,276.188 51,314.250	27.104 4,404.400 52,852.800	
86			Client Support Unit Clerk - CPL	SH	1885	Hourly Monthly Annual	24.988 3,925.198 47,102.380	25.627 4,025.575 48,306.895	26.344 4,138.203 49,658.440	27.071 4,252.403 51,028.835	27.797 4,366.445 52,397.345	28.665 4,502.794 54,033.525	29.239 4,592.960 55,115.515	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430		
87			Client Support Unit Supervisor - CPL	SH	1885	Hourly Monthly Annual	29.338 4,608.511 55,302.130	30.033 4,717.684 56,612.205	30.868 4,848.848 58,186.180	31.617 4,966.504 59,598.045	32.529 5,109.764 61,317.165	33.417 5,249.254 62,991.045	34.085 5,354.185 64,250.225	34.766 5,461.159 65,533.910	35.809 5,624.997 67,499.965		
88			Clinic Assistant	RCC	1950	Hourly Monthly Annual	21.370 3,472.625 41,671.500	22.012 3,576.950 42,923.400	22.672 3,684.200 44,210.400	23.351 3,794.538 45,534.450	24.053 3,908.613 46,903.350	24.775 4,025.938 48,311.250	25.270 4,106.375 49,276.500	25.776 4,188.600 50,263.200	26.550 4,314.375 51,772.500		
89			Clinical Research Professional	CCMB	2015	Hourly Monthly Annual	32.521 5,460.818 65,529.815	33.237 5,581.046 66,972.555	33.966 5,703.458 68,441.490	34.713 5,828.891 69,946.695	35.479 5,957.515 71,490.185	36.328 6,100.077 73,200.920	37.055 6,222.152 74,665.825	37.796 6,346.578 76,158.940	38.930 6,536.996 78,443.950		
90			Clinical Technician	RCC	1950	Hourly Monthly Annual	27.869 4,528.713 54,344.550	28.704 4,664.400 55,972.800	29.565 4,804.313 57,651.750	30.450 4,948.125 59,377.500	31.364 5,096.650 61,159.800	32.307 5,249.888 62,998.650	32.953 5,354.863 64,258.350	33.612 5,461.950 65,543.400	34.620 5,625.750 67,509.000		
91			Clinical Technologist	RCC	1950	Hourly Monthly Annual	37.455 6,086.438 73,037.250	39.053 6,346.113 76,153.350	40.772 6,625.450 79,505.400	41.794 6,791.525 81,498.300	42.958 6,980.675 83,768.100	43.817 7,120.263 85,443.150	44.693 7,262.613 87,151.350	46.034 7,480.525 89,766.300			
92			Coding Technologist	HSC	1950	Hourly Monthly Annual	34.439 5,596.338 67,156.050	35.475 5,764.688 69,176.250	36.539 5,937.588 71,251.050	37.633 6,115.363 73,384.350	38.764 6,299.150 75,589.800	39.929 6,488.463 77,861.550	40.727 6,618.138 79,417.650	41.542 6,750.575 81,006.900	42.788 6,953.050 83,436.600		
93			Communication Systems Technologist	HSC	2080	Hourly Monthly Annual	39.057 6,769.880 81,238.560	40.762 7,065.413 84,784.960	42.619 7,387.293 88,647.520	43.710 7,576.400 90,916.800	44.578 7,726.853 92,722.240	45.470 7,881.467 94,577.600	46.379 8,039.027 96,468.320	47.771 8,280.307 99,363.680			
94			Communications & Special Events Officer	HSC	1950	Hourly Monthly Annual	26.191 4,256.038 51,072.450	27.308 4,437.550 53,250.600	28.389 4,613.213 55,358.550	29.574 4,805.775 57,669.300	30.729 4,993.463 59,921.550	31.970 5,195.125 62,341.500	33.271 5,406.538 64,878.450	34.542 5,613.075 67,356.900	35.233 5,725.363 68,704.350	35.938 5,839.925 70,079.100	37.016 6,015.100 72,181.200
95			Community Project Assistant	SH	1885	Hourly Monthly Annual	40.525 6,365.802 76,389.625	42.077 6,609.595 79,315.145	43.663 6,858.730 82,304.755	45.383 7,128.913 85,546.955	47.126 7,416.847 89,002.160	48.184 7,725.987 92,711.840	49.184 7,880.557 94,566.680	50.168 8,038.268 96,459.220	51.172 8,279.391 99,352.695		
96			Confidential Waste Transporter	HSC	2015	Hourly Monthly Annual	20.205 3,392.756 40,713.075	20.810 3,494.346 41,932.150	21.435 3,599.294 43,191.525	22.079 3,707.432 44,489.185	22.741 3,818.593 45,823.115	23.421 3,932.776 47,193.315	23.889 4,011.361 48,136.335	24.367 4,091.625 49,099.505	25.098 4,214.373 50,572.470		
97	23-52C		Cook - HSC 2015	HSC	2015	Hourly Monthly Annual	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500	26.677 4,479.513 53,754.155	27.210 4,569.013 54,828.150	27.755 4,660.527 55,926.325	28.587 4,800.234 57,602.805		
98	23-52C		Cook 1	Eden Mental Health Centre	2080	Hourly Monthly Annual	23.012 3,988.747 47,864.960	23.700 4,108.000 49,296.000	24.412 4,231.413 50,776.960	25.145 4,358.467 52,301.600	25.900 4,489.333 53,872.000	26.677 4,624.013 55,488.160	27.210 4,716.400 56,596.800	27.755 4,810.867 57,730.400	28.587 4,955.080 59,460.960		
99	23-52C		Cook 1 - AFM	SH	2080	Hourly Monthly Annual	23.012 3,988.747 47,864.960	23.700 4,108.000 49,296.000	24.412 4,231.413 50,776.960	25.145 4,358.467 52,301.600	25.900 4,489.333 53,872.000	26.677 4,624.013 55,488.160	27.210 4,716.400 56,596.800	27.755 4,810.867 57,730.400	28.587 4,955.080 59,460.960		
100	23-52C		Cook 1 - SMHC	SMHC	2080	Hourly Monthly Annual	23.012 3,988.747 47,864.960	23.700 4,108.000 49,296.000	24.412 4,231.413 50,776.960	25.145 4,358.467 52,301.600	25.900 4,489.333 53,872.000	26.677 4,624.013 55,488.160	27.210 4,716.400 56,596.800	27.755 4,810.867 57,730.400	28.587 4,955.080 59,460.960		
101	23-52UC		Cook 1 (Uncertified) - Eden	Eden Mental Health Centre	2080	Hourly Monthly Annual	20.081 3,480.707 41,768.480	20.687 3,585.747 43,028.960	21.305 3,692.867 44,314.400	21.942 3,803.280 45,639.360	22.601 3,917.507 47,010.080	23.278 4,034.853 48,418.240	23.743 4,115.453 49,385.440	24.218 4,197.787 50,373.440	24.945 4,323.800 51,885.600		
102	23-52DS		Cook 2 - 1950	SH	1950	Hourly Monthly Annual	23.517 3,821.513 45,858.150	24.226 3,936.725 47,240.700	24.952 4,054.700 48,656.400	25.700 4,176.250 50,115.000	26.470 4,301.375 51,616.500	27.264 4,430.400 53,164.800	27.809 4,518.963 54,227.550	28.365 4,609.313 55,311.750	29.216 4,747.600 56,971.200		
103	23-52C		Cook 2 - SMHC	SMHC	2080	Hourly Monthly Annual	23.012 3,988.747 47,864.960	23.700 4,108.000 49,296.000	24.412 4,231.413 50,776.960	25.145 4,358.467 52,301.600	25.900 4,489.333 53,872.000	26.677 4,624.013 55,488.160	27.210 4,716.400 56,596.800	27.755 4,810.867 57,730.400	28.587 4,955.080 59,460.960		
104	23-52DS		Cook 3 - Eden	Eden Mental Health Centre	2080	Hourly Monthly Annual	23.517 4,076.280 48,915.360	24.226 4,199.173 50,390.080	24.952 4,325.013 51,900.160	25.700 4,454.667 53,456.000	26.470 4,588.133 55,057.600	27.264 4,725.760 56,709.120	27.809 4,820.227 57,842.720	28.365 4,916.600 58,999.200	29.216 5,064.107 60,769.280		
105	23-52DS		Cook 3 - AFM	SH	2080	Hourly Monthly Annual	23.517 4,076.280 48,915.360	24.226 4,199.173 50,390.080	24.952 4,325.013 51,900.160	25.700 4,454.667 53,456.000	26.470 4,588.133 55,057.600	27.264 4,725.760 56,709.120	27.809 4,820.227 57,842.720	28.365 4,916.600 58,999.200	29.216 5,064.107 60,769.280		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
127			Director - Health Records	RCC	1950	Hourly 34.439 Monthly 5,596.338 Annual 67,156.050	35.475 5,764.688 69,176.250	36.539 5,937.588 71,251.050	37.633 6,115.363 73,384.350	38.764 6,299.150 75,589.800	39.929 6,488.463 77,861.550			40.727 6,618.138 79,417.650	41.542 6,750.575 81,006.900	42.788 6,953.050 83,436.600
128			Dispatcher-Central Transport	SH	2015	Hourly 21.003 Monthly 3,526.754 Annual 42,321.045	21.633 3,632.541 43,590.495	22.282 3,741.519 44,898.230	22.951 3,853.855 46,246.265	23.640 3,969.550 47,634.600	24.348 4,088.435 49,061.220			24.835 4,170.210 50,042.525	25.331 4,253.497 51,041.965	26.091 4,381.114 52,573.365
129			Driver / Maintenance Asst.	RCC	1950	Hourly 19.693 Monthly 3,200.113 Annual 38,401.350	20.284 3,296.150 39,553.800	20.892 3,394.950 40,739.400	21.520 3,497.000 41,964.000	22.165 3,601.813 43,221.750	22.830 3,709.875 44,518.500			23.286 3,783.975 45,407.700	23.752 3,859.700 46,316.400	24.464 3,975.400 47,704.800
130			DSM Laboratory Aide	Shared Health - DSM	2015	Hourly 18.156 Monthly 3,048.695 Annual 36,584.340	18.699 3,139.874 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690			21.468 3,604.835 43,258.020	21.897 3,676.871 44,122.455	22.554 3,787.193 45,446.310
131			Duplicating Machine Operator	HSC	2015	Hourly 20.487 Monthly 3,440.109 Annual 41,281.305	21.087 3,540.859 42,490.305	21.705 3,644.631 43,735.575	22.344 3,751.930 45,023.160	22.996 3,861.412 46,336.940	23.667 3,974.084 47,689.005			24.141 4,053.676 48,644.115	24.624 4,134.780 49,617.360	25.363 4,258.870 51,106.445
132	23-12E		Electrician	HSC	2080	Hourly 43.291 Monthly 7,503.773 Annual 90,045.280	44.589 7,728.760 92,745.120							45.481 7,883.373 94,600.480	46.391 8,041.107 96,493.280	47.782 8,282.213 99,386.560
133			Electronic Technician	HSC	2080	Hourly 41.651 Monthly 7,219.507 Annual 86,634.080	42.423 7,353.320 88,239.840	43.233 7,493.720 89,924.640	44.578 7,726.853 92,722.240					45.470 7,881.467 94,577.600	46.379 8,039.027 96,468.320	47.771 8,280.307 99,363.680
134			Environmental Control Technician	HSC	2080	Hourly 44.578 Monthly 7,726.853 Annual 92,722.240								45.470 7,881.467 94,577.600	46.379 8,039.027 96,468.320	47.771 8,280.307 99,363.680
135			Equipment & Supply Coord	SH	2015	Hourly 24.003 Monthly 4,030.504 Annual 48,366.045	24.726 4,151.908 49,822.890	25.466 4,276.166 51,313.990	26.232 4,404.790 52,857.480	27.017 4,536.605 54,439.255	27.829 4,672.953 56,075.435			28.386 4,766.483 57,197.790	28.954 4,861.859 58,342.310	29.822 5,007.611 60,091.330
136			External Interface Analyst - CPL	SH	1885	Hourly 36.869 Monthly 5,791.505 Annual 69,498.065	38.225 6,004.510 72,054.125	39.602 6,220.814 74,649.770	41.077 6,452.512 77,430.145	42.597 6,691.279 80,295.345	44.301 6,958.949 83,507.385	45.960 7,219.550 86,634.600	47.707 7,493.975 89,927.695	48.661 7,643.832 91,725.985	49.634 7,796.674 93,560.090	51.123 8,030.571 96,366.855
137			Facilities Manager	SH	1885	Hourly 38.446 Monthly 6,039.226 Annual 72,470.710	39.884 6,265.112 75,181.340	41.436 6,508.905 78,106.860	43.089 6,768.564 81,222.765	44.809 7,038.747 84,464.965	46.632 7,325.110 87,901.320			47.565 7,471.669 89,660.025	48.516 7,621.055 91,452.660	49.972 7,849.768 94,197.220
138			Facility Manager - CPL	SH	2080	Hourly 30.129 Monthly 5,222.360 Annual 62,668.320	31.161 5,401.240 64,814.880	32.312 5,600.747 67,208.960	33.493 5,805.453 69,665.440	34.524 5,984.160 71,809.920			35.214 6,103.760 73,245.120	36.918 6,225.787 74,709.440	38.996 6,412.640 76,951.680	
139			Financial Reporting Assistant	SH	1950	Hourly 23.087 Monthly 3,751.638 Annual 45,019.650	23.772 3,862.950 46,355.400	24.475 3,977.188 47,726.250	25.209 4,096.463 49,157.550	25.960 4,218.500 50,622.000	26.731 4,343.788 52,125.450	27.540 4,475.250 53,703.000		28.091 4,564.788 54,777.450	28.653 4,656.113 55,873.350	29.513 4,795.863 57,550.350
140			Fire Safety Officer	HSC	2015	Hourly 38.923 Monthly 6,535.820 Annual 78,429.845	40.093 6,732.283 80,787.395	41.293 6,933.783 83,205.395	42.534 7,142.168 85,706.010	43.811 7,356.597 88,279.165	45.121 7,576.568 90,918.815			46.023 7,728.029 92,736.345	46.943 7,882.512 94,590.145	48.352 8,119.107 97,429.280
141	1	Float Clerk		CCMB	2015	Hourly 22.476 Monthly 3,774.095 Annual 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425			25.801 4,332.418 51,989.015	26.317 4,419.063 53,028.755	27.107 4,551.717 54,620.605	
142			Flooring Applicator	HSC	2080	Hourly 32.336 Monthly 5,604.907 Annual 67,258.880								32.983 5,717.053 68,604.640	33.642 5,831.280 69,975.360	34.651 6,006.173 72,074.080
143			Florist	HSC	2015	Hourly 19.426 Monthly 3,261.949 Annual 39,143.390	20.009 3,359.845 40,318.135	20.610 3,460.763 41,529.150	21.227 3,564.367 42,772.405	21.865 3,671.498 44,057.975	22.521 3,781.651 45,379.815			22.971 3,857.214 46,286.565	23.430 3,934.288 47,211.450	24.133 4,052.333 48,627.995
144	1	Forms Management Clerk		SH	2015	Hourly 20.810 Monthly 3,494.346 Annual 41,932.150	21.435 3,599.294 43,191.525	22.079 3,707.432 44,489.185	22.741 3,818.593 45,823.115	23.421 3,932.776 47,193.315			23.889 4,011.361 48,136.335	24.367 4,091.625 49,099.505	25.098 4,214.373 50,572.470	
145			Gift Shop Clerk	HSC	2015	Hourly 18.156 Monthly 3,048.695 Annual 36,584.340	18.699 3,139.874 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690			21.468 3,604.835 43,258.020	21.897 3,676.871 44,122.455	22.554 3,787.193 45,446.310
146	1	Groundskeeper		HSC	2080	Hourly 27.354 Monthly 4,741.360 Annual 56,896.320	27.953 4,845.187 58,142.240	28.573 4,952.653 59,431.840						29.144 5,051.627 60,619.520	29.727 5,152.680 61,832.160	30.619 5,307.293 63,687.520
147			Health Information Analyst	HSC	1950	Hourly 37.117 Monthly 6,031.513 Annual 72,378.150	38.238 6,213.675 74,564.100	39.383 6,399.738 76,796.850	40.565 6,591.813 79,101.750	41.778 6,788.925 81,467.100	43.031 6,992.538 83,910.450			43.892 7,132.450 85,589.400	44.769 7,274.963 87,299.550	46.112 7,493.200 89,918.400

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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
148			Health Information Analyst	CCMB	2015	Hourly Monthly Annual	37.117 6,232.563 74,790.755	38.238 6,420.798 77,049.570	39.383 6,613.062 79,356.745	40.565 6,811.540 81,738.475	41.778 7,015.223 84,182.670	43.031 7,225.622 86,707.465		43.892 7,370.198 88,442.380	44.769 7,517.461 90,209.535	46.112 7,742.973 92,915.680	
149			Health Information Correspondent	HSC	1950	Hourly Monthly Annual	35.566 5,779.475 69,353.700	36.630 5,952.375 71,428.500	37.730 6,131.125 73,573.500	38.863 6,315.238 75,782.850	40.027 6,504.388 78,052.650	41.227 6,699.388 80,392.650		42.051 6,833.288 81,999.450	42.893 6,970.113 83,641.350	44.179 7,179.088 86,149.050	
150			Health Information Mgmnt Technician	Shared Health (MATC)	1950	Hourly Monthly Annual	34.439 5,596.338 67,156.050	35.475 5,764.688 69,176.250	36.539 5,937.588 71,251.050	37.633 6,115.363 73,384.350	38.764 6,299.150 75,589.800	39.929 6,488.463 77,861.550		40.727 6,618.138 79,417.650	41.542 6,750.575 81,006.900	42.788 6,953.050 83,436.600	
151			Helper	HSC	2080	Hourly Monthly Annual	23.721 4,111.640 49,339.680	24.217 4,197.613 50,371.360	24.781 4,295.373 51,544.480	26.440 4,582.933 54,995.200				26.969 4,674.627 56,095.520	27.508 4,768.053 57,216.640	28.333 4,911.053 58,932.640	
152			Helper 2	HSC	2080	Hourly Monthly Annual	25.362 4,396.080 52,752.960	25.996 4,505.973 54,071.680	26.648 4,618.987 55,427.840	27.313 4,734.253 56,811.040				27.860 4,829.067 57,948.800	28.417 4,925.613 59,107.360	29.269 5,073.293 60,879.520	
153	23-53HA	1	Housekeeping Aide - 2080 (Eden)	Eden Mental Health Centre	2080	Hourly Monthly Annual	19.259 3,338.227 40,058.720	19.839 3,438.760 41,265.120	20.434 3,541.893 42,502.720	21.046 3,647.973 43,775.680	21.677 3,757.347 45,088.160		22.111 3,832.573 45,990.880	22.553 3,909.187 46,910.240	23.230 4,026.533 48,318.400		
154	23-53HA	1	Housekeeping Aide 1	HSC	2015	Hourly Monthly Annual	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690	21.677 3,639.930 43,679.155		22.111 3,712.805 44,553.665	22.553 3,787.025 45,444.295	23.230 3,900.704 46,808.450		
155	23-53HA2	1	Housekeeping Aide 2	HSC	2015	Hourly Monthly Annual	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015	23.278 3,908.764 46,905.170		23.744 3,987.013 47,844.160	24.219 4,066.774 48,801.285	24.946 4,188.849 50,266.190		
156	23-53HA	1	Housekeeping Aide 2 - 1950	RCC	1950	Hourly Monthly Annual	19.259 3,129.588 37,555.050	19.839 3,223.838 38,686.050	20.434 3,320.525 39,846.300	21.046 3,419.975 41,039.700	21.677 3,522.513 42,270.150		22.111 3,593.038 43,116.450	22.553 3,664.863 43,978.350	23.230 3,774.875 45,298.500		
157	23-53HA2	1	Housekeeping Porter	RCC	1950	Hourly Monthly Annual	20.687 3,361.638 40,339.650	21.305 3,462.063 41,544.750	21.942 3,565.575 42,786.900	22.601 3,672.663 44,071.950	23.278 3,782.675 45,392.100		23.744 3,858.400 46,300.800	24.219 3,935.588 47,227.050	24.946 4,053.725 48,644.700		
158			Imaging Clerk	SH	2015	Hourly Monthly Annual	21.023 3,530.112 42,361.345	21.653 3,635.900 43,630.795	22.302 3,744.878 44,938.530	22.970 3,857.046 46,284.550	23.661 3,973.076 47,676.915	24.370 4,092.129 49,105.550		24.857 4,173.905 50,086.855	25.355 4,257.527 51,090.325	26.115 4,385.144 52,621.725	
159	23-202		Imaging Equipment Technologist	SH	2015	Hourly Monthly Annual	42.357 7,112.446 85,349.355	43.965 7,382.456 88,589.475	45.636 7,663.045 91,956.540	47.370 7,954.213 95,450.550	49.169 8,256.295 99,075.535		50.152 8,421.357 101,056.280	51.155 8,589.777 103,077.325	52.690 8,847.529 106,170.350		
160			Imaging Scheduling Clerk	SH	1950	Hourly Monthly Annual	21.023 3,416.238 40,994.850	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500		24.857 4,039.263 48,471.150	25.355 4,120.188 49,442.250	26.115 4,243.688 50,924.250	
161			Industrial Mechanic	HSC	2080	Hourly Monthly Annual	43.407 7,523.880 90,286.560							44.275 7,674.333 92,092.000	45.161 7,827.907 93,934.880	46.516 8,062.773 96,753.280	
162			Infection Control Assistant	HSC	1950	Hourly Monthly Annual	26.921 4,374.663 52,495.950	27.862 4,527.575 54,330.900	28.839 4,686.338 56,236.050	29.846 4,849.975 58,199.700	30.887 5,019.138 60,229.650	31.969 5,194.963 62,339.550	33.082 5,375.825 64,509.900	34.250 5,565.625 66,787.500	34.935 5,676.938 68,123.250	35.634 5,790.525 69,486.300	36.702 5,964.075 71,568.900
163			Info Communication&Technology-SMHC-PIO	SMHC	1885	Hourly Monthly Annual	30.142 4,734.806 56,817.670	31.183 4,898.330 58,779.955	32.344 5,080.703 60,968.440	33.537 5,268.104 63,217.245	34.763 5,460.688 65,528.255	36.097 5,670.237 68,042.845		36.819 5,783.651 69,403.815	37.556 5,899.422 70,793.060	38.683 6,076.455 72,917.455	
164			Information and Paging Clerk	HSC	1950	Hourly Monthly Annual	21.023 3,416.238 40,994.850	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500		24.857 4,039.263 48,471.150	25.355 4,120.188 49,442.250	26.115 4,243.688 50,924.250	
165			Ingredient Controller 1	HSC	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250	
166			Institutional Safety Officer	HSC / Shared Health	2080	Hourly Monthly Annual	35.387 6,133.747 73,604.960	36.449 6,317.827 75,813.920	37.542 6,507.280 78,087.360	38.668 6,702.453 80,429.440	39.829 6,903.693 82,844.320	41.022 7,110.480 85,325.760		41.842 7,252.613 87,031.360	42.678 7,397.520 88,770.240	43.959 7,619.560 91,434.720	
167			Instrument Integration Specialist - CPL	SH	1885	Hourly Monthly Annual	36.869 5,791.505 69,498.065	38.225 6,004.510 72,054.125	39.602 6,220.814 74,649.770	41.077 6,452.512 77,430.145	42.597 6,691.279 80,295.345	44.301 6,958.949 83,507.385	45.960 7,219.550 86,634.600	47.707 7,493.975 89,927.695	48.661 7,643.832 91,725.985	49.634 7,796.674 93,560.090	51.123 8,030.571 96,366.855
168			Inventory Control Assistant	SH	2015	Hourly Monthly Annual	23.790 3,994.738 47,936.850	24.505 4,114.798 49,377.575	25.237 4,237.713 50,852.555	25.995 4,364.994 52,379.925	26.776 4,496.137 53,953.640	27.579 4,630.974 55,571.685		28.131 4,723.664 56,683.965	28.694 4,818.201 57,818.410	29.555 4,962.777 59,553.325	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
169			Inventory Tech - Pan Am Clinic	SH	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
170			Inventory Technician / Stores	SH	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
171			Lab Aide - Research Lab	CCMB	2015	Hourly Monthly Annual	18.156 3,048.695 36,584.340	18.699 3,139.874 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690		21.468 3,604.835 43,258.020	21.897 3,676.871 44,122.455	22.554 3,787.193 45,446.310
172			Lab Aide 1	SH	2015	Hourly Monthly Annual	18.375 3,085.469 37,025.625	18.924 3,177.655 38,131.860	19.493 3,273.200 39,278.395	20.075 3,370.927 40,451.125	20.682 3,472.853 41,674.230	21.301 3,576.793 42,921.515		21.728 3,648.493 43,781.920	22.162 3,721.369 44,656.430	22.827 3,833.034 45,996.405
173			Laboratory Aide	HSC	2015	Hourly Monthly Annual	18.156 3,048.695 36,584.340	18.699 3,139.874 37,678.485	19.259 3,233.907 38,806.885	19.839 3,331.299 39,975.585	20.434 3,431.209 41,174.510	21.046 3,533.974 42,407.690		21.468 3,604.835 43,258.020	21.897 3,676.871 44,122.455	22.554 3,787.193 45,446.310
174	23-55UMDR		Laboratory Assistant - CPL	SH	2080	Hourly Monthly Annual	19.497 3,379.480 40,553.760	20.080 3,480.533 41,766.400	20.687 3,585.747 43,028.960	21.305 3,692.867 44,314.400	21.944 3,803.627 45,643.520	22.601 3,917.507 47,010.080		23.053 3,995.853 47,950.240	23.514 4,075.760 48,909.120	24.220 4,198.133 50,377.600
175			Language Access Interpreter	SH	1950	Hourly Monthly Annual	28.328 4,603.300 55,239.600	30.167 4,902.138 58,825.650	32.130 5,221.125 62,653.500	34.219 5,560.588 66,727.050				34.903 5,671.738 68,060.850	35.601 5,785.163 69,421.950	36.668 5,958.550 71,502.600
176	23-12HL		Lead Hand - Carpentry	HSC	2080	Hourly Monthly Annual	41.727 7,232.680 86,792.160	42.978 7,449.520 89,394.240						43.838 7,598.587 91,183.040	44.715 7,750.600 93,007.200	46.057 7,983.213 95,798.560
177			Lead Hand - Comm. Systems Technologist	HSC	2080	Hourly Monthly Annual	46.519 8,063.293 96,759.520	47.162 8,174.747 98,096.960	47.812 8,287.413 99,448.960					48.768 8,453.120 101,437.440	49.743 8,622.120 103,465.440	51.235 8,880.733 106,568.800
178	23-12EL		Lead Hand - Electrical	HSC	2080	Hourly Monthly Annual	46.419 8,045.960 96,551.520	47.812 8,287.413 99,448.960						48.768 8,453.120 101,437.440	49.743 8,622.120 103,465.440	51.235 8,880.733 106,568.800
179			Lead Hand - Electronics	HSC	2080	Hourly Monthly Annual	46.519 8,063.293 96,759.520	47.162 8,174.747 98,096.960	47.812 8,287.413 99,448.960					48.768 8,453.120 101,437.440	49.743 8,622.120 103,465.440	51.235 8,880.733 106,568.800
180	23-53HALH	1	Lead Hand - Housekeeping	HSC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
181			Lead Hand - Industrial Mechanic	HSC	2080	Hourly Monthly Annual	45.351 7,860.840 94,330.080	45.989 7,971.427 95,657.120	46.644 8,084.960 97,019.520					47.577 8,246.680 98,960.160	48.529 8,411.693 100,940.320	49.985 8,664.067 103,968.800
182			Lead Hand - ISO Security Personnel NEW in Apr 2024	HSC	2080	Hourly Monthly Annual	38.041 6,593.773 79,125.280	39.181 6,791.373 81,496.480	40.356 6,995.040 83,940.480	41.568 7,205.120 86,461.440	42.816 7,421.440 89,057.280	44.098 7,643.653 91,723.840		44.980 7,796.533 93,558.400	45.880 7,952.533 95,430.400	47.257 8,191.213 98,294.560
183			Lead Hand - ISO Security Personnel	HSC, SH	2080	Hourly Monthly Annual	38.041 6,593.773 79,125.280	39.181 6,791.373 81,496.480	40.356 6,995.040 83,940.480	41.568 7,205.120 86,461.440	42.816 7,421.440 89,057.280	44.098 7,643.653 91,723.840		44.980 7,796.533 93,558.400	45.880 7,952.533 95,430.400	47.257 8,191.213 98,294.560
184	23-54LALH	1	Lead Hand - Linen Services	HSC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
185	23-55MDRL		Lead Hand - Medical Device Reprocessing	HSC	2015	Hourly Monthly Annual	25.648 4,306.727 51,680.720	26.419 4,436.190 53,234.285	27.209 4,568.845 54,826.135	28.027 4,706.200 56,474.405	28.868 4,847.418 58,169.020	29.735 4,993.002 59,916.025		30.330 5,092.913 61,114.950	30.936 5,194.670 62,336.040	31.864 5,350.497 64,205.960
186	23-12GL		Lead Hand - Painter	HSC	2080	Hourly Monthly Annual	38.664 6,701.760 80,421.120	39.825 6,903.000 82,836.000						40.621 7,040.973 84,491.680	41.434 7,181.893 86,182.720	42.677 7,397.347 88,768.160
187	23-12FL		Lead Hand - Plumber	HSC	2080	Hourly Monthly Annual	46.419 8,045.960 96,551.520	47.812 8,287.413 99,448.960						48.768 8,453.120 101,437.440	49.743 8,622.120 103,465.440	51.235 8,880.733 106,568.800
188	23-52DALH	1	Lead Hand - Retail Services	HSC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
189			Lead Hand - Warehouse Operations	HSC	2015	Hourly Monthly Annual	23.317 3,915.313 46,983.755	24.018 4,033.023 48,396.270	24.736 4,153.587 49,843.040	25.479 4,278.349 51,340.185	26.243 4,406.637 52,879.645	27.031 4,538.955 54,467.465		27.572 4,629.798 55,557.580	28.124 4,722.488 56,669.860	28.967 4,864.042 58,368.505

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
190			Library Technician 1	HSC	1950	Hourly Monthly Annual	22.571 3,667.788 44,013.450	23.247 3,777.638 45,331.650	23.947 3,891.388 46,696.650	24.666 4,008.225 48,098.700	25.404 4,128.150 49,537.800	26.165 4,251.813 51,021.750		26.688 4,336.800 52,041.600	27.222 4,423.575 53,082.900	28.038 4,556.175 54,674.100	
191			Library Technician 2	SH	1885	Hourly Monthly Annual	28.111 4,415.770 52,989.235	28.831 4,528.870 54,346.435	29.640 4,655.950 55,871.400	30.439 4,781.460 57,377.515	31.238 4,906.969 58,883.630	32.136 5,048.030 60,576.360		32.779 5,149.035 61,788.415	33.435 5,252.081 63,024.975	34.438 5,409.636 64,915.630	
192	23-54LA2	1	Linen Service Aide	HSC	2015	Hourly Monthly Annual	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.942 3,684.428 44,213.130	22.601 3,795.085 45,541.015	23.278 3,908.764 46,905.170		23.744 3,987.013 47,844.160	24.219 4,066.774 48,801.285	24.946 4,188.849 50,266.190		
193	23-12J		Locksmith	HSC	2080	Hourly Monthly Annual	35.694 6,186.960 74,243.520	36.765 6,372.600 76,471.200						37.501 6,500.173 78,002.080	38.251 6,630.173 79,562.080	39.398 6,828.987 81,947.840	
194			Machinist 1	CCMB	2015	Hourly Monthly Annual	26.007 4,367.009 52,404.105	27.451 4,609.480 55,313.765						27.999 4,701.499 56,417.985	28.559 4,795.532 57,546.385	29.416 4,939.437 59,273.240	
195			Machinist 2	CCMB	2015	Hourly Monthly Annual	32.336 5,429.753 65,157.040	33.754 5,667.859 68,014.310	35.226 5,915.033 70,980.390	36.782 6,176.311 74,115.730	38.402 6,448.336 77,380.030	40.101 6,733.626 80,803.515	41.875 7,031.510 84,378.125	42.921 7,207.151 86,485.815	43.779 7,351.224 88,214.685	44.654 7,498.151 89,977.810	45.994 7,723.159 92,677.910
196			Mail Attendant	SH	2015	Hourly Monthly Annual	19.497 3,273.871 39,286.455	20.080 3,371.767 40,461.200	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.944 3,684.763 44,217.160	22.601 3,795.085 45,541.015		23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.220 4,066.942 48,803.300	
197		1	Mail Room - Print Shop Clerk	SH	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235		
198		1	Mail Supply & Distribution Clerk	CCMB	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235		
199		1	Mailroom Clerk - Finance	SH	2015	Hourly Monthly Annual	20.080 3,371.767 40,461.200	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.944 3,684.763 44,217.160	22.601 3,795.085 45,541.015		23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.219 4,066.774 48,801.285		
200		1	Maintenance	SH	1885	Hourly Monthly Annual	20.871 3,278.486 39,341.835	21.512 3,379.177 40,550.120	22.163 3,481.438 41,777.255	22.894 3,596.266 43,155.190	23.614 3,709.366 44,512.390		24.086 3,783.509 45,402.110	24.568 3,859.223 46,310.680	25.305 3,974.994 47,699.925		
201		1	Maintenance (Eden)	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.320 3,868.800 46,425.600	22.992 3,985.280 47,823.360	23.681 4,104.707 49,256.480	24.392 4,227.947 50,735.360	25.123 4,354.653 52,255.840		25.625 4,441.667 53,300.000	26.138 4,530.587 54,367.040	26.922 4,666.480 55,997.760		
202		1	Maintenance Assistant - SMHC	SMHC	2080	Hourly Monthly Annual	23.143 4,011.453 48,137.440	23.870 4,137.467 49,649.600	24.640 4,270.933 51,251.200	25.476 4,415.840 52,990.080	26.366 4,570.107 54,841.280		26.893 4,661.453 55,937.440	27.431 4,754.707 57,056.480	28.254 4,897.360 58,768.320		
203			Maintenance Dispatcher 2	HSC	2080	Hourly Monthly Annual	25.933 4,495.053 53,940.640	26.713 4,630.253 55,563.040	27.501 4,766.840 57,202.080	28.333 4,911.053 58,932.640	29.183 5,058.387 60,700.640	30.049 5,208.493 62,501.920	30.958 5,366.053 64,392.640	31.577 5,473.347 65,680.160	32.209 5,582.893 66,994.720	33.175 5,750.333 69,004.000	
204			Maintenance Dispatcher I	HSC	2080	Hourly Monthly Annual	23.093 4,002.787 48,033.440	23.784 4,122.560 49,470.720	24.497 4,246.147 50,953.760	25.227 4,372.680 52,472.160	25.990 4,504.933 54,059.200	26.773 4,640.653 55,687.840	27.571 4,778.973 57,347.680	28.123 4,874.653 58,495.840	28.685 4,972.067 59,664.800	29.546 5,121.307 61,455.680	
205			Maintenance Logistics Coordinator DISCONTINUED IN 2025	HSC	2080	Hourly Monthly Annual											
206			Maintenance Logistics Dispatcher 2	HSC	2080	Hourly Monthly Annual	25.081 4,347.373 52,168.480	26.089 4,522.093 54,265.120	27.142 4,704.613 56,455.360	28.234 4,893.893 58,726.720	29.358 5,088.720 61,064.640	30.529 5,291.693 63,500.320	31.756 5,504.373 66,052.480	32.391 5,614.440 67,373.280	33.038 5,726.587 68,719.040	34.030 5,898.533 70,782.400	
207			Maintenance Logistics Storesperson 1	HSC	2080	Hourly Monthly Annual	21.919 3,799.293 45,591.520	22.621 3,920.973 47,051.680	23.345 4,046.467 48,557.600	24.077 4,173.347 50,080.160	24.858 4,308.720 51,704.640	25.669 4,449.293 53,391.520	26.491 4,591.773 55,101.280	27.021 4,683.640 56,203.680	27.562 4,777.413 57,328.960	28.389 4,920.760 59,049.120	
208			Maintenance Project Coordinator	HSC	2080	Hourly Monthly Annual	40.286 6,982.907 83,794.880	41.673 7,223.320 86,679.840	43.117 7,473.613 89,683.360	44.610 7,732.400 92,788.800				45.502 7,887.013 94,644.160	46.412 8,044.747 96,536.960	47.804 8,286.027 99,432.320	
209			Maintenance Technician	HSC	2080	Hourly Monthly Annual	26.206 4,542.373 54,508.480	26.947 4,670.813 56,049.760	27.689 4,799.427 57,593.120					28.243 4,895.453 58,745.440	28.808 4,993.387 59,920.640	29.672 5,143.147 61,717.760	
210			Maintenance Tradesperson - SMHC	SMHC	2080	Hourly Monthly Annual	27.190 4,712.933 56,555.200	28.112 4,872.747 58,472.960	29.165 5,055.267 60,663.200	30.129 5,222.360 62,668.320	31.042 5,380.613 64,567.360		31.662 5,488.080 65,856.960	32.295 5,597.800 67,173.600	33.264 5,765.760 69,189.120		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
211			Manager, Security Services - SMHC	SMHC	1885	Hourly Monthly Annual	34.753 5,459.117 65,509.405	36.011 5,656.728 67,880.735	37.313 5,861.250 70,335.005	38.691 6,077.711 72,932.535	40.243 6,321.505 75,858.055	41.816 6,568.597 78,823.160	43.389 6,815.689 81,788.265	44.258 6,952.194 83,426.330	45.142 7,091.056 85,092.670	46.496 7,303.747 87,644.960
212			Material Handler	HSC	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250	
213			Material Handler	SH	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250	
214			Material Handler - CHL	SH (Northern Scale)	2015	Hourly Monthly Annual	22.439 3,767.882 45,214.585	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.518 4,116.981 49,403.770	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.534 4,455.501 53,466.010	27.064 4,544.497 54,533.960	27.876 4,680.845 56,170.140	
215			Material Transporter	HSC	2015	Hourly Monthly Annual	20.205 3,392.756 40,713.075	20.810 3,494.346 41,932.150	21.435 3,599.294 43,191.525	22.079 3,707.432 44,489.185	22.741 3,818.593 45,823.115	23.421 3,932.776 47,193.315	23.889 4,011.361 48,136.335	24.367 4,091.625 49,099.505	25.098 4,214.373 50,572.470	
216			Material Transporter - Linen	HSC	2015	Hourly Monthly Annual	20.205 3,392.756 40,713.075	20.810 3,494.346 41,932.150	21.435 3,599.294 43,191.525	22.079 3,707.432 44,489.185	22.741 3,818.593 45,823.115	23.421 3,932.776 47,193.315	23.889 4,011.361 48,136.335	24.367 4,091.625 49,099.505	25.098 4,214.373 50,572.470	
217			Material Transporter - PIO	HSC	2015	Hourly Monthly Annual	21.767 3,655.042 43,860.505	22.144 3,718.347 44,620.160	22.521 3,781.651 45,379.815	22.896 3,844.620 46,135.440	23.272 3,907.757 46,893.080	23.646 3,970.558 47,646.690	24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070	
218			Materials Dispatcher	HSC	2015	Hourly Monthly Annual	24.024 4,034.030 48,408.360	24.400 4,097.167 49,166.000	24.775 4,160.135 49,921.625	25.151 4,223.272 50,679.265	25.525 4,286.073 51,432.875	25.900 4,349.042 52,188.500	26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325	
219			Materials Management Float	SH	2015	Hourly Monthly Annual	22.342 3,751.594 45,019.130	23.012 3,864.098 46,369.180	23.700 3,979.625 47,755.500	24.412 4,099.182 49,190.180	25.145 4,222.265 50,667.175	25.900 4,349.042 52,188.500	26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325	
220			Maternal Serum Screening Assist - CPL	SH	1885	Hourly Monthly Annual	29.338 4,608.511 55,302.130	30.033 4,717.684 56,612.205	30.868 4,848.848 58,186.180	31.617 4,966.504 59,598.045	32.529 5,109.764 61,317.165	33.417 5,249.254 62,991.045	34.085 5,354.185 64,250.225	34.766 5,461.159 65,533.910	35.809 5,624.997 67,499.965	
221			Med Records Tech - MRT	Eden Mental Health Centre	2015	Hourly Monthly Annual	25.933 4,354.583 52,254.995	26.711 4,485.222 53,822.665	27.512 4,619.723 55,436.680	28.339 4,758.590 57,103.085	29.189 4,901.320 58,815.835	30.064 5,048.247 60,578.960	30.665 5,149.165 61,789.975	31.278 5,252.098 63,025.170	32.216 5,409.603 64,915.240	
222	23-55UMDR		Medical Device Reprocessing Aide	HSC	2015	Hourly Monthly Annual	19.497 3,273.871 39,286.455	20.080 3,371.767 40,461.200	20.687 3,473.692 41,684.305	21.305 3,577.465 42,929.575	21.944 3,684.763 44,217.160	22.601 3,795.085 45,541.015	23.053 3,870.983 46,451.795	23.514 3,948.393 47,380.710	24.220 4,066.942 48,803.300	
223	23-55MDR1		Medical Device Reprocessing Technician 1	HSC	2015	Hourly Monthly Annual	23.507 3,947.217 47,366.605	24.214 4,065.934 48,791.210	24.939 4,187.674 50,252.085	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780	27.797 4,667.580 56,010.955	28.353 4,760.941 57,131.295	29.204 4,903.838 58,846.060	
224	23-55MDR2		Medical Device Reprocessing Technician 2	HSC	2015	Hourly Monthly Annual	24.577 4,126.888 49,522.655	25.312 4,250.307 51,003.680	26.071 4,377.755 52,533.065	26.854 4,509.234 54,110.810	27.660 4,644.575 55,734.900	28.491 4,784.114 57,409.365	29.061 4,879.826 58,557.915	29.642 4,977.386 59,728.630	30.531 5,126.664 61,519.965	
225			Medical Editor/Transcriptionist	SH	1950	Hourly Monthly Annual	21.741 3,532.913 42,394.950	22.393 3,638.863 43,666.350	23.063 3,747.738 44,972.850	23.757 3,860.513 46,326.150	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800	25.708 4,177.550 50,130.600	26.222 4,261.075 51,132.900	27.009 4,388.963 52,667.550	
226			Medical Equipment Technician - SMHC	SMHC	1885	Hourly Monthly Annual	26.333 4,136.475 49,637.705	27.244 4,279.578 51,354.940	28.112 4,415.927 52,991.120	29.121 4,574.424 54,893.085	30.142 4,734.806 56,817.670	31.183 4,898.330 58,779.955	31.806 4,996.193 59,954.310	32.442 5,096.098 61,153.170	33.415 5,248.940 62,987.275	
227			Medical Legal Correspondent	CCMB	2015	Hourly Monthly Annual	35.566 5,972.124 71,665.490	36.630 6,150.788 73,809.450	37.730 6,335.496 76,025.950	38.863 6,525.745 78,308.945	40.027 6,721.200 80,654.405	41.227 6,922.700 83,072.405	42.051 7,061.064 84,732.765	42.893 7,202.450 86,429.395	44.179 7,418.390 89,020.685	
228			Medical Records Technician - SMHC	SMHC	1885	Hourly Monthly Annual	33.102 5,199.773 62,397.270	34.098 5,356.228 64,274.730	35.121 5,516.924 66,203.085	36.172 5,682.018 68,184.220	37.259 5,852.768 70,233.215	38.379 6,028.701 72,344.415	39.147 6,149.341 73,792.095	39.930 6,272.338 75,268.050	41.128 6,460.523 77,526.280	
229	1	Medical Secretary	Shared Health - DSM		1950	Hourly Monthly Annual	22.393 3,638.863 43,666.350	23.063 3,747.738 44,972.850	23.757 3,860.513 46,326.150	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800	25.708 4,177.550 50,130.600	26.222 4,261.075 51,132.900	27.009 4,388.963 52,667.550		
230	1	Medical Transcriptionist	HSC / Shared Health		1950	Hourly Monthly Annual	22.393 3,638.863 43,666.350	23.063 3,747.738 44,972.850	23.758 3,860.675 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800	25.708 4,177.550 50,130.600	26.222 4,261.075 51,132.900	27.009 4,388.963 52,667.550		
231	1	Medical Transcriptionist	Shared Health - DSM		1950	Hourly Monthly Annual	22.393 3,638.863 43,666.350	23.063 3,747.738 44,972.850	23.758 3,860.675 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800	25.708 4,177.550 50,130.600	26.222 4,261.075 51,132.900	27.009 4,388.963 52,667.550		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
232		1	Medical Transcriptionist	SH	2015	Hourly Monthly Annual	22.393 3,760.158 45,121.895	23.063 3,872.662 46,471.945	23.757 3,989.196 47,870.355	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.060			25.708 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135
233			Messenger	HSC	2015	Hourly Monthly Annual	20.251 3,400.480 40,805.765	20.861 3,502.910 42,034.915	21.485 3,607.690 43,292.275	22.128 3,715.660 44,587.920	22.794 3,827.493 45,929.910	23.478 3,942.348 47,308.170		23.948 4,021.268 48,255.220	24.427 4,101.700 49,220.405	25.159 4,224.615 50,695.385
234			Messenger	SH	2015	Hourly Monthly Annual	18.375 3,085.469 37,025.625	18.924 3,177.655 38,131.860	19.493 3,273.200 39,278.395	20.075 3,370.927 40,451.125	20.682 3,472.853 41,674.230	21.301 3,576.793 42,921.515		21.728 3,648.493 43,781.920	22.162 3,721.369 44,656.430	22.827 3,833.034 45,996.405
235			Messenger	SH	2015	Hourly Monthly Annual	19.360 3,250.867 39,010.400	19.943 3,348.762 40,185.145	20.540 3,449.008 41,388.100	21.156 3,552.445 42,629.340	21.791 3,659.072 43,908.865	22.446 3,769.058 45,228.690		22.895 3,844.452 46,133.425	23.353 3,921.358 47,056.295	24.054 4,039.068 48,468.810
236			Mngr - Quality, Risk & Innovation - SMHC	SMHC	1885	Hourly Monthly Annual	44.235 6,948.581 83,382.975	45.960 7,219.550 86,634.600	47.729 7,497.430 89,969.165	49.747 7,814.425 93,773.095	51.830 8,141.629 97,699.550	54.022 8,485.956 101,831.470	56.344 8,850.703 106,208.440	57.471 9,027.736 108,332.835	58.621 9,208.382 110,500.585	60.380 9,484.692 113,816.300
237			Monitor Room Operator	HSC - Security Officers	2080	Hourly Monthly Annual	21.782 3,775.547 45,306.560	22.456 3,892.373 46,708.480	23.201 4,021.507 48,258.080	23.993 4,158.787 49,905.440	24.806 4,299.707 51,596.480	25.653 4,446.520 53,358.240	26.523 4,597.320 55,167.840	27.053 4,689.187 56,270.240	27.595 4,783.133 57,397.600	28.423 4,926.653 59,119.840
238	23-55MDR1		Multi-Skilled Worker	HSC	2015	Hourly Monthly Annual	23.507 3,947.217 47,366.605	24.214 4,065.934 48,791.210	24.939 4,187.674 50,252.085	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780		27.797 4,667.580 56,010.955	28.353 4,760.941 57,131.295	29.204 4,903.838 58,846.060
239	23-135A		Nuclear Electronics Technologist	CCMB	2015	Hourly Monthly Annual	42.357 7,112.446 85,349.355	43.965 7,382.456 88,589.475	45.636 7,663.045 91,956.540	47.370 7,954.213 95,450.550	49.169 8,256.295 99,075.535		50.152 8,421.357 101,056.280	51.155 8,589.777 103,077.325	52.690 8,847.529 106,170.350	
240	23-135B		Nuclear Electronics Technologist Senior	CCMB	2015	Hourly Monthly Annual	49.615 8,331.185 99,974.225	50.940 8,553.675 102,644.100	51.645 8,672.056 104,064.675	52.874 8,878.426 106,541.110		53.931 9,055.914 108,670.965	55.010 9,237.096 110,845.150	56.660 9,514.158 114,169.900		
241			Office Administrator - SMHC	SMHC	1885	Hourly Monthly Annual	29.609 4,651.080 55,812.965	30.445 4,782.402 57,388.825	31.366 4,927.076 59,124.910	32.344 5,080.703 60,968.440	33.537 5,268.104 63,217.245	34.763 5,460.688 65,528.255	35.459 5,570.018 66,840.215	36.168 5,681.390 68,176.680	37.253 5,851.825 70,221.905	
242			Office Assistant 2	SH	1885	Hourly Monthly Annual	23.828 3,742.982 44,915.780	24.435 3,838.331 46,059.975	25.131 3,947.661 47,371.935	25.783 4,050.080 48,600.955	26.525 4,166.635 49,999.625	27.357 4,297.329 51,567.945	28.463 4,383.410 52,600.925	29.317 4,471.063 53,652.755	30.317 4,605.212 55,262.545	
243			Office Assistant 3 PIO	SH	1885	Hourly Monthly Annual	25.873 4,064.217 48,770.605	26.594 4,177.474 50,129.690	27.302 4,288.689 51,464.270	28.022 4,401.789 52,821.470	28.866 4,534.368 54,412.410	29.674 4,661.291 55,935.490	30.268 4,754.598 57,055.180	30.873 4,849.634 58,195.605	31.799 4,995.093 59,941.115	
244			Office Supervisor Pathology	Shared Health - DSM	1950	Hourly Monthly Annual	23.317 3,789.013 45,468.150	24.017 3,902.763 46,833.150	24.736 4,019.600 48,235.200	25.479 4,140.338 49,684.050	26.243 4,264.488 51,173.850	27.029 4,392.213 52,706.550	27.570 4,480.125 53,761.500	28.122 4,569.825 54,837.900	28.965 4,706.813 56,481.750	
245	23-17B		Orthotic Footwear Technician	HSC	2015	Hourly Monthly Annual	24.597 4,130.246 49,562.955	26.027 4,370.367 52,444.405	27.541 4,624.593 55,495.115	29.145 4,893.931 58,727.175	30.841 5,178.718 62,144.615		31.458 5,282.323 63,387.870	32.087 5,387.942 64,655.305	33.050 5,549.646 66,595.750	
246	23-17C		Orthotic Technician (Registered) 1950	RCC	1950	Hourly Monthly Annual	31.759 5,160.838 61,930.050	33.287 5,409.138 64,909.650	34.891 5,669.788 68,037.450	36.565 5,941.813 71,301.750	38.324 6,227.650 74,731.800		39.090 6,352.125 76,225.500	39.872 6,479.200 77,750.400	41.068 6,673.550 80,082.600	
247	23-17C		Orthotic Technician (Registered) 2015	HSC	2015	Hourly Monthly Annual	31.762 5,333.369 64,000.430	33.287 5,589.442 67,073.305	34.888 5,858.277 70,299.320	36.565 6,139.873 73,678.475	38.324 6,435.238 77,222.860		39.090 6,563.863 78,766.350	39.872 6,695.173 80,342.080	41.068 6,896.002 82,752.020	
248	23-17B		Orthotic Technician (Unregistered) 1950	RCC	1950	Hourly Monthly Annual	24.597 3,997.013 47,964.150	26.027 4,229.388 50,752.650	27.541 4,475.413 53,704.950	29.145 4,736.063 56,832.750	30.841 5,011.663 60,139.950		31.458 5,111.925 61,343.100	32.087 5,214.138 62,569.650	33.050 5,370.625 64,447.500	
249	23-17B		Orthotic Technician (Unregistered) 2015	HSC	2015	Hourly Monthly Annual	24.597 4,130.246 49,562.955	26.027 4,370.367 52,444.405	27.541 4,624.593 55,495.115	29.145 4,893.931 58,727.175	30.841 5,178.718 62,144.615		31.458 5,282.323 63,387.870	32.087 5,387.942 64,655.305	33.050 5,549.646 66,595.750	
250	23-17A		Orthotic Technician Trainee - 1950	RCC	1950	Hourly Monthly Annual	20.272 3,294.200 39,530.400	20.490 3,329.625 39,955.500	22.023 3,578.738 42,944.850	23.548 3,826.550 45,918.600		24.019 3,903.088 46,837.050	24.500 3,981.250 47,775.000	25.234 4,100.525 49,206.300		
251	23-17A		Orthotic Technician Trainee - 2015	HSC	2015	Hourly Monthly Annual	20.272 3,404.007 40,848.080	20.490 3,440.613 41,287.350	22.023 3,698.029 44,376.345	23.548 3,954.102 47,449.220		24.019 4,033.190 48,398.285	24.500 4,113.958 49,367.500	25.234 4,237.209 50,846.510		
252	23-17E		Orthotic/Prosthetic Technician Dual Registered	RCC	1950	Hourly Monthly Annual	33.032 5,367.700 64,412.400	34.592 5,621.200 67,454.400	36.230 5,887.375 70,648.500	37.945 6,166.063 73,992.750	39.741 6,457.913 77,494.950		40.536 6,587.100 79,045.200	41.347 6,718.888 80,626.650	42.587 6,920.388 83,044.650	

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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
253	23-17E		Orthotic/Prosthetic Technician Dual Registered	HSC	2015	Hourly Monthly Annual	33.032 5,546.623 66,559.480	34.592 5,808.573 69,702.880	36.230 6,083.621 73,003.450	37.945 6,371.598 76,459.175	39.741 6,673.176 80,078.115			40.536 6,806.670 81,680.040	41.347 6,942.850 83,314.205	42.587 7,151.067 85,812.805	
254	23-17F		Orthotic/Prosthetic Technician -Senior Dual Registered	RCC	1950	Hourly Monthly Annual	38.449 6,247.963 74,975.550	40.266 6,543.225 78,518.700	42.170 6,852.625 82,231.500	44.169 7,177.463 86,129.550	46.258 7,516.925 90,203.100			47.183 7,667.238 92,006.850	48.126 7,820.475 93,845.700	49.570 8,055.125 96,661.500	
255			PACS Administrative Clerk	SH	2015	Hourly Monthly Annual	27.001 4,533.918 54,407.015	27.557 4,627.280 55,527.355	28.134 4,724.168 56,690.010	28.891 4,851.280 58,215.365			29.469 4,948.336 59,380.035	30.058 5,047.239 60,566.870	30.961 5,198.868 62,386.415		
256	23-12G		Painter	HSC	2080	Hourly Monthly Annual	36.151 6,266.173 75,194.080	37.235 6,454.067 77,448.800						37.979 6,583.027 78,996.320	38.739 6,714.760 80,577.120	39.901 6,916.173 82,994.080	
257			Patient / Equipment Assistant	HSC	2015	Hourly Monthly Annual	21.767 3,655.042 43,860.505	22.144 3,718.347 44,620.160	22.521 3,781.651 45,379.815	22.896 3,844.620 46,135.440	23.272 3,907.757 46,893.080	23.646 3,970.558 47,646.690		24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070	
258			Patient Equipment Technical Assistant	HSC	2015	Hourly Monthly Annual	29.581 4,967.143 59,605.715	30.472 5,116.757 61,401.080	31.382 5,269.561 63,234.730	32.326 5,428.074 65,136.890	33.296 5,590.953 67,091.440	34.293 5,758.366 69,100.395		34.979 5,873.557 70,482.685	35.679 5,991.099 71,893.185	36.750 6,170.938 74,051.250	
259			Patient Registration	CCMB	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.476 3,774.095 45,289.140	23.149 3,887.103 46,645.235	23.844 4,003.805 48,045.660	24.559 4,123.865 49,486.385	25.295 4,247.452 50,969.425		25.801 4,332.418 51,989.015	26.316 4,418.895 53,026.740	27.105 4,551.381 54,616.575	
260			Patient Trust Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	25.758 4,046.153 48,553.830	26.495 4,161.923 49,943.075	27.190 4,271.096 51,253.150	27.884 4,380.112 52,561.340	28.688 4,506.407 54,076.880	29.457 4,627.204 55,526.445		30.046 4,719.726 56,636.710	30.647 4,814.133 57,769.595	31.567 4,958.650 59,503.795	
261			Patrol Officer	HSC - Security Officers	2080	Hourly Monthly Annual	21.782 3,775.547 45,306.560	22.456 3,892.373 46,708.480	23.201 4,021.507 48,258.080	23.993 4,158.787 49,905.440	24.806 4,299.707 51,596.480	25.653 4,446.520 53,358.240	26.523 4,597.320 55,167.840		27.053 4,689.187 56,270.240	27.595 4,783.133 57,397.600	28.423 4,926.653 59,119.840
262			Payroll Clerk - MATC	Shared Health (MATC)	1950	Hourly Monthly Annual	23.790 3,865.875 46,390.500	24.505 3,982.063 47,784.750	25.237 4,101.013 49,212.150	25.995 4,224.188 50,690.250	26.776 4,351.100 52,213.200	27.579 4,481.588 53,779.050		28.131 4,571.288 54,855.450	28.694 4,662.775 55,953.300	29.555 4,802.688 57,632.250	
263			Payroll/Accounting Technician	RCC	1950	Hourly Monthly Annual	25.128 4,083.300 48,999.600	26.083 4,238.488 50,861.850	27.038 4,393.675 52,724.100	27.990 4,548.375 54,580.500	29.030 4,717.375 56,608.500		29.610 4,811.625 57,739.500	30.202 4,907.825 58,893.900	31.109 5,055.213 60,662.550		
264			Perioperative Aide	HSC	2015	Hourly Monthly Annual	23.507 3,947.217 47,366.605	24.213 4,065.766 48,789.195	24.938 4,187.506 50,250.070	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780		27.797 4,667.580 56,010.955	28.353 4,760.941 57,131.295	29.204 4,903.838 58,846.060	
265	23-55MDRL		Perioperative Lead Hand	HSC	2015	Hourly Monthly Annual	25.648 4,306.727 51,680.720	26.419 4,436.190 53,234.285	27.209 4,568.845 54,826.135	28.027 4,706.200 56,474.405	28.868 4,847.418 58,169.020	29.735 4,993.002 59,916.025		30.330 5,092.913 61,114.950	30.936 5,194.670 62,336.040	31.864 5,350.497 64,205.960	
266	23-55PTSS		Perioperative Technical Supply Spec	HSC	2015	Hourly Monthly Annual	28.907 4,853.967 58,247.605	29.322 4,923.653 59,083.830	29.735 4,993.002 59,916.025	30.148 5,062.352 60,748.220	30.562 5,131.869 61,582.430	30.974 5,201.051 62,412.610		31.594 5,305.159 63,661.910	32.225 5,411.115 64,933.375	33.192 5,573.490 66,881.880	
267			Plant Helper	HSC	2080	Hourly Monthly Annual	21.242 3,681.947 44,183.360	21.787 3,776.413 45,316.960	22.352 3,874.347 46,492.160					22.799 3,951.827 47,421.920	23.255 4,030.867 48,370.400	23.953 4,151.853 49,822.240	
268	23-93B		Plant Operating Engineer	HSC	2080	Hourly Monthly Annual	49.629 8,602.360 103,228.320	50.622 8,774.480 105,293.760						51.634 8,949.893 107,398.720	52.667 9,128.947 109,547.360	54.247 9,402.813 112,833.760	
269	23-93C		Plant Operating Engineer Assistant	HSC	2080	Hourly Monthly Annual	40.508 7,021.387 84,256.640	42.640 7,390.933 88,691.200						43.493 7,538.787 90,465.440	44.363 7,689.587 92,275.040	45.694 7,920.293 95,043.520	
270	23-12F		Plumber	HSC	2080	Hourly Monthly Annual	43.291 7,503.773 90,045.280	44.589 7,728.760 92,745.120						45.481 7,883.373 94,600.480	46.391 8,041.107 96,493.280	47.782 8,282.213 99,386.560	
271			Porter - RCC	RCC	1950	Hourly Monthly Annual	18.156 2,950.350 35,404.200	18.698 3,038.425 36,461.100	19.259 3,129.588 37,555.050	19.839 3,223.838 38,686.050	20.433 3,320.363 39,844.350	21.044 3,419.650 41,035.800		21.466 3,488.225 41,858.700	21.895 3,557.938 42,695.250	22.552 3,664.700 43,976.400	
272			Porter - Delivery Driver	SH	2015	Hourly Monthly Annual	20.546 3,450.016 41,400.190	21.161 3,553.285 42,639.415	21.796 3,659.912 43,918.940	22.451 3,769.897 45,238.765	23.123 3,882.737 46,592.845	23.814 3,998.768 47,985.210		24.291 4,078.864 48,946.365	24.777 4,160.471 49,925.655	25.520 4,285.233 51,422.800	
273			Post Production/Estimator	HSC	2015	Hourly Monthly Annual	25.081 4,211.518 50,538.215	25.822 4,335.944 52,031.330	26.581 4,463.393 53,560.715	27.364 4,594.872 55,138.460	28.168 4,729.877 56,758.520	29.002 4,869.919 58,439.030		29.583 4,967.479 59,609.745	30.175 5,066.885 60,802.625	31.080 5,218.850 62,626.200	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
316		1	Secretary - Hope, CIO, Info Services	CCMB	2015	Hourly Monthly Annual	22.563 3,788.704 45,464.445	23.238 3,902.048 46,824.570	23.937 4,019.421 48,233.055	24.655 4,139.985 49,679.825	25.396 4,264.412 51,172.940			25.904 4,349.713 52,196.560	26.422 4,436.694 53,240.330	27.215 4,569.852 54,838.225	
317		1	Secretary 1	SH	1885	Hourly Monthly Annual	22.563 3,544.271 42,531.255	23.238 3,650.303 43,803.630	23.937 3,760.104 45,121.245	24.655 3,872.890 46,474.675	25.396 3,989.288 47,871.460			25.904 4,069.087 48,829.040	26.422 4,150.456 49,805.470	27.215 4,275.023 51,300.275	
318		1	Secretary 1	SH	1950	Hourly Monthly Annual	22.563 3,666.488 43,997.850	23.238 3,776.175 45,314.100	23.937 3,889.763 46,677.150	24.655 4,006.438 48,077.250	25.396 4,126.850 49,522.200			25.904 4,209.400 50,512.800	26.422 4,293.575 51,522.900	27.215 4,422.438 53,069.250	
319		1	Secretary 1	CCMB	2015	Hourly Monthly Annual	21.695 3,642.952 43,715.425	22.345 3,752.098 45,025.175	23.016 3,864.770 46,377.240	23.705 3,980.465 47,765.575	24.418 4,100.189 49,202.270			24.906 4,182.133 50,185.590	25.404 4,265.755 51,189.060	26.166 4,393.708 52,724.490	
320		1	Secretary 2	HSC	1950	Hourly Monthly Annual	22.563 3,666.488 43,997.850	23.238 3,776.175 45,314.100	23.937 3,889.763 46,677.150	24.655 4,006.438 48,077.250	25.396 4,126.850 49,522.200			25.904 4,209.400 50,512.800	26.422 4,293.575 51,522.900	27.215 4,422.438 53,069.250	
321		1	Secretary 2	CCMB	2015	Hourly Monthly Annual	22.563 3,788.704 45,464.445	23.238 3,902.048 46,824.570	23.937 4,019.421 48,233.055	24.655 4,139.985 49,679.825	25.396 4,264.412 51,172.940			25.904 4,349.713 52,196.560	26.422 4,436.694 53,240.330	27.215 4,569.852 54,838.225	
322		1	Secretary 2 - IP & C	HSC	1950	Hourly Monthly Annual	22.563 3,666.488 43,997.850	23.238 3,776.175 45,314.100	23.937 3,889.763 46,677.150	24.655 4,006.438 48,077.250	25.396 4,126.850 49,522.200			25.904 4,209.400 50,512.800	26.422 4,293.575 51,522.900	27.215 4,422.438 53,069.250	
323		1	Secretary 2 - SH (RCC)	RCC	1950	Hourly Monthly Annual	21.694 3,525.275 42,303.300	22.347 3,631.388 43,576.650	23.016 3,740.100 44,881.200	23.705 3,852.063 46,224.750	24.418 3,967.925 47,615.100			24.906 4,047.225 48,566.700	25.404 4,128.150 49,537.800	26.166 4,251.975 51,023.700	
324			Secretary 3	HSC / Shared Health	1950	Hourly Monthly Annual	22.802 3,705.325 44,463.900	23.486 3,816.475 45,797.700	24.190 3,930.875 47,170.500	24.917 4,049.013 48,588.150	25.664 4,170.400 50,044.800	26.432 4,295.200 51,542.400		26.962 4,381.325 52,575.900	27.501 4,468.913 53,626.950	28.326 4,602.975 55,235.700	
325			Secretary 3	CCMB	2015	Hourly Monthly Annual	22.802 3,828.836 45,946.030	23.486 3,943.691 47,324.290	24.190 4,061.904 48,742.850	24.917 4,183.980 50,207.755	25.664 4,309.413 51,712.960	26.432 4,438.373 53,260.480		26.962 4,527.369 54,328.430	27.501 4,617.876 55,414.515	28.326 4,756.408 57,076.890	
326		1	Secretary 3 - SH (RCC)	RCC	1950	Hourly Monthly Annual	22.563 3,666.488 43,997.850	23.238 3,776.175 45,314.100	23.937 3,889.763 46,677.150	24.655 4,006.438 48,077.250	25.396 4,126.850 49,522.200			25.904 4,209.400 50,512.800	26.422 4,293.575 51,522.900	27.215 4,422.438 53,069.250	
327			Secretary 4	Shared Health - DSM	1950	Hourly Monthly Annual	23.714 3,853.525 46,242.300	24.425 3,969.063 47,628.750	25.159 4,088.338 49,060.050	25.913 4,210.863 50,530.350	26.688 4,336.800 52,041.600	27.491 4,467.288 53,607.450		28.040 4,556.500 54,678.000	28.601 4,647.663 55,771.950	29.459 4,787.088 57,445.050	
328			Secretary 4	CCMB	2015	Hourly Monthly Annual	23.714 3,981.976 47,783.710	24.425 4,101.365 49,216.375	25.159 4,224.615 50,695.385	25.913 4,351.225 52,214.695	26.688 4,481.360 53,776.320	27.491 4,616.197 55,394.365		28.040 4,708.383 56,500.600	28.601 4,802.585 57,631.015	29.459 4,946.657 59,359.885	
329			Secretary 4 - RCC	RCC	1950	Hourly Monthly Annual	22.802 3,705.325 44,463.900	23.486 3,816.475 45,797.700	24.190 3,930.875 47,170.500	24.917 4,049.013 48,588.150	25.664 4,170.400 50,044.800	26.432 4,295.200 51,542.400		26.962 4,381.325 52,575.900	27.501 4,468.913 53,626.950	28.326 4,602.975 55,235.700	
330			Secretary 4 (PIO)	HSC / Shared Health	1950	Hourly Monthly Annual	23.714 3,853.525 46,242.300	24.425 3,969.063 47,628.750	25.159 4,088.338 49,060.050	25.913 4,210.863 50,530.350	26.688 4,336.800 52,041.600	27.491 4,467.288 53,607.450		28.040 4,556.500 54,678.000	28.601 4,647.663 55,771.950	29.459 4,787.088 57,445.050	
331		1	Secretary Medical	SH	1950	Hourly Monthly Annual	22.393 3,638.863 43,666.350	23.063 3,747.738 44,972.850	23.758 3,860.675 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800			25.708 4,177.550 50,130.600	26.222 4,261.075 51,132.900	27.009 4,388.963 52,667.550	
332			Section Chief-Information Mgmt - CPL	SH	1885	Hourly Monthly Annual	43.552 6,841.293 82,095.520	45.169 7,095.297 85,143.565	46.839 7,357.626 88,291.515	48.651 7,642.261 91,707.135	50.561 7,942.290 95,307.485	52.503 8,247.346 98,968.155	54.738 8,598.428 103,181.130	57.038 8,959.719 107,516.630	58.178 9,138.794 109,665.530	59.341 9,321.482 111,857.785	61.122 9,601.248 115,214.970
333			Security Officer - SMHC	SMHC	2080	Hourly Monthly Annual	20.712 3,590.080 43,080.960	21.331 3,697.373 44,368.480	21.981 3,810.040 45,720.480	22.687 3,932.413 47,188.960	23.415 4,058.600 48,703.200	24.120 4,180.800 50,169.600		24.601 4,264.173 51,170.080	25.094 4,349.627 52,195.520	25.847 4,480.147 53,761.760	
334			Security Shift Supervisor - SMHC	SMHC	2080	Hourly Monthly Annual	22.221 3,851.640 46,219.680	22.914 3,971.760 47,661.120	23.663 4,101.587 49,219.040	24.423 4,233.320 50,799.840	25.205 4,368.867 52,426.400	26.030 4,511.867 54,142.400		26.551 4,602.173 55,226.080	27.082 4,694.213 56,330.560	27.895 4,835.133 58,021.600	
335			Security Supervisor	HSC - Security Officers	2080	Hourly Monthly Annual	27.122 4,701.147 56,413.760	27.990 4,851.600 58,219.200	28.882 5,006.213 60,074.560	29.806 5,166.373 61,996.480	30.765 5,332.600 63,991.200	31.747 5,502.813 66,033.760	32.763 5,678.920 68,147.040	33.818 5,792.453 69,509.440	34.086 5,908.240 70,898.880	35.109 6,085.560 73,026.720	
336			Security Supervisor –ISO Security Persnl NEW in Apr 2024	HSC	2015	Hourly Monthly Annual	40.893 6,866.616 82,399.395	42.119 7,072.482 84,869.785	43.383 7,284.729 87,416.745	44.685 7,503.356 90,040.275	46.026 7,728.533 92,742.390	47.406 7,960.258 95,523.090		48.354 8,119.443 97,433.310	49.321 8,281.818 99,381.815	50.801 8,530.335 102,364.015	

CUPE Shared Health Employer Organization
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FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
358	23-203		Sr Imaging Equipment Service Technologist	SH	2015	Hourly Monthly Annual	43.420 7,290.942 87,491.300	45.028 7,560.952 90,731.420	46.701 7,841.876 94,102.515	48.433 8,132.708 97,592.495	50.233 8,434.958 101,219.495			51.238 8,603.714 103,244.570	52.263 8,775.829 105,309.945	53.831 9,039.122 108,469.465
359			Staff Development Spec.	SH	1885	Hourly Monthly Annual	38.446 6,039.226 72,470.710	41.436 6,265.112 75,181.340	43.089 6,508.905 78,106.860	44.809 6,768.564 81,222.765	46.632 7,038.747 84,464.965			47.565 7,471.669 89,660.025	48.516 7,621.055 91,452.660	49.972 7,849.768 94,197.220
360			Staff Scheduler	CCMB	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795			24.775 4,160.135 49,921.625	25.776 4,243.254 51,938.640	26.550 4,458.188 53,498.250
361			Staff Scheduler - Main User	HSC	1950	Hourly Monthly Annual	21.820 3,545.750 42,549.000	22.476 3,652.350 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.559 3,990.838 47,890.050			25.295 4,110.438 49,325.250	26.316 4,276.350 51,316.200	27.105 4,404.563 52,854.750
362			Staff Scheduler - Short Call User	HSC	1950	Hourly Monthly Annual	21.820 3,545.750 42,549.000	22.476 3,652.350 43,828.200	23.149 3,761.713 45,140.550	23.844 3,874.650 46,495.800	24.559 3,990.838 47,890.050			25.295 4,110.438 49,325.250	26.316 4,276.350 51,316.200	27.105 4,404.563 52,854.750
363			Staffing Clerk	SH	1950	Hourly Monthly Annual	22.767 3,699.638 44,395.650	23.453 3,811.113 45,733.350	24.154 3,925.025 47,100.300	24.883 4,043.488 48,521.850	25.627 4,164.388 49,972.650			26.398 4,289.675 51,476.100	27.464 4,462.900 53,554.800	28.288 4,596.800 55,161.600
364	1		Steno 2 - Diagnostics	SH	1950	Hourly Monthly Annual	22.393 3,638.863 43,666.350	23.063 3,747.738 44,972.850	23.758 3,860.675 46,328.100	24.470 3,976.375 47,716.500	25.204 4,095.650 49,147.800			25.708 4,177.550 50,130.600	26.222 4,261.075 51,132.900	27.009 4,388.963 52,667.550
365	1		Stenographer 2	Shared Health - DSM	1950	Hourly Monthly Annual	21.653 3,518.613 42,223.350	22.302 3,624.075 43,488.900	22.970 3,732.625 44,791.500	23.661 3,844.913 46,138.950	24.370 3,960.125 47,521.500			24.857 4,039.263 48,471.150	25.354 4,120.025 49,440.300	26.115 4,243.688 50,924.250
366			Storekeeper - CPL	SH	1885	Hourly Monthly Annual	24.293 3,816.025 45,792.305	25.074 3,938.708 47,264.490	25.888 4,066.573 48,798.880	26.735 4,199.623 50,395.475	27.700 4,351.208 52,214.500			28.665 4,502.794 54,033.525	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430
367			Storekeeper - SMHC	SMHC	1885	Hourly Monthly Annual	24.293 3,816.025 45,792.305	25.074 3,938.708 47,264.490	25.888 4,066.573 48,798.880	26.735 4,199.623 50,395.475	27.700 4,351.208 52,214.500			28.665 4,502.794 54,033.525	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430
368			Stores Clerk - CPL	SH	1885	Hourly Monthly Annual	19.442 3,054.014 36,648.170	20.560 3,137.740 37,652.875	21.975 3,229.633 38,755.600	23.451 3,337.235 40,046.825	24.917 3,442.795 41,313.545			25.558 3,543.486 42,521.830	26.939 3,686.589 44,239.065	28.173 3,797.175 45,566.105
369			Stores Person - Rehab Engineering	HSC	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795			24.775 4,160.135 49,921.625	25.776 4,243.254 51,938.640	26.550 4,458.188 53,498.250
370			Summer Std - Biomed Technologist Helper	HSC	2015	Hourly Monthly Annual	23.521 3,949.568 47,394.815							23.991 4,028.489 48,341.865	24.471 4,109.089 49,309.065	25.205 4,232.340 50,788.075
371			Supervisor - CPL	SH	1885	Hourly Monthly Annual	24.988 3,925.198 47,102.380	25.627 4,025.575 48,306.895	26.344 4,138.203 49,658.440	27.071 4,252.403 51,028.835	27.797 4,366.445 52,397.345			28.665 4,502.794 54,033.525	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430
372			Supervisor - Maintenance Shift	Eden Mental Health Centre	2080	Hourly Monthly Annual	38.808 6,726.720 80,720.640	39.972 6,928.480 83,141.760	41.171 7,136.307 85,635.680	42.405 7,350.200 88,202.400	43.677 7,570.680 90,848.160			44.989 7,798.093 93,577.120	46.807 8,113.213 97,358.560	48.211 8,356.573 100,278.880
373			Supervisor of Volunteers	HSC	1950	Hourly Monthly Annual	22.981 3,734.413 44,812.950	23.668 3,846.050 46,152.600	24.378 3,961.425 47,537.100	25.111 4,080.538 48,966.450	25.863 4,202.738 50,432.850			26.639 4,328.838 51,946.050	27.712 4,415.450 54,046.200	28.547 4,503.850 55,666.650
374			Supervisor-Central Dispatch-Mtl Handling	SH	2015	Hourly Monthly Annual	23.883 4,010.354 48,124.245	24.602 4,131.086 49,573.030	25.340 4,255.008 51,060.100	26.100 4,382.625 52,591.500	26.882 4,513.936 54,167.230			27.690 4,649.613 55,795.350	28.809 4,837.511 58,050.135	29.673 4,982.591 59,791.095
375			Supply Attendant	SH	2015	Hourly Monthly Annual	19.360 3,250.867 39,010.400	19.943 3,348.762 40,185.145	20.539 3,448.840 41,386.085	21.157 3,552.613 42,631.355	21.791 3,659.072 43,908.865			22.445 3,768.890 45,226.675	23.352 3,844.284 46,131.410	24.053 4,038.900 48,466.795
376			Supply Attendant	SH	2015	Hourly Monthly Annual	19.360 3,250.867 39,010.400	19.943 3,348.762 40,185.145	20.540 3,449.008 41,388.100	21.156 3,552.445 42,629.340	21.791 3,659.072 43,908.865			22.446 3,769.058 45,228.690	23.951 3,921.358 47,056.295	24.054 4,039.068 48,468.810
377			Support Service Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	24.988 3,925.198 47,102.380	25.627 4,025.575 48,306.895	26.344 4,138.203 49,658.440	27.071 4,252.403 51,028.835	27.797 4,366.445 52,397.345			28.665 4,502.794 54,033.525	29.823 4,684.696 56,216.355	30.718 4,825.286 57,903.430
378	23-205		Surgical Instrument Repair Technician	SH	2015	Hourly Monthly Annual	38.244 6,421.805 77,061.660	39.872 6,695.173 80,342.080	41.572 6,980.632 83,767.580	43.420 7,290.942 87,491.300	45.239 7,596.382 91,156.585		47.564 7,778.908 91,156.585	48.515 7,986.788 95,841.460	49.485 8,146.477 99,712.275	50.970 8,309.356 102,704.550

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
379			Surplus Capital Equipment Coordinator	HSC	2015	Hourly Monthly Annual	24.024 4,034.030 48,408.360	24.400 4,097.167 49,166.000	24.775 4,160.135 49,921.625	25.151 4,223.272 50,679.265	25.525 4,286.073 51,432.875	25.900 4,349.042 52,188.500		26.418 4,436.023 53,232.270	26.946 4,524.683 54,296.190	27.755 4,660.527 55,926.325	
380	23-52DS		Team Leader - Food Production - SMHC	SMHC	2080	Hourly Monthly Annual	23.517 4,076.280 48,915.360	24.226 4,199.173 50,390.080	24.952 4,325.013 51,900.160	25.700 4,454.667 53,456.000	26.470 4,588.133 55,057.600	27.264 4,725.760 56,709.120		27.809 4,820.227 57,842.720	28.365 4,916.600 58,999.200	29.216 5,064.107 60,769.280	
381			Team Leader - Materials Management -SMHC	SMHC	1885	Hourly Monthly Annual	27.700 4,351.208 52,214.500	28.665 4,502.794 54,033.525	29.609 4,651.080 55,812.965	30.662 4,816.489 57,797.870	31.725 4,983.469 59,801.625	32.929 5,172.597 62,071.165		33.588 5,276.115 63,313.380	34.260 5,381.675 64,580.100	35.287 5,543.000 66,515.995	
382	23-53HS		Team Leader - Service Worker - SMHC	SMHC	2080	Hourly Monthly Annual	23.517 4,076.280 48,915.360	24.226 4,199.173 50,390.080	24.952 4,325.013 51,900.160	25.700 4,454.667 53,456.000	26.470 4,588.133 55,057.600	27.264 4,725.760 56,709.120		27.809 4,820.227 57,842.720	28.365 4,916.600 58,999.200	29.216 5,064.107 60,769.280	
383			Technician	RCC	1950	Hourly Monthly Annual	26.183 4,254.738 51,056.850	26.968 4,382.300 52,587.600	27.776 4,513.600 54,163.200	28.610 4,649.125 55,789.500	29.470 4,788.875 57,466.500	30.351 4,932.038 59,184.450		30.959 5,030.838 60,370.050	31.578 5,131.425 61,577.100	32.526 5,285.475 63,425.700	
384			Training and Developmnt Coordinator -SMHC	SMHC	1885	Hourly Monthly Annual	29.609 4,651.080 55,812.965	30.445 4,782.402 57,388.825	31.366 4,927.076 59,124.910	32.344 5,080.703 60,968.440	33.537 5,268.104 63,217.245	34.763 5,460.688 65,528.255		35.459 5,570.018 66,840.215	36.168 5,681.390 68,176.680	37.253 5,851.825 70,221.905	
385	1		Transcriptionist	CCMB	2015	Hourly Monthly Annual	22.393 3,760.158 45,121.895	23.063 3,872.662 46,471.945	23.758 3,989.364 47,872.370	24.470 4,108.921 49,307.050	25.204 4,232.172 50,786.060		25.708 4,316.802 51,801.620	26.222 4,403.111 52,837.330	27.009 4,535.261 54,423.135		
386			Trauma Data Analyst	HSC	1950	Hourly Monthly Annual	26.765 4,349.313 52,191.750	27.693 4,500.113 54,001.350	28.666 4,658.225 55,898.700	29.672 4,821.700 57,860.400	30.706 4,989.725 59,876.700	31.780 5,164.250 61,971.000	32.881 5,343.163 64,117.950	34.051 5,533.288 66,399.450	34.733 5,644.113 67,729.350	35.427 5,756.888 69,082.650	36.490 5,929.625 71,155.500
387			Unit Clerk	SH	1950	Hourly Monthly Annual	21.370 3,472.625 41,671.500	22.012 3,576.950 42,923.400	22.672 3,684.200 44,210.400	23.351 3,794.538 45,534.450	24.053 3,908.613 46,903.350	24.775 4,025.938 48,311.250		25.270 4,106.375 49,276.500	25.776 4,188.600 50,263.200	26.550 4,314.375 51,772.500	
388			Unit Clerk	CCMB	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250	
389			Unit Clerk - Ambulatory Care	HSC	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250	
390			Unit Clerk - Children's Clinic	HSC	1950	Hourly Monthly Annual	21.370 3,472.625 41,671.500	22.012 3,576.950 42,923.400	22.672 3,684.200 44,210.400	23.351 3,794.538 45,534.450	24.053 3,908.613 46,903.350	24.775 4,025.938 48,311.250		25.270 4,106.375 49,276.500	25.776 4,188.600 50,263.200	26.550 4,314.375 51,772.500	
391			Unit Clerk - Inpatients	HSC	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250	
392	1		Unit Clerk - PIO	CCMB	2015	Hourly Monthly Annual	22.723 3,815.570 45,786.845	23.183 3,892.812 46,713.745	23.709 3,981.136 47,773.635	24.225 4,067.781 48,813.375	24.792 4,162.990 49,955.880		25.288 4,246.277 50,955.320	25.794 4,331.243 51,974.910	26.568 4,461.210 53,534.520		
393			Unit Supplies Clerk	HSC	2015	Hourly Monthly Annual	20.205 3,392.756 40,713.075	20.810 3,494.346 41,932.150	21.435 3,599.294 43,191.525	22.079 3,707.432 44,489.185	22.741 3,818.593 45,823.115	23.421 3,932.776 47,193.315		23.889 4,011.361 48,136.335	24.367 4,091.625 49,099.505	25.098 4,214.373 50,572.470	
394			Unit Supplies Coordinator	HSC	2015	Hourly Monthly Annual	22.650 3,803.313 45,639.750	23.328 3,917.160 47,005.920	24.028 4,034.702 48,416.420	24.748 4,155.602 49,867.220	25.492 4,280.532 51,366.380	26.258 4,409.156 52,909.870		26.783 4,497.312 53,967.745	27.318 4,587.148 55,045.770	28.138 4,724.839 56,698.070	
395			Volunteer Assistant	CCMB	2015	Hourly Monthly Annual	22.981 3,858.893 46,306.715	23.668 3,974.252 47,691.020	24.378 4,093.473 49,121.670	25.111 4,216.555 50,598.665	25.863 4,342.829 52,113.945	26.639 4,473.132 53,677.585		27.172 4,562.632 54,751.580	27.716 4,653.978 55,847.740	28.547 4,793.517 57,522.205	
396			Ward Clerk	Eden Mental Health Centre	2080	Hourly Monthly Annual	21.370 3,704.133 44,449.600	22.012 3,815.413 45,784.960	22.672 3,929.813 47,157.760	23.351 4,047.507 48,570.080	24.053 4,169.187 50,030.240	24.775 4,294.333 51,532.000		25.270 4,380.133 52,561.600	25.776 4,467.840 53,614.080	26.550 4,602.000 55,224.000	
397			Warehouse Person	HSC	2015	Hourly Monthly Annual	21.370 3,588.379 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625		25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250	
398			Workplace Safety&Health Officer-SMHC-PIO DISCONTINUED IN 2025	SMHC	1885	Hourly Monthly Annual											
399	1		Youth Care Worker	SH	2080	Hourly Monthly Annual	22.342 3,872.613 46,471.360	23.062 3,997.413 47,968.960	23.895 4,141.800 49,701.600	24.616 4,266.773 51,201.280	25.458 4,412.720 52,952.640		25.967 4,500.947 54,011.360	26.486 4,590.907 55,090.880	27.281 4,728.707 56,744.480		

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025 1st Step eliminated for multi-step salary scales² Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1	23-93C	2	3rd Class Maintenance Engineer	HSC	2080	Hourly Monthly Annual	40.958 7,099.387 85,192.640	43.090 7,468.933 89,627.200						43.952 7,618.347 91,420.160	44.831 7,770.707 93,248.480	46.176 8,003.840 96,046.080
2		2	Accounting Clerk	SH	1885	Hourly Monthly Annual	24.928 3,915.773 46,989.280	25.605 4,022.119 48,265.425	26.302 4,131.606 49,579.270	27.044 4,248.162 50,977.940	27.830 4,371.629 52,459.550	28.628 4,496.982 53,963.780		29.201 4,586.990 55,043.885	29.785 4,678.727 56,144.725	30.679 4,819.160 57,829.915
3		1	Accounting Clerk	CCMB	2015	Hourly Monthly Annual	22.976 3,858.053 46,296.640	23.649 3,971.061 47,652.735	24.344 4,087.763 49,053.160	25.059 4,207.824 50,493.885	25.795 4,331.410 51,976.925		26.311 4,418.055 53,016.665	26.837 4,506.380 54,076.555	27.642 4,641.553 55,698.630	
4		2	Accounting Clerk 1 - SMHC	SMHC	1885	Hourly Monthly Annual	26.208 4,116.840 49,402.080	26.945 4,232.610 50,791.325	27.640 4,341.783 52,101.400	28.334 4,450.799 53,409.590	29.138 4,577.094 54,925.130	29.907 4,697.891 56,374.695		30.505 4,791.827 57,501.925	31.115 4,887.648 58,651.775	32.048 5,034.207 60,410.480
5		2	Accounts Payable Clerk - Level 2	SH	2015	Hourly Monthly Annual	23.100 3,878.875 46,546.500	23.778 3,992.723 47,912.670	24.479 4,110.432 49,325.185	25.198 4,231.164 50,773.970	25.942 4,356.094 52,273.130	26.707 4,484.550 53,814.605		27.241 4,574.218 54,890.615	27.786 4,665.733 55,988.790	28.620 4,805.775 57,669.300
6		2	Accounts Receivable Clerk - Level 2	SH	1950	Hourly Monthly Annual	23.100 3,753.750 45,045.000	23.778 3,863.925 46,367.100	24.479 3,977.838 47,734.050	25.198 4,094.675 49,136.100	25.942 4,215.575 50,586.900	26.707 4,339.888 52,078.650		27.241 4,426.663 53,119.950	27.786 4,515.225 54,182.700	28.620 4,650.750 55,809.000
7		2	Admin Assist - Patient Program - SMHC	SMHC	1885	Hourly Monthly Annual	25.383 3,987.246 47,846.955	26.045 4,091.235 49,094.825	26.761 4,203.707 50,444.485	27.477 4,316.179 51,794.145	28.215 4,432.106 53,185.275	28.964 4,549.762 54,597.140		29.543 4,640.713 55,688.555	30.134 4,733.549 56,802.590	31.038 4,875.553 58,506.630
8		2	Admin Assist Info Services - SMHC	SMHC	1885	Hourly Monthly Annual	25.383 3,987.246 47,846.955	26.045 4,091.235 49,094.825	26.761 4,203.707 50,444.485	27.477 4,316.179 51,794.145	28.215 4,432.106 53,185.275	28.964 4,549.762 54,597.140		29.543 4,640.713 55,688.555	30.134 4,733.549 56,802.590	31.038 4,875.553 58,506.630
9		2	Admin Assist Support Services - SMHC	SMHC	1885	Hourly Monthly Annual	25.383 3,987.246 47,846.955	26.045 4,091.235 49,094.825	26.761 4,203.707 50,444.485	27.477 4,316.179 51,794.145	28.215 4,432.106 53,185.275	28.964 4,549.762 54,597.140		29.543 4,640.713 55,688.555	30.134 4,733.549 56,802.590	31.038 4,875.553 58,506.630
10		2	Administrative Assistant - CPL	SH	1885	Hourly Monthly Annual	25.383 3,987.246 47,846.955	26.045 4,091.235 49,094.825	26.761 4,203.707 50,444.485	27.477 4,316.179 51,794.145	28.215 4,432.106 53,185.275	28.964 4,549.762 54,597.140		29.543 4,640.713 55,688.555	30.134 4,733.549 56,802.590	31.038 4,875.553 58,506.630
11		2	Administrative Assistant - SMHC	SMHC	1885	Hourly Monthly Annual	25.383 3,987.246 47,846.955	26.045 4,091.235 49,094.825	26.761 4,203.707 50,444.485	27.477 4,316.179 51,794.145	28.215 4,432.106 53,185.275	28.964 4,549.762 54,597.140		29.543 4,640.713 55,688.555	30.134 4,733.549 56,802.590	31.038 4,875.553 58,506.630
12		2	Administrative Assistant 2	SH	1950	Hourly Monthly Annual	23.252 3,778.450 45,341.400	23.936 3,889.600 46,675.200	24.640 4,004.000 48,048.000	25.367 4,122.138 49,465.650	26.114 4,243.525 50,922.300	26.882 4,368.325 52,419.900		27.420 4,455.750 53,469.000	27.968 4,544.800 54,537.600	28.807 4,681.138 56,173.650
13		1	Administrative Assistant 2 - PIO	HSC	1950	Hourly Monthly Annual	23.405 3,803.313 45,639.750	24.101 3,916.413 46,996.950	24.804 4,030.650 48,367.800	25.537 4,149.763 49,797.150	26.289 4,271.963 51,263.550	27.060 4,397.250 52,767.000		27.601 4,485.163 53,821.950	28.153 4,574.863 54,898.350	28.998 4,712.175 56,546.100
14		2	Administrative Officer	SH	1885	Hourly Monthly Annual	29.068 4,566.098 54,793.180	30.124 4,731.978 56,783.740	31.114 4,887.491 58,649.890	32.273 5,069.550 60,834.605	33.430 5,251.296 63,015.550	34.611 5,436.811 65,241.735		35.303 5,545.513 66,546.155	36.009 5,656.414 67,876.965	37.089 5,826.064 69,912.765
15		1	Administrative Secretary	SH	1950	Hourly Monthly Annual	23.063 3,747.738 44,972.850	23.738 3,857.425 46,289.100	24.437 3,971.013 47,652.150	25.155 4,087.688 49,052.250	25.896 4,208.100 50,497.200		26.414 4,292.275 51,507.300	26.942 4,378.075 52,536.900	27.750 4,509.375 54,112.500	
16		1	Administrative Secretary - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	23.063 3,872.662 46,471.945	23.738 3,986.006 47,832.070	24.437 4,103.380 49,240.555	25.155 4,223.944 50,687.325	25.896 4,348.370 52,180.440		26.414 4,435.351 53,224.210	26.942 4,524.011 54,288.130	27.750 4,659.688 55,916.250	
17		1	Administrative Secretary - PIO	SH	1950	Hourly Monthly Annual	23.355 3,795.188 45,542.250	24.300 3,948.750 47,385.000	25.247 4,102.638 49,231.650	26.194 4,256.525 51,078.300		26.718 4,341.675 52,100.100	27.252 4,428.450 53,141.400	28.070 4,561.375 54,736.500		
18		2	Administrative Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	25.383 3,987.246 47,846.955	26.045 4,091.235 49,094.825	26.761 4,203.707 50,444.485	27.477 4,316.179 51,794.145	28.215 4,432.106 53,185.275	28.964 4,549.762 54,597.140		29.543 4,640.713 55,688.555	30.134 4,733.549 56,802.590	31.038 4,875.553 58,506.630
19		1	Administrative Secretary 2 - 1950	SH	1950	Hourly Monthly Annual	23.099 3,753.588 45,043.050	23.669 3,846.213 46,154.550	24.269 3,943.713 47,324.550	24.988 4,057.300 48,687.600	25.788 4,158.050 49,896.600		26.200 4,241.250 50,895.000	26.622 4,326.075 51,912.900	27.421 4,455.913 53,470.950	
20		2	Administrative Secretary 3	SH	1885	Hourly Monthly Annual	25.695 4,036.256 48,435.075	26.371 4,142.445 49,709.335	27.084 4,254.445 51,053.340	27.797 4,366.445 52,397.345	28.540 4,483.158 53,797.900	29.342 4,609.139 55,309.670		29.929 4,701.347 56,416.165	30.528 4,795.440 57,545.280	31.444 4,939.328 59,271.940
21		2	Administrative Secretary 3 - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	25.695 4,314.619 51,775.425	26.371 4,428.130 53,137.565	27.084 4,547.855 54,574.260	27.797 4,667.580 56,010.955	28.540 4,792.342 57,508.100	29.342 4,927.011 59,124.130		29.929 5,025.578 60,306.935	30.528 5,126.160 61,513.920	31.444 5,279.972 63,359.660

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
43		2	Cashier / Information Clerk	HSC	1950	Hourly Monthly Annual	21.473 3,489.363 41,872.350	22.103 3,591.738 43,100.850	22.752 3,697.200 44,366.400	23.420 3,805.750 45,669.000	24.111 3,918.038 47,016.450	24.820 4,033.250 48,399.000		25.316 4,113.850 49,366.200	25.822 4,196.075 50,352.900	26.597 4,322.013 51,864.150
44		2	CD19 - Data Entry Clerk - CPL	SH	1885	Hourly Monthly Annual	25.438 3,995.886 47,950.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775		29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
45		2	Centralized Slating Clerk	HSC	1950	Hourly Monthly Annual	23.767 3,862.138 46,345.650	24.468 3,976.050 47,712.600	25.186 4,092.725 49,112.700	25.929 4,213.463 50,561.550	26.693 4,337.613 52,051.350	27.481 4,465.663 53,587.950		28.031 4,555.038 54,660.450	28.592 4,646.200 55,754.400	29.450 4,785.625 57,427.500
46	23-201	2	Charge Biomedical Engineering Technologist	SH	2015	Hourly Monthly Annual	49.093 8,243.533 98,922.395	50.392 8,461.657 101,539.880	51.032 8,569.123 102,829.480					52.053 8,740.566 104,886.795	53.094 8,915.368 106,984.410	54.687 9,182.859 110,194.305
47	23-201	2	Charge Biomedical Engineering Technologist	SH	2080	Hourly Monthly Annual	49.093 8,509.453 102,113.440	50.392 8,734.613 104,815.360	51.032 8,845.547 106,146.560					52.053 9,022.520 108,270.240	53.094 9,202.960 110,435.520	54.687 9,479.080 113,748.960
48	23-Dual	2	Charge Clerk	CCMB	2015	Hourly Monthly Annual	24.932 4,186.498 50,237.980	25.669 4,310.253 51,723.035	26.423 4,436.862 53,242.345	27.204 4,568.005 54,816.060	28.005 4,702.506 56,430.075	28.834 4,841.709 58,100.510		29.411 4,938.597 59,263.165	29.999 5,037.332 60,447.985	30.899 5,188.457 62,261.485
49	23-204	2	Charge Technologist-DI Tech Serv	SH	2015	Hourly Monthly Annual	50.065 8,406.748 100,880.975	51.390 8,629.238 103,550.850	52.095 8,747.619 104,971.425	53.324 8,953.988 107,447.860				54.390 9,132.988 109,595.850	55.478 9,315.681 111,788.170	57.142 9,595.094 115,141.130
50		2	Chemical Tank Transporter	HSC	2015	Hourly Monthly Annual	23.346 3,920.183 47,042.190	23.722 3,983.319 47,799.830	24.096 4,046.120 48,553.440	24.474 4,109.593 49,315.110	24.850 4,172.729 50,072.750	25.225 4,235.698 50,828.375		25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
51		1	Clerk - Cardiac Sciences	SH	2015	Hourly Monthly Annual	22.153 3,719.858 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050		25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
52		1	Clerk - Records Control	CCMB	2015	Hourly Monthly Annual	22.153 3,719.858 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050		25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
53		1	Clerk - Records Processing	CCMB	2015	Hourly Monthly Annual	22.153 3,719.858 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050		25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750	
54		1	Clerk 1	Shared Health - DSM	1950	Hourly Monthly Annual	20.581 3,344.413 40,132.950	21.187 3,442.888 41,314.650	21.805 3,543.313 42,519.750	22.442 3,646.825 43,761.900	23.101 3,753.913 45,046.950		23.563 3,828.988 45,947.850	24.034 3,905.525 46,866.300	24.755 4,022.688 48,272.250	
55		1	Clerk 1	HSC	1950	Hourly Monthly Annual	20.581 3,344.413 40,132.950	21.187 3,442.888 41,314.650	21.805 3,543.313 42,519.750	22.442 3,646.825 43,761.900	23.101 3,753.913 45,046.950		23.563 3,828.988 45,947.850	24.034 3,905.525 46,866.300	24.755 4,022.688 48,272.250	
56		1	Clerk 2	SH	1885	Hourly Monthly Annual	21.866 3,434.784 41,217.410	22.410 3,520.238 42,242.850	23.032 3,617.943 43,415.320	23.605 3,707.952 44,495.425	24.269 3,812.255 45,747.065		24.754 3,888.441 46,661.290	25.249 3,966.197 47,594.365	26.006 4,085.109 49,021.310	
57		1	Clerk 2	HSC	1950	Hourly Monthly Annual	21.361 3,471.163 41,653.950	21.985 3,572.563 42,870.750	22.628 3,677.050 44,124.600	23.294 3,785.275 45,423.300	23.978 3,896.425 46,757.100		24.458 3,974.425 47,693.100	24.947 4,053.888 48,646.650	25.695 4,175.438 50,105.250	
58		1	Clerk 2 - Cervical Screening	CCMB	2015	Hourly Monthly Annual	21.361 3,586.868 43,042.415	21.985 3,691.648 44,299.775	22.628 3,799.618 45,595.420	23.294 3,911.451 46,937.410	23.978 4,026.306 48,315.670		24.458 4,106.906 49,282.870	24.947 4,189.017 50,268.205	25.695 4,314.619 51,775.425	
59		1	Clerk 2 - Data Entry Clerk	CCMB	2015	Hourly Monthly Annual	20.581 3,455.893 41,470.715	21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515		23.563 3,956.620 47,479.445	24.034 4,035.709 48,428.510	24.755 4,156.777 49,881.325	
60		1	Clerk 2 - Diagnostic Imaging	Shared Health - DSM	1950	Hourly Monthly Annual	21.361 3,471.163 41,653.950	21.985 3,572.563 42,870.750	22.628 3,677.050 44,124.600	23.294 3,785.275 45,423.300	23.978 3,896.425 46,757.100		24.458 3,974.425 47,693.100	24.947 4,053.888 48,646.650	25.695 4,175.438 50,105.250	
61		1	Clerk 2 - Receptionist	CCMB	2015	Hourly Monthly Annual	20.581 3,455.893 41,470.715	21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515		23.563 3,956.620 47,479.445	24.034 4,035.709 48,428.510	24.755 4,156.777 49,881.325	
62		1	Clerk 3	SH	1950	Hourly Monthly Annual	22.153 3,599.863 43,198.350	22.802 3,705.325 44,463.900	23.469 3,813.713 45,764.550	24.161 3,926.163 47,113.950	24.869 4,041.213 48,494.550		25.366 4,121.975 49,463.700	25.873 4,204.363 50,452.350	26.649 4,330.463 51,965.550	
63		1	Clerk 3	SH	1950	Hourly Monthly Annual	22.153 3,599.863 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500		25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
64		1	Clerk 3	Shared Health - DSM	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500				25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500
65		1	Clerk 3	HSC / Shared Health	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500				25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500
66		1	Clerk 3	CCMB	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050				25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750
67		1	Clerk 3 Bethesda	SH	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050				25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750
68		1	Clerk 3 PMH	SH	1950	Hourly 22.512 Monthly 3,658.200 Annual 43,898.400	23.172 3,765.450 45,185.400	23.851 3,875.788 46,509.450	24.553 3,989.863 47,878.350	25.275 4,107.188 49,286.250				25.781 4,189.413 50,272.950	26.297 4,273.263 51,279.150	27.086 4,401.475 52,817.700
69		1	Clerk 3 - 2015	HSC	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050				25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750
70		2	Clerk 3 - CPL	SH	1885	Hourly 25.438 Monthly 3,995.886 Annual 47,950.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
71		1,3	Clerk 3 (Flin Flon, The Pas & Thomp)	SH (Northern Scale)	2015	Hourly 23.234 Monthly 3,901.376 Annual 46,816.510	23.917 4,016.063 48,192.755	24.619 4,133.940 49,607.285	25.345 4,255.848 51,070.175	26.088 4,380.610 52,567.320				26.610 4,468.263 53,619.150	27.142 4,557.594 54,691.130	27.956 4,694.278 56,331.340
72		1	Clerk 4	HSC	1950	Hourly 22.976 Monthly 3,733.600 Annual 44,803.200	23.649 3,842.963 46,115.550	24.344 3,955.900 47,470.800	25.059 4,072.088 48,865.050	25.795 4,191.688 50,300.250				26.311 4,275.538 51,306.450	26.837 4,361.013 52,332.150	27.642 4,491.825 53,901.900
73		1	Clerk 4	Shared Health - DSM	1950	Hourly 22.976 Monthly 3,733.600 Annual 44,803.200	23.649 3,842.963 46,115.550	24.344 3,955.900 47,470.800	25.059 4,072.088 48,865.050	25.795 4,191.688 50,300.250				26.311 4,275.538 51,306.450	26.837 4,361.013 52,332.150	27.642 4,491.825 53,901.900
74		1	Clerk 4	SH	2015	Hourly 21.361 Monthly 3,586.868 Annual 43,042.415	21.986 3,691.816 44,301.790	22.628 3,799.618 45,595.420	23.294 3,911.451 46,937.410	23.977 4,026.138 48,313.655	24.659 4,147.275 49,740.900			24.457 4,106.738 49,280.855	24.946 4,188.849 50,266.190	25.694 4,314.451 51,773.410
75		2	Clerk 4	CCMB	2015	Hourly 22.270 Monthly 3,739.504 Annual 44,874.050	22.926 3,849.658 46,195.890	23.599 3,962.665 47,551.985	24.294 4,079.368 48,952.410	25.009 4,199.428 50,393.135	25.745 4,323.015 51,876.175			26.260 4,409.492 52,913.900	26.785 4,497.648 53,971.775	27.589 4,632.653 55,591.835
76		1	Clerk 4 - HIS - Shared Health	SH	1950	Hourly 22.976 Monthly 3,733.600 Annual 44,803.200	23.649 3,842.963 46,115.550	24.344 3,955.900 47,470.800	25.059 4,072.088 48,865.050	25.795 4,191.688 50,300.250				26.311 4,275.538 51,306.450	26.837 4,361.013 52,332.150	27.642 4,491.825 53,901.900
77		2	Clerk 5	HSC	1950	Hourly 23.100 Monthly 3,753.750 Annual 45,045.000	23.778 3,863.925 46,367.100	24.478 3,977.675 47,732.100	25.198 4,094.675 49,136.100	25.942 4,215.575 50,586.900	26.708 4,340.050 52,080.600			27.242 4,426.825 53,121.900	27.787 4,515.388 54,184.650	28.621 4,650.913 55,810.950
78		1	Clerk Typist 1	HSC	1950	Hourly 20.581 Monthly 3,344.413 Annual 40,132.950	21.187 3,442.888 41,314.650	21.805 3,543.313 42,519.750	22.442 3,646.825 43,761.900	23.101 3,753.913 45,046.950				23.563 3,828.988 45,947.850	24.034 3,905.525 46,866.300	24.755 4,022.688 48,272.250
79		1	Clerk Typist 2	HSC	1950	Hourly 21.361 Monthly 3,471.163 Annual 41,653.950	21.985 3,572.563 42,870.750	22.628 3,677.050 44,124.600	23.294 3,785.275 45,423.300	23.978 3,896.425 46,757.100				24.458 3,974.425 47,693.100	24.947 4,053.888 48,646.650	25.695 4,175.438 50,105.250
80		1	Clerk Typist 2	SH	1950	Hourly 21.361 Monthly 3,471.163 Annual 41,653.950	21.985 3,572.563 42,870.750	22.628 3,677.050 44,124.600	23.294 3,785.275 45,423.300	23.978 3,896.425 46,757.100				24.458 3,974.425 47,693.100	24.947 4,053.888 48,646.650	25.695 4,175.438 50,105.250
81		1	Clerk Typist 2 - Eden	Eden Mental Health Centre	2015	Hourly 22.153 Monthly 3,719.858 Annual 44,638.295	22.802 3,828.836 45,946.030	23.470 3,941.004 47,292.050	24.161 4,057.035 48,684.415	24.870 4,176.088 50,113.050				25.367 4,259.542 51,114.505	25.874 4,344.676 52,136.110	26.650 4,474.979 53,699.750
82		1	Clerk Typist 3	Shared Health - DSM	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500				25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500
83		1	Clerk Typist 3	HSC	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500				25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500
84		1	Clerk Typist 4	SH	2015	Hourly 21.361 Monthly 3,586.868 Annual 43,042.415	21.986 3,691.816 44,301.790	22.628 3,799.618 45,595.420	23.294 3,911.451 46,937.410	23.977 4,026.138 48,313.655				24.457 4,106.738 49,280.855	24.946 4,188.849 50,266.190	25.694 4,314.451 51,773.410

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- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
85		1	Clerk/Receptionist - BHC	SH	1950	Hourly 22.975 Monthly 3,733.438 Annual 44,801.250	23.649 3,842.963 46,115.550	24.343 3,955.738 47,468.850	25.058 4,071.925 48,863.100	25.793 4,191.363 50,296.350				26.309 4,275.213 51,302.550	26.835 4,360.688 52,328.250	27.640 4,491.500 53,898.000
86		2	Client Support Unit Clerk - CPL	SH	1885	Hourly 25.438 Monthly 3,995.886 Annual 47,950.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
87		2	Client Support Unit Supervisor - CPL	SH	1885	Hourly 29.788 Monthly 4,679.198 Annual 56,150.380	30.483 4,788.371 57,460.455	31.318 4,919.536 59,034.430	32.067 5,037.191 60,446.295	32.979 5,180.451 62,165.415	33.867 5,319.941 63,839.295			34.544 5,426.287 65,115.440	35.235 5,534.831 66,417.975	36.292 5,700.868 68,410.420
88		2	Clinic Assistant	RCC	1950	Hourly 21.820 Monthly 3,545.750 Annual 42,549.000	22.462 3,650.075 43,800.900	23.122 3,757.325 45,087.900	23.801 3,867.663 46,411.950	24.503 3,981.738 47,780.850	25.225 4,099.063 49,188.750			25.730 4,181.125 50,173.500	26.245 4,264.813 51,177.750	27.032 4,392.700 52,712.400
89		2	Clinical Research Professional	CCMB	2015	Hourly 32.971 Monthly 5,536.380 Annual 66,436.565	33.687 5,656.609 67,879.305	34.416 5,779.020 69,348.240	35.163 5,904.454 70,853.445	35.929 6,033.078 72,396.935	36.778 6,175.639 74,107.670			37.514 6,299.226 75,590.710	38.264 6,425.163 77,101.960	39.412 6,617.932 79,415.180
90		2	Clinical Technician	RCC	1950	Hourly 28.319 Monthly 4,601.838 Annual 55,222.050	29.154 4,737.525 56,850.300	30.015 4,877.438 58,529.250	30.900 5,021.250 60,255.000	31.814 5,169.775 62,037.300	32.757 5,323.013 63,876.150			33.412 5,429.450 65,153.400	34.080 5,538.000 66,456.000	35.102 5,704.075 68,448.900
91		2	Clinical Technologist	RCC	1950	Hourly 37.905 Monthly 6,159.563 Annual 73,914.750	39.503 6,419.238 77,030.850	41.222 6,698.575 80,382.900	42.244 6,864.650 82,375.800	43.408 7,053.800 84,645.600			44.276 7,194.850 86,338.200	45.162 7,338.825 88,065.900	46.517 7,559.013 90,708.150	
92		2	Coding Technologist	HSC	1950	Hourly 34.889 Monthly 5,669.463 Annual 68,033.550	35.925 5,837.813 70,053.750	36.989 6,010.713 72,128.550	38.083 6,188.488 74,261.850	39.214 6,372.275 76,467.300	40.379 6,561.588 78,739.050			41.187 6,692.888 80,314.650	42.011 6,826.788 81,921.450	43.271 7,031.538 84,378.450
93		2	Communication Systems Technologist	HSC	2080	Hourly 39.507 Monthly 6,847.880 Annual 82,174.560	41.212 7,143.413 85,720.960	43.069 7,465.293 89,583.520	44.160 7,654.400 91,852.800	45.028 7,804.853 93,658.240			45.929 7,961.027 95,532.320	46.848 8,120.320 97,443.840	48.253 8,363.853 100,366.240	
94		2	Communications & Special Events Officer	HSC	1950	Hourly 26.641 Monthly 4,329.163 Annual 51,949.950	27.758 4,510.675 54,128.100	28.839 4,686.338 56,236.050	30.024 4,878.900 58,546.800	31.179 5,066.588 60,799.050	32.420 5,268.250 63,219.000	33.721 5,479.663 65,755.950	34.992 5,686.200 68,234.400	35.962 5,799.950 69,599.400	37.498 5,915.975 70,991.700	39.498 6,093.425 73,121.100
95		2	Community Project Assistant	SH	1885	Hourly 40.975 Monthly 6,436.490 Annual 77,237.875	42.527 6,680.283 80,163.395	44.113 6,929.417 83,153.005	45.833 7,199.600 86,395.205	47.666 7,487.534 89,850.410	49.634 7,796.674 93,560.090			50.627 7,952.658 95,431.895	51.640 8,111.783 97,341.400	53.189 8,355.105 100,261.265
96		2	Confidential Waste Transporter	HSC	2015	Hourly 20.655 Monthly 3,468.319 Annual 41,619.825	21.260 3,569.908 42,838.900	21.885 3,674.856 44,098.275	22.529 3,782.995 45,395.935	23.191 3,894.155 46,729.865	23.871 4,008.339 48,100.065			24.348 4,088.435 49,061.220	25.580 4,170.210 50,042.525	26.580 4,295.308 51,543.700
97	23-52C	2	Cook - HSC 2015	HSC	2015	Hourly 23.462 Monthly 3,939.661 Annual 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250	27.127 4,555.075 54,660.905			27.670 4,646.254 55,755.050	28.223 4,739.112 56,869.345	29.070 4,881.338 58,576.050
98	23-52C	2	Cook 1	Eden Mental Health Centre	2080	Hourly 23.462 Monthly 4,066.747 Annual 48,800.960	24.150 4,186.000 50,232.000	24.862 4,309.413 51,712.960	25.595 4,436.467 53,237.600	26.350 4,567.333 54,808.000	27.127 4,702.013 56,424.160			27.670 4,796.133 57,553.600	28.223 4,891.987 58,703.840	29.070 5,038.800 60,465.600
99	23-52C	2	Cook 1 - AFM	SH	2080	Hourly 23.462 Monthly 4,066.747 Annual 48,800.960	24.150 4,186.000 50,232.000	24.862 4,309.413 51,712.960	25.595 4,436.467 53,237.600	26.350 4,567.333 54,808.000	27.127 4,702.013 56,424.160			27.670 4,796.133 57,553.600	28.223 4,891.987 58,703.840	29.070 5,038.800 60,465.600
100	23-52C	2	Cook 1 - SMHC	SMHC	2080	Hourly 23.462 Monthly 4,066.747 Annual 48,800.960	24.150 4,186.000 50,232.000	24.862 4,309.413 51,712.960	25.595 4,436.467 53,237.600	26.350 4,567.333 54,808.000	27.127 4,702.013 56,424.160			27.670 4,796.133 57,553.600	28.223 4,891.987 58,703.840	29.070 5,038.800 60,465.600
101	23-52UC	2	Cook 1 (Uncertified) - Eden	Eden Mental Health Centre	2080	Hourly 20.531 Monthly 3,558.707 Annual 42,704.480	21.137 3,663.747 43,964.960	21.755 3,770.867 45,250.400	22.392 3,881.280 46,575.360	23.051 3,995.507 47,946.080	23.728 4,112.853 49,354.240			24.203 4,195.187 50,342.240	24.687 4,279.080 51,348.960	25.428 4,407.520 52,890.240
102	23-52DS	2	Cook 2 - 1950	SH	1950	Hourly 23.967 Monthly 3,894.638 Annual 46,735.650	24.676 4,009.850 48,118.200	25.402 4,127.825 49,533.900	26.150 4,249.375 50,992.500	26.920 4,374.500 52,494.000	27.714 4,503.525 54,042.300			28.268 4,593.550 55,122.600	28.833 4,685.363 56,224.350	29.698 4,825.925 57,911.100
103	23-52C	2	Cook 2 - SMHC	SMHC	2080	Hourly 23.462 Monthly 4,066.747 Annual 48,800.960	24.150 4,186.000 50,232.000	24.862 4,309.413 51,712.960	25.595 4,436.467 53,237.600	26.350 4,567.333 54,808.000	27.127 4,702.013 56,424.160			27.670 4,796.133 57,553.600	28.223 4,891.987 58,703.840	29.070 5,038.800 60,465.600
104	23-52DS	2	Cook 3 - Eden	Eden Mental Health Centre	2080	Hourly 23.967 Monthly 4,154.280 Annual 49,851.360	24.676 4,277.173 51,326.080	25.402 4,403.013 52,836.160	26.150 4,532.667 54,392.000	26.920 4,666.133 55,993.600	27.714 4,803.760 57,645.120			28.268 4,899.787 58,797.440	28.833 4,997.720 59,972.640	29.698 5,147.653 61,771.840
105	23-52DS	2	Cook 3 - AFM	SH	2080	Hourly 23.967 Monthly 4,154.280 Annual 49,851.360	24.676 4,277.173 51,326.080	25.402 4,403.013 52,836.160	26.150 4,532.667 54,392.000	26.920 4,666.133 55,993.600	27.714 4,803.760 57,645.120			28.268 4,899.787 58,797.440	28.833 4,997.720 59,972.640	29.698 5,147.653 61,771.840

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
127		2	Director - Health Records	RCC	1950	Hourly 34.889 Monthly 5,669.463 Annual 68,033.550	35.925 5,837.813 70,053.750	36.989 6,010.713 72,128.550	38.083 6,188.488 74,261.850	39.214 6,372.275 76,467.300	40.379 6,561.588 78,739.050			41.187 6,692.888 80,314.650	42.011 6,826.788 81,921.450	43.271 7,031.538 84,378.450
128		2	Dispatcher-Central Transport	SH	2015	Hourly 21.453 Monthly 3,602.316 Annual 43,227.795	22.083 3,708.104 44,497.245	22.732 3,817.082 45,804.980	23.401 3,929.418 47,153.015	24.090 4,045.113 48,541.350	24.798 4,163.998 49,967.970			25.294 4,247.284 50,967.410	25.800 4,332.250 51,987.000	26.574 4,462.218 53,546.610
129		2	Driver / Maintenance Asst.	RCC	1950	Hourly 20.143 Monthly 3,273.238 Annual 39,278.850	20.734 3,369.275 40,431.300	21.342 3,468.075 41,616.900	21.970 3,570.125 42,841.500	22.615 3,674.938 44,099.250	23.280 3,783.000 45,396.000			23.746 3,858.725 46,304.700	24.221 3,935.913 47,230.950	24.948 4,054.050 48,648.600
130		2	DSM Laboratory Aide	Shared Health - DSM	2015	Hourly 18.606 Monthly 3,124.258 Annual 37,491.090	19.149 3,215.436 38,585.235	19.709 3,309.470 39,713.635	20.289 3,406.861 40,882.335	20.884 3,506.772 42,081.260	21.496 3,609.537 43,314.440			21.926 3,681.741 44,180.890	22.365 3,755.456 45,065.475	23.036 3,868.128 46,417.540
131		2	Duplicating Machine Operator	HSC	2015	Hourly 20.937 Monthly 3,515.671 Annual 42,188.055	21.537 3,616.421 43,397.055	22.155 3,720.194 44,642.325	22.794 3,827.493 45,929.910	23.446 3,936.974 47,243.690	24.117 4,049.646 48,595.755			24.599 4,130.582 49,566.985	25.091 4,213.197 50,558.365	25.844 4,339.638 52,075.660
132	23-12E	2	Electrician	HSC	2080	Hourly 43.741 Monthly 7,581.773 Annual 90,981.280	45.039 7,806.760 93,681.120							45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
133		2	Electronic Technician	HSC	2080	Hourly 42.101 Monthly 7,297.507 Annual 87,570.080	42.873 7,431.320 89,175.840	43.683 7,571.720 90,860.640	45.028 7,804.853 93,658.240					45.929 7,961.027 95,532.320	46.848 8,120.320 97,443.840	48.253 8,363.853 100,366.240
134		2	Environmental Control Technician	HSC	2080	Hourly 45.028 Monthly 7,804.853 Annual 93,658.240								45.929 7,961.027 95,532.320	46.848 8,120.320 97,443.840	48.253 8,363.853 100,366.240
135		2	Equipment & Supply Coord	SH	2015	Hourly 24.453 Monthly 4,106.066 Annual 49,272.795	25.176 4,227.470 50,729.640	25.916 4,351.728 52,220.740	26.682 4,480.353 53,764.230	27.467 4,612.167 55,346.005	28.279 4,748.515 56,982.185			28.845 4,843.556 58,122.675	29.422 4,940.444 59,285.330	30.305 5,088.715 61,064.575
136		2	External Interface Analyst - CPL	SH	1885	Hourly 37.319 Monthly 5,862.193 Annual 70,346.315	38.675 6,075.198 72,902.375	40.052 6,291.502 75,498.020	41.527 6,523.200 78,278.395	43.047 6,761.966 81,143.595	44.751 7,029.636 84,355.635	46.410 7,290.238 87,482.850	48.157 7,564.662 90,775.945	49.120 7,715.933 92,591.200	50.102 7,870.189 94,442.270	51.605 8,106.285 97,275.425
137		2	Facilities Manager	SH	1885	Hourly 38.896 Monthly 6,109.913 Annual 73,318.960	40.334 6,335.799 76,029.590	41.886 6,579.593 78,955.110	43.539 6,839.251 82,071.015	45.259 7,109.435 85,313.215	47.082 7,395.798 88,749.570			48.204 7,543.770 90,525.240	49.884 7,694.570 92,334.840	50.454 7,925.483 95,105.790
138		2	Facility Manager - CPL	SH	2080	Hourly 30.579 Monthly 5,300.360 Annual 63,604.320	31.611 5,479.240 65,750.880	32.762 5,678.747 68,144.960	33.943 5,883.453 70,601.440	34.974 6,062.160 72,745.920			35.673 6,183.320 74,199.840	36.386 6,306.907 75,682.880	37.478 6,496.187 77,954.240	
139		2	Financial Reporting Assistant	SH	1950	Hourly 23.537 Monthly 3,824.763 Annual 45,897.150	24.222 3,936.075 47,232.900	24.925 4,050.313 48,603.750	25.659 4,169.588 50,035.050	26.410 4,291.625 51,499.500	27.181 4,416.913 53,002.950	27.990 4,548.375 54,580.500		28.550 4,639.375 55,672.500	29.121 4,732.163 56,785.950	29.995 4,874.188 58,490.250
140		2	Fire Safety Officer	HSC	2015	Hourly 39.373 Monthly 6,611.383 Annual 79,336.595	40.543 6,807.845 81,694.145	41.743 7,009.345 84,112.145	42.984 7,217.730 86,612.760	44.261 7,432.160 89,185.915	45.571 7,652.130 91,825.565			46.482 7,805.103 93,661.230	47.412 7,961.265 95,535.180	48.834 8,200.043 98,400.510
141		1	Float Clerk	CCMB	2015	Hourly 22.976 Monthly 3,858.053 Annual 46,296.640	23.649 3,971.061 47,652.735	24.344 4,087.763 49,053.160	25.059 4,207.824 50,493.885	25.795 4,331.410 51,976.925			26.311 4,418.055 53,016.665	26.837 4,506.380 54,076.555	27.642 4,641.553 55,698.630	
142		2	Flooring Applicator	HSC	2080	Hourly 32.786 Monthly 5,682.907 Annual 68,194.880								33.442 5,796.613 69,559.360	34.111 5,912.573 70,950.880	35.134 6,089.893 73,078.720
143		2	Florist	HSC	2015	Hourly 19.876 Monthly 3,337.512 Annual 40,050.140	20.459 3,435.407 41,224.885	21.060 3,536.325 42,435.900	21.677 3,639.930 43,679.155	22.315 3,747.060 44,964.725	22.971 3,857.214 46,286.565			23.430 3,934.288 47,211.450	23.899 4,013.040 48,156.485	24.616 4,133.437 49,601.240
144		1	Forms Management Clerk	SH	2015	Hourly 21.310 Monthly 3,578.304 Annual 42,939.650	21.935 3,683.252 44,199.025	22.579 3,791.390 45,496.685	23.241 3,902.551 46,830.615	23.921 4,016.735 48,200.815			24.399 4,096.999 49,163.985	24.887 4,178.942 50,147.305	25.634 4,304.376 51,652.510	
145		2	Gift Shop Clerk	HSC	2015	Hourly 18.606 Monthly 3,124.258 Annual 37,491.090	19.149 3,215.436 38,585.235	19.709 3,309.470 39,713.635	20.289 3,406.861 40,882.335	20.884 3,506.772 42,081.260	21.496 3,609.537 43,314.440			21.926 3,681.741 44,180.890	22.365 3,755.456 45,065.475	23.036 3,868.128 46,417.540
146		1	Groundskeeper	HSC	2080	Hourly 27.854 Monthly 4,828.027 Annual 57,936.320	28.453 4,931.853 59,182.240	29.073 5,039.320 60,471.840						29.654 5,140.027 61,680.320	30.247 5,242.813 62,913.760	31.154 5,400.027 64,800.320
147		2	Health Information Analyst	HSC	1950	Hourly 37.567 Monthly 6,104.638 Annual 73,255.650	38.688 6,286.800 75,441.600	39.833 6,472.863 77,674.350	41.015 6,664.938 79,979.250	42.228 6,862.050 82,344.600	43.481 7,065.663 84,787.950			44.351 7,207.038 86,484.450	45.238 7,351.175 88,214.100	46.595 7,571.688 90,860.250

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
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A1. Effective September 30, 2025

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
148		2	Health Information Analyst	CCMB	2015	Hourly 37.567 Monthly 6,308.125 Annual 75,697.505	38.688 6,496.360 77,956.320	39.833 6,688.625 80,263.495	41.015 6,887.102 82,645.225	42.228 7,090.785 85,089.420	43.481 7,301.185 87,614.215			44.351 7,447.272 89,367.265	45.238 7,596.214 91,154.570	46.595 7,824.077 93,888.925
149		2	Health Information Correspondent	HSC	1950	Hourly 36.016 Monthly 5,852.600 Annual 70,231.200	37.080 6,025.500 72,306.000	38.180 6,204.250 74,451.000	39.313 6,388.363 76,660.350	40.477 6,577.513 78,930.150	41.677 6,772.513 81,270.150			42.511 6,908.038 82,896.450	43.361 7,046.163 84,553.950	44.662 7,257.575 87,090.900
150		2	Health Information Mgmt Technician	Shared Health (MATC)	1950	Hourly 34.889 Monthly 5,669.463 Annual 68,033.550	35.925 5,837.813 70,053.750	36.989 6,010.713 72,128.550	38.083 6,188.488 74,261.850	39.214 6,372.275 76,467.300	40.379 6,561.588 78,739.050			41.187 6,692.888 80,314.650	42.011 6,826.788 81,921.450	43.271 7,031.538 84,378.450
151		2	Helper	HSC	2080	Hourly 24.171 Monthly 4,189.640 Annual 50,275.680	24.667 4,275.613 51,307.360	25.231 4,373.373 52,480.480	26.890 4,660.933 55,931.200					27.428 4,754.187 57,050.240	27.977 4,849.347 58,192.160	28.816 4,994.773 59,937.280
152		2	Helper 2	HSC	2080	Hourly 25.812 Monthly 4,474.080 Annual 53,688.960	26.446 4,583.973 55,007.680	27.098 4,696.987 56,363.840	27.763 4,812.253 57,747.040					28.318 4,908.453 58,901.440	28.884 5,006.560 60,078.720	29.751 5,156.840 61,882.080
153	23-53HA	1	Housekeeping Aide - 2080 (Eden)	Eden Mental Health Centre	2080	Hourly 19.759 Monthly 3,424.893 Annual 41,098.720	20.339 3,525.427 42,305.120	20.934 3,628.560 43,542.720	21.546 3,734.640 44,815.680	22.177 3,844.013 46,128.160				22.621 3,920.973 47,051.680	23.073 3,999.320 47,991.840	23.765 4,119.267 49,431.200
154	23-53HA	1	Housekeeping Aide 1	HSC	2015	Hourly 19.759 Monthly 3,317.865 Annual 39,814.385	20.339 3,415.257 40,983.085	20.934 3,515.168 42,182.010	21.546 3,617.933 43,415.190	22.177 3,723.888 44,686.655				22.621 3,798.443 45,581.315	23.073 3,874.341 46,492.095	23.765 3,990.540 47,886.475
155	23-53HA2	1	Housekeeping Aide 2	HSC	2015	Hourly 21.187 Monthly 3,557.650 Annual 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670				24.254 4,072.651 48,871.810	24.739 4,154.090 49,849.085	25.481 4,278.685 51,344.215
156	23-53HA	1	Housekeeping Aide 2 - 1950	RCC	1950	Hourly 19.759 Monthly 3,210.838 Annual 38,530.050	20.339 3,305.088 39,661.050	20.934 3,401.775 40,821.300	21.546 3,501.225 42,014.700	22.177 3,603.763 43,245.150				22.621 3,675.913 44,110.950	23.073 3,749.363 44,992.350	23.765 3,861.813 46,341.750
157	23-53HA2	1	Housekeeping Porter	RCC	1950	Hourly 21.187 Monthly 3,442.888 Annual 41,314.650	21.805 3,543.313 42,519.750	22.442 3,646.825 43,761.900	23.101 3,753.913 45,046.950	23.778 3,863.925 46,367.100				24.254 3,941.275 47,295.300	24.739 4,020.088 48,241.050	25.481 4,140.663 49,687.950
158		2	Imaging Clerk	SH	2015	Hourly 21.473 Monthly 3,605.675 Annual 43,268.095	22.103 3,711.462 44,537.545	22.752 3,820.440 45,845.280	23.420 3,932.608 47,191.300	24.111 4,048.639 48,583.665	24.820 4,167.692 50,012.300			25.316 4,250.978 51,011.740	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955
159	23-202	2	Imaging Equipment Technologist	SH	2015	Hourly 42.807 Monthly 7,188.009 Annual 86,256.105	44.415 7,458.019 89,496.225	46.086 7,738.608 92,863.290	47.820 8,029.775 96,357.300	49.619 8,331.857 99,982.285				50.611 8,498.430 101,981.165	51.623 8,668.362 104,020.345	53.172 8,928.465 107,141.580
160		2	Imaging Scheduling Clerk	SH	1950	Hourly 21.473 Monthly 3,489.363 Annual 41,872.350	22.103 3,591.738 43,100.850	22.752 3,697.200 44,366.400	23.420 3,805.750 45,669.000	24.111 3,918.038 47,016.450	24.820 4,033.250 48,399.000			25.316 4,113.850 49,366.200	25.822 4,196.075 50,352.900	26.597 4,322.013 51,864.150
161		2	Industrial Mechanic	HSC	2080	Hourly 43.857 Monthly 7,601.880 Annual 91,222.560								44.734 7,753.893 93,046.720	45.629 7,909.027 94,908.320	46.998 8,146.320 97,755.840
162		2	Infection Control Assistant	HSC	1950	Hourly 27.371 Monthly 4,447.788 Annual 53,373.450	28.312 4,600.700 55,208.400	29.289 4,759.463 57,113.550	30.296 4,923.100 59,077.200	31.337 5,092.263 61,107.150	32.419 5,268.088 63,217.050	33.532 5,448.950 65,387.400	34.700 5,638.750 67,665.000	35.394 5,751.525 69,018.300	36.102 5,866.575 70,398.900	37.185 6,042.563 72,510.750
163		2	Info Communication&Technology-SMHC-PIO	SMHC	1885	Hourly 30.592 Monthly 4,805.493 Annual 57,665.920	31.633 4,969.017 59,628.205	32.794 5,151.391 61,816.690	33.987 5,338.791 64,065.495	35.213 5,531.375 66,376.505	36.547 5,740.925 68,891.095			37.278 5,855.753 70,269.030	38.024 5,972.937 71,675.240	39.165 6,152.169 73,826.025
164		2	Information and Paging Clerk	HSC	1950	Hourly 21.473 Monthly 3,489.363 Annual 41,872.350	22.103 3,591.738 43,100.850	22.752 3,697.200 44,366.400	23.420 3,805.750 45,669.000	24.111 3,918.038 47,016.450	24.820 4,033.250 48,399.000			25.316 4,113.850 49,366.200	25.822 4,196.075 50,352.900	26.597 4,322.013 51,864.150
165		2	Ingredient Controller 1	HSC	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
166		2	Institutional Safety Officer	HSC / Shared Health	2080	Hourly 35.837 Monthly 6,211.747 Annual 74,540.960	36.899 6,395.827 76,749.920	37.992 6,585.280 79,023.360	39.118 6,780.453 81,365.440	40.279 6,981.693 83,780.320	41.472 7,188.480 86,261.760			42.301 7,332.173 87,986.080	43.147 7,478.813 89,745.760	44.441 7,703.107 92,437.280
167		2	Instrument Integration Specialist - CPL	SH	1885	Hourly 37.319 Monthly 5,862.193 Annual 70,346.315	38.675 6,075.198 72,902.375	40.052 6,291.502 75,498.020	41.527 6,523.200 78,278.395	43.047 6,761.966 81,143.595	44.751 7,029.636 84,355.635	46.410 7,290.238 87,482.850	48.157 7,564.662 90,775.945	49.120 7,715.933 92,591.200	50.102 7,870.189 94,442.270	51.605 8,106.285 97,275.425
168		2	Inventory Control Assistant	SH	2015	Hourly 24.240 Monthly 4,070.300 Annual 48,843.600	24.955 4,190.360 50,284.325	25.687 4,313.275 51,759.305	26.445 4,440.556 53,286.675	27.226 4,571.699 54,860.390	28.029 4,706.536 56,478.435			28.590 4,800.738 57,608.850	29.162 4,896.786 58,761.430	30.037 5,043.713 60,524.555

CUPE Shared Health Employer Organization
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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
169		2	Inventory Tech - Pan Am Clinic	SH	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375		25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
170		2	Inventory Technician / Stores	SH	2015	Hourly Monthly Annual	21.820 3,663.942 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375		25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
171		2	Lab Aide - Research Lab	CCMB	2015	Hourly Monthly Annual	18.606 3,124.258 37,491.090	19.149 3,215.436 38,585.235	19.709 3,309.470 39,713.635	20.289 3,406.861 40,882.335	20.884 3,506.772 42,081.260	21.496 3,609.537 43,314.440		21.926 3,681.741 44,180.890	22.365 3,755.456 45,065.475	23.036 3,868.128 46,417.540
172		2	Lab Aide 1	SH	2015	Hourly Monthly Annual	18.825 3,161.031 37,932.375	19.374 3,253.218 39,038.610	19.943 3,348.762 40,185.145	20.525 3,446.490 41,357.875	21.132 3,548.415 42,580.980	21.751 3,652.355 43,828.265		22.186 3,725.399 44,704.790	22.630 3,799.954 45,599.450	23.309 3,913.970 46,967.635
173		2	Laboratory Aide	HSC	2015	Hourly Monthly Annual	18.606 3,124.258 37,491.090	19.149 3,215.436 38,585.235	19.709 3,309.470 39,713.635	20.289 3,406.861 40,882.335	20.884 3,506.772 42,081.260	21.496 3,609.537 43,314.440		21.926 3,681.741 44,180.890	22.365 3,755.456 45,065.475	23.036 3,868.128 46,417.540
174	23-55UMDR	2	Laboratory Assistant - CPL	SH	2080	Hourly Monthly Annual	19.947 3,457.480 41,489.760	20.530 3,558.533 42,702.400	21.137 3,663.747 43,964.960	21.755 3,770.867 45,250.400	22.394 3,881.627 46,579.520	23.051 3,995.507 47,946.080		23.512 4,075.413 48,904.960	23.982 4,156.880 49,882.560	24.701 4,281.507 51,378.080
175		2	Language Access Interpreter	SH	1950	Hourly Monthly Annual	28.778 4,676.425 56,117.100	30.617 4,975.263 59,703.150	32.580 5,294.250 63,531.000	34.669 5,633.713 67,604.550				35.362 5,746.325 68,955.900	36.069 5,861.213 70,334.550	37.151 6,037.038 72,444.450
176	23-12HL	2	Lead Hand - Carpentry	HSC	2080	Hourly Monthly Annual	42.177 7,310.680 87,728.160	43.428 7,527.520 90,330.240						44.297 7,678.147 92,137.760	45.183 7,831.720 93,980.640	46.538 8,066.587 96,799.040
177		2	Lead Hand - Comm. Systems Technologist	HSC	2080	Hourly Monthly Annual	46.969 8,141.293 97,695.520	47.612 8,252.747 99,032.960	48.262 8,365.413 100,384.960					49.227 8,532.680 102,392.160	50.212 8,703.413 104,440.960	51.718 8,964.453 107,573.440
178	23-12EL	2	Lead Hand - Electrical	HSC	2080	Hourly Monthly Annual	46.869 8,123.960 97,487.520	48.262 8,365.413 100,384.960						49.227 8,532.680 102,392.160	50.212 8,703.413 104,440.960	51.718 8,964.453 107,573.440
179		2	Lead Hand - Electronics	HSC	2080	Hourly Monthly Annual	46.969 8,141.293 97,695.520	47.612 8,252.747 99,032.960	48.262 8,365.413 100,384.960					49.227 8,532.680 102,392.160	50.212 8,703.413 104,440.960	51.718 8,964.453 107,573.440
180	23-53HALH	1	Lead Hand - Housekeeping	HSC	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125		25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290	
181		2	Lead Hand - Industrial Mechanic	HSC	2080	Hourly Monthly Annual	45.801 7,938.840 95,266.080	46.439 8,049.427 96,593.120	47.094 8,162.960 97,955.520					48.036 8,326.240 99,914.880	48.997 8,492.813 101,913.760	50.467 8,747.613 104,971.360
182		2	Lead Hand - ISO Security Personnel NEW in Apr 2024	HSC	2080	Hourly Monthly Annual	38.491 6,671.773 80,061.280	39.631 6,869.373 82,432.480	40.806 7,073.040 84,876.480	42.018 7,283.120 87,397.440	43.266 7,499.440 89,993.280	44.548 7,721.653 92,659.840		45.439 7,876.093 94,513.120	46.348 8,033.653 96,403.840	47.738 8,274.587 99,295.040
183		2	Lead Hand - ISO Security Personnel	HSC, SH	2080	Hourly Monthly Annual	38.491 6,671.773 80,061.280	39.631 6,869.373 82,432.480	40.806 7,073.040 84,876.480	42.018 7,283.120 87,397.440	43.266 7,499.440 89,993.280	44.548 7,721.653 92,659.840		45.439 7,876.093 94,513.120	46.348 8,033.653 96,403.840	47.738 8,274.587 99,295.040
184	23-54LALH	1	Lead Hand - Linen Services	HSC	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125		25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290	
185	23-55MDRL	2	Lead Hand - Medical Device Reprocessing	HSC	2015	Hourly Monthly Annual	26.098 4,382.289 52,587.470	26.869 4,511.753 54,141.035	27.659 4,644.407 55,732.885	28.477 4,781.763 57,381.155	29.318 4,922.981 59,075.770	30.185 5,068.565 60,822.775		30.789 5,169.986 62,039.835	31.405 5,273.423 63,281.075	32.347 5,431.600 65,179.205
186	23-12GL	2	Lead Hand - Painter	HSC	2080	Hourly Monthly Annual	39.114 6,779.760 81,357.120	40.275 6,981.000 83,772.000						41.081 7,120.707 85,448.480	41.903 7,263.187 87,158.240	43.160 7,481.067 89,772.800
187	23-12FL	2	Lead Hand - Plumber	HSC	2080	Hourly Monthly Annual	46.869 8,123.960 97,487.520	48.262 8,365.413 100,384.960						49.227 8,532.680 102,392.160	50.212 8,703.413 104,440.960	51.718 8,964.453 107,573.440
188	23-52DALH	1	Lead Hand - Retail Services	HSC	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125		25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290	
189		2	Lead Hand - Warehouse Operations	HSC	2015	Hourly Monthly Annual	23.767 3,990.875 47,890.505	24.468 4,108.585 49,303.020	25.186 4,229.149 50,749.790	25.929 4,353.911 52,246.935	26.693 4,482.200 53,786.395	27.481 4,614.518 55,374.215		28.031 4,706.872 56,482.465	28.592 4,801.073 57,612.880	29.450 4,945.146 59,341.750

CUPE Shared Health Employer Organization
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A1. Effective September 30, 2025

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
190		2	Library Technician 1	HSC	1950	Hourly Monthly Annual	23.021 3,740.913 44,890.950	23.697 3,850.763 46,209.150	24.397 3,964.513 47,574.150	25.116 4,081.350 48,976.200	25.854 4,201.275 50,415.300	26.615 4,324.938 51,899.250		27.147 4,411.388 52,936.650	27.690 4,499.625 53,995.500	28.521 4,634.663 55,615.950	
191		2	Library Technician 2	SH	1885	Hourly Monthly Annual	28.561 4,486.457 53,837.485	29.281 4,599.557 55,194.685	30.090 4,726.638 56,719.650	30.889 4,852.147 58,225.765	31.688 4,977.657 59,731.880	32.586 5,118.718 61,424.610		33.238 5,221.136 62,653.630	33.903 5,325.596 63,907.155	34.920 5,485.350 65,824.200	
192	23-54LA2	1	Linen Service Aide	HSC	2015	Hourly Monthly Annual	21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.442 3,768.386 45,220.630	23.101 3,879.043 46,548.515	23.778 3,992.723 47,912.670			24.254 4,072.651 48,871.810	24.739 4,154.090 49,849.085	25.481 4,278.685 51,344.215	
193	23-12J	2	Locksmith	HSC	2080	Hourly Monthly Annual	36.144 6,264.960 75,179.520	37.215 6,450.600 77,407.200						37.959 6,579.560 78,954.720	38.718 6,711.120 80,533.440	39.880 6,912.533 82,950.400	
194		2	Machinist 1	CCMB	2015	Hourly Monthly Annual	26.457 4,442.571 53,310.855	27.901 4,685.043 56,220.515						28.459 4,778.740 57,344.885	29.028 4,874.285 58,491.420	29.899 5,020.540 60,246.485	
195		2	Machinist 2	CCMB	2015	Hourly Monthly Annual	32.786 5,505.316 66,063.790	34.204 5,743.422 68,921.060	35.676 5,990.595 71,887.140	37.232 6,251.873 75,022.480	38.852 6,523.898 78,286.780	40.551 6,809.189 81,710.265	42.325 7,107.073 85,284.875	43.371 7,282.714 87,392.565	44.238 7,428.298 89,139.570	45.123 7,576.904 90,922.845	46.477 7,804.263 93,651.155
196		2	Mail Attendant	SH	2015	Hourly Monthly Annual	19.947 3,349.434 40,193.205	20.530 3,447.329 41,367.950	21.137 3,549.255 42,591.055	21.755 3,653.027 43,836.325	22.394 3,760.326 45,123.910	23.051 3,870.647 46,447.765		23.512 3,948.057 47,376.680	23.982 4,026.978 48,323.730	24.701 4,147.710 49,772.515	
197		1	Mail Room - Print Shop Clerk	SH	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125		25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290		
198		1	Mail Supply & Distribution Clerk	CCMB	2015	Hourly Monthly Annual	22.512 3,780.140 45,361.680	23.172 3,890.965 46,691.580	23.851 4,004.980 48,059.765	24.553 4,122.858 49,474.295	25.275 4,244.094 50,929.125		25.781 4,329.060 51,948.715	26.297 4,415.705 52,988.455	27.086 4,548.191 54,578.290		
199		1	Mailroom Clerk - Finance	SH	2015	Hourly Monthly Annual	20.580 3,455.725 41,468.700	21.187 3,557.650 42,691.805	21.805 3,661.423 43,937.075	22.444 3,768.722 45,224.660	23.101 3,879.043 46,548.515		23.663 3,956.620 47,479.445	24.304 4,035.709 48,428.510	24.755 4,156.777 49,881.325		
200		1	Maintenance	SH	1885	Hourly Monthly Annual	21.371 3,357.028 40,284.335	22.012 3,457.718 41,492.620	22.663 3,559.980 42,719.755	23.394 3,674.808 44,097.690	24.114 3,787.908 45,454.890		24.596 3,863.622 46,363.460	25.088 3,940.907 47,290.880	25.841 4,059.190 48,710.285		
201		1	Maintenance (Eden)	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.820 3,955.467 47,465.600	23.492 4,071.947 48,863.360	24.181 4,191.373 50,296.480	24.892 4,314.613 51,775.360	25.623 4,441.320 53,295.840		26.135 4,530.067 54,360.800	26.658 4,620.720 55,448.640	27.458 4,759.387 57,112.640		
202		1	Maintenance Assistant - SMHC	SMHC	2080	Hourly Monthly Annual	23.643 4,098.120 49,177.440	24.370 4,224.133 50,689.600	25.140 4,357.600 52,291.200	25.976 4,502.507 54,030.080	26.866 4,656.773 55,881.280		27.403 4,749.853 56,998.240	27.951 4,844.840 58,138.080	28.790 4,990.267 59,883.200		
203		2	Maintenance Dispatcher 2	HSC	2080	Hourly Monthly Annual	26.383 4,573.053 54,876.640	27.163 4,708.253 56,499.040	27.951 4,844.840 58,138.080	28.783 4,989.053 59,868.640	29.633 5,136.387 61,636.640	30.499 5,286.493 63,437.920	31.408 5,444.053 65,328.640	32.036 5,552.907 66,634.880	32.677 5,664.013 67,968.160	33.657 5,833.880 70,006.560	
204		2	Maintenance Dispatcher I	HSC	2080	Hourly Monthly Annual	23.543 4,080.787 48,969.440	24.234 4,200.560 50,406.720	24.947 4,324.147 51,889.760	25.677 4,450.680 53,408.160	26.440 4,582.933 54,995.200	27.223 4,718.653 56,623.840	28.021 4,856.973 58,283.680	28.581 4,954.040 59,448.480	29.153 5,053.187 60,638.240	30.028 5,204.853 62,458.240	
205		2	Maintenance Logistics Coordinator DISCONTINUED IN 2025	HSC	2080	Hourly Monthly Annual											
206		2	Maintenance Logistics Dispatcher 2	HSC	2080	Hourly Monthly Annual	25.531 4,425.373 53,104.480	26.539 4,600.093 55,201.120	27.592 4,782.613 57,391.360	28.684 4,971.893 59,662.720	29.808 5,166.720 62,000.640	30.979 5,369.693 64,436.320	32.206 5,582.373 66,988.480	32.850 5,694.000 68,328.000	33.507 5,807.880 69,694.560	34.512 5,982.080 71,784.960	
207		2	Maintenance Logistics Storesperson 1	HSC	2080	Hourly Monthly Annual	22.369 3,877.293 46,527.520	23.071 3,998.973 47,987.680	23.795 4,124.467 49,493.600	24.527 4,251.347 51,016.160	25.308 4,386.720 52,640.640	26.119 4,527.293 54,327.520	26.941 4,669.773 56,037.280	27.480 4,763.200 57,158.400	28.030 4,858.533 58,302.400	28.871 5,004.307 60,051.680	
208		2	Maintenance Project Coordinator	HSC	2080	Hourly Monthly Annual	40.736 7,060.907 84,730.880	42.123 7,301.320 87,615.840	43.567 7,551.613 90,619.360	45.060 7,810.400 93,724.800				45.961 7,966.573 95,598.880	46.880 8,125.867 97,510.400	48.286 8,369.573 100,434.880	
209		2	Maintenance Technician	HSC	2080	Hourly Monthly Annual	26.656 4,620.373 55,444.480	27.397 4,748.813 56,985.760	28.139 4,877.427 58,529.120					28.702 4,975.013 59,700.160	29.276 5,074.507 60,894.080	30.154 5,226.693 62,720.320	
210		2	Maintenance Tradesperson - SMHC	SMHC	2080	Hourly Monthly Annual	27.640 4,790.933 57,491.200	28.562 4,950.747 59,408.960	29.615 5,133.267 61,599.200	30.579 5,300.360 63,604.320	31.492 5,458.613 65,503.360		32.122 5,567.813 66,813.760	32.764 5,679.093 68,149.120	33.747 5,849.480 70,193.760		

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
295		2	RCC Secretary 5	RCC	1950	Hourly Monthly Annual	24.164 3,926.650 47,119.800	24.873 4,041.863 48,502.350	25.609 4,161.463 49,937.550	26.361 4,283.663 51,403.950	27.138 4,409.925 52,919.100	27.941 4,540.413 54,484.950		28.500 4,631.250 55,575.000	29.070 4,723.875 56,686.500	29.942 4,865.575 58,386.900	
296		2	Receiver	HSC	2015	Hourly Monthly Annual	22.792 3,827.157 45,925.880	23.462 3,939.661 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250		26.877 4,513.096 54,157.155	27.415 4,603.435 55,241.225	28.237 4,741.463 56,897.555	
297		1	Receptionist 1	SH	2015	Hourly Monthly Annual	21.361 3,586.868 43,042.415	21.986 3,691.816 44,301.790	22.628 3,799.618 45,595.420	23.294 3,911.451 46,937.410	23.977 4,026.138 48,313.655		24.577 4,106.738 49,280.855	25.266 4,188.849 50,266.190	25.994 4,314.451 51,773.410		
298		2	Referral Clerk	CCMB	2015	Hourly Monthly Annual	22.270 3,739.504 44,874.050	22.926 3,849.658 46,195.890	23.599 3,962.665 47,551.985	24.294 4,079.368 48,952.410	25.009 4,199.428 50,393.135	25.745 4,323.015 51,876.175		26.260 4,409.492 52,913.900	26.785 4,497.648 53,971.775	27.589 4,632.653 55,591.835	
299		2	Refrigeration Mechanic	HSC	2080	Hourly Monthly Annual	46.528 8,064.853 96,778.240							47.459 8,226.227 98,714.720	48.408 8,390.720 100,688.640	49.860 8,642.400 103,708.800	
300		2	Reg Clinical Engineer-Specified Scope	SH	2015	Hourly Monthly Annual	43.069 7,232.003 86,784.035	44.775 7,518.469 90,221.625	46.548 7,816.185 93,794.220	48.392 8,125.823 97,509.880	50.309 8,447.720 101,372.635	52.302 8,782.378 105,388.530	54.377 9,130.805 109,569.655	56.532 9,492.665 113,911.980	57.663 9,682.579 116,190.945	58.816 9,876.187 118,514.240	60.580 10,172.392 122,068.700
301		2	Regional Clinical Engineer (Masters)	SH	2015	Hourly Monthly Annual	47.201 7,925.835 95,110.015	49.890 8,377.363 100,528.350	52.734 8,854.918 106,259.010	55.870 9,381.504 112,578.050	59.008 9,908.427 118,901.120	62.144 10,435.013 125,220.160		63.387 10,643.734 127,724.805	64.655 10,856.652 130,279.825	66.595 11,182.410 134,188.925	
302		2	Registry Senior Quality Control Tech	CCMB	2015	Hourly Monthly Annual	50.439 8,469.549 101,634.585	51.345 8,621.681 103,460.175	52.247 8,773.142 105,277.705	53.153 8,925.275 107,103.295	54.056 9,076.903 108,922.840	54.958 9,228.364 110,740.370		56.057 9,412.905 112,954.855	57.178 9,601.139 115,213.670	58.893 9,889.116 118,669.395	
303		2	Rehabilitation Electronic Technologist	HSC	2015	Hourly Monthly Annual	41.645 6,992.890 83,914.675	42.793 7,185.658 86,227.895	43.956 7,380.945 88,571.340	45.166 7,584.124 91,009.490	46.395 7,790.494 93,485.925		47.323 7,946.320 95,355.445	48.269 8,105.170 97,262.035	49.717 8,348.313 100,179.755		
304		2	Rehabilitation Mechanical Specialist	HSC	2080	Hourly Monthly Annual	42.795 7,417.800 89,013.600	43.976 7,622.507 91,470.080	45.171 7,829.640 93,955.680	46.414 8,045.093 96,541.120	47.677 8,264.013 99,168.160		48.831 8,429.373 101,152.480	49.604 8,598.027 103,176.320	51.092 8,855.947 106,271.360		
305		2	Relaxation Centre Coordinator	HSC	1950	Hourly Monthly Annual	28.334 4,604.275 55,251.300	29.171 4,740.288 56,883.450	30.031 4,880.038 58,560.450	30.922 5,024.825 60,297.900	31.832 5,172.700 62,072.400	32.776 5,326.100 63,913.200		33.432 5,432.700 65,192.400	34.101 5,541.413 66,496.950	35.124 5,707.650 68,491.800	
306		2	Research Assistant - MS Clinic	HSC	2015	Hourly Monthly Annual	28.021 4,705.193 56,462.315	29.071 4,881.505 58,578.065	29.976 5,033.470 60,401.640	31.147 5,230.100 62,761.205	32.218 5,409.939 64,919.270	33.341 5,598.510 67,182.115	34.576 5,805.887 69,670.640	35.809 6,012.928 72,155.135	36.525 6,133.156 73,597.875	37.256 6,255.903 75,070.840	38.374 6,443.634 77,323.610
307		2	Research Assistant - Generic	HSC	1950	Hourly Monthly Annual	19.964 3,244.150 38,929.800							20.363 3,308.988 39,707.850	20.770 3,375.125 40,501.500	21.393 3,476.363 41,716.350	
308		2	Research Protocol Officer	HSC	1950	Hourly Monthly Annual	27.840 4,524.000 54,288.000	28.912 4,698.200 56,378.400	30.034 4,880.525 58,566.300	31.140 5,060.250 60,723.000	32.327 5,253.138 63,037.650	33.577 5,456.263 65,475.150	34.889 5,669.463 68,033.550		35.587 5,782.888 69,394.650	36.299 5,898.588 70,783.050	37.388 6,075.550 72,906.600
309		2	Safety & Training Coordinator	HSC	2080	Hourly Monthly Annual	35.770 6,200.133 74,401.600	36.835 6,384.733 76,616.800	37.922 6,573.147 78,877.760	39.047 6,768.147 81,217.760	40.206 6,969.040 83,628.480	41.398 7,175.653 86,107.840		42.226 7,319.173 87,830.080	43.071 7,465.640 89,587.680	44.363 7,689.587 92,275.040	
310		2	Scheduling Clerk	SH	1885	Hourly Monthly Annual	25.759 4,046.310 48,555.715	26.409 4,148.414 49,780.965	27.135 4,262.456 51,149.475	27.837 4,372.729 52,472.745	28.577 4,488.970 53,867.645	29.475 4,630.031 55,560.375		30.065 4,722.710 56,672.525	30.666 4,817.118 57,805.410	31.586 4,961.634 59,539.610	
311		2	Scheduling Clerk - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	25.759 4,325.365 51,904.385	26.409 4,434.511 53,214.135	27.135 4,556.419 54,677.025	27.837 4,674.296 56,091.555	28.577 4,798.555 57,582.655	29.475 4,949.344 59,392.125		30.065 5,048.415 60,580.975	30.666 5,149.333 61,791.990	31.586 5,303.816 63,645.790	
312		2	Scheduling Clerk - DI	SH	1950	Hourly Monthly Annual	22.270 3,618.875 43,426.500	22.926 3,725.475 44,705.700	23.599 3,834.838 46,018.050	24.294 3,947.775 47,373.300	25.009 4,063.963 48,767.550	25.745 4,183.563 50,202.750		26.260 4,267.250 51,207.000	26.785 4,352.563 52,230.750	27.589 4,483.213 53,798.550	
313		2	Scheduling Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	25.438 3,995.886 47,950.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775		29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000	
314		1	Secretary	SH	2015	Hourly Monthly Annual	23.063 3,872.662 46,471.945	23.738 3,986.006 47,832.070	24.437 4,103.380 49,240.555	25.155 4,223.944 50,687.325	25.896 4,348.370 52,180.440		26.414 4,435.351 53,224.210	26.942 4,524.011 54,288.130	27.750 4,659.688 55,916.250		
315		1	Secretary	SH	2015	Hourly Monthly Annual	23.063 3,872.662 46,471.945	23.738 3,986.006 47,832.070	24.437 4,103.380 49,240.555	25.155 4,223.944 50,687.325	25.896 4,348.370 52,180.440		26.414 4,435.351 53,224.210	26.942 4,524.011 54,288.130	27.750 4,659.688 55,916.250		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
337		2	Security Supervisor –ISO Security Persnl	HSC	2080	Hourly Monthly Annual	41.343 7,166.120 85,993.440	42.569 7,378.627 88,543.520	43.833 7,597.720 91,172.640	45.135 7,823.400 93,880.800	46.476 8,055.840 96,670.080	47.856 8,295.040 99,540.480		48.813 8,460.920 101,531.040	49.789 8,630.093 103,561.120	51.283 8,889.053 106,668.640
338		2	Senior Clerk	CCMB	2015	Hourly Monthly Annual	22.974 3,857.718 46,292.610	23.652 3,971.565 47,658.780	24.346 4,088.099 49,057.190	25.064 4,208.663 50,503.960	25.802 4,332.586 51,991.030	26.562 4,460.203 53,522.430		27.093 4,549.366 54,592.395	27.635 4,640.377 55,684.525	28.464 4,779.580 57,354.960
339		2	Senior Clinical Research Professional	CCMB	2015	Hourly Monthly Annual	38.917 6,534.813 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895		43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435
340		2	Senior Clinical Research Professional - Ethics and Regulatory Affairs	CCMB	2015	Hourly Monthly Annual	38.917 6,534.813 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895		43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435
341		2	Senior CRP Pediatric Research Specialist	CCMB	2015	Hourly Monthly Annual	38.917 6,534.813 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895		43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435
342		2	Senior CRP Recruit/Quality Facilitator CTU	CCMB	2015	Hourly Monthly Annual	38.917 6,534.813 78,417.755	39.611 6,651.347 79,816.165	40.306 6,768.049 81,216.590	41.003 6,885.087 82,621.045	41.699 7,001.957 84,023.485	42.393 7,118.491 85,421.895		43.241 7,260.885 87,130.615	44.106 7,406.133 88,873.590	45.429 7,628.286 91,539.435
343		2	Senior File Control Clerk	CCMB	2015	Hourly Monthly Annual	22.974 3,857.718 46,292.610	23.652 3,971.565 47,658.780	24.346 4,088.099 49,057.190	25.064 4,208.663 50,503.960	25.802 4,332.586 51,991.030	26.562 4,460.203 53,522.430		27.093 4,549.366 54,592.395	27.635 4,640.377 55,684.525	28.464 4,779.580 57,354.960
344		2	Senior Messenger	HSC	2015	Hourly Monthly Annual	21.507 3,611.384 43,336.605	22.137 3,717.171 44,606.055	22.788 3,826.485 45,917.820	23.458 3,938.989 47,267.870	24.146 4,054.516 48,654.190	24.858 4,174.073 50,088.870		25.355 4,257.527 51,090.325	25.862 4,342.661 52,111.930	26.638 4,472.964 53,675.570
345		2	Senior Registry Education Coordinator	CCMB	2015	Hourly Monthly Annual	50.439 8,469.549 101,634.585	51.345 8,621.681 103,460.175	52.247 8,773.142 105,277.705	53.153 8,925.275 107,103.295	54.056 9,076.903 108,922.840	54.958 9,228.364 110,740.370		56.057 9,412.905 112,954.855	57.178 9,601.139 115,213.670	58.893 9,889.116 118,669.395
346	23-206	2	Senior Surgical Instrument Repair Technician	SH	2015	Hourly Monthly Annual	47.694 8,008.618 96,103.410	48.312 8,112.390 97,348.680	48.924 8,215.155 98,581.860					49.902 8,379.378 100,552.530	50.900 8,546.958 102,563.500	52.427 8,803.367 105,640.405
347		2	Service Worker 1 - SMHC	SMHC	2080	Hourly Monthly Annual	19.079 3,307.027 39,684.320	19.579 3,393.693 40,724.320	20.121 3,487.640 41,851.680	20.652 3,579.680 42,956.160	21.207 3,675.880 44,110.560		21.631 3,749.373 44,992.480	22.064 3,824.427 45,893.120	22.726 3,939.173 47,270.080	
348		2	Service Worker 2 - SMHC	SMHC	2080	Hourly Monthly Annual	21.998 3,812.987 45,755.840	22.583 3,914.387 46,972.640	23.160 4,014.400 48,172.800	23.620 4,128.800 49,545.600	24.172 4,241.813 50,901.760	25.112 4,352.747 52,232.960		25.614 4,439.760 53,277.120	26.126 4,528.507 54,342.080	26.910 4,664.400 55,972.800
349		2	Service Worker 3 - SMHC	SMHC	2080	Hourly Monthly Annual	23.018 3,989.787 47,877.440	23.571 4,085.640 49,027.680	24.330 4,217.200 50,606.400	25.046 4,341.307 52,095.680	25.818 4,475.120 53,701.440	26.577 4,606.680 55,280.160		27.109 4,698.893 56,386.720	27.651 4,792.840 57,514.080	28.481 4,936.707 59,240.480
350	23-12E	2	Shift Electrician	HSC	2080	Hourly Monthly Annual	43.741 7,581.773 90,981.280	45.039 7,806.760 93,681.120						45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
351		2	Shift Mechanic	HSC	2080	Hourly Monthly Annual	26.716 4,630.773 55,569.280	27.185 4,712.067 56,544.800	27.700 4,801.333 57,616.000	28.203 4,888.520 58,662.240				28.767 4,986.280 59,835.360	29.342 5,085.947 61,031.360	30.222 5,238.480 62,861.760
352	23-12F	2	Shift Plumber/Fitter	HSC	2080	Hourly Monthly Annual	43.741 7,581.773 90,981.280	45.039 7,806.760 93,681.120						45.940 7,962.933 95,555.200	46.859 8,122.227 97,466.720	48.265 8,365.933 100,391.200
353		2	Shipper / Receiver	RCC	1950	Hourly Monthly Annual	22.791 3,703.538 44,442.450	23.463 3,812.738 45,752.850	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500		26.877 4,367.513 52,410.150	27.415 4,454.938 53,459.250	28.237 4,588.513 55,062.150
354		2	Shipper / Receiver	HSC	2015	Hourly Monthly Annual	22.792 3,827.157 45,925.880	23.462 3,939.661 47,275.930	24.150 4,055.188 48,662.250	24.862 4,174.744 50,096.930	25.595 4,297.827 51,573.925	26.350 4,424.604 53,095.250		26.877 4,513.096 54,157.155	27.415 4,603.435 55,241.225	28.237 4,741.463 56,897.555
355		2	Slating Clerk	HSC	1950	Hourly Monthly Annual	22.792 3,703.700 44,444.400	23.462 3,812.575 45,750.900	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500		26.877 4,367.513 52,410.150	27.415 4,454.938 53,459.250	28.237 4,588.513 55,062.150
356		2	Slating Clerk	SH	1950	Hourly Monthly Annual	22.792 3,703.700 44,444.400	23.462 3,812.575 45,750.900	24.150 3,924.375 47,092.500	24.862 4,040.075 48,480.900	25.595 4,159.188 49,910.250	26.350 4,281.875 51,382.500		26.877 4,367.513 52,410.150	27.415 4,454.938 53,459.250	28.237 4,588.513 55,062.150
357		2	Specific Purposes Accounts Clerk	SH	1950	Hourly Monthly Annual	23.100 3,753.750 45,045.000	23.778 3,863.925 46,367.100	24.479 3,977.838 47,734.050	25.198 4,094.675 49,136.100	25.942 4,215.575 50,586.900	26.707 4,339.888 52,078.650		27.241 4,426.663 53,119.950	27.786 4,515.225 54,182.700	28.620 4,650.750 55,809.000

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
358	23-203	2	Sr Imaging Equipment Service Technologist	SH	2015	Hourly 43.870 Monthly 7,366.504 Annual 88,398.050	45.478 7,636.514 91,638.170	47.151 7,917.439 95,009.265	48.883 8,208.270 98,499.245	50.683 8,510.520 102,126.245				51.697 8,680.788 104,169.455	52.731 8,854.414 106,252.965	54.313 9,120.058 109,440.695
359		2	Staff Development Spec.	SH	1885	Hourly 38.896 Monthly 6,109.913 Annual 73,318.960	40.334 6,335.799 76,029.590	41.886 6,579.593 78,955.110	43.539 6,839.251 82,071.015	45.259 7,109.435 85,313.215	47.082 7,395.798 88,749.570			48.024 7,543.770 90,525.240	48.984 7,694.570 92,334.840	50.454 7,925.483 95,105.790
360		2	Staff Scheduler	CCMB	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
361		2	Staff Scheduler - Main User	HSC	1950	Hourly 22.270 Monthly 3,618.875 Annual 43,426.500	22.926 3,725.475 44,705.700	23.599 3,834.838 46,018.050	24.294 3,947.775 47,373.300	25.009 4,063.963 48,767.550	25.745 4,183.563 50,202.750			26.260 4,267.250 51,207.000	26.785 4,352.563 52,230.750	27.589 4,483.213 53,798.550
362		2	Staff Scheduler - Short Call User	HSC	1950	Hourly 22.270 Monthly 3,618.875 Annual 43,426.500	22.926 3,725.475 44,705.700	23.599 3,834.838 46,018.050	24.294 3,947.775 47,373.300	25.009 4,063.963 48,767.550	25.745 4,183.563 50,202.750			26.260 4,267.250 51,207.000	26.785 4,352.563 52,230.750	27.589 4,483.213 53,798.550
363		2	Staffing Clerk	SH	1950	Hourly 23.217 Monthly 3,772.763 Annual 45,273.150	23.903 3,884.238 46,610.850	24.604 3,998.150 47,977.800	25.333 4,116.613 49,399.350	26.077 4,237.513 50,850.150	26.848 4,362.800 52,353.600			27.385 4,450.063 53,400.750	27.933 4,539.113 54,469.350	28.771 4,675.288 56,103.450
364		1	Steno 2 - Diagnostics	SH	1950	Hourly 22.893 Monthly 3,720.113 Annual 44,641.350	23.563 3,828.988 45,947.850	24.258 3,941.925 47,303.100	24.970 4,057.625 48,691.500	25.704 4,176.900 50,122.800			26.218 4,260.425 51,125.100	26.742 4,345.575 52,146.900	27.544 4,475.900 53,710.800	
365		1	Stenographer 2	Shared Health - DSM	1950	Hourly 22.153 Monthly 3,599.863 Annual 43,198.350	22.802 3,705.325 44,463.900	23.470 3,813.875 45,766.500	24.161 3,926.163 47,113.950	24.870 4,041.375 48,496.500			25.367 4,122.138 49,465.650	25.874 4,204.525 50,454.300	26.650 4,330.625 51,967.500	
366		2	Storekeeper - CPL	SH	1885	Hourly 24.743 Monthly 3,886.713 Annual 46,640.555	25.524 4,009.395 48,112.740	26.338 4,137.261 49,647.130	27.185 4,270.310 51,243.725	28.150 4,421.896 53,062.750	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
367		2	Storekeeper - SMHC	SMHC	1885	Hourly 24.743 Monthly 3,886.713 Annual 46,640.555	25.524 4,009.395 48,112.740	26.338 4,137.261 49,647.130	27.185 4,270.310 51,243.725	28.150 4,421.896 53,062.750	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
368		2	Stores Clerk - CPL	SH	1885	Hourly 19.892 Monthly 3,124.702 Annual 37,496.420	20.425 3,208.427 38,501.125	21.010 3,300.321 39,603.850	21.695 3,407.923 40,895.075	22.367 3,513.483 42,161.795	23.008 3,614.173 43,370.080			23.468 3,686.432 44,237.180	23.937 3,760.104 45,121.245	24.655 3,872.890 46,474.675
369		2	Stores Person - Rehab Engineering	HSC	2015	Hourly 21.820 Monthly 3,663.942 Annual 43,967.300	22.462 3,771.744 45,260.930	23.122 3,882.569 46,590.830	23.801 3,996.585 47,959.015	24.503 4,114.462 49,373.545	25.225 4,235.698 50,828.375			25.730 4,320.496 51,845.950	26.245 4,406.973 52,883.675	27.032 4,539.123 54,469.480
370		2	Summer Std - Biomed Technologist Helper	HSC	2015	Hourly 23.971 Monthly 4,025.130 Annual 48,301.565								24.450 4,105.563 49,266.750	24.939 4,187.674 50,252.085	25.687 4,313.275 51,759.305
371		2	Supervisor - CPL	SH	1885	Hourly 25.438 Monthly 3,995.886 Annual 47,950.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
372		2	Supervisor - Maintenance Shift	Eden Mental Health Centre	2080	Hourly 39.258 Monthly 6,804.720 Annual 81,656.640	40.422 7,006.480 84,077.760	41.621 7,214.307 86,571.680	42.855 7,428.200 89,138.400	44.127 7,648.680 91,784.160	45.439 7,876.093 94,513.120			46.348 8,033.653 96,403.840	47.275 8,194.333 98,332.000	48.693 8,440.120 101,281.440
373		2	Supervisor of Volunteers	HSC	1950	Hourly 23.431 Monthly 3,807.538 Annual 45,690.450	24.118 3,919.175 47,030.100	24.828 4,034.550 48,414.600	25.561 4,153.663 49,843.950	26.313 4,275.863 51,310.350	27.089 4,401.963 52,823.550			27.631 4,490.038 53,880.450	28.184 4,579.900 54,958.800	29.030 4,717.375 56,608.500
374		2	Supervisor-Central Dispatch-Mtl Handling	SH	2015	Hourly 24.333 Monthly 4,085.916 Annual 49,030.995	25.052 4,206.648 50,479.780	25.790 4,330.571 51,966.850	26.550 4,458.188 53,498.250	27.332 4,589.498 55,073.980	28.140 4,725.175 56,702.100			28.703 4,819.712 57,836.545	29.277 4,916.096 58,993.155	30.155 5,063.527 60,762.325
375		2	Supply Attendant	SH	2015	Hourly 19.810 Monthly 3,326.429 Annual 39,917.150	20.393 3,424.325 41,091.895	20.989 3,524.403 42,292.835	21.607 3,628.175 43,538.105	22.241 3,734.635 44,815.615	22.895 3,844.452 46,133.425			23.353 3,921.358 47,056.295	23.820 3,999.775 47,997.300	24.535 4,119.835 49,438.025
376		2	Supply Attendant	SH	2015	Hourly 19.810 Monthly 3,326.429 Annual 39,917.150	20.393 3,424.325 41,091.895	20.990 3,524.571 42,294.850	21.606 3,628.008 43,536.090	22.241 3,734.635 44,815.615	22.896 3,844.620 46,135.440			23.354 3,921.526 47,058.310	23.821 3,999.943 47,999.315	24.536 4,120.003 49,440.040
377		2	Support Service Clerk - SMHC	SMHC	1885	Hourly 25.438 Monthly 3,995.886 Annual 47,950.630	26.077 4,096.262 49,155.145	26.794 4,208.891 50,506.690	27.521 4,323.090 51,877.085	28.247 4,437.133 53,245.595	29.115 4,573.481 54,881.775			29.697 4,664.904 55,978.845	30.291 4,758.211 57,098.535	31.200 4,901.000 58,812.000
378	23-205	2	Surgical Instrument Repair Technician	SH	2015	Hourly 38.694 Monthly 6,497.368 Annual 77,968.410	40.322 6,770.736 81,248.830	42.022 7,056.194 84,674.330	43.870 7,366.504 88,398.050	45.689 7,671.945 92,063.335	46.776 7,854.470 94,253.640	48.014 8,062.351 96,748.210		48.974 8,223.551 98,682.610	49.953 8,387.941 100,655.295	51.452 8,639.648 103,675.780

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
22			Admissions Clerk 4	HSC	1950	Hourly 23.665 Monthly 3,845.563 Annual 46,146.750	24.358 3,958.175 47,498.100	25.074 4,074.525 48,894.300	25.811 4,194.288 50,331.450	26.569 4,317.463 51,809.550				27.100 4,403.750 52,845.000	27.642 4,491.825 53,901.900	28.471 4,626.538 55,518.450
23			Admissions Clerk 5	HSC	1950	Hourly 23.793 Monthly 3,866.363 Annual 46,396.350	24.491 3,979.788 47,757.450	25.212 4,096.950 49,163.400	25.954 4,217.525 50,610.300	26.720 4,342.000 52,104.000	27.509 4,470.213 53,642.550			28.059 4,559.588 54,715.050	28.621 4,650.913 55,810.950	29.480 4,790.500 57,486.000
24	23-55ANESAIDE		Anesthetics Assistant	HSC	2015	Hourly 25.778 Monthly 4,328.556 Annual 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135			30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
25			Area Secretary - SMHC	SMHC	1885	Hourly 23.491 Monthly 3,690.045 Annual 44,280.535	24.073 3,781.467 45,377.605	24.654 3,872.733 46,472.790	25.425 3,993.844 47,926.125	26.017 4,086.837 49,042.045				26.537 4,168.520 50,022.245	27.067 4,251.775 51,021.295	27.879 4,379.326 52,551.915
26			Assistive Technology Technician	HSC	2015	Hourly 46.379 Monthly 7,787.807 Annual 93,453.685								47.307 7,943.634 95,323.605	48.253 8,102.483 97,229.795	49.701 8,345.626 100,147.515
27			Attendant - Crisis Services	SH	2080	Hourly 21.991 Monthly 3,811.773 Annual 45,741.280	22.631 3,922.707 47,072.480	23.300 4,038.667 48,464.000	23.981 4,156.707 49,880.480	24.687 4,279.080 51,348.960	25.411 4,404.573 52,854.880			25.919 4,492.627 53,911.520	26.437 4,582.413 54,988.960	27.230 4,719.867 56,638.400
28			Attendant - Supply Transformation	SH	2015	Hourly 21.275 Monthly 3,572.427 Annual 42,869.125	21.898 3,677.039 44,124.470	22.542 3,785.178 45,422.130	23.205 3,896.506 46,758.075	23.887 4,011.025 48,132.305	24.587 4,128.567 49,542.805			25.078 4,211.014 50,532.170	25.580 4,295.308 51,543.700	26.347 4,424.100 53,089.205
29			Attendant 2 - Printing	SH	2015	Hourly 21.698 Monthly 3,643.456 Annual 43,721.470	22.332 3,749.915 44,998.980	22.990 3,860.404 46,324.850	23.664 3,973.580 47,682.960	24.363 4,090.954 49,091.445	25.076 4,210.678 50,528.140			25.578 4,294.973 51,539.670	26.090 4,380.946 52,571.350	26.873 4,512.425 54,149.095
30			Bindery Worker	HSC	2015	Hourly 21.565 Monthly 3,621.123 Annual 43,453.475	22.183 3,724.895 44,698.745	22.820 3,831.858 45,982.300	23.478 3,942.348 47,308.170	24.149 4,055.020 48,660.235	24.841 4,171.218 50,054.615			25.337 4,254.505 51,054.455	25.844 4,339.638 52,075.660	26.619 4,469.774 53,637.285
31	23-200		Biomedical Engineering Technologist	SH	1950	Hourly 39.855 Monthly 6,476.438 Annual 77,717.250	41.532 6,748.950 80,987.400	43.283 7,033.488 84,401.850	45.186 7,342.725 88,112.700	47.060 7,647.250 91,767.000	48.179 7,829.088 93,949.050	49.454 8,036.275 96,435.300		50.443 8,196.988 98,363.850	51.452 8,360.950 100,331.400	52.996 8,611.850 103,342.200
32	23-200		Biomedical Engineering Technologist	SH	2015	Hourly 39.855 Monthly 6,692.319 Annual 80,307.825	41.532 6,973.915 83,686.980	43.283 7,267.937 87,215.245	45.186 7,587.483 91,049.790	47.060 7,902.158 94,825.900	48.179 8,090.057 97,080.685	49.454 8,304.151 99,649.810		50.443 8,470.220 101,642.645	51.452 8,639.648 103,675.780	52.996 8,898.912 106,786.940
33	23-200		Biomedical Engineering Technologist	SH	2080	Hourly 39.855 Monthly 6,908.200 Annual 82,898.400	41.532 7,198.880 86,386.560	43.283 7,502.387 90,028.640	45.186 7,832.240 93,986.880	47.060 8,157.067 97,884.800	48.179 8,351.027 100,212.320	49.454 8,572.027 102,864.320		50.443 8,743.453 104,921.440	51.452 8,918.347 107,020.160	52.996 9,185.973 110,231.680
34			Building Services Worker 3	Shared Health (MATC)	1950	Hourly 27.271 Monthly 4,431.538 Annual 53,178.450								27.817 4,520.263 54,243.150	28.373 4,610.613 55,327.350	29.224 4,748.900 56,986.800
35			Building Services Worker 3 - PIO	Shared Health (MATC)	1950	Hourly 28.381 Monthly 4,611.913 Annual 55,342.950	29.946 4,866.225 58,394.700	31.510 5,120.375 61,444.500	33.073 5,374.363 64,492.350	34.640 5,629.000 67,548.000				35.333 5,741.613 68,899.350	36.040 5,856.500 70,278.000	37.121 6,032.163 72,385.950
36			Building Technologist	HSC	1950	Hourly 41.891 Monthly 6,807.288 Annual 81,687.450	43.135 7,009.438 84,113.250	44.415 7,217.438 86,609.250	45.732 7,431.450 89,177.400	47.092 7,652.450 91,829.400	48.490 7,879.625 94,555.500			49.461 8,037.413 96,448.950	50.449 8,197.963 98,375.550	51.962 8,443.825 101,325.900
37			CAD Operator	HSC	1950	Hourly 29.459 Monthly 4,787.088 Annual 57,445.050	30.461 4,949.913 59,398.950	31.519 5,121.838 61,462.050	32.604 5,298.150 63,577.800	33.726 5,480.475 65,765.700	34.893 5,670.113 68,041.350	36.091 5,864.788 70,377.450		36.813 5,982.113 71,785.350	37.550 6,101.875 73,222.500	38.677 6,285.013 75,420.150
38			CADD Systems Specialist - PIO	HSC	1950	Hourly 33.882 Monthly 5,505.825 Annual 66,069.900	35.056 5,696.600 68,359.200	36.259 5,892.088 70,705.050	37.540 6,100.250 73,203.000	38.827 6,309.388 75,712.650	40.162 6,526.325 78,315.900	41.551 6,752.038 81,024.450		42.382 6,887.075 82,644.900	43.230 7,024.875 84,298.500	44.527 7,235.638 86,827.650
39			Cancer Registrar 1	CCMB	2015	Hourly 35.936 Monthly 6,034.253 Annual 72,411.040	37.003 6,213.420 74,561.045	38.099 6,397.457 76,769.485	39.225 6,586.531 79,038.375	40.390 6,782.154 81,385.850	41.590 6,983.654 83,803.850			42.423 7,123.529 85,482.345	43.271 7,265.922 87,191.065	44.569 7,483.878 89,806.535
40			Cancer Registrar 2	CCMB	2015	Hourly 39.813 Monthly 6,685.266 Annual 80,223.195	40.994 6,883.576 82,602.910	42.210 7,087.763 85,053.150	43.463 7,298.162 87,577.945	44.752 7,514.607 90,175.280	46.080 7,737.600 92,851.200			47.002 7,892.419 94,709.030	47.942 8,050.261 96,603.130	49.380 8,291.725 99,500.700
41	23-12H		Carpenter	HSC	2080	Hourly 40.112 Monthly 6,952.747 Annual 83,432.960	41.302 7,159.013 85,908.160							42.128 7,302.187 87,626.240	42.971 7,448.307 89,379.680	44.260 7,671.733 92,060.800
42			Cashier - Dietetics - PIO	HSC	2015	Hourly 22.166 Monthly 3,722.041 Annual 44,664.490	22.549 3,786.353 45,436.235	22.935 3,851.169 46,214.025	23.323 3,916.320 46,995.845	23.712 3,981.640 47,779.680				24.185 4,061.065 48,732.775	24.670 4,142.504 49,710.050	25.410 4,266.763 51,201.150

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
43			Cashier / Information Clerk	HSC	1950	Hourly Monthly Annual	22.117 3,594.013 43,128.150	22.766 3,699.475 44,393.700	23.435 3,808.188 45,698.250	24.123 3,919.988 47,039.850	24.834 4,035.525 48,426.300	25.565 4,154.313 49,851.750		26.075 4,237.188 50,846.250	26.597 4,322.013 51,864.150	27.395 4,451.688 53,420.250
44			CD19 - Data Entry Clerk - CPL	SH	1885	Hourly Monthly Annual	26.201 4,115.740 49,388.885	26.859 4,219.101 50,629.215	27.598 4,335.186 52,022.230	28.347 4,452.841 53,434.095	29.094 4,570.183 54,842.190	29.988 4,710.615 56,527.380		30.588 4,804.865 57,658.380	31.200 4,901.000 58,812.000	32.136 5,048.030 60,576.360
45			Centralized Slating Clerk	HSC	1950	Hourly Monthly Annual	24.480 3,978.000 47,736.000	25.202 4,095.325 49,143.900	25.942 4,215.575 50,586.900	26.707 4,339.888 52,078.650	27.494 4,467.775 53,613.300	28.305 4,599.563 55,194.750		28.872 4,691.700 56,300.400	29.450 4,785.625 57,427.500	30.334 4,929.275 59,151.300
46	23-201		Charge Biomedical Engineering Technologist	SH	2015	Hourly Monthly Annual	50.566 8,490.874 101,890.490	51.904 8,715.547 104,586.560	52.563 8,826.204 105,914.445					53.615 9,002.852 108,034.225	54.687 9,182.859 110,194.305	56.328 9,458.410 113,500.920
47	23-201		Charge Biomedical Engineering Technologist	SH	2080	Hourly Monthly Annual	50.566 8,764.773 105,177.280	51.904 8,996.693 107,960.320	52.563 9,110.920 109,331.040					53.615 9,293.267 111,519.200	54.687 9,479.080 113,748.960	56.328 9,763.520 117,162.240
48	23-Dual		Charge Clerk	CCMB	2015	Hourly Monthly Annual	25.680 4,312.100 51,745.200	26.439 4,439.549 53,274.585	27.216 4,570.020 54,840.240	28.020 4,705.025 56,460.300	28.845 4,843.556 58,122.675	29.699 4,986.957 59,843.485		30.293 5,086.700 61,040.395	30.899 5,188.457 62,261.485	31.826 5,344.116 64,129.390
49	23-204		Charge Technologist-DI Tech Serv	SH	2015	Hourly Monthly Annual	51.567 8,658.959 103,907.505	52.932 8,888.165 106,657.980	53.658 9,010.073 108,120.870	54.924 9,222.655 110,671.860				56.022 9,407.028 112,884.330	57.142 9,595.094 115,141.130	58.856 9,882.903 118,594.840
50			Chemical Tank Transporter	HSC	2015	Hourly Monthly Annual	24.046 4,037.724 48,452.690	24.434 4,102.876 49,234.510	24.819 4,167.524 50,010.285	25.208 4,232.843 50,794.120	25.596 4,297.995 51,575.940	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,673.304 56,103.645
51			Clerk - Cardiac Sciences	SH	2015	Hourly Monthly Annual	22.818 3,831.523 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240		26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750	
52			Clerk - Records Control	CCMB	2015	Hourly Monthly Annual	22.818 3,831.523 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240		26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750	
53			Clerk - Records Processing	CCMB	2015	Hourly Monthly Annual	22.818 3,831.523 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240		26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750	
54			Clerk 1	Shared Health - DSM	1950	Hourly Monthly Annual	21.198 3,444.675 41,336.100	21.823 3,546.238 42,554.850	22.459 3,649.588 43,795.050	23.115 3,756.188 45,074.250	23.794 3,866.525 46,398.300		24.270 3,943.875 47,326.500	24.755 4,022.688 48,272.250	25.498 4,143.425 49,721.100	
55			Clerk 1	HSC	1950	Hourly Monthly Annual	21.198 3,444.675 41,336.100	21.823 3,546.238 42,554.850	22.459 3,649.588 43,795.050	23.115 3,756.188 45,074.250	23.794 3,866.525 46,398.300		24.270 3,943.875 47,326.500	24.755 4,022.688 48,272.250	25.498 4,143.425 49,721.100	
56			Clerk 2	SH	1885	Hourly Monthly Annual	22.522 3,537.831 42,453.970	23.082 3,625.798 43,509.570	23.723 3,726.488 44,717.855	24.313 3,819.167 45,830.005	24.997 3,926.612 47,119.345		25.497 4,005.154 48,061.845	26.006 4,085.109 49,021.310	26.786 4,207.634 50,491.610	
57			Clerk 2	HSC	1950	Hourly Monthly Annual	22.002 3,575.325 42,903.900	22.645 3,679.813 44,157.750	23.307 3,787.388 45,448.650	23.993 3,898.863 46,786.350	24.697 4,013.263 48,159.150		25.192 4,093.700 49,124.400	25.695 4,175.438 50,105.250	26.466 4,300.725 51,608.700	
58			Clerk 2 - Cervical Screening	CCMB	2015	Hourly Monthly Annual	22.002 3,694.503 44,334.030	22.645 3,802.473 45,629.675	23.307 3,913.634 46,963.605	23.993 4,028.825 48,345.895	24.697 4,147.038 49,764.455		25.192 4,230.157 50,761.880	25.695 4,314.619 51,775.425	26.466 4,444.083 53,328.990	
59			Clerk 2 - Data Entry Clerk	CCMB	2015	Hourly Monthly Annual	21.198 3,559.498 42,713.970	21.823 3,664.445 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910		24.270 4,075.338 48,904.050	24.755 4,156.777 49,881.325	25.498 4,281.539 51,378.470	
60			Clerk 2 - Diagnostic Imaging	Shared Health - DSM	1950	Hourly Monthly Annual	22.002 3,575.325 42,903.900	22.645 3,679.813 44,157.750	23.307 3,787.388 45,448.650	23.993 3,898.863 46,786.350	24.697 4,013.263 48,159.150		25.192 4,093.700 49,124.400	25.695 4,175.438 50,105.250	26.466 4,300.725 51,608.700	
61			Clerk 2 - Receptionist	CCMB	2015	Hourly Monthly Annual	21.198 3,559.498 42,713.970	21.823 3,664.445 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910		24.270 4,075.338 48,904.050	24.755 4,156.777 49,881.325	25.498 4,281.539 51,378.470	
62			Clerk 3	SH	1950	Hourly Monthly Annual	22.818 3,707.925 44,495.100	23.486 3,816.475 45,797.700	24.173 3,928.113 47,137.350	24.886 4,043.975 48,527.700	25.615 4,162.438 49,949.250		26.127 4,245.638 50,947.650	26.649 4,330.463 51,965.550	27.448 4,460.300 53,523.600	
63			Clerk 3	SH	1950	Hourly Monthly Annual	22.818 3,707.925 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200		26.128 4,245.800 50,949.600	26.650 4,330.625 51,967.500	27.450 4,460.625 53,527.500	

CUPE Shared Health Employer Organization
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
64			Clerk 3	Shared Health - DSM	1950	Hourly Monthly Annual	22.818 3,707.925 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200			26.128 4,245.800 50,949.600	26.650 4,330.625 51,967.500	27.450 4,460.625 53,527.500
65			Clerk 3	HSC / Shared Health	1950	Hourly Monthly Annual	22.818 3,707.925 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200			26.128 4,245.800 50,949.600	26.650 4,330.625 51,967.500	27.450 4,460.625 53,527.500
66			Clerk 3	CCMB	2015	Hourly Monthly Annual	22.818 3,831.523 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240			26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750
67			Clerk 3 Bethesda	SH	2015	Hourly Monthly Annual	22.818 3,831.523 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240			26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750
68			Clerk 3 PMH	SH	1950	Hourly Monthly Annual	23.187 3,767.888 45,214.650	23.867 3,878.388 46,540.650	24.567 3,992.138 47,905.650	25.290 4,109.625 49,315.500	26.033 4,230.363 50,764.350			26.554 4,315.025 51,780.300	27.086 4,401.475 52,817.700	27.899 4,533.588 54,403.050
69			Clerk 3 - 2015	HSC	2015	Hourly Monthly Annual	22.818 3,831.523 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240			26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750
70			Clerk 3 - CPL	SH	1885	Hourly Monthly Annual	26.201 4,115.740 49,388.885	26.859 4,219.101 50,629.215	27.598 4,335.186 52,022.230	28.347 4,452.841 53,434.095	29.094 4,570.183 54,842.190	29.988 4,710.615 56,527.380		30.588 4,804.865 57,658.380	31.200 4,901.000 58,812.000	32.136 5,048.030 60,576.360
71			Clerk 3 (Flin Flon, The Pas & Thomp)	SH (Northern Scale)	2015	Hourly Monthly Annual	23.931 4,018.414 48,220.965	24.635 4,136.627 49,639.525	25.358 4,258.031 51,096.370	26.105 4,383.465 52,601.575	26.871 4,512.089 54,145.065			27.408 4,602.260 55,227.120	27.956 4,694.278 56,331.340	28.795 4,835.160 58,021.925
72			Clerk 4	HSC	1950	Hourly Monthly Annual	23.665 3,845.563 46,146.750	24.358 3,958.175 47,498.100	25.074 4,074.525 48,894.300	25.811 4,194.288 50,331.450	26.569 4,317.463 51,809.550			27.100 4,403.750 52,845.000	27.642 4,491.825 53,901.900	28.471 4,626.538 55,518.450
73			Clerk 4	Shared Health - DSM	1950	Hourly Monthly Annual	23.665 3,845.563 46,146.750	24.358 3,958.175 47,498.100	25.074 4,074.525 48,894.300	25.811 4,194.288 50,331.450	26.569 4,317.463 51,809.550			27.100 4,403.750 52,845.000	27.642 4,491.825 53,901.900	28.471 4,626.538 55,518.450
74			Clerk 4	SH	2015	Hourly Monthly Annual	22.002 3,694.503 44,334.030	22.646 3,802.641 45,631.690	23.307 3,913.634 46,963.605	23.993 4,028.825 48,345.895	24.696 4,146.870 49,762.440			25.191 4,229.989 50,759.865	25.694 4,314.451 51,773.410	26.465 4,443.915 53,326.975
75			Clerk 4	CCMB	2015	Hourly Monthly Annual	22.938 3,851.673 46,220.070	23.614 3,965.184 47,582.210	24.307 4,081.550 48,978.605	25.023 4,201.779 50,421.345	25.759 4,325.365 51,904.385	26.517 4,452.646 53,431.755		27.048 4,541.810 54,501.720	27.589 4,632.653 55,591.835	28.417 4,771.688 57,260.255
76			Clerk 4 - HIS - Shared Health	SH	1950	Hourly Monthly Annual	23.665 3,845.563 46,146.750	24.358 3,958.175 47,498.100	25.074 4,074.525 48,894.300	25.811 4,194.288 50,331.450	26.569 4,317.463 51,809.550			27.100 4,403.750 52,845.000	27.642 4,491.825 53,901.900	28.471 4,626.538 55,518.450
77			Clerk 5	HSC	1950	Hourly Monthly Annual	23.793 3,866.363 46,396.350	24.491 3,979.788 47,757.450	25.212 4,096.950 49,163.400	25.954 4,217.525 50,610.300	26.720 4,342.000 52,104.000	27.509 4,470.213 53,642.550		28.059 4,559.588 54,715.050	28.621 4,650.913 55,810.950	29.480 4,790.500 57,486.000
78			Clerk Typist 1	HSC	1950	Hourly Monthly Annual	21.198 3,444.675 41,336.100	21.823 3,546.238 42,554.850	22.459 3,649.588 43,795.050	23.115 3,756.188 45,074.250	23.794 3,866.525 46,398.300			24.270 3,943.875 47,326.500	24.755 4,022.688 48,272.250	25.498 4,143.425 49,721.100
79			Clerk Typist 2	HSC	1950	Hourly Monthly Annual	22.002 3,575.325 42,903.900	22.645 3,679.813 44,157.750	23.307 3,787.388 45,448.650	23.993 3,898.863 46,786.350	24.697 4,013.263 48,159.150			25.192 4,093.700 49,124.400	25.695 4,175.438 50,105.250	26.466 4,300.725 51,608.700
80			Clerk Typist 2	SH	1950	Hourly Monthly Annual	22.002 3,575.325 42,903.900	22.645 3,679.813 44,157.750	23.307 3,787.388 45,448.650	23.993 3,898.863 46,786.350	24.697 4,013.263 48,159.150			25.192 4,093.700 49,124.400	25.695 4,175.438 50,105.250	26.466 4,300.725 51,608.700
81			Clerk Typist 2 - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	22.818 3,831.523 45,978.270	23.486 3,943.691 47,324.290	24.174 4,059.218 48,710.610	24.886 4,178.774 50,145.290	25.616 4,301.353 51,616.240			26.128 4,387.327 52,647.920	26.650 4,474.979 53,699.750	27.450 4,609.313 55,311.750
82			Clerk Typist 3	Shared Health - DSM	1950	Hourly Monthly Annual	22.818 3,707.925 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200			26.128 4,245.800 50,949.600	26.650 4,330.625 51,967.500	27.450 4,460.625 53,527.500
83			Clerk Typist 3	HSC	1950	Hourly Monthly Annual	22.818 3,707.925 44,495.100	23.486 3,816.475 45,797.700	24.174 3,928.275 47,139.300	24.886 4,043.975 48,527.700	25.616 4,162.600 49,951.200			26.128 4,245.800 50,949.600	26.650 4,330.625 51,967.500	27.450 4,460.625 53,527.500
84			Clerk Typist 4	SH	2015	Hourly Monthly Annual	22.002 3,694.503 44,334.030	22.646 3,802.641 45,631.690	23.307 3,913.634 46,963.605	23.993 4,028.825 48,345.895	24.696 4,146.870 49,762.440			25.191 4,229.989 50,759.865	25.694 4,314.451 51,773.410	26.465 4,443.915 53,326.975

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
85			Clerk/Receptionist - BHC	SH	1950	Hourly 23.664 Monthly 3,845.400 Annual 46,144.800	24.358 3,958.175 47,498.100	25.073 4,074.363 48,892.350	25.810 4,194.125 50,329.500	26.567 4,317.138 51,805.650				27.098 4,403.425 52,841.100	27.640 4,491.500 53,898.000	28.469 4,626.213 55,514.550
86			Client Support Unit Clerk - CPL	SH	1885	Hourly 26.201 Monthly 4,115.740 Annual 49,388.885	26.859 4,219.101 50,629.215	27.598 4,335.186 52,022.230	28.347 4,452.841 53,434.095	29.094 4,570.183 54,842.190	29.988 4,710.615 56,527.380			30.588 4,804.865 57,658.380	31.200 4,901.000 58,812.000	32.136 5,048.030 60,576.360
87			Client Support Unit Supervisor - CPL	SH	1885	Hourly 30.682 Monthly 4,819.631 Annual 57,835.570	31.397 4,931.945 59,183.345	32.258 5,067.194 60,806.330	33.029 5,188.305 62,259.665	33.968 5,335.807 64,029.680	34.883 5,479.538 65,754.455			35.580 5,589.025 67,068.300	36.292 5,700.868 68,410.420	37.381 5,871.932 70,463.185
88			Clinic Assistant	RCC	1950	Hourly 22.475 Monthly 3,652.188 Annual 43,826.250	23.136 3,759.600 45,115.200	23.816 3,870.100 46,441.200	24.515 3,983.688 47,804.250	25.238 4,101.175 49,214.100	25.982 4,222.075 50,664.900			26.502 4,306.575 51,678.900	27.032 4,392.700 52,712.400	27.843 4,524.488 54,293.850
89			Clinical Research Professional	CCMB	2015	Hourly 33.960 Monthly 5,702.450 Annual 68,429.400	34.698 5,826.373 69,916.470	35.448 5,952.310 71,427.720	36.218 6,081.606 72,979.270	37.007 6,214.092 74,569.105	37.881 6,360.851 76,330.215			38.639 6,488.132 77,857.585	39.412 6,617.932 79,415.180	40.594 6,816.409 81,796.910
90			Clinical Technician	RCC	1950	Hourly 29.169 Monthly 4,739.963 Annual 56,879.550	30.029 4,879.713 58,556.550	30.915 5,023.688 60,284.250	31.827 5,171.888 62,062.650	32.768 5,324.800 63,897.600	33.740 5,482.750 65,793.000			34.414 5,592.275 67,107.300	35.102 5,704.075 68,448.900	36.155 5,875.188 70,502.250
91			Clinical Technologist	RCC	1950	Hourly 39.042 Monthly 6,344.325 Annual 76,131.900	40.688 6,611.800 79,341.600	42.459 6,899.588 82,795.050	43.511 7,070.538 84,846.450	44.710 7,265.375 87,184.500			45.604 7,410.650 88,927.800	46.517 7,559.013 90,708.150	47.913 7,785.863 93,430.350	
92			Coding Technologist	HSC	1950	Hourly 35.936 Monthly 5,839.600 Annual 70,075.200	37.003 6,012.988 72,155.850	38.099 6,191.088 74,293.050	39.225 6,374.063 76,488.750	40.390 6,563.375 78,760.500	41.590 6,758.375 81,100.500			42.423 6,893.738 82,724.850	43.271 7,031.538 84,378.450	44.569 7,242.463 86,909.550
93			Communication Systems Technologist	HSC	2080	Hourly 40.692 Monthly 7,053.280 Annual 84,639.360	42.448 7,357.653 88,291.840	44.361 7,689.240 92,270.880	45.485 7,884.067 94,608.800	46.379 8,039.027 96,468.320			47.307 8,199.880 98,398.560	48.253 8,363.853 100,366.240	49.701 8,614.840 103,378.080	
94			Communications & Special Events Officer	HSC	1950	Hourly 27.440 Monthly 4,459.000 Annual 53,508.000	28.591 4,646.038 55,752.450	29.704 4,826.900 57,922.800	30.925 5,025.313 60,303.750	32.114 5,218.525 62,622.300	33.393 5,426.363 65,116.350	34.733 5,644.113 67,729.350	36.042 5,856.825 70,281.900	37.663 5,973.988 71,687.850	37.498 6,093.425 73,121.100	38.623 6,276.238 75,314.850
95			Community Project Assistant	SH	1885	Hourly 42.204 Monthly 6,629.545 Annual 79,554.540	43.803 6,880.721 82,568.655	45.436 7,137.238 85,646.860	47.208 7,415.590 88,987.080	49.096 7,712.163 92,545.960	51.123 8,030.571 96,366.855			52.146 8,191.268 98,295.210	53.189 8,355.105 100,261.265	54.785 8,605.810 103,269.725
96			Confidential Waste Transporter	HSC	2015	Hourly 21.275 Monthly 3,572.427 Annual 42,869.125	21.898 3,677.039 44,124.470	22.542 3,785.178 45,422.130	23.205 3,896.506 46,758.075	23.887 4,011.025 48,132.305	24.587 4,128.567 49,542.805			25.078 4,211.014 50,532.170	25.580 4,295.308 51,543.700	26.347 4,424.100 53,089.205
97	23-52C	Cook - HSC 2015		HSC	2015	Hourly 24.166 Monthly 4,057.874 Annual 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115	27.941 4,691.760 56,301.115			28.500 4,785.625 57,427.500	29.070 4,881.338 58,576.050	29.942 5,027.761 60,333.130
98	23-52C	Cook 1		Eden Mental Health Centre	2080	Hourly 24.166 Monthly 4,188.773 Annual 50,265.280	24.875 4,311.667 51,740.000	25.608 4,438.720 53,264.640	26.363 4,569.587 54,835.040	27.141 4,704.440 56,453.280	27.941 4,843.107 58,117.280			28.500 4,940.000 59,280.000	29.070 5,038.800 60,465.600	29.942 5,189.947 62,279.360
99	23-52C	Cook 1 - AFM		SH	2080	Hourly 24.166 Monthly 4,188.773 Annual 50,265.280	24.875 4,311.667 51,740.000	25.608 4,438.720 53,264.640	26.363 4,569.587 54,835.040	27.141 4,704.440 56,453.280	27.941 4,843.107 58,117.280			28.500 4,940.000 59,280.000	29.070 5,038.800 60,465.600	29.942 5,189.947 62,279.360
100	23-52C	Cook 1 - SMHC		SMHC	2080	Hourly 24.166 Monthly 4,188.773 Annual 50,265.280	24.875 4,311.667 51,740.000	25.608 4,438.720 53,264.640	26.363 4,569.587 54,835.040	27.141 4,704.440 56,453.280	27.941 4,843.107 58,117.280			28.500 4,940.000 59,280.000	29.070 5,038.800 60,465.600	29.942 5,189.947 62,279.360
101	23-52UC	Cook 1 (Uncertified) - Eden		Eden Mental Health Centre	2080	Hourly 21.147 Monthly 3,665.480 Annual 43,985.760	21.771 3,773.640 45,283.680	22.408 3,884.053 46,608.640	23.064 3,997.760 47,973.120	23.743 4,115.453 49,385.440	24.440 4,236.267 50,835.200			24.929 4,321.027 51,852.320	25.428 4,407.520 52,890.240	26.191 4,539.773 54,477.280
102	23-52DS	Cook 2 - 1950		SH	1950	Hourly 24.686 Monthly 4,011.475 Annual 48,137.700	25.416 4,130.100 49,561.200	26.164 4,251.650 51,019.800	26.935 4,376.938 52,523.250	27.728 4,505.800 54,069.600	28.545 4,638.563 55,662.750			29.116 4,731.350 56,776.200	29.698 4,825.925 57,911.100	30.589 4,970.713 59,648.550
103	23-52C	Cook 2 - SMHC		SMHC	2080	Hourly 24.166 Monthly 4,188.773 Annual 50,265.280	24.875 4,311.667 51,740.000	25.608 4,438.720 53,264.640	26.363 4,569.587 54,835.040	27.141 4,704.440 56,453.280	27.941 4,843.107 58,117.280			28.500 4,940.000 59,280.000	29.070 5,038.800 60,465.600	29.942 5,189.947 62,279.360
104	23-52DS	Cook 3 - Eden		Eden Mental Health Centre	2080	Hourly 24.686 Monthly 4,278.907 Annual 51,346.880	25.416 4,405.440 52,865.280	26.164 4,535.093 54,421.120	26.935 4,668.733 56,024.800	27.728 4,806.187 57,674.240	28.545 4,947.800 59,373.600			29.116 5,046.773 60,561.280	29.698 5,147.653 61,771.840	30.589 5,302.093 63,625.120
105	23-52DS	Cook 3 - AFM		SH	2080	Hourly 24.686 Monthly 4,278.907 Annual 51,346.880	25.416 4,405.440 52,865.280	26.164 4,535.093 54,421.120	26.935 4,668.733 56,024.800	27.728 4,806.187 57,674.240	28.545 4,947.800 59,373.600			29.116 5,046.773 60,561.280	29.698 5,147.653 61,771.840	30.589 5,302.093 63,625.120

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
127			Director - Health Records	RCC	1950	Hourly 35.936 Monthly 5,839.600 Annual 70,075.200	37.003 6,012.988 72,155.850	38.099 6,191.088 74,293.050	39.225 6,374.063 76,488.750	40.390 6,563.375 78,760.500	41.590 6,758.375 81,100.500			42.423 6,893.738 82,724.850	43.271 7,031.538 84,378.450	44.569 7,242.463 86,909.550
128			Dispatcher-Central Transport	SH	2015	Hourly 22.097 Monthly 3,710.455 Annual 44,525.455	22.745 3,819.265 45,831.175	23.414 3,931.601 47,179.210	24.103 4,047.295 48,567.545	24.813 4,166.516 49,998.195	25.542 4,288.928 51,467.130			26.053 4,374.733 52,496.795	26.574 4,462.218 53,546.610	27.371 4,596.047 55,152.565
129			Driver / Maintenance Asst.	RCC	1950	Hourly 20.747 Monthly 3,371.388 Annual 40,456.650	21.356 3,470.350 41,644.200	21.982 3,572.075 42,864.900	22.603 3,677.213 44,126.550	23.293 3,785.113 45,421.350	23.978 3,896.425 46,757.100			24.458 3,974.425 47,693.100	24.948 4,054.050 48,648.600	25.696 4,175.600 50,107.200
130			DSM Laboratory Aide	Shared Health - DSM	2015	Hourly 19.164 Monthly 3,217.955 Annual 38,615.460	19.723 3,311.820 39,741.845	20.300 3,408.708 40,904.500	20.898 3,509.123 42,109.470	21.511 3,612.055 43,344.665	22.141 3,717.843 44,614.115			22.584 3,792.230 45,506.760	23.036 3,868.128 46,417.540	23.727 3,984.159 47,809.905
131			Duplicating Machine Operator	HSC	2015	Hourly 21.565 Monthly 3,621.123 Annual 43,453.475	22.183 3,724.895 44,698.745	22.820 3,831.858 45,982.300	23.478 3,942.348 47,308.170	24.149 4,055.020 48,660.235	24.841 4,171.218 50,054.615			25.337 4,254.505 51,054.055	25.844 4,339.680 52,075.660	26.619 4,469.774 53,637.285
132	23-12E		Electrician	HSC	2080	Hourly 45.053 Monthly 7,809.187 Annual 93,710.240	46.390 8,040.933 96,491.200							47.318 8,201.787 98,421.440	48.265 8,365.933 100,391.200	49.713 8,616.920 103,403.040
133			Electronic Technician	HSC	2080	Hourly 43.364 Monthly 7,516.427 Annual 90,197.120	44.159 7,654.227 91,850.720	44.993 7,798.787 93,585.440	46.379 8,039.027 96,468.320					47.307 8,199.880 98,398.560	48.253 8,363.853 100,366.240	49.701 8,614.840 103,378.080
134			Environmental Control Technician	HSC	2080	Hourly 46.379 Monthly 8,039.027 Annual 96,468.320								47.307 8,199.880 98,398.560	48.253 8,363.853 100,366.240	49.701 8,614.840 103,378.080
135			Equipment & Supply Coord	SH	2015	Hourly 25.187 Monthly 4,229.317 Annual 50,751.805	25.931 4,354.247 52,250.965	26.693 4,482.200 53,786.395	27.482 4,614.686 55,376.230	28.291 4,750.530 57,006.365	29.127 4,890.909 58,690.905			29.710 4,988.804 59,865.650	30.305 5,088.715 61,064.575	31.214 5,241.351 62,896.210
136			External Interface Analyst - CPL	SH	1885	Hourly 38.439 Monthly 6,038.126 Annual 72,457.515	39.835 6,257.415 75,088.975	41.254 6,480.316 77,763.790	42.773 6,718.925 80,627.105	44.338 6,964.761 83,577.130	46.094 7,240.599 86,887.190	47.802 7,508.898 90,106.770	49.602 7,791.648 93,499.770	50.594 7,947.474 95,369.690	51.605 8,106.285 97,275.425	53.153 8,349.450 100,193.405
137			Facilities Manager	SH	1885	Hourly 40.063 Monthly 6,293.230 Annual 75,518.755	41.544 6,525.870 78,310.440	43.143 6,777.046 81,324.555	44.845 7,044.402 84,532.825	46.617 7,322.754 87,873.045	48.494 7,617.599 91,411.190			49.465 7,770.127 93,241.525	50.454 7,925.483 95,105.790	51.968 8,163.307 97,959.680
138			Facility Manager - CPL	SH	2080	Hourly 31.496 Monthly 5,459.307 Annual 65,511.680	32.559 5,643.560 67,722.720	33.745 5,849.133 70,189.600	34.961 6,059.907 72,718.880	36.023 6,243.987 74,927.840				36.602 6,368.787 76,425.440	37.478 6,496.187 77,954.240	38.602 6,691.013 80,292.160
139			Financial Reporting Assistant	SH	1950	Hourly 24.243 Monthly 3,939.488 Annual 47,273.850	24.949 4,054.213 48,650.550	25.673 4,171.863 50,062.350	26.429 4,294.713 51,536.550	27.202 4,420.325 53,043.900	27.996 4,549.350 54,592.200	28.830 4,684.875 56,218.500		29.407 4,778.638 57,343.650	29.995 4,874.188 58,490.250	30.895 5,020.438 60,245.250
140			Fire Safety Officer	HSC	2015	Hourly 40.554 Monthly 6,809.693 Annual 81,716.310	41.759 7,012.032 84,144.385	42.995 7,219.577 86,634.925	44.274 7,434.343 89,212.110	45.589 7,655.153 91,861.835	46.938 7,881.673 94,580.070			47.876 8,039.178 96,470.140	48.834 8,200.043 98,400.510	50.299 8,446.040 101,352.485
141			Float Clerk	CCMB	2015	Hourly 23.665 Monthly 3,973.748 Annual 47,684.975	24.358 4,090.114 49,081.370	25.074 4,210.343 50,524.110	25.811 4,334.097 52,009.165	26.569 4,461.378 53,536.535				27.100 4,550.542 54,606.500	27.642 4,641.553 55,698.630	28.471 4,780.755 57,369.065
142			Flooring Applicator	HSC	2080	Hourly 33.770 Monthly 5,853.467 Annual 70,241.600								34.445 5,970.467 71,645.600	35.134 6,089.893 73,078.720	36.188 6,272.587 75,271.040
143			Florist	HSC	2015	Hourly 20.472 Monthly 3,437.590 Annual 41,251.080	21.073 3,538.508 42,462.095	21.692 3,642.448 43,709.380	22.327 3,749.075 44,988.905	22.984 3,859.397 46,312.760	23.660 3,972.908 47,674.900			24.133 4,052.333 48,627.995	24.616 4,133.437 49,601.240	25.354 4,257.359 51,088.310
144			Forms Management Clerk	SH	2015	Hourly 21.949 Monthly 3,685.603 Annual 44,227.235	22.593 3,793.741 45,524.895	23.256 3,905.070 46,860.840	23.938 4,019.589 48,235.070	24.639 4,137.299 49,647.585				25.131 4,219.914 50,638.965	25.634 4,304.376 51,652.510	26.403 4,433.504 53,202.045
145			Gift Shop Clerk	HSC	2015	Hourly 19.164 Monthly 3,217.955 Annual 38,615.460	19.723 3,311.820 39,741.845	20.300 3,408.708 40,904.500	20.898 3,509.123 42,109.470	21.511 3,612.055 43,344.665	22.141 3,717.843 44,614.115			22.584 3,792.230 45,506.760	23.036 3,868.128 46,417.540	23.727 3,984.159 47,809.905
146			Groundskeeper	HSC	2080	Hourly 28.690 Monthly 4,972.933 Annual 59,675.200	29.307 5,079.880 60,958.560	29.945 5,190.467 62,285.600						30.544 5,294.293 63,531.520	31.154 5,400.027 64,800.320	32.089 5,562.093 66,745.120
147			Health Information Analyst	HSC	1950	Hourly 38.694 Monthly 6,287.775 Annual 75,453.300	39.849 6,475.463 77,705.550	41.028 6,667.050 80,004.600	42.245 6,864.813 82,377.750	43.495 7,067.938 84,815.250	44.785 7,277.563 87,330.750			45.682 7,423.325 89,079.900	46.595 7,571.688 90,860.250	47.993 7,798.863 93,586.350

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
169			Inventory Tech - Pan Am Clinic	SH	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
170			Inventory Technician / Stores	SH	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
171			Lab Aide - Research Lab	CCMB	2015	Hourly Monthly Annual	19.164 3,217.955 38,615.460	19.723 3,311.820 39,741.845	20.300 3,408.708 40,904.500	20.898 3,509.123 42,109.470	21.511 3,612.055 43,344.665	22.141 3,717.843 44,614.115		22.584 3,792.230 45,506.760	23.036 3,868.128 46,417.540	23.727 3,984.159 47,809.905
172			Lab Aide 1	SH	2015	Hourly Monthly Annual	19.390 3,255.904 39,070.850	19.955 3,350.777 40,209.325	20.541 3,449.176 41,390.115	21.141 3,549.926 42,599.115	21.766 3,654.874 43,858.490	22.404 3,762.005 45,144.060		22.852 3,837.232 46,046.780	23.309 3,913.970 46,967.635	24.008 4,031.343 48,376.120
173			Laboratory Aide	HSC	2015	Hourly Monthly Annual	19.164 3,217.955 38,615.460	19.723 3,311.820 39,741.845	20.300 3,408.708 40,904.500	20.898 3,509.123 42,109.470	21.511 3,612.055 43,344.665	22.141 3,717.843 44,614.115		22.584 3,792.230 45,506.760	23.036 3,868.128 46,417.540	23.727 3,984.159 47,809.905
174	23-55UMDR		Laboratory Assistant - CPL	SH	2080	Hourly Monthly Annual	20.545 3,561.133 42,733.600	21.146 3,665.307 43,983.680	21.771 3,773.640 45,283.680	22.408 3,884.053 46,608.640	23.066 3,998.107 47,977.280	23.743 4,115.453 49,385.440		24.217 4,197.613 50,371.360	24.701 4,281.507 51,378.080	25.442 4,409.947 52,919.360
175			Language Access Interpreter	SH	1950	Hourly Monthly Annual	29.641 4,816.663 57,799.950	31.536 5,124.600 61,495.200	33.557 5,453.013 65,436.150	35.709 5,802.713 69,632.550				36.423 5,918.738 71,024.850	37.151 6,037.038 72,444.450	38.266 6,218.225 74,618.700
176	23-12HL		Lead Hand - Carpentry	HSC	2080	Hourly Monthly Annual	43.442 7,529.947 90,359.360	44.731 7,753.373 93,040.480						45.626 7,908.507 94,902.080	46.538 8,066.587 96,799.040	47.934 8,308.560 99,702.720
177			Lead Hand - Comm. Systems Technologist	HSC	2080	Hourly Monthly Annual	48.378 8,385.520 100,626.240	49.040 8,500.267 102,003.200	49.710 8,616.400 103,396.800					50.704 8,788.693 105,464.320	51.718 8,964.453 107,573.440	53.270 9,233.467 110,801.600
178	23-12EL		Lead Hand - Electrical	HSC	2080	Hourly Monthly Annual	48.275 8,367.667 100,412.000	49.710 8,616.400 103,396.800						50.704 8,788.693 105,464.320	51.718 8,964.453 107,573.440	53.270 9,233.467 110,801.600
179			Lead Hand - Electronics	HSC	2080	Hourly Monthly Annual	48.378 8,385.520 100,626.240	49.040 8,500.267 102,003.200	49.710 8,616.400 103,396.800					50.704 8,788.693 105,464.320	51.718 8,964.453 107,573.440	53.270 9,233.467 110,801.600
180	23-53HALH		Lead Hand - Housekeeping	HSC	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495		26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485	
181			Lead Hand - Industrial Mechanic	HSC	2080	Hourly Monthly Annual	47.175 8,177.000 98,124.000	47.832 8,290.880 99,490.560	48.507 8,407.880 100,894.560					49.477 8,576.013 102,912.160	50.467 8,747.613 104,971.360	51.981 9,010.040 108,120.480
182			Lead Hand - ISO Security Personnel NEW in Apr 2024	HSC	2080	Hourly Monthly Annual	39.646 6,871.973 82,463.680	40.820 7,075.467 84,905.600	42.030 7,285.200 87,422.400	43.279 7,501.693 90,020.320	44.564 7,724.427 92,693.120	45.884 7,953.227 95,438.720		46.802 8,112.347 97,348.160	47.738 8,274.587 99,295.040	49.170 8,522.800 102,273.600
183			Lead Hand - ISO Security Personnel	HSC, SH	2080	Hourly Monthly Annual	39.646 6,871.973 82,463.680	40.820 7,075.467 84,905.600	42.030 7,285.200 87,422.400	43.279 7,501.693 90,020.320	44.564 7,724.427 92,693.120	45.884 7,953.227 95,438.720		46.802 8,112.347 97,348.160	47.738 8,274.587 99,295.040	49.170 8,522.800 102,273.600
184	23-54LALH		Lead Hand - Linen Services	HSC	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495		26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485	
185	23-55MDRL		Lead Hand - Medical Device Reprocessing	HSC	2015	Hourly Monthly Annual	26.881 4,513.768 54,165.215	27.675 4,647.094 55,765.125	28.489 4,783.778 57,405.335	29.331 4,925.164 59,101.965	30.198 5,070.748 60,848.970	31.091 5,220.697 62,648.365		31.713 5,325.141 63,901.695	32.347 5,431.600 65,179.205	33.317 5,594.480 67,133.755
186	23-12GL		Lead Hand - Painter	HSC	2080	Hourly Monthly Annual	40.287 6,983.080 83,796.960	41.483 7,190.387 86,284.640						42.313 7,334.253 88,011.040	43.160 7,481.067 89,772.800	44.455 7,705.533 92,466.400
187	23-12FL		Lead Hand - Plumber	HSC	2080	Hourly Monthly Annual	48.275 8,367.667 100,412.000	49.710 8,616.400 103,396.800						50.704 8,788.693 105,464.320	51.718 8,964.453 107,573.440	53.270 9,233.467 110,801.600
188	23-52DALH		Lead Hand - Retail Services	HSC	2015	Hourly Monthly Annual	23.187 3,893.484 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495		26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485	
189			Lead Hand - Warehouse Operations	HSC	2015	Hourly Monthly Annual	24.480 4,110.600 49,327.200	25.202 4,231.836 50,782.030	25.942 4,356.094 52,273.130	26.707 4,484.550 53,814.605	27.494 4,616.701 55,400.410	28.305 4,752.881 57,034.575		28.872 4,848.090 58,177.080	29.450 4,945.146 59,341.750	30.334 5,093.584 61,123.010

CUPE Shared Health Employer Organization
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FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
190			Library Technician 1	HSC	1950	Hourly 23.712 Monthly 3,853.200 Annual 46,238.400	24.408 3,966.300 47,595.600	25.129 4,083.463 49,001.550	25.869 4,203.713 50,444.550	26.630 4,327.375 51,928.500	27.413 4,454.613 53,455.350			27.961 4,543.663 54,523.950	28.521 4,634.663 55,615.950	29.377 4,773.763 57,285.150
191			Library Technician 2	SH	1885	Hourly 29.418 Monthly 4,621.078 Annual 55,452.930	30.159 4,737.476 56,849.715	30.993 4,868.484 58,421.805	31.816 4,997.763 59,973.160	32.639 5,127.043 61,524.515	33.564 5,272.345 63,268.140			34.235 5,377.748 64,532.975	34.920 5,485.350 65,824.200	35.968 5,649.973 67,799.680
192	23-54LA2		Linen Service Aide	HSC	2015	Hourly 21.823 Monthly 3,664.445 Annual 43,973.345	22.459 3,771.240 45,254.885	23.115 3,881.394 46,576.725	23.794 3,995.409 47,944.910	24.491 4,112.447 49,349.365				24.982 4,194.894 50,338.730	25.481 4,278.685 51,344.215	26.245 4,406.973 52,883.675
193	23-12J		Locksmith	HSC	2080	Hourly 37.228 Monthly 6,452.853 Annual 77,434.240	38.331 6,644.040 79,728.480							39.098 6,776.987 81,323.840	39.880 6,912.533 82,950.400	41.076 7,119.840 85,438.080
194			Machinist 1	CCMB	2015	Hourly 27.251 Monthly 4,575.897 Annual 54,910.765	28.738 4,825.589 57,907.070							29.313 4,922.141 59,065.695	29.899 5,020.540 60,246.485	30.796 5,171.162 62,053.940
195			Machinist 2	CCMB	2015	Hourly 33.770 Monthly 5,670.546 Annual 68,046.550	35.230 5,915.704 70,988.450	36.746 6,170.266 74,043.190	38.349 6,439.436 77,273.235	40.018 6,719.689 80,636.270	41.768 7,013.543 84,162.520	43.595 7,320.327 87,843.925	44.672 7,501.773 90,014.080	45.565 7,651.123 91,813.475	46.477 7,804.263 93,651.155	47.871 8,038.339 96,460.065
196			Mail Attendant	SH	2015	Hourly 20.545 Monthly 3,449.848 Annual 41,398.175	21.146 3,550.766 42,609.190	21.771 3,655.714 43,868.565	22.408 3,762.677 45,152.120	23.066 3,873.166 46,477.990	23.743 3,986.845 47,842.145			24.217 4,066.438 48,797.255	24.701 4,147.710 49,772.515	25.442 4,272.136 51,265.630
197			Mail Room - Print Shop Clerk	SH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
198			Mail Supply & Distribution Clerk	CCMB	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
199			Mailroom Clerk - Finance	SH	2015	Hourly 21.197 Monthly 3,559.330 Annual 42,711.955	21.823 3,664.445 43,973.345	22.459 3,771.240 45,254.885	23.117 3,881.730 46,580.755	23.794 3,995.409 47,944.910				24.270 4,075.338 48,904.050	24.755 4,156.777 49,881.325	25.498 4,281.539 51,378.470
200			Maintenance	SH	1885	Hourly 22.012 Monthly 3,457.718 Annual 41,492.620	22.672 3,561.393 42,736.720	23.343 3,666.796 44,001.555	24.096 3,785.080 45,420.960	24.837 3,901.479 46,817.745				25.341 3,979.549 47,754.590	25.834 4,059.190 48,710.285	26.616 4,180.930 50,171.160
201			Maintenance (Eden)	Eden Mental Health Centre	2080	Hourly 23.505 Monthly 4,074.200 Annual 48,890.400	24.197 4,194.147 50,329.760	24.906 4,317.040 51,804.480	25.639 4,444.093 53,329.120	26.392 4,574.613 54,895.360				26.919 4,665.960 55,991.520	27.458 4,759.387 57,112.640	28.282 4,902.213 58,826.560
202			Maintenance Assistant - SMHC	SMHC	2080	Hourly 24.352 Monthly 4,221.013 Annual 50,652.160	25.101 4,350.840 52,210.080	25.894 4,488.293 53,859.520	26.755 4,637.533 55,650.400	27.672 4,796.480 57,557.760				28.225 4,892.333 58,708.000	28.790 4,990.267 59,883.200	29.654 5,140.027 61,680.320
203			Maintenance Dispatcher 2	HSC	2080	Hourly 27.174 Monthly 4,710.160 Annual 56,521.920	27.978 4,849.520 58,194.240	28.790 4,990.267 59,883.200	29.646 5,138.640 61,663.680	30.522 5,290.480 63,485.760	31.414 5,445.093 65,341.120	32.350 5,607.333 67,288.000		32.997 5,719.480 68,633.760	33.657 5,833.880 70,006.560	34.667 6,008.947 72,107.360
204			Maintenance Dispatcher 1	HSC	2080	Hourly 24.249 Monthly 4,203.160 Annual 50,437.920	24.961 4,326.573 51,918.880	25.695 4,453.800 53,445.600	26.447 4,584.147 55,009.760	27.233 4,720.387 56,644.640	28.040 4,860.267 58,323.200	28.862 5,002.747 60,032.960		29.438 5,102.587 61,231.040	30.028 5,204.853 62,458.240	30.929 5,361.027 64,332.320
205			Maintenance Logistics Coordinator DISCONTINUED IN 2025	HSC	2080	Hourly Monthly Annual										
206			Maintenance Logistics Dispatcher 2	HSC	2080	Hourly 26.297 Monthly 4,558.147 Annual 54,697.760	27.335 4,738.067 56,856.800	28.420 4,926.133 59,113.600	29.545 5,121.133 61,453.600	30.702 5,321.680 63,860.160	31.908 5,530.720 66,368.640	33.172 5,749.813 68,997.760		33.836 5,864.907 70,378.880	34.512 5,982.080 71,784.960	35.547 6,161.480 73,937.760
207			Maintenance Logistics Storesperson 1	HSC	2080	Hourly 23.040 Monthly 3,993.600 Annual 47,923.200	23.763 4,118.920 49,427.040	24.509 4,248.227 50,978.720	25.263 4,378.920 52,547.040	26.067 4,518.280 54,219.360	26.903 4,663.187 55,958.240	27.749 4,809.827 57,717.920		28.304 4,906.027 58,872.320	28.871 5,004.307 60,051.680	29.737 5,154.413 61,852.960
208			Maintenance Project Coordinator	HSC	2080	Hourly 41.958 Monthly 7,272.720 Annual 87,272.640	43.387 7,520.413 90,244.960	44.874 7,778.160 93,337.920	46.412 8,044.747 96,536.960					47.340 8,205.600 98,467.200	48.286 8,369.573 100,434.880	49.735 8,620.733 103,448.800
209			Maintenance Technician	HSC	2080	Hourly 27.456 Monthly 4,759.040 Annual 57,108.480	28.219 4,891.293 58,695.520	28.983 5,023.720 60,284.640						29.563 5,124.253 61,491.040	30.154 5,226.693 62,720.320	31.059 5,383.560 64,602.720
210			Maintenance Tradesperson - SMHC	SMHC	2080	Hourly 28.469 Monthly 4,934.627 Annual 59,215.520	29.419 5,099.293 61,191.520	30.503 5,287.187 63,446.240	31.496 5,459.307 65,511.680	32.437 5,622.413 67,468.960				33.086 5,734.907 68,818.880	33.747 5,849.480 70,193.760	34.759 6,024.893 72,298.720

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
211			Manager, Security Services - SMHC	SMHC	1885	Hourly Monthly Annual	36.259 5,695.685 68,348.215	37.555 5,899.265 70,791.175	38.896 6,109.913 73,318.960	40.315 6,332.815 75,993.775	41.914 6,583.991 79,007.890	43.534 6,838.466 82,061.590	45.154 7,092.941 85,115.290	46.057 7,234.787 86,817.445	46.978 7,379.461 88,553.530	48.387 7,600.791 91,209.495
212			Material Handler	HSC	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
213			Material Handler	SH	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
214			Material Handler - CHL	SH (Northern Scale)	2015	Hourly Monthly Annual	23.576 3,958.803 47,505.640	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.717 4,318.313 51,819.755	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870		27.803 4,668.587 56,023.045	28.359 4,761.949 57,143.385	29.210 4,904.846 58,858.150
215			Material Transporter	HSC	2015	Hourly Monthly Annual	21.275 3,572.427 42,869.125	21.898 3,677.039 44,124.470	22.542 3,785.178 45,422.130	23.205 3,896.506 46,758.075	23.887 4,011.025 48,132.305	24.587 4,128.567 49,542.805		25.078 4,211.014 50,532.170	25.580 4,295.308 51,543.700	26.347 4,424.100 53,089.205
216			Material Transporter - Linen	HSC	2015	Hourly Monthly Annual	21.275 3,572.427 42,869.125	21.898 3,677.039 44,124.470	22.542 3,785.178 45,422.130	23.205 3,896.506 46,758.075	23.887 4,011.025 48,132.305	24.587 4,128.567 49,542.805		25.078 4,211.014 50,532.170	25.580 4,295.308 51,543.700	26.347 4,424.100 53,089.205
217			Material Transporter - PIO	HSC	2015	Hourly Monthly Annual	22.884 3,842.605 46,111.260	23.272 3,907.757 46,893.080	23.660 3,972.908 47,674.900	24.046 4,037.724 48,452.690	24.434 4,102.876 49,234.510	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955
218			Materials Dispatcher	HSC	2015	Hourly Monthly Annual	25.208 4,232.843 50,794.120	25.596 4,297.995 51,575.940	25.982 4,362.811 52,353.730	26.369 4,427.795 53,133.535	26.754 4,492.443 53,909.310	27.141 4,557.426 54,689.115		27.683 4,648.437 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.688 58,604.260
219			Materials Management Float	SH	2015	Hourly Monthly Annual	23.476 3,942.012 47,304.140	24.166 4,057.874 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115		27.683 4,648.437 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.688 58,604.260
220			Maternal Serum Screening Assist - CPL	SH	1885	Hourly Monthly Annual	30.682 4,819.631 57,835.570	31.397 4,931.945 59,183.345	32.258 5,067.194 60,806.330	33.029 5,188.305 62,259.665	33.968 5,335.807 64,029.680	34.883 5,479.538 65,754.455		35.580 5,589.025 67,068.300	36.292 5,700.868 68,410.420	37.381 5,871.932 70,463.185
221			Med Records Tech - MRT	Eden Mental Health Centre	2015	Hourly Monthly Annual	27.174 4,562.968 54,755.610	27.976 4,697.637 56,371.640	28.801 4,836.168 58,034.015	29.653 4,979.233 59,750.795	30.528 5,126.160 61,513.920	31.429 5,277.453 63,329.435		32.058 5,383.073 64,596.870	32.698 5,490.539 65,886.470	33.679 5,655.265 67,863.185
222	23-55UMDR		Medical Device Reprocessing Aide	HSC	2015	Hourly Monthly Annual	20.545 3,449.848 41,398.175	21.146 3,550.766 42,609.190	21.771 3,655.714 43,868.565	22.408 3,762.677 45,152.120	23.066 3,873.166 46,477.990	23.743 3,986.845 47,842.145		24.217 4,066.438 48,797.255	24.701 4,147.710 49,772.515	25.442 4,272.136 51,265.630
223	23-55MDR1		Medical Device Reprocessing Technician 1	HSC	2015	Hourly Monthly Annual	24.676 4,143.512 49,722.140	25.404 4,265.755 51,189.060	26.151 4,391.189 52,694.265	26.919 4,520.149 54,241.785	27.715 4,653.810 55,845.725	28.533 4,791.166 57,493.995		29.104 4,887.047 58,644.560	29.686 4,984.774 59,817.290	30.577 5,134.388 61,612.655
224	23-55MDR2		Medical Device Reprocessing Technician 2	HSC	2015	Hourly Monthly Annual	25.778 4,328.556 51,942.670	26.535 4,455.669 53,468.025	27.317 4,586.980 55,043.755	28.123 4,722.320 56,667.845	28.953 4,861.691 58,340.295	29.809 5,005.428 60,065.135		30.406 5,105.674 61,268.090	31.013 5,207.600 62,491.195	31.943 5,363.762 64,365.145
225			Medical Editor/Transcriptionist	SH	1950	Hourly Monthly Annual	22.857 3,714.263 44,571.150	23.528 3,823.300 45,879.600	24.218 3,935.425 47,225.100	24.933 4,051.613 48,619.350	25.668 4,171.050 50,052.600	26.424 4,293.900 51,526.800		26.952 4,379.700 52,556.400	27.491 4,467.288 53,607.450	28.316 4,601.350 55,216.200
226			Medical Equipment Technician - SMHC	SMHC	1885	Hourly Monthly Annual	27.586 4,333.301 51,999.610	28.525 4,480.802 53,769.625	29.419 4,621.235 55,454.815	30.458 4,784.444 57,413.330	31.510 4,949.696 59,396.350	32.582 5,118.089 61,417.070		33.234 5,220.508 62,646.090	33.898 5,324.811 63,897.730	34.915 5,484.565 65,814.775
227			Medical Legal Correspondent	CCMB	2015	Hourly Monthly Annual	37.096 6,229.037 74,748.440	38.192 6,413.073 76,956.880	39.325 6,603.323 79,239.875	40.492 6,799.282 81,591.380	41.691 7,000.614 84,007.365	42.927 7,208.159 86,497.905		43.786 7,352.399 88,228.790	44.662 7,499.494 89,993.930	46.002 7,724.503 92,694.030
228			Medical Records Technician - SMHC	SMHC	1885	Hourly Monthly Annual	34.559 5,428.643 65,143.715	35.584 5,589.653 67,075.840	36.638 5,755.219 69,062.630	37.721 5,925.340 71,104.085	38.840 6,101.117 73,213.400	39.994 6,282.391 75,388.690		40.794 6,408.058 76,896.690	41.610 6,536.238 78,434.850	42.858 6,732.278 80,787.330
229			Medical Secretary	Shared Health - DSM	1950	Hourly Monthly Annual	23.580 3,831.750 45,981.000	24.270 3,943.875 47,326.500	24.985 4,060.063 48,720.750	25.719 4,179.338 50,152.050	26.475 4,302.188 51,626.250		27.005 4,388.313 52,659.750	27.544 4,475.900 53,710.800	28.370 4,610.125 55,321.500	
230			Medical Transcriptionist	HSC / Shared Health	1950	Hourly Monthly Annual	23.580 3,831.750 45,981.000	24.270 3,943.875 47,326.500	24.986 4,060.225 48,722.700	25.719 4,179.338 50,152.050	26.475 4,302.188 51,626.250		27.005 4,388.313 52,659.750	27.544 4,475.900 53,710.800	28.370 4,610.125 55,321.500	
231			Medical Transcriptionist	Shared Health - DSM	1950	Hourly Monthly Annual	23.580 3,831.750 45,981.000	24.270 3,943.875 47,326.500	24.986 4,060.225 48,722.700	25.719 4,179.338 50,152.050	26.475 4,302.188 51,626.250		27.005 4,388.313 52,659.750	27.544 4,475.900 53,710.800	28.370 4,610.125 55,321.500	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
253	23-17E		Orthotic/Prosthetic Technician Dual Registered	HSC	2015	Hourly Monthly Annual	34.486 5,790.774 69,489.290	36.093 6,060.616 72,727.395	37.780 6,343.892 76,126.700	39.547 6,640.600 79,687.205	41.397 6,951.246 83,414.955			42.225 7,090.281 85,083.375	43.069 7,232.003 86,784.035	44.361 7,448.951 89,387.415
254	23-17F		Orthotic/Prosthetic Technician -Senior Dual Registered	RCC	1950	Hourly Monthly Annual	40.066 6,510.725 78,128.700	41.937 6,814.763 81,777.150	43.899 7,133.588 85,603.050	45.958 7,468.175 89,618.100	48.109 7,817.713 93,812.550			49.071 7,974.038 95,688.450	50.053 8,133.613 97,603.350	51.555 8,377.688 100,532.250
255			PACS Administrative Clerk	SH	2015	Hourly Monthly Annual	28.275 4,747.844 56,974.125	28.847 4,843.892 58,126.705	29.442 4,943.803 59,325.630	30.221 5,074.610 60,895.315			30.826 5,176.199 62,114.390	31.443 5,279.804 63,357.645	32.386 5,438.149 65,257.790	
256	23-12G		Painter	HSC	2080	Hourly Monthly Annual	37.699 6,534.493 78,413.920	38.816 6,728.107 80,737.280						39.592 6,862.613 82,351.360	40.384 6,999.893 83,998.720	41.596 7,209.973 86,519.680
257			Patient / Equipment Assistant	HSC	2015	Hourly Monthly Annual	22.884 3,842.605 46,111.260	23.272 3,907.757 46,893.080	23.660 3,972.908 47,674.900	24.046 4,037.724 48,452.690	24.434 4,102.876 49,234.510	24.819 4,167.524 50,010.285		25.315 4,250.810 51,009.725	25.822 4,335.944 52,031.330	26.597 4,466.080 53,592.955
258			Patient Equipment Technical Assistant	HSC	2015	Hourly Monthly Annual	30.932 5,193.998 62,327.980	31.850 5,348.146 64,177.750	32.787 5,505.484 66,065.805	33.759 5,668.699 68,024.385	34.758 5,836.448 70,037.370	35.785 6,008.898 72,106.775		36.501 6,129.126 73,549.515	37.231 6,251.705 75,020.465	38.348 6,439.268 77,271.220
259			Patient Registration	CCMB	2015	Hourly Monthly Annual	22.938 3,851.673 46,220.070	23.614 3,965.184 47,582.210	24.307 4,081.550 48,978.605	25.023 4,201.779 50,421.345	25.759 4,325.365 51,904.385	26.517 4,452.646 53,431.755		27.048 4,541.810 54,501.720	27.589 4,632.653 55,591.835	28.417 4,771.688 57,260.255
260			Patient Trust Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	26.994 4,240.308 50,883.690	27.753 4,359.534 52,314.405	28.469 4,472.005 53,664.065	29.184 4,584.320 55,011.840	30.012 4,714.385 56,572.620	30.804 4,838.795 58,065.540		31.420 4,935.558 59,226.700	32.048 5,034.207 60,410.480	33.009 5,185.164 62,221.965
261			Patrol Officer	HSC - Security Officers	2080	Hourly Monthly Annual	22.899 3,969.160 47,629.920	23.593 4,089.453 49,073.440	24.361 4,222.573 50,670.880	25.176 4,363.840 52,366.080	26.014 4,509.093 54,109.120	26.886 4,660.240 55,922.880	27.782 4,815.547 57,786.560	28.337 4,911.747 58,940.960	28.904 5,010.027 60,120.320	29.771 5,160.307 61,923.680
262			Payroll Clerk - MATC	Shared Health (MATC)	1950	Hourly Monthly Annual	24.967 4,057.138 48,685.650	25.704 4,176.900 50,122.800	26.458 4,299.425 51,593.100	27.238 4,426.175 53,114.100	28.043 4,556.988 54,683.850	28.870 4,691.375 56,296.500		29.448 4,785.300 57,423.600	30.037 4,881.013 58,572.150	30.938 5,027.425 60,329.100
263			Payroll/Accounting Technician	RCC	1950	Hourly Monthly Annual	26.345 4,281.063 51,372.750	27.329 4,440.963 53,291.550	28.313 4,600.863 55,210.350	29.293 4,760.113 57,121.350	30.364 4,934.150 59,209.800	31.591 5,032.950 60,395.400	32.539 5,133.538 61,602.450	33.591 5,287.588 63,451.050		
264			Perioperative Aide	HSC	2015	Hourly Monthly Annual	24.676 4,143.512 49,722.140	25.403 4,265.587 51,187.045	26.150 4,391.021 52,692.250	26.919 4,520.149 54,241.785	27.715 4,653.810 55,845.725	28.533 4,791.166 57,493.995		29.104 4,887.047 58,644.560	29.686 4,984.774 59,817.290	30.577 5,134.388 61,612.655
265	23-55MDRL		Perioperative Lead Hand	HSC	2015	Hourly Monthly Annual	26.881 4,513.768 54,165.215	27.675 4,647.094 55,765.125	28.489 4,783.778 57,405.335	29.331 4,925.164 59,101.965	30.198 5,070.748 60,848.970	31.091 5,220.697 62,648.365		31.713 5,325.141 63,901.695	32.347 5,431.600 65,179.205	33.317 5,594.480 67,133.755
266	23-55PTSS		Perioperative Technical Supply Spec	HSC	2015	Hourly Monthly Annual	30.238 5,077.464 60,929.570	30.665 5,149.165 61,789.975	31.091 5,220.697 62,648.365	31.516 5,292.062 63,504.740	31.942 5,363.594 64,363.130	32.367 5,434.959 65,219.505		33.014 5,543.601 66,523.210	33.674 5,654.426 67,853.110	34.684 5,824.022 69,888.260
267			Plant Helper	HSC	2080	Hourly Monthly Annual	22.343 3,872.787 46,473.440	22.904 3,970.027 47,640.320	23.486 4,070.907 48,850.880					23.956 4,152.373 49,828.480	24.435 4,235.400 50,824.800	25.168 4,362.453 52,349.440
268	23-93B		Plant Operating Engineer	HSC	2080	Hourly Monthly Annual	51.581 8,940.707 107,288.480	52.604 9,118.027 109,416.320						53.656 9,300.373 111,604.480	54.729 9,486.360 113,836.320	56.371 9,770.973 117,251.680
269	23-93C		Plant Operating Engineer Assistant	HSC	2080	Hourly Monthly Annual	42.187 7,312.413 87,748.960	44.383 7,693.053 92,316.640						45.271 7,846.973 94,163.680	46.176 8,003.840 96,046.080	47.561 8,243.907 98,926.880
270	23-12F		Plumber	HSC	2080	Hourly Monthly Annual	45.053 7,809.187 93,710.240	46.390 8,040.933 96,491.200						47.318 8,201.787 98,421.440	48.265 8,365.933 100,391.200	49.713 8,616.920 103,403.040
271			Porter - RCC	RCC	1950	Hourly Monthly Annual	19.164 3,114.150 37,369.800	19.722 3,204.825 38,457.900	20.300 3,298.750 39,585.000	20.898 3,395.925 40,751.100	21.509 3,495.213 41,942.550	22.139 3,597.588 43,171.050		22.582 3,669.575 44,034.900	23.033 3,742.863 44,914.350	23.724 3,855.150 46,261.800
272			Porter - Delivery Driver	SH	2015	Hourly Monthly Annual	21.626 3,631.366 43,576.390	22.559 3,737.657 44,851.885	23.588 3,847.475 46,169.695	24.588 3,960.818 47,529.820	25.591 4,077.017 48,924.200	26.992 4,196.573 50,358.880		27.401 4,280.364 51,364.365	28.001 4,366.001 52,392.015	28.781 4,496.976 53,963.715
273			Post Production/Estimator	HSC	2015	Hourly Monthly Annual	26.297 4,415.705 52,988.455	27.060 4,543.825 54,525.900	27.842 4,675.136 56,101.630	28.648 4,810.477 57,725.720	29.477 4,949.680 59,396.155	30.336 5,093.920 61,127.040		30.942 5,195.678 62,348.130	31.561 5,299.618 63,595.415	32.508 5,458.635 65,503.620

CUPE Shared Health Employer Organization
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A1. Effective April 1, 2026

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
274			Press Operator 2	HSC	2015	Hourly 25.556 Monthly 4,291.278 Annual 51,495.340	26.297 4,415.705 52,988.455	27.060 4,543.825 54,525.900	27.842 4,675.136 56,101.630	28.648 4,810.477 57,725.720	29.477 4,949.680 59,396.155	30.336 5,093.920 61,127.040		30.942 5,195.678 62,348.130	31.561 5,299.618 63,595.415	32.508 5,458.635 65,503.620
275			Preventive Maintenance Coordinator	HSC	2080	Hourly 46.108 Monthly 7,992.053 Annual 95,904.640	47.680 8,264.533 99,174.400	49.314 8,547.760 102,573.120	51.007 8,841.213 106,094.560					52.026 9,017.840 108,214.080	53.067 9,198.280 110,379.360	54.659 9,474.227 113,690.720
276			Primary Care Assistant - 2015	SH	2015	Hourly 23.217 Monthly 3,898.521 Annual 46,782.255	23.740 3,986.342 47,836.100	24.328 4,085.077 49,020.920	24.946 4,188.849 50,266.190	25.666 4,309.749 51,716.990	26.304 4,416.880 53,002.560			26.830 4,505.204 54,062.450	27.367 4,595.375 55,144.505	28.188 4,733.235 56,798.820
277			Printer	SH	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730			26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
278			Printer/Receiver	SH	2015	Hourly 22.475 Monthly 3,773.927 Annual 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730			26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645
279			Printing Attendant 1	SH	2015	Hourly 21.119 Monthly 3,546.232 Annual 42,554.785	21.736 3,649.837 43,798.040	22.375 3,757.135 45,085.625	23.033 3,867.625 46,411.495	23.710 3,981.304 47,775.650	24.405 4,098.006 49,176.075			24.893 4,179.950 50,159.395	25.391 4,263.572 51,162.865	26.153 4,391.525 52,698.295
280			Printing Attendant 3	SH	2015	Hourly 24.405 Monthly 4,098.006 Annual 49,176.075	25.126 4,219.074 50,628.890	25.866 4,343.333 52,119.990	26.628 4,471.285 53,655.420	27.412 4,602.932 55,235.180	28.223 4,739.112 56,869.345			28.787 4,833.817 58,005.805	29.363 4,930.537 59,166.445	30.244 5,078.472 60,941.660
281			Production Artist	HSC	1950	Hourly 26.668 Monthly 4,333.550 Annual 52,002.600	27.565 4,479.313 53,751.750	28.488 4,629.300 55,551.600	29.459 4,787.088 57,445.050	30.455 4,948.938 59,387.250	31.496 5,118.100 61,417.200			32.127 5,220.638 62,647.650	32.769 5,324.963 63,899.550	33.752 5,484.700 65,816.400
282			Production Artist 2	HSC	1950	Hourly 31.146 Monthly 5,061.225 Annual 60,734.700	32.069 5,211.213 62,534.550	33.018 5,365.425 64,385.100	33.993 5,523.863 66,286.350	34.999 5,687.338 68,248.050	36.035 5,855.688 70,268.250			36.756 5,972.850 71,674.200	37.491 6,092.288 73,107.450	38.616 6,275.100 75,301.200
283			Production Coordinator	HSC	2015	Hourly 34.828 Monthly 5,848.202 Annual 70,178.420	35.860 6,021.492 72,257.900	36.921 6,199.651 74,395.815	38.016 6,383.520 76,602.240	39.143 6,572.762 78,873.145	40.303 6,767.545 81,210.545			41.109 6,902.886 82,834.635	41.931 7,040.914 84,490.965	43.189 7,252.153 87,025.835
284			Program Personnel Coordinator	HSC	1950	Hourly 26.877 Monthly 4,367.513 Annual 52,410.150	27.809 4,518.963 54,227.550	28.771 4,675.288 56,103.450	29.755 4,835.188 58,022.250	30.781 5,000.938 60,011.250	31.841 5,174.163 62,089.950	32.924 5,350.150 64,201.800	34.070 5,536.375 66,436.500			
285			Program Secretary - SMHC	SMHC	1885	Hourly 26.144 Monthly 4,106.787 Annual 49,281.440	26.826 4,213.918 50,567.010	27.564 4,329.845 51,958.140	28.301 4,445.615 53,347.385	29.061 4,564.999 54,779.985	29.833 4,686.267 56,235.205			30.429 4,779.889 57,358.665	31.038 4,875.553 58,506.630	31.969 5,021.797 60,261.565
286			Programmer Analyst - CPL	SH	1885	Hourly 38.439 Monthly 6,038.126 Annual 72,457.515	39.835 6,257.415 75,088.975	41.254 6,480.316 77,763.790	42.773 6,718.925 80,627.105	44.338 6,964.761 83,577.130	46.094 7,240.599 86,887.970	47.802 7,508.898 90,106.770	49.602 7,791.648 93,499.770			
287			Project Coordinator - DER	HSC	1950	Hourly 29.809 Monthly 4,843.963 Annual 58,127.550	30.925 5,025.313 60,303.750	31.891 5,182.288 62,187.450	33.135 5,384.438 64,613.250	34.274 5,569.525 66,834.300	35.473 5,764.363 69,172.350	36.781 5,976.913 71,722.950	38.098 6,190.925 74,291.100			
288			Project Initiative Lead	SH	1885	Hourly 42.204 Monthly 6,629.545 Annual 79,554.540	43.803 6,880.721 82,568.655	45.436 7,137.238 85,646.860	47.208 7,415.590 88,987.080	49.096 7,712.163 92,545.960	51.123 8,030.571 96,366.855			52.146 8,191.268 98,295.210	53.189 8,355.105 100,261.265	54.785 8,605.810 103,269.725
289	23-17C		Prosthetic Technician (Registered) 1950	RCC	1950	Hourly 33.175 Monthly 5,390.938 Annual 64,691.250	34.749 5,646.713 67,760.550	36.401 5,915.163 70,981.950	38.125 6,195.313 74,343.750	39.937 6,489.763 77,877.150			40.735 6,619.438 79,433.250	41.550 6,751.875 81,022.500	42.797 6,954.513 83,454.150	
290	23-17C		Prosthetic Technician (Registered) 2015	HSC	2015	Hourly 33.178 Monthly 5,571.139 Annual 66,853.670	34.749 5,834.936 70,019.235	36.398 6,111.831 73,341.970	38.125 6,401.823 76,821.875	39.937 6,706.088 80,473.055			40.735 6,840.085 82,081.025	41.550 6,976.938 83,723.250	42.797 7,186.330 86,235.955	
291	23-17B		Prosthetic Technician (unregistered) 1950	RCC	1950	Hourly 25.798 Monthly 4,192.175 Annual 50,306.100	27.271 4,431.538 53,178.450	28.831 4,685.038 56,220.450	30.483 4,953.488 59,441.850	32.230 5,237.375 62,848.500			32.875 5,342.188 64,106.250	33.532 5,448.950 65,387.400	34.538 5,612.425 67,349.100	
292	23-17B		Prosthetic Technician (Unregistered) 2015	HSC	2015	Hourly 25.798 Monthly 4,331.914 Annual 51,982.970	27.271 4,579.255 54,951.065	28.831 4,841.205 58,094.465	30.483 5,118.604 61,423.245	32.230 5,411.954 64,943.450			32.875 5,520.260 66,243.125	33.532 5,630.582 67,566.980	34.538 5,799.506 69,594.070	
293			Purchasing Clerk	SH	1950	Hourly 22.117 Monthly 3,594.013 Annual 43,128.150	22.766 3,699.475 44,393.700	23.435 3,808.188 45,698.250	24.123 3,919.988 47,039.850	24.834 4,035.525 48,426.300	25.565 4,154.313 49,851.750			26.075 4,237.188 50,846.250	26.795 4,322.013 51,864.150	27.395 4,451.688 53,420.250
294			Qualified Person - Security Personnel	HSC / Shared Health	2080	Hourly 23.593 Monthly 4,089.453 Annual 49,073.440	24.361 4,222.573 50,670.880	25.176 4,363.840 52,366.080	26.014 4,509.093 54,109.120	26.886 4,660.240 55,922.880	27.782 4,815.547 57,786.560	28.330 4,910.533 58,926.400				

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
295			RCC Secretary 5	RCC	1950	Hourly Monthly Annual	24.889 4,044.463 48,533.550	25.619 4,163.088 49,957.050	26.377 4,286.263 51,435.150	27.152 4,412.200 52,946.400	27.952 4,542.200 54,506.400	28.779 4,676.588 56,119.050		29.355 4,770.188 57,242.250	29.942 4,865.575 58,386.900	30.840 5,011.500 60,138.000	
296			Receiver	HSC	2015	Hourly Monthly Annual	23.476 3,942.012 47,304.140	24.166 4,057.874 48,694.490	24.875 4,176.927 50,123.125	25.608 4,300.010 51,600.120	26.363 4,426.787 53,121.445	27.141 4,557.426 54,689.115		27.683 4,648.437 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.688 58,604.260	
297			Receptionist 1	SH	2015	Hourly Monthly Annual	22.002 3,694.503 44,334.030	22.646 3,802.641 45,631.690	23.307 3,913.634 46,963.605	23.993 4,028.825 48,345.895	24.696 4,146.870 49,762.440		25.191 4,229.989 50,759.865	25.694 4,314.451 51,773.410	26.465 4,443.915 53,326.975		
298			Referral Clerk	CCMB	2015	Hourly Monthly Annual	22.938 3,851.673 46,220.070	23.614 3,965.184 47,582.210	24.307 4,081.550 48,978.605	25.023 4,201.779 50,421.345	25.759 4,325.365 51,904.385	26.517 4,452.646 53,431.755		27.048 4,541.810 54,501.720	27.589 4,632.653 55,591.835	28.417 4,771.688 57,260.255	
299			Refrigeration Mechanic	HSC	2080	Hourly Monthly Annual	47.924 8,306.827 99,681.920							48.883 8,473.053 101,676.640	49.860 8,642.400 103,708.800	51.356 8,901.707 106,820.480	
300			Reg Clinical Engineer-Specified Scope	SH	2015	Hourly Monthly Annual	44.361 7,448.951 89,387.415	46.118 7,743.981 92,927.770	47.944 8,050.597 96,607.160	49.844 8,369.638 100,435.660	51.818 8,701.106 104,413.270	53.871 9,045.839 108,550.065	56.008 9,404.677 112,856.120	58.228 9,777.452 117,329.420	59.393 9,973.075 119,676.895	60.580 10,172.392 122,068.700	62.397 10,477.496 125,729.955
301			Regional Clinical Engineer (Masters)	SH	2015	Hourly Monthly Annual	48.617 8,163.605 97,963.255	51.387 8,628.734 103,544.805	54.316 9,120.562 109,446.740	57.546 9,662.933 115,955.190	60.778 10,205.639 122,467.670	64.008 10,748.010 128,976.120		65.289 10,963.111 131,557.335	66.595 11,182.410 134,188.925	68.593 11,517.908 138,214.895	
302			Registry Senior Quality Control Tech	CCMB	2015	Hourly Monthly Annual	51.952 8,723.607 104,683.280	52.885 8,880.273 106,563.275	53.814 9,036.268 108,435.210	54.748 9,193.102 110,317.220	55.678 9,349.264 112,191.170	56.607 9,505.259 114,063.105		57.739 9,695.340 116,344.085	58.893 9,889.116 118,669.395	60.660 10,185.825 122,229.900	
303			Rehabilitation Electronic Technologist	HSC	2015	Hourly Monthly Annual	42.894 7,202.618 86,431.410	44.077 7,401.263 88,815.155	45.275 7,602.427 91,229.125	46.521 7,811.651 93,739.815	47.787 8,024.234 96,290.805		48.743 8,184.762 98,217.145	49.717 8,348.313 100,179.755	51.209 8,598.845 102,186.135		
304			Rehabilitation Mechanical Specialist	HSC	2080	Hourly Monthly Annual	44.079 7,640.360 91,684.320	45.295 7,851.133 94,213.600	46.526 8,064.507 96,774.080	47.806 8,286.373 99,436.480	49.107 8,511.880 102,142.560		50.909 8,682.267 104,187.200	51.092 8,855.947 106,271.360	52.625 9,121.667 109,460.000		
305			Relaxation Centre Coordinator	HSC	1950	Hourly Monthly Annual	29.184 4,742.400 56,908.800	30.046 4,882.475 58,589.700	30.932 5,026.450 60,317.400	31.850 5,175.625 62,107.500	32.787 5,327.888 63,934.650	33.759 5,485.838 65,830.050		34.435 5,595.688 67,148.250	35.124 5,707.650 68,491.800	36.178 5,878.925 70,547.100	
306			Research Assistant - MS Clinic	HSC	2015	Hourly Monthly Annual	28.862 4,846.411 58,156.930	29.943 5,027.929 60,335.145	30.875 5,184.427 62,213.125	32.081 5,386.935 64,643.215	33.185 5,572.315 66,867.775	34.341 5,766.426 69,197.115	35.613 5,980.016 71,760.195	36.883 6,193.270 74,319.245	37.621 6,317.193 75,806.315	38.374 6,443.634 77,323.610	39.525 6,636.906 79,642.875
307			Research Assistant - Generic	HSC	1950	Hourly Monthly Annual	20.563 3,341.488 40,097.850							20.974 3,408.275 40,899.300	21.393 3,476.363 41,716.350	22.035 3,580.688 42,968.250	
308			Research Protocol Officer	HSC	1950	Hourly Monthly Annual	28.675 4,659.688 55,916.250	29.779 4,839.088 58,069.050	30.935 5,026.938 60,323.250	32.074 5,212.025 62,544.300	33.297 5,410.763 64,929.150	34.584 5,619.900 67,438.800	35.936 5,839.600 70,075.200		36.655 5,956.438 71,477.250	37.388 6,075.550 72,906.600	38.510 6,257.875 75,094.500
309			Safety & Training Coordinator	HSC	2080	Hourly Monthly Annual	36.843 6,386.120 76,633.440	37.940 6,576.267 78,915.200	39.060 6,770.400 81,244.800	40.218 6,971.120 83,653.440	41.412 7,178.080 86,136.960	42.640 7,390.933 88,691.200		43.493 7,538.787 90,465.440	44.363 7,689.587 92,275.040	45.694 7,920.293 95,043.520	
310			Scheduling Clerk	SH	1885	Hourly Monthly Annual	26.532 4,167.735 50,012.820	27.201 4,272.824 51,273.885	27.949 4,390.322 52,683.865	28.672 4,503.893 54,046.720	29.434 4,623.591 55,483.090	30.359 4,768.893 57,226.715		30.967 4,864.400 58,372.795	31.586 4,961.634 59,539.610	32.534 5,110.549 61,326.590	
311			Scheduling Clerk - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	26.532 4,455.165 53,461.980	27.201 4,567.501 54,810.015	27.949 4,693.103 56,317.235	28.672 4,814.507 57,774.080	29.434 4,942.459 59,309.510	30.359 5,097.782 61,173.385		30.967 5,199.875 62,398.505	31.586 5,303.816 63,645.790	32.534 5,463.001 65,556.010	
312			Scheduling Clerk - DI	SH	1950	Hourly Monthly Annual	22.938 3,727.425 44,729.100	23.614 3,837.275 46,047.300	24.307 3,949.888 47,398.650	25.023 4,066.238 48,794.850	25.759 4,185.838 50,230.050	26.517 4,309.013 51,708.150		27.048 4,395.300 52,743.600	27.589 4,483.213 53,798.550	28.417 4,617.763 55,413.150	
313			Scheduling Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	26.201 4,115.740 49,388.885	26.859 4,219.101 50,629.215	27.598 4,335.186 52,022.230	28.347 4,452.841 53,434.095	29.094 4,570.183 54,842.190	29.988 4,710.615 56,527.380		30.588 4,804.865 57,658.380	31.200 4,901.000 58,812.000	32.136 5,048.030 60,576.360	
314			Secretary	SH	2015	Hourly Monthly Annual	23.755 3,988.860 47,866.325	24.450 4,105.563 49,266.750	25.170 4,226.463 50,717.550	25.910 4,350.721 52,208.650	26.673 4,478.841 53,746.095		27.206 4,568.341 54,820.090	27.750 4,659.688 55,916.250	28.583 4,799.562 57,594.745		
315			Secretary	SH	2015	Hourly Monthly Annual	23.755 3,988.860 47,866.325	24.450 4,105.563 49,266.750	25.170 4,226.463 50,717.550	25.910 4,350.721 52,208.650	26.673 4,478.841 53,746.095		27.206 4,568.341 54,820.090	27.750 4,659.688 55,916.250	28.583 4,799.562 57,594.745		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
316			Secretary - Hope, CIO, Info Services	CCMB	2015	Hourly Monthly Annual	23.755 3,988.860 47,866.325	24.450 4,105.563 49,266.750	25.170 4,226.463 50,717.550	25.910 4,350.721 52,208.650	26.673 4,478.841 53,746.095			27.206 4,568.341 54,820.090	27.750 4,659.688 55,916.250	28.583 4,799.562 57,594.745	
317			Secretary 1	SH	1885	Hourly Monthly Annual	23.755 3,731.515 44,778.175	24.450 3,840.688 46,088.250	25.170 3,953.788 47,445.450	25.910 4,070.029 48,840.350	26.673 4,189.884 50,278.605			27.206 4,273.609 51,283.310	27.750 4,359.063 52,308.750	28.583 4,489.913 53,878.955	
318			Secretary 1	SH	1950	Hourly Monthly Annual	23.755 3,860.188 46,322.250	24.450 3,973.125 47,677.500	25.170 4,090.125 49,081.500	25.910 4,210.375 50,524.500	26.673 4,334.363 52,012.350			27.206 4,420.975 53,051.700	27.750 4,509.375 54,112.500	28.583 4,644.738 55,736.850	
319			Secretary 1	CCMB	2015	Hourly Monthly Annual	22.861 3,838.743 46,064.915	23.530 3,951.079 47,412.950	24.221 4,067.110 48,805.315	24.931 4,186.330 50,235.965	25.666 4,309.749 51,716.990			26.178 4,395.723 52,748.670	26.702 4,483.711 53,804.530	27.503 4,618.212 55,418.545	
320			Secretary 2	HSC	1950	Hourly Monthly Annual	23.755 3,860.188 46,322.250	24.450 3,973.125 47,677.500	25.170 4,090.125 49,081.500	25.910 4,210.375 50,524.500	26.673 4,334.363 52,012.350			27.206 4,420.975 53,051.700	27.750 4,509.375 54,112.500	28.583 4,644.738 55,736.850	
321			Secretary 2	CCMB	2015	Hourly Monthly Annual	23.755 3,988.860 47,866.325	24.450 4,105.563 49,266.750	25.170 4,226.463 50,717.550	25.910 4,350.721 52,208.650	26.673 4,478.841 53,746.095			27.206 4,568.341 54,820.090	27.750 4,659.688 55,916.250	28.583 4,799.562 57,594.745	
322			Secretary 2 - IP & C	HSC	1950	Hourly Monthly Annual	23.755 3,860.188 46,322.250	24.450 3,973.125 47,677.500	25.170 4,090.125 49,081.500	25.910 4,210.375 50,524.500	26.673 4,334.363 52,012.350			27.206 4,420.975 53,051.700	27.750 4,509.375 54,112.500	28.583 4,644.738 55,736.850	
323			Secretary 2 - SH (RCC)	RCC	1950	Hourly Monthly Annual	22.860 3,714.750 44,577.000	23.532 3,823.950 45,887.400	24.221 3,935.913 47,230.950	24.931 4,051.288 48,615.450	25.666 4,170.725 50,048.700			26.178 4,253.925 51,047.100	26.702 4,339.075 52,068.900	27.503 4,469.238 53,630.850	
324			Secretary 3	HSC / Shared Health	1950	Hourly Monthly Annual	23.950 3,891.875 46,702.500	24.654 4,006.275 48,075.300	25.379 4,124.088 49,489.050	26.128 4,245.800 50,949.600	26.897 4,370.763 52,449.150	27.688 4,499.300 53,991.600		28.243 4,589.488 55,073.850	28.807 4,681.138 56,173.650	29.671 4,821.538 57,858.450	
325			Secretary 3	CCMB	2015	Hourly Monthly Annual	23.950 4,021.604 48,259.250	24.654 4,139.818 49,677.810	25.379 4,261.557 51,138.685	26.128 4,387.327 52,647.920	26.897 4,516.455 54,197.455	27.688 4,649.277 55,791.320		28.243 4,742.470 56,909.645	28.807 4,837.175 58,046.105	29.671 4,982.255 59,787.065	
326			Secretary 3 SH (RCC)	RCC	1950	Hourly Monthly Annual	23.755 3,860.188 46,322.250	24.450 3,973.125 47,677.500	25.170 4,090.125 49,081.500	25.910 4,210.375 50,524.500	26.673 4,334.363 52,012.350			27.206 4,420.975 53,051.700	27.750 4,509.375 54,112.500	28.583 4,644.738 55,736.850	
327			Secretary 4	Shared Health - DSM	1950	Hourly Monthly Annual	24.889 4,044.463 48,533.550	25.621 4,163.413 49,960.950	26.377 4,286.263 51,435.150	27.154 4,412.525 52,950.300	27.952 4,542.200 54,506.400	28.779 4,676.588 56,119.050		29.355 4,770.188 57,242.250	29.942 4,865.575 58,386.900	30.840 5,011.500 60,138.000	
328			Secretary 4	CCMB	2015	Hourly Monthly Annual	24.889 4,179.278 50,151.335	25.621 4,302.193 51,626.315	26.377 4,429.138 53,149.655	27.154 4,559.609 54,715.310	27.952 4,693.607 56,323.280	28.779 4,832.474 57,989.685		29.355 4,929.194 59,150.325	29.942 5,027.761 60,333.130	30.840 5,178.550 62,142.600	
329			Secretary 4 - RCC	RCC	1950	Hourly Monthly Annual	23.950 3,891.875 46,702.500	24.654 4,006.275 48,075.300	25.379 4,124.088 49,489.050	26.128 4,245.800 50,949.600	26.897 4,370.763 52,449.150	27.688 4,499.300 53,991.600		28.243 4,589.488 55,073.850	28.807 4,681.138 56,173.650	29.671 4,821.538 57,858.450	
330			Secretary 4 (PIO)	HSC / Shared Health	1950	Hourly Monthly Annual	24.889 4,044.463 48,533.550	25.621 4,163.413 49,960.950	26.377 4,286.263 51,435.150	27.154 4,412.525 52,950.300	27.952 4,542.200 54,506.400	28.779 4,676.588 56,119.050		29.355 4,770.188 57,242.250	29.942 4,865.575 58,386.900	30.840 5,011.500 60,138.000	
331			Secretary Medical	SH	1950	Hourly Monthly Annual	23.580 3,831.750 45,981.000	24.270 3,943.875 47,326.500	24.986 4,060.225 48,722.700	25.719 4,179.338 50,152.050	26.475 4,302.188 51,626.250			27.005 4,388.313 52,659.750	27.544 4,475.900 53,710.800	28.370 4,610.125 55,321.500	
332			Section Chief-Information Mgmt - CPL	SH	1885	Hourly Monthly Annual	45.322 7,119.331 85,431.970	46.988 7,381.032 88,572.380	48.708 7,651.215 91,814.580	50.574 7,944.333 95,331.990	52.541 8,253.315 99,039.785	54.542 8,567.639 102,811.670	56.844 8,929.245 107,150.940	59.213 9,301.375 111,616.505	60.397 9,487.362 113,848.345	61.605 9,677.119 116,125.425	63.453 9,967.409 119,608.905
333			Security Officer - SMHC	SMHC	2080	Hourly Monthly Annual	21.797 3,778.147 45,337.760	22.434 3,888.560 46,662.720	23.104 4,004.693 48,056.320	23.831 4,130.707 49,568.480	24.581 4,260.707 51,128.480	25.307 4,386.547 52,638.560		25.813 4,474.253 53,691.040	26.329 4,563.693 54,764.320	27.119 4,700.627 56,407.520	
334			Security Shift Supervisor - SMHC	SMHC	2080	Hourly Monthly Annual	23.351 4,047.507 48,570.080	24.065 4,171.267 50,055.200	24.836 4,304.907 51,658.880	25.619 4,440.627 53,287.520	26.425 4,580.333 54,964.000	27.274 4,727.493 56,729.920		27.820 4,822.133 57,865.600	28.377 4,918.680 59,024.160	29.228 5,066.187 60,794.240	
335			Security Supervisor	HSC - Security Officers	2080	Hourly Monthly Annual	28.399 4,922.493 59,069.920	29.293 5,077.453 60,929.440	30.212 5,236.747 62,840.960	31.164 5,401.760 64,821.120	32.151 5,572.840 66,874.080	33.163 5,748.253 68,979.040	34.209 5,929.560 71,154.720	34.893 6,048.120 72,577.440	35.992 6,169.280 74,031.360	36.660 6,354.400 76,252.800	
336			Security Supervisor –ISO Security Persnl NEW in Apr 2024	HSC	2015	Hourly Monthly Annual	42.583 7,150.395 85,804.745	43.846 7,362.474 88,349.690	45.148 7,581.102 90,973.220	46.489 7,806.278 93,675.335	47.870 8,038.171 96,458.050	49.292 8,276.948 99,323.380		50.277 8,442.346 101,308.155	51.283 8,611.270 103,335.245	52.821 8,869.526 106,434.315	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
379			Surplus Capital Equipment Coordinator	HSC	2015	Hourly Monthly Annual	25.208 4,232.843 50,794.120	25.596 4,297.995 51,575.940	25.982 4,362.811 52,353.730	26.369 4,427.795 53,133.535	26.754 4,492.443 53,909.310	27.141 4,557.426 54,689.115		27.683 4,648.437 55,781.245	28.237 4,741.463 56,897.555	29.084 4,883.688 58,604.260	
380	23-52DS		Team Leader - Food Production - SMHC	SMHC	2080	Hourly Monthly Annual	24.686 4,278.907 51,346.880	25.416 4,405.440 52,865.280	26.164 4,535.093 54,421.120	26.935 4,668.733 56,024.800	27.728 4,806.187 57,674.240	28.545 4,947.800 59,373.600		29.116 5,046.773 60,561.280	29.698 5,147.653 61,771.840	30.589 5,302.093 63,625.120	
381			Team Leader - Materials Management -SMHC	SMHC	1885	Hourly Monthly Annual	28.995 4,554.631 54,655.575	29.988 4,710.615 56,527.380	30.961 4,863.457 58,361.485	32.045 5,033.735 60,404.825	33.140 5,205.742 62,468.900	34.380 5,400.525 64,806.300		35.068 5,508.598 66,103.180	35.770 5,618.871 67,426.450	36.843 5,787.421 69,449.055	
382	23-53HS		Team Leader - Service Worker - SMHC	SMHC	2080	Hourly Monthly Annual	24.686 4,278.907 51,346.880	25.416 4,405.440 52,865.280	26.164 4,535.093 54,421.120	26.935 4,668.733 56,024.800	27.728 4,806.187 57,674.240	28.545 4,947.800 59,373.600		29.116 5,046.773 60,561.280	29.698 5,147.653 61,771.840	30.589 5,302.093 63,625.120	
383			Technician	RCC	1950	Hourly Monthly Annual	27.432 4,457.700 53,492.400	28.241 4,589.163 55,069.950	29.073 4,724.363 56,692.350	29.932 4,863.950 58,367.400	30.818 5,007.925 60,095.100	31.725 5,155.313 61,863.750		32.360 5,258.500 63,102.000	33.006 5,363.475 64,361.700	33.996 5,524.350 66,292.200	
384			Training and Developmnt Coordinator -SMHC	SMHC	1885	Hourly Monthly Annual	30.961 4,863.457 58,361.485	31.822 4,998.706 59,984.470	32.770 5,147.621 61,771.450	33.778 5,305.961 63,671.530	35.007 5,499.016 65,988.195	36.269 5,697.255 68,367.065		36.995 5,811.298 69,735.575	37.734 5,927.383 71,128.590	38.866 6,105.201 73,262.410	
385			Transcriptionist	CCMB	2015	Hourly Monthly Annual	23.580 3,959.475 47,513.700	24.270 4,075.338 48,904.050	24.986 4,195.566 50,346.790	25.719 4,318.649 51,823.785	26.475 4,445.594 53,347.125		27.005 4,534.590 54,415.075	27.544 4,625.097 55,501.160	28.370 4,763.796 57,165.550		
386			Trauma Data Analyst	HSC	1950	Hourly Monthly Annual	28.031 4,555.038 54,660.450	28.987 4,710.388 56,524.650	29.989 4,873.213 58,478.550	31.026 5,041.725 60,500.700	32.091 5,214.788 62,577.450	33.197 5,394.513 64,734.150	34.331 5,578.788 66,945.450	35.536 5,774.600 69,295.200	36.247 5,890.138 70,681.650	36.972 6,007.950 72,095.400	38.081 6,188.163 74,257.950
387			Unit Clerk	SH	1950	Hourly Monthly Annual	22.475 3,652.188 43,826.250	23.136 3,759.600 45,115.200	23.816 3,870.100 46,441.200	24.515 3,983.688 47,804.250	25.238 4,101.175 49,214.100	25.982 4,222.075 50,664.900		26.502 4,306.575 51,678.900	27.032 4,392.700 52,712.400	27.843 4,524.488 54,293.850	
388			Unit Clerk	CCMB	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
389			Unit Clerk - Ambulatory Care	HSC	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
390			Unit Clerk - Children's Clinic	HSC	1950	Hourly Monthly Annual	22.475 3,652.188 43,826.250	23.136 3,759.600 45,115.200	23.816 3,870.100 46,441.200	24.515 3,983.688 47,804.250	25.238 4,101.175 49,214.100	25.982 4,222.075 50,664.900		26.502 4,306.575 51,678.900	27.032 4,392.700 52,712.400	27.843 4,524.488 54,293.850	
391			Unit Clerk - Inpatients	HSC	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
392			Unit Clerk - PIO	CCMB	2015	Hourly Monthly Annual	23.920 4,016.567 48,198.800	24.393 4,095.991 49,151.895	24.935 4,187.002 50,244.025	25.467 4,276.334 51,316.005	26.051 4,374.397 52,492.765		26.572 4,461.882 53,542.580	27.103 4,551.045 54,612.545	27.916 4,687.562 56,250.740		
393			Unit Supplies Clerk	HSC	2015	Hourly Monthly Annual	21.275 3,572.427 42,869.125	21.898 3,677.039 44,124.470	22.542 3,785.178 45,422.130	23.205 3,896.506 46,758.075	23.887 4,011.025 48,132.305	24.587 4,128.567 49,542.805		25.078 4,211.014 50,532.170	25.580 4,295.308 51,543.700	26.347 4,424.100 53,089.205	
394			Unit Supplies Coordinator	HSC	2015	Hourly Monthly Annual	23.793 3,995.241 47,942.895	24.491 4,112.447 49,349.365	25.212 4,233.515 50,802.180	25.954 4,358.109 52,297.310	26.720 4,486.733 53,840.800	27.509 4,619.220 55,430.635		28.059 4,711.574 56,538.885	28.621 4,805.943 57,671.315	29.480 4,950.183 59,402.200	
395			Volunteer Assistant	CCMB	2015	Hourly Monthly Annual	24.134 4,052.501 48,630.010	24.842 4,171.386 50,056.630	25.573 4,294.133 51,529.595	26.328 4,420.910 53,050.920	27.102 4,550.878 54,610.530	27.902 4,685.211 56,222.530		28.460 4,778.908 57,346.900	29.030 4,874.621 58,495.450	29.901 5,020.876 60,250.515	
396			Ward Clerk	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.475 3,895.667 46,748.000	23.136 4,010.240 48,122.880	23.816 4,128.107 49,537.280	24.515 4,249.267 50,991.200	25.238 4,374.587 52,495.040	25.982 4,503.547 54,042.560		26.502 4,593.680 55,124.160	27.032 4,685.547 56,228.560	27.843 4,826.120 57,913.440	
397			Warehouse Person	HSC	2015	Hourly Monthly Annual	22.475 3,773.927 45,287.125	23.136 3,884.920 46,619.040	23.816 3,999.103 47,989.240	24.515 4,116.477 49,397.725	25.238 4,237.881 50,854.570	25.982 4,362.811 52,353.730		26.502 4,450.128 53,401.530	27.032 4,539.123 54,469.480	27.843 4,675.304 56,103.645	
398			Workplace Safety&Health Officer-SMHC-PIO DISCONTINUED IN 2025	SMHC	1885	Hourly Monthly Annual											
399			Youth Care Worker	SH	2080	Hourly Monthly Annual	23.527 4,078.013 48,936.160	24.269 4,206.627 50,479.520	25.127 4,355.347 52,264.160	25.869 4,483.960 53,807.520	26.737 4,634.413 55,612.960		27.271 4,726.973 56,723.680	27.817 4,821.613 57,859.360	28.652 4,966.347 59,596.160		

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1	23-93C	2	3rd Class Maintenance Engineer	HSC	2080	Hourly Monthly Annual	42.637 7,390.413 88,684.960	44.833 7,771.053 93,252.640						45.730 7,926.533 95,118.400	46.645 8,085.133 97,021.600	48.044 8,327.627 99,931.520
2		2	Accounting Clerk	SH	1885	Hourly Monthly Annual	26.126 4,103.959 49,247.510	26.823 4,213.446 50,561.355	27.541 4,326.232 51,914.785	28.305 4,446.244 53,354.925	29.115 4,573.481 54,881.775	29.937 4,702.604 56,431.245		30.536 4,796.697 57,560.360	31.147 4,892.675 58,712.095	32.081 5,039.390 60,472.685
3		1	Accounting Clerk	CCMB	2015	Hourly Monthly Annual	24.165 4,057.706 48,692.475	24.858 4,174.073 50,088.870	25.574 4,294.301 51,531.610	26.311 4,418.055 53,016.665	27.069 4,545.336 54,544.035		27.610 4,636.179 55,634.150	28.162 4,728.869 56,746.430	29.007 4,870.759 58,449.105	
4		2	Accounting Clerk 1 - SMHC	SMHC	1885	Hourly Monthly Annual	27.444 4,310.995 51,731.940	28.203 4,430.221 53,162.655	28.919 4,542.693 54,512.315	29.634 4,655.008 55,860.090	30.462 4,785.073 57,420.870	31.254 4,909.483 58,913.790		31.879 5,007.660 60,091.915	32.517 5,107.879 61,294.545	33.493 5,261.192 63,134.305
5		2	Accounts Payable Clerk - Level 2	SH	2015	Hourly Monthly Annual	24.243 4,070.804 48,849.645	24.941 4,188.010 50,256.115	25.663 4,309.245 51,710.945	26.404 4,433.672 53,204.060	27.170 4,562.296 54,747.550	27.958 4,694.614 56,335.370		28.517 4,788.480 57,461.755	29.087 4,884.192 58,610.305	29.960 5,030.783 60,369.400
6		2	Accounts Receivable Clerk - Level 2	SH	1950	Hourly Monthly Annual	24.243 3,939.488 47,273.850	24.941 4,052.913 48,634.950	25.663 4,170.238 50,042.850	26.404 4,290.650 51,487.800	27.170 4,415.125 52,981.500	27.958 4,543.175 54,518.100		28.517 4,634.013 55,608.150	29.087 4,726.638 56,719.650	29.960 4,868.500 58,422.000
7		2	Admin Assist - Patient Program - SMHC	SMHC	1885	Hourly Monthly Annual	26.594 4,177.474 50,129.690	27.276 4,284.605 51,415.260	28.014 4,400.533 52,806.390	28.751 4,516.303 54,195.635	29.511 4,635.686 55,628.235	30.283 4,756.955 57,083.455		30.889 4,852.147 58,225.765	31.507 4,949.225 59,390.695	32.452 5,097.668 61,172.020
8		2	Admin Assist Info Services - SMHC	SMHC	1885	Hourly Monthly Annual	26.594 4,177.474 50,129.690	27.276 4,284.605 51,415.260	28.014 4,400.533 52,806.390	28.751 4,516.303 54,195.635	29.511 4,635.686 55,628.235	30.283 4,756.955 57,083.455		30.889 4,852.147 58,225.765	31.507 4,949.225 59,390.695	32.452 5,097.668 61,172.020
9		2	Admin Assist Support Services - SMHC	SMHC	1885	Hourly Monthly Annual	26.594 4,177.474 50,129.690	27.276 4,284.605 51,415.260	28.014 4,400.533 52,806.390	28.751 4,516.303 54,195.635	29.511 4,635.686 55,628.235	30.283 4,756.955 57,083.455		30.889 4,852.147 58,225.765	31.507 4,949.225 59,390.695	32.452 5,097.668 61,172.020
10		2	Administrative Assistant - CPL	SH	1885	Hourly Monthly Annual	26.594 4,177.474 50,129.690	27.276 4,284.605 51,415.260	28.014 4,400.533 52,806.390	28.751 4,516.303 54,195.635	29.511 4,635.686 55,628.235	30.283 4,756.955 57,083.455		30.889 4,852.147 58,225.765	31.507 4,949.225 59,390.695	32.452 5,097.668 61,172.020
11		2	Administrative Assistant - SMHC	SMHC	1885	Hourly Monthly Annual	26.594 4,177.474 50,129.690	27.276 4,284.605 51,415.260	28.014 4,400.533 52,806.390	28.751 4,516.303 54,195.635	29.511 4,635.686 55,628.235	30.283 4,756.955 57,083.455		30.889 4,852.147 58,225.765	31.507 4,949.225 59,390.695	32.452 5,097.668 61,172.020
12		2	Administrative Assistant 2	SH	1950	Hourly Monthly Annual	24.400 3,965.000 47,580.000	25.104 4,079.400 48,952.800	25.829 4,197.213 50,366.550	26.578 4,318.925 51,827.100	27.347 4,443.888 53,326.650	28.138 4,572.425 54,869.100		28.701 4,663.913 55,966.950	29.275 4,757.188 57,086.250	30.153 4,899.863 58,798.350
13		1	Administrative Assistant 2 - PIO	HSC	1950	Hourly Monthly Annual	24.607 3,998.638 47,983.650	25.324 4,115.150 49,381.800	26.048 4,232.800 50,793.600	26.803 4,355.488 52,265.850	27.578 4,481.425 53,777.100	28.372 4,610.450 55,325.400		28.939 4,702.588 56,431.050	29.518 4,796.675 57,560.100	30.404 4,940.650 59,287.800
14		2	Administrative Officer	SH	1885	Hourly Monthly Annual	30.390 4,773.763 57,285.150	31.478 4,944.669 59,336.030	32.497 5,104.737 61,256.845	33.691 5,292.295 63,507.535	34.883 5,479.538 65,754.455	36.099 5,670.551 68,046.615		36.821 5,783.965 69,407.585	37.557 5,899.579 70,794.945	38.684 6,076.612 72,919.340
15		1	Administrative Secretary	SH	1950	Hourly Monthly Annual	24.255 3,941.438 47,297.250	24.950 4,054.375 48,652.500	25.670 4,171.375 50,056.500	26.410 4,291.625 51,499.500	27.173 4,415.613 52,987.350		27.716 4,503.850 54,046.200	28.270 4,593.875 55,126.500	29.118 4,731.675 56,780.100	
16		1	Administrative Secretary - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	24.255 4,072.819 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595		27.716 4,653.978 55,847.740	28.270 4,747.004 56,964.050	29.118 4,889.398 58,672.770	
17		1	Administrative Secretary - PIO	SH	1950	Hourly Monthly Annual	24.556 3,990.350 47,884.200	25.529 4,148.463 49,781.550	26.504 4,306.900 51,682.800	27.480 4,465.500 53,586.000		28.030 4,554.875 54,658.500	28.591 4,646.038 55,752.450	29.449 4,785.463 57,425.550		
18		2	Administrative Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	26.594 4,177.474 50,129.690	27.276 4,284.605 51,415.260	28.014 4,400.533 52,806.390	28.751 4,516.303 54,195.635	29.511 4,635.686 55,628.235	30.283 4,756.955 57,083.455		30.889 4,852.147 58,225.765	31.507 4,949.225 59,390.695	32.452 5,097.668 61,172.020
19		1	Administrative Secretary 2 - 1950	SH	1950	Hourly Monthly Annual	24.292 3,947.450 47,369.400	24.779 4,042.838 48,514.050	25.497 4,143.263 49,719.150	26.217 4,260.263 51,123.150	26.856 4,364.100 52,369.200		27.393 4,451.363 53,416.350	27.941 4,540.413 54,484.950	28.779 4,676.588 56,119.050	
20		2	Administrative Secretary 3	SH	1885	Hourly Monthly Annual	26.916 4,228.055 50,736.660	27.612 4,337.385 52,048.620	28.347 4,452.841 53,434.095	29.081 4,568.140 54,817.685	29.846 4,688.309 56,259.710	30.672 4,818.060 57,816.720		31.285 4,914.352 58,972.225	31.911 5,012.686 60,152.235	32.868 5,163.015 61,956.180
21		2	Administrative Secretary 3 - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	26.916 4,519.645 54,235.740	27.612 4,636.515 55,638.180	28.347 4,759.934 57,119.205	29.081 4,883.185 58,598.215	29.846 5,011.641 60,139.690	30.672 5,150.340 61,804.080		31.285 5,253.273 63,039.275	31.911 5,358.389 64,300.665	32.868 5,519.085 66,229.020

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
22		1	Admissions Clerk 4	HSC	1950	Hourly 24.165 Monthly 3,926.813 Annual 47,121.750	24.858 4,039.425 48,473.100	25.574 4,155.775 49,869.300	26.311 4,275.538 51,306.450	27.069 4,398.713 52,784.550				27.610 4,486.625 53,839.500	28.162 4,576.325 54,915.900	29.007 4,713.638 56,563.650
23		2	Admissions Clerk 5	HSC	1950	Hourly 24.243 Monthly 3,939.488 Annual 47,273.850	24.941 4,052.913 48,634.950	25.662 4,170.075 50,040.900	26.404 4,290.650 51,487.800	27.170 4,415.125 52,981.500	27.959 4,543.338 54,520.050			28.518 4,634.175 55,610.100	29.088 4,726.800 56,721.600	29.961 4,868.663 58,423.950
24	23-55ANESAIDE	2	Anesthetics Assistant	HSC	2015	Hourly 26.228 Monthly 4,404.118 Annual 52,849.420	26.985 4,531.231 54,374.775	27.767 4,662.542 55,950.505	28.573 4,797.883 57,574.595	29.403 4,937.254 59,247.045	30.259 5,080.990 60,971.885			30.864 5,182.580 62,190.960	31.481 5,286.185 63,434.215	32.425 5,444.698 65,336.375
25		1	Area Secretary - SMHC	SMHC	1885	Hourly 23.991 Monthly 3,768.586 Annual 45,223.035	24.573 3,860.009 46,320.105	25.154 3,951.274 47,415.290	25.925 4,072.385 48,868.625	26.517 4,165.379 49,984.545			27.047 4,248.633 50,983.595	27.588 4,333.615 52,003.380	28.416 4,463.680 53,564.160	
26		2	Assistive Technology Technician	HSC	2015	Hourly 46.829 Monthly 7,863.370 Annual 94,360.435								47.766 8,020.708 96,248.490	48.721 8,181.068 98,172.815	50.183 8,426.562 101,118.745
27		2	Attendant - Crisis Services	SH	2080	Hourly 22.441 Monthly 3,889.773 Annual 46,677.280	23.081 4,000.707 48,008.480	23.750 4,116.667 49,400.000	24.431 4,234.707 50,816.480	25.137 4,357.080 52,284.960	25.861 4,482.573 53,790.880			26.378 4,572.187 54,866.240	26.906 4,663.707 55,964.480	27.713 4,803.587 57,643.040
28		2	Attendant - Supply Transformation	SH	2015	Hourly 21.725 Monthly 3,647.990 Annual 43,775.875	22.348 3,752.602 45,031.220	22.992 3,860.740 46,328.880	23.655 3,972.069 47,664.825	24.337 4,086.588 49,039.055	25.037 4,204.130 50,449.555			25.538 4,288.256 51,459.070	26.049 4,374.061 52,488.735	26.830 4,505.204 54,062.450
29		2	Attendant 2 - Printing	SH	2015	Hourly 22.148 Monthly 3,719.018 Annual 44,628.220	22.782 3,825.478 45,905.730	23.440 3,935.967 47,231.600	24.114 4,049.143 48,589.710	24.813 4,166.516 49,998.195	25.526 4,286.241 51,434.890			26.037 4,372.046 52,464.555	26.558 4,459.531 53,514.370	27.355 4,593.360 55,120.325
30		2	Bindery Worker	HSC	2015	Hourly 22.015 Monthly 3,696.685 Annual 44,360.225	22.633 3,800.458 45,605.495	23.270 3,907.421 46,889.050	23.928 4,017.910 48,214.920	24.599 4,130.582 49,566.985	25.291 4,246.780 50,961.365			25.797 4,331.746 51,980.955	26.313 4,418.391 53,020.695	27.102 4,550.878 54,610.530
31	23-200	2	Biomedical Engineering Technologist	SH	1950	Hourly 40.305 Monthly 6,549.563 Annual 78,594.750	41.982 6,822.075 81,864.900	43.733 7,106.613 85,279.350	45.636 7,415.850 88,990.200	47.510 7,720.375 92,644.500	49.304 7,902.213 94,826.550	49.904 8,109.400 97,312.800		50.902 8,271.575 99,258.900	51.920 8,437.000 101,244.000	53.478 8,690.175 104,282.100
32	23-200	2	Biomedical Engineering Technologist	SH	2015	Hourly 40.305 Monthly 6,767.881 Annual 81,214.575	41.982 7,049.478 84,593.730	43.733 7,343.500 88,121.995	45.636 7,663.045 91,956.540	47.510 7,977.721 95,732.650	49.304 8,165.620 97,987.435	49.904 8,379.713 100,556.560		50.902 8,547.294 102,567.530	51.920 8,718.233 104,618.800	53.478 8,979.848 107,758.170
33	23-200	2	Biomedical Engineering Technologist	SH	2080	Hourly 40.305 Monthly 6,986.200 Annual 83,834.400	41.982 7,276.880 87,322.560	43.733 7,580.387 90,964.640	45.636 7,910.240 94,922.880	47.510 8,235.067 98,820.800	49.304 8,429.027 101,148.320	49.904 8,650.027 103,800.320		50.902 8,823.013 105,876.160	51.920 8,999.467 107,993.600	53.478 9,269.520 111,234.240
34		2	Building Services Worker 3	Shared Health (MATC)	1950	Hourly 27.721 Monthly 4,504.663 Annual 54,055.950								28.275 4,594.688 55,136.250	28.841 4,686.663 56,239.950	29.706 4,827.225 57,926.700
35		2	Building Services Worker 3 - PIO	Shared Health (MATC)	1950	Hourly 28.831 Monthly 4,685.038 Annual 56,220.450	30.396 4,939.350 59,272.200	31.960 5,193.500 62,322.000	33.523 5,447.488 65,369.850	35.090 5,702.125 68,425.500				35.792 5,816.200 69,794.400	36.508 5,932.550 71,190.600	37.603 6,110.488 73,325.850
36		2	Building Technologist	HSC	1950	Hourly 42.341 Monthly 6,880.413 Annual 82,564.950	43.585 7,082.563 84,990.750	44.865 7,290.563 87,486.750	46.182 7,504.575 90,054.900	47.542 7,725.575 92,706.900	48.940 7,952.750 95,433.000			49.919 8,111.838 97,342.050	50.917 8,274.013 99,288.150	52.445 8,522.313 102,267.750
37		2	CAD Operator	HSC	1950	Hourly 29.909 Monthly 4,860.213 Annual 58,322.550	30.911 5,023.038 60,276.450	31.969 5,194.963 62,339.550	33.054 5,371.275 64,455.300	34.176 5,553.600 66,643.200	35.343 5,743.238 68,918.850	36.541 5,937.913 71,254.950		37.272 6,056.700 72,680.400	38.017 6,177.763 74,133.150	39.158 6,363.175 76,358.100
38		2	CADD Systems Specialist - PIO	HSC	1950	Hourly 34.332 Monthly 5,578.950 Annual 66,947.400	35.506 5,769.725 69,236.700	36.709 5,965.213 71,582.550	37.990 6,173.375 74,080.500	39.277 6,382.513 76,590.150	40.612 6,599.450 79,193.400	42.001 6,825.163 81,901.950		42.841 6,961.663 83,539.950	43.698 7,100.925 85,211.100	45.009 7,313.963 87,767.550
39		2	Cancer Registrar 1	CCMB	2015	Hourly 36.386 Monthly 6,109.816 Annual 73,317.790	37.453 6,288.983 75,467.795	38.549 6,473.020 77,676.235	39.675 6,662.094 79,945.125	40.840 6,857.717 82,292.600	42.040 7,059.217 84,710.600		42.881 7,200.435 86,405.215	43.739 7,344.507 88,134.085	45.051 7,564.814 90,777.765	
40		2	Cancer Registrar 2	CCMB	2015	Hourly 40.263 Monthly 6,760.829 Annual 81,129.945	41.444 6,959.138 83,509.660	42.660 7,163.325 85,959.900	43.913 7,373.725 88,484.695	45.202 7,590.169 91,082.030	46.530 7,813.163 93,757.950		47.461 7,969.493 95,633.915	48.410 8,128.846 97,546.150	49.862 8,372.661 100,471.930	
41	23-12H	2	Carpenter	HSC	2080	Hourly 40.562 Monthly 7,030.747 Annual 84,368.960	41.752 7,237.013 86,844.160							42.587 7,381.747 88,580.960	43.439 7,529.427 90,353.120	44.742 7,755.280 93,063.360
42		1	Cashier - Dietetics - PIO	HSC	2015	Hourly 22.666 Monthly 3,805.999 Annual 45,671.990	23.049 3,870.311 46,443.735	23.435 3,935.127 47,221.525	23.823 4,000.279 48,003.345	24.212 4,065.598 48,787.180				24.696 4,146.870 49,762.440	25.190 4,229.821 50,757.850	25.946 4,356.766 52,281.190

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
43		2	Cashier / Information Clerk	HSC	1950	Hourly 22.567 Monthly 3,667.138 Annual 44,005.650	23.216 3,772.600 45,271.200	23.885 3,881.313 46,575.750	24.573 3,993.113 47,917.350	25.284 4,108.650 49,303.800	26.015 4,227.438 50,729.250			26.535 4,311.938 51,743.250	27.066 4,398.225 52,778.700	27.878 4,530.175 54,362.100
44		2	CD19 - Data Entry Clerk - CPL	SH	1885	Hourly 26.651 Monthly 4,186.428 Annual 50,237.135	27.309 4,289.789 51,477.465	28.048 4,405.873 52,870.480	28.797 4,523.529 54,282.345	29.544 4,640.870 55,690.440	30.438 4,781.303 57,375.630			31.047 4,876.966 58,523.595	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930
45		2	Centralized Slating Clerk	HSC	1950	Hourly 24.930 Monthly 4,051.125 Annual 48,613.500	25.652 4,168.450 50,021.400	26.392 4,288.700 51,464.400	27.157 4,413.013 52,956.150	27.944 4,540.900 54,490.800	28.755 4,672.688 56,072.250			29.330 4,766.125 57,193.500	29.917 4,861.513 58,338.150	30.815 5,007.438 60,089.250
46	23-201	2	Charge Biomedical Engineering Technologist	SH	2015	Hourly 51.016 Monthly 8,566.437 Annual 102,797.240	52.354 8,791.109 105,493.310	53.013 8,901.766 106,821.195						54.073 9,079.758 108,957.095	55.154 9,261.276 111,135.310	56.809 9,539.178 114,470.135
47	23-201	2	Charge Biomedical Engineering Technologist	SH	2080	Hourly 51.016 Monthly 8,842.773 Annual 106,113.280	52.354 9,074.693 108,896.320	53.013 9,188.920 110,267.040						54.073 9,372.653 112,471.840	55.154 9,560.027 114,720.320	56.809 9,846.893 118,162.720
48	23-Dual	2	Charge Clerk	CCMB	2015	Hourly 26.130 Monthly 4,387.663 Annual 52,651.950	26.889 4,515.111 54,181.335	27.666 4,645.583 55,746.990	28.470 4,780.588 57,367.050	29.295 4,919.119 59,029.425	30.149 5,062.520 60,750.235			30.752 5,163.773 61,965.280	31.367 5,267.042 63,204.505	32.308 5,425.052 65,100.620
49	23-204	2	Charge Technologist-DI Tech Serv	SH	2015	Hourly 52.017 Monthly 8,734.521 Annual 104,814.255	53.382 8,963.728 107,564.730	54.108 9,085.635 109,027.620	55.374 9,298.218 111,578.610					56.481 9,484.101 113,809.215	57.611 9,673.847 116,086.165	59.339 9,964.007 119,568.085
50		2	Chemical Tank Transporter	HSC	2015	Hourly 24.496 Monthly 4,113.287 Annual 49,359.440	24.884 4,178.438 50,141.260	25.269 4,243.086 50,917.035	25.658 4,308.406 51,700.870	26.046 4,373.558 52,482.690	26.432 4,438.373 53,260.480			26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875
51		1	Clerk - Cardiac Sciences	SH	2015	Hourly 23.318 Monthly 3,915.481 Annual 46,985.770	23.986 4,027.649 48,331.790	24.674 4,143.176 49,718.110	25.386 4,262.733 51,152.790	26.116 4,385.312 52,623.740			26.638 4,472.964 53,675.570	27.171 4,562.464 54,749.565	27.986 4,699.316 56,391.790	
52		1	Clerk - Records Control	CCMB	2015	Hourly 23.318 Monthly 3,915.481 Annual 46,985.770	23.986 4,027.649 48,331.790	24.674 4,143.176 49,718.110	25.386 4,262.733 51,152.790	26.116 4,385.312 52,623.740			26.638 4,472.964 53,675.570	27.171 4,562.464 54,749.565	27.986 4,699.316 56,391.790	
53		1	Clerk - Records Processing	CCMB	2015	Hourly 23.318 Monthly 3,915.481 Annual 46,985.770	23.986 4,027.649 48,331.790	24.674 4,143.176 49,718.110	25.386 4,262.733 51,152.790	26.116 4,385.312 52,623.740			26.638 4,472.964 53,675.570	27.171 4,562.464 54,749.565	27.986 4,699.316 56,391.790	
54		1	Clerk 1	Shared Health - DSM	1950	Hourly 21.698 Monthly 3,525.925 Annual 42,311.100	22.323 3,627.488 43,529.850	22.959 3,730.838 44,770.050	23.615 3,837.438 46,049.250	24.294 3,947.775 47,373.300			24.780 4,026.750 48,321.000	25.276 4,107.350 49,288.200	26.034 4,230.525 50,766.300	
55		1	Clerk 1	HSC	1950	Hourly 21.698 Monthly 3,525.925 Annual 42,311.100	22.323 3,627.488 43,529.850	22.959 3,730.838 44,770.050	23.615 3,837.438 46,049.250	24.294 3,947.775 47,373.300			24.780 4,026.750 48,321.000	25.276 4,107.350 49,288.200	26.034 4,230.525 50,766.300	
56		1	Clerk 2	SH	1885	Hourly 23.022 Monthly 3,616.373 Annual 43,396.470	23.582 3,704.339 44,452.070	24.223 3,805.030 45,660.355	24.813 3,897.709 46,772.505	25.497 4,005.154 48,061.845			26.007 4,085.266 49,023.195	26.527 4,166.950 50,003.395	27.323 4,291.988 51,503.855	
57		1	Clerk 2	HSC	1950	Hourly 22.502 Monthly 3,656.575 Annual 43,878.900	23.145 3,761.063 45,132.750	23.807 3,868.638 46,423.650	24.493 3,980.113 47,761.350	25.197 4,094.513 49,134.150			25.701 4,176.413 50,116.950	26.215 4,259.938 51,119.250	27.001 4,387.663 52,651.950	
58		1	Clerk 2 - Cervical Screening	CCMB	2015	Hourly 22.502 Monthly 3,778.461 Annual 45,341.530	23.145 3,886.431 46,637.175	23.807 3,997.592 47,971.105	24.493 4,112.783 49,353.395	25.197 4,230.996 50,771.955			25.701 4,315.626 51,787.515	26.215 4,401.935 52,823.225	27.001 4,533.918 54,407.015	
59		1	Clerk 2 - Data Entry Clerk	CCMB	2015	Hourly 21.698 Monthly 3,643.456 Annual 43,721.470	22.323 3,748.404 44,980.845	22.959 3,855.199 46,262.385	23.615 3,965.352 47,584.225	24.294 4,079.368 48,952.410			24.780 4,160.975 49,931.700	25.276 4,244.262 50,931.140	26.034 4,371.543 52,458.510	
60		1	Clerk 2 - Diagnostic Imaging	Shared Health - DSM	1950	Hourly 22.502 Monthly 3,656.575 Annual 43,878.900	23.145 3,761.063 45,132.750	23.807 3,868.638 46,423.650	24.493 3,980.113 47,761.350	25.197 4,094.513 49,134.150			25.701 4,176.413 50,116.950	26.215 4,259.938 51,119.250	27.001 4,387.663 52,651.950	
61		1	Clerk 2 - Receptionist	CCMB	2015	Hourly 21.698 Monthly 3,643.456 Annual 43,721.470	22.323 3,748.404 44,980.845	22.959 3,855.199 46,262.385	23.615 3,965.352 47,584.225	24.294 4,079.368 48,952.410			24.780 4,160.975 49,931.700	25.276 4,244.262 50,931.140	26.034 4,371.543 52,458.510	
62		1	Clerk 3	SH	1950	Hourly 23.318 Monthly 3,789.175 Annual 45,470.100	23.986 3,897.725 46,772.700	24.673 4,009.363 48,112.350	25.386 4,125.225 49,502.700	26.115 4,243.688 50,924.250			26.637 4,328.513 51,942.150	27.170 4,415.125 52,981.500	27.985 4,547.563 54,570.750	
63		1	Clerk 3	SH	1950	Hourly 23.318 Monthly 3,789.175 Annual 45,470.100	23.986 3,897.725 46,772.700	24.674 4,009.525 48,114.300	25.386 4,125.225 49,502.700	26.116 4,243.850 50,926.200			26.638 4,328.675 51,944.100	27.171 4,415.288 52,983.450	27.986 4,547.725 54,572.700	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
85		1	Clerk/Receptionist - BHC	SH	1950	Hourly Monthly Annual	<u>24.164</u> 3,926.650 47,119.800	<u>24.858</u> 4,039.425 48,473.100	<u>25.573</u> 4,155.613 49,867.350	<u>26.310</u> 4,275.375 51,304.500	<u>27.067</u> 4,398.388 52,780.650			<u>27.608</u> 4,486.300 53,835.600	<u>28.160</u> 4,576.000 54,912.000	<u>29.005</u> 4,713.313 56,559.750	
86		2	Client Support Unit Clerk - CPL	SH	1885	Hourly Monthly Annual	<u>26.651</u> 4,186.428 50,237.135	<u>27.309</u> 4,289.789 51,477.465	<u>28.048</u> 4,405.873 52,870.480	<u>28.797</u> 4,523.529 54,282.345	<u>29.544</u> 4,640.870 55,690.440	<u>30.438</u> 4,781.303 57,375.630		<u>31.047</u> 4,876.966 58,523.595	<u>31.668</u> 4,974.515 59,694.180	<u>32.618</u> 5,123.744 61,484.930	
87		2	Client Support Unit Supervisor - CPL	SH	1885	Hourly Monthly Annual	<u>31.132</u> 4,890.318 58,683.820	<u>31.847</u> 5,002.633 60,031.595	<u>32.708</u> 5,137.882 61,654.580	<u>33.479</u> 5,258.993 63,107.915	<u>34.418</u> 5,406.494 64,877.930	<u>35.333</u> 5,550.225 66,602.705		<u>36.040</u> 5,661.283 67,935.400	<u>36.761</u> 5,774.540 69,294.485	<u>37.864</u> 5,947.803 71,373.640	
88		2	Clinic Assistant	RCC	1950	Hourly Monthly Annual	<u>22.925</u> 3,725.313 44,703.750	<u>23.586</u> 3,832.725 45,992.700	<u>24.266</u> 3,943.225 47,318.700	<u>24.965</u> 4,056.813 48,681.750	<u>25.688</u> 4,174.300 50,091.600	<u>26.432</u> 4,295.200 51,542.400		<u>26.961</u> 4,381.163 52,573.950	<u>27.500</u> 4,468.750 53,625.000	<u>28.325</u> 4,602.813 55,233.750	
89		2	Clinical Research Professional	CCMB	2015	Hourly Monthly Annual	<u>34.410</u> 5,778.013 69,336.150	<u>35.148</u> 5,901.935 70,823.220	<u>35.898</u> 6,027.873 72,334.470	<u>36.668</u> 6,157.168 73,886.020	<u>37.457</u> 6,289.655 75,475.855	<u>38.331</u> 6,436.414 77,236.965		<u>39.098</u> 6,565.206 78,782.470	<u>39.880</u> 6,696.517 80,358.200	<u>41.076</u> 6,897.345 82,768.140	
90		2	Clinical Technician	RCC	1950	Hourly Monthly Annual	<u>29.619</u> 4,813.088 57,757.050	<u>30.479</u> 4,952.838 59,434.050	<u>31.365</u> 5,096.813 61,161.750	<u>32.277</u> 5,245.013 62,940.150	<u>33.218</u> 5,397.925 64,775.100	<u>34.190</u> 5,555.875 66,670.500		<u>34.874</u> 5,667.025 68,004.300	<u>35.571</u> 5,780.288 69,363.450	<u>36.638</u> 5,953.675 71,444.100	
91		2	Clinical Technologist	RCC	1950	Hourly Monthly Annual	<u>39.492</u> 6,417.450 77,009.400	<u>41.138</u> 6,684.925 80,219.100	<u>42.909</u> 6,972.713 83,672.550	<u>43.961</u> 7,143.663 85,723.950	<u>45.160</u> 7,338.500 88,062.000		<u>46.063</u> 7,485.238 89,822.850	<u>46.984</u> 7,634.900 91,618.800	<u>48.394</u> 7,864.025 94,368.300		
92		2	Coding Technologist	HSC	1950	Hourly Monthly Annual	<u>36.386</u> 5,912.725 70,952.700	<u>37.453</u> 6,086.113 73,033.350	<u>38.549</u> 6,264.213 75,170.550	<u>39.675</u> 6,447.188 77,366.250	<u>40.840</u> 6,636.500 79,638.000	<u>42.040</u> 6,831.500 81,978.000		<u>42.881</u> 6,968.163 83,617.950	<u>43.739</u> 7,107.588 85,291.050	<u>45.051</u> 7,320.788 87,849.450	
93		2	Communication Systems Technologist	HSC	2080	Hourly Monthly Annual	<u>41.142</u> 7,131.280 85,575.360	<u>42.898</u> 7,435.653 89,227.840	<u>44.811</u> 7,767.240 93,206.880	<u>45.935</u> 7,962.067 95,544.800	<u>46.829</u> 8,117.027 97,404.320		<u>47.766</u> 8,279.440 99,333.280	<u>48.721</u> 8,444.973 101,339.680	<u>50.183</u> 8,698.387 104,380.640		
94		2	Communications & Special Events Officer	HSC	1950	Hourly Monthly Annual	<u>27.890</u> 4,532.125 54,385.500	<u>29.041</u> 4,719.163 56,629.950	<u>30.154</u> 4,900.025 58,800.300	<u>31.375</u> 5,098.438 61,181.250	<u>32.564</u> 5,291.650 63,499.800	<u>33.843</u> 5,499.488 65,993.850	<u>35.183</u> 5,717.238 68,606.850	<u>36.492</u> 5,929.950 71,159.400	<u>37.222</u> 6,048.575 72,582.900	<u>38.105</u> 6,169.475 74,033.700	<u>39.105</u> 6,354.563 76,254.750
95		2	Community Project Assistant	SH	1885	Hourly Monthly Annual	<u>42.654</u> 6,700.233 80,402.790	<u>44.253</u> 6,951.409 83,416.905	<u>45.886</u> 7,207.926 86,495.110	<u>47.658</u> 7,486.278 89,835.330	<u>49.546</u> 7,782.851 93,394.210	<u>51.573</u> 8,101.259 97,215.105		<u>52.604</u> 8,263.212 99,158.540	<u>53.656</u> 8,428.463 101,141.560	<u>55.266</u> 8,681.368 104,176.410	
96		2	Confidential Waste Transporter	HSC	2015	Hourly Monthly Annual	<u>21.725</u> 3,647.990 43,775.875	<u>22.348</u> 3,752.602 45,031.220	<u>22.992</u> 3,860.740 46,328.880	<u>23.655</u> 3,972.069 47,664.825	<u>24.337</u> 4,086.588 49,039.055	<u>25.037</u> 4,204.130 50,449.555		<u>25.538</u> 4,288.256 51,459.070	<u>26.540</u> 4,374.061 52,488.735	<u>26.830</u> 4,505.204 54,062.450	
97	23-52C	2	Cook - HSC 2015	HSC	2015	Hourly Monthly Annual	<u>24.616</u> 4,133.437 49,601.240	<u>25.325</u> 4,252.490 51,029.875	<u>26.058</u> 4,375.573 52,506.870	<u>26.813</u> 4,502.350 54,028.195	<u>27.591</u> 4,632.989 55,595.865	<u>28.391</u> 4,767.322 57,207.865		<u>28.959</u> 4,862.699 58,352.385	<u>29.538</u> 4,959.923 59,519.070	<u>30.424</u> 5,108.697 61,304.360	
98	23-52C	2	Cook 1	Eden Mental Health Centre	2080	Hourly Monthly Annual	<u>24.616</u> 4,266.773 51,201.280	<u>25.325</u> 4,389.667 52,676.000	<u>26.058</u> 4,516.720 54,200.640	<u>26.813</u> 4,647.587 55,771.040	<u>27.591</u> 4,782.440 57,389.280	<u>28.391</u> 4,921.107 59,053.280		<u>28.959</u> 5,019.560 60,234.720	<u>29.538</u> 5,119.920 61,439.040	<u>30.424</u> 5,273.493 63,281.920	
99	23-52C	2	Cook 1 - AFM	SH	2080	Hourly Monthly Annual	<u>24.616</u> 4,266.773 51,201.280	<u>25.325</u> 4,389.667 52,676.000	<u>26.058</u> 4,516.720 54,200.640	<u>26.813</u> 4,647.587 55,771.040	<u>27.591</u> 4,782.440 57,389.280	<u>28.391</u> 4,921.107 59,053.280		<u>28.959</u> 5,019.560 60,234.720	<u>29.538</u> 5,119.920 61,439.040	<u>30.424</u> 5,273.493 63,281.920	
100	23-52C	2	Cook 1 - SMHC	SMHC	2080	Hourly Monthly Annual	<u>24.616</u> 4,266.773 51,201.280	<u>25.325</u> 4,389.667 52,676.000	<u>26.058</u> 4,516.720 54,200.640	<u>26.813</u> 4,647.587 55,771.040	<u>27.591</u> 4,782.440 57,389.280	<u>28.391</u> 4,921.107 59,053.280		<u>28.959</u> 5,019.560 60,234.720	<u>29.538</u> 5,119.920 61,439.040	<u>30.424</u> 5,273.493 63,281.920	
101	23-52UC	2	Cook 1 (Uncertified) - Eden	Eden Mental Health Centre	2080	Hourly Monthly Annual	<u>21.597</u> 3,743.480 44,921.760	<u>22.221</u> 3,851.640 46,219.680	<u>22.858</u> 3,962.053 47,544.640	<u>23.514</u> 4,075.760 48,909.120	<u>24.193</u> 4,193.453 50,321.440	<u>24.890</u> 4,314.267 51,771.200		<u>25.388</u> 4,400.587 52,807.040	<u>25.896</u> 4,488.640 53,863.680	<u>26.673</u> 4,623.320 55,479.840	
102	23-52DS	2	Cook 2 - 1950	SH	1950	Hourly Monthly Annual	<u>25.136</u> 4,084.600 49,015.200	<u>25.866</u> 4,203.225 50,438.700	<u>26.614</u> 4,324.775 51,897.300	<u>27.385</u> 4,450.063 53,400.750	<u>28.178</u> 4,578.925 54,947.100	<u>28.995</u> 4,711.688 56,540.250		<u>29.575</u> 4,805.938 57,671.250	<u>30.167</u> 4,902.138 58,825.650	<u>31.072</u> 5,049.200 60,590.400	
103	23-52C	2	Cook 2 - SMHC	SMHC	2080	Hourly Monthly Annual	<u>24.616</u> 4,266.773 51,201.280	<u>25.325</u> 4,389.667 52,676.000	<u>26.058</u> 4,516.720 54,200.640	<u>26.813</u> 4,647.587 55,771.040	<u>27.591</u> 4,782.440 57,389.280	<u>28.391</u> 4,921.107 59,053.280		<u>28.959</u> 5,019.560 60,234.720	<u>29.538</u> 5,119.920 61,439.040	<u>30.424</u> 5,273.493 63,281.920	
104	23-52DS	2	Cook 3 - Eden	Eden Mental Health Centre	2080	Hourly Monthly Annual	<u>25.136</u> 4,356.907 52,282.880	<u>25.866</u> 4,483.440 53,801.280	<u>26.614</u> 4,613.093 55,357.120	<u>27.385</u> 4,746.733 56,960.800	<u>28.178</u> 4,884.187 58,610.240	<u>28.995</u> 5,025.800 60,309.600		<u>29.575</u> 5,126.333 61,516.000	<u>30.167</u> 5,228.947 62,747.360	<u>31.072</u> 5,385.813 64,629.760	
105	23-52DS	2	Cook 3 - AFM	SH	2080	Hourly Monthly Annual	<u>25.136</u> 4,356.907 52,282.880	<u>25.866</u> 4,483.440 53,801.280	<u>26.614</u> 4,613.093 55,357.120	<u>27.385</u> 4,746.733 56,960.800	<u>28.178</u> 4,884.187 58,610.240	<u>28.995</u> 5,025.800 60,309.600		<u>29.575</u> 5,126.333 61,516.000	<u>30.167</u> 5,228.947 62,747.360	<u>31.072</u> 5,385.813 64,629.760	

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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
106	23-52DS	2	Cook 3 - SMHC	SMHC	2080	Hourly Monthly Annual	25.136 4,356.907 52,282.880	25.866 4,483.440 53,801.280	26.614 4,613.093 55,357.120	27.385 4,746.733 56,960.800	28.178 4,884.187 58,610.240	28.995 5,025.800 60,309.600		29.575 5,126.333 61,516.000	30.167 5,228.947 62,747.360	31.072 5,385.813 64,629.760	
107		2	Coordinator - Medical Transcription	HSC	1950	Hourly Monthly Annual	24.930 4,051.125 48,613.500	25.652 4,168.450 50,021.400	26.392 4,288.700 51,464.400	27.157 4,413.013 52,956.150	27.944 4,540.900 54,490.800	28.755 4,672.688 56,072.250		29.330 4,766.125 57,193.500	29.917 4,861.513 58,338.150	30.815 5,007.438 60,089.250	
108		2	Coordinator - Supplies & Services	SH	1950	Hourly Monthly Annual	25.617 4,162.763 49,953.150	26.359 4,283.338 51,400.050	27.123 4,407.488 52,889.850	27.909 4,535.213 54,422.550	28.719 4,666.838 56,002.050	29.554 4,802.525 57,630.300		30.145 4,898.563 58,782.750	30.748 4,996.550 59,958.600	31.670 5,146.375 61,756.500	
109		2	Coordinator Patient Equipment & Supplier	HSC	2015	Hourly Monthly Annual	31.382 5,269.561 63,234.730	32.300 5,423.708 65,084.500	33.237 5,581.046 66,972.555	34.209 5,744.261 68,931.135	35.208 5,912.010 70,944.120	36.235 6,084.460 73,013.525		36.960 6,206.200 74,474.400	37.699 6,330.290 75,963.485	38.830 6,520.204 78,242.450	
110		2	Coordinator, Accounting Services - SMHC	SMHC	1885	Hourly Monthly Annual	37.870 5,948.746 71,384.950	39.122 6,145.414 73,744.970	40.564 6,371.928 76,463.140	42.039 6,603.626 79,243.515	43.593 6,847.734 82,172.805	45.269 7,111.005 85,332.065		46.174 7,253.166 87,037.990	47.097 7,398.154 88,777.845	48.510 7,620.113 91,441.350	
111		2	CRP - Ethics & Regulatory Affairs	CCMB	2015	Hourly Monthly Annual	35.517 5,963.896 71,566.755	36.224 6,082.613 72,991.360	36.946 6,203.849 74,446.190	37.681 6,327.268 75,927.215	38.430 6,453.038 77,436.540	39.145 6,573.098 78,877.175		39.928 6,704.577 80,454.920	40.727 6,838.742 82,064.905	41.949 7,043.936 84,527.235	
112	23-55UMDR	2	CSR Aide	SH	2015	Hourly Monthly Annual	20.995 3,525.410 42,304.925	21.596 3,626.328 43,515.940	22.221 3,731.276 44,775.315	22.858 3,838.239 46,058.870	23.516 3,948.728 47,384.740	24.193 4,062.408 48,748.895		24.677 4,143.680 49,724.155	25.171 4,226.630 50,719.565	25.926 4,353.408 52,240.890	
113		2	CTU Data Manager	CCMB	2015	Hourly Monthly Annual	32.293 5,422.533 65,070.395	33.233 5,580.375 66,964.495	34.202 5,743.086 68,917.030	35.202 5,911.003 70,932.030	36.231 6,083.789 73,005.465	37.289 6,261.445 75,137.335		38.035 6,386.710 76,640.525	38.796 6,514.495 78,173.940	39.960 6,709.950 80,519.400	
114		2	Cyclotron Maintenance Specialist	HSC	2015	Hourly Monthly Annual	50.173 8,424.883 101,098.595	52.145 8,756.015 105,072.175	54.193 9,099.908 109,198.895	55.258 9,278.739 111,344.870	56.890 9,552.779 114,633.350	58.011 9,741.014 116,892.165		59.171 9,935.797 119,229.565	60.354 10,134.443 121,613.310	62.165 10,438.540 125,262.475	
115		2	Data & Evaluation Special	SH	1885	Hourly Monthly Annual	42.654 6,700.233 80,402.790	44.253 6,951.409 83,416.905	45.886 7,207.926 86,495.110	47.658 7,486.278 89,835.330	49.546 7,782.851 93,394.210	51.573 8,101.259 97,215.105		52.604 8,263.212 99,158.540	53.656 8,428.463 101,141.560	55.266 8,681.368 104,176.410	
116		2	Data Entry Clerk - CPL	SH	1885	Hourly Monthly Annual	26.651 4,186.428 50,237.135	27.309 4,289.789 51,477.465	28.048 4,405.873 52,870.480	28.794 4,523.529 54,282.345	29.544 4,640.870 55,690.440	30.438 4,781.303 57,375.630		31.047 4,876.966 58,523.595	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930	
117		2	Data Systems Analyst	SH	1885	Hourly Monthly Annual	33.111 5,201.186 62,414.235	34.304 5,388.587 64,663.040	35.519 5,579.443 66,953.315	36.875 5,792.448 69,509.375	38.219 6,003.568 72,042.815	39.644 6,227.412 74,728.940		40.437 6,351.979 76,223.745	41.246 6,479.059 77,748.710	42.483 6,673.371 80,080.455	
118		2	Design Technologist	CCMB	2015	Hourly Monthly Annual	42.862 7,197.244 86,366.930	44.121 7,408.651 88,903.815	45.417 7,626.271 91,515.255	46.752 7,850.440 94,205.280	48.128 8,081.493 96,977.920	49.545 8,319.431 99,833.175	51.004 8,564.422 102,773.060	52.506 8,816.633 105,799.590	53.556 8,992.945 107,915.340	54.627 9,172.784 110,073.405	56.266 9,447.999 113,375.990
119		2	Design Technologist Senior	CCMB	2015	Hourly Monthly Annual	52.347 8,789.934 105,479.205	54.278 9,114.181 109,370.170	56.221 9,440.443 113,285.315	58.240 9,779.467 117,353.600				59.405 9,975.090 119,701.075	60.593 10,174.575 122,094.895	62.411 10,479.847 125,758.165	
120		2	DI Billing Clerk	SH	1950	Hourly Monthly Annual	24.243 3,939.488 47,273.850	24.941 4,052.913 48,634.950	25.663 4,170.238 50,042.850	26.404 4,290.650 51,487.800	27.170 4,415.125 52,981.500	27.958 4,543.175 54,518.100		28.517 4,634.013 55,608.150	29.087 4,726.638 56,719.650	29.960 4,868.500 58,422.000	
121		2	Diagnostic Imaging Clerk	SH	2015	Hourly Monthly Annual	22.567 3,789.375 45,472.505	23.216 3,898.353 46,780.240	23.885 4,010.690 48,128.275	24.572 4,126.048 49,512.580	25.284 4,245.605 50,947.260	26.014 4,368.184 52,418.210		26.534 4,455.501 53,466.010	27.065 4,544.665 54,535.975	27.877 4,681.013 56,172.155	
122		1	Diagnostic Services Clerk	SH	1950	Hourly Monthly Annual	22.502 3,656.575 43,878.900	23.145 3,761.063 45,132.750	23.807 3,868.638 46,423.650	24.493 3,980.113 47,761.350	25.197 4,094.513 49,134.150		25.701 4,176.413 50,116.950	26.215 4,259.938 51,119.250	27.001 4,387.663 52,651.950		
123	23-52DA	1	Diet Aide 1	HSC	2015	Hourly Monthly Annual	20.852 3,501.398 42,016.780	21.449 3,601.645 43,219.735	22.062 3,704.578 44,454.930	22.692 3,810.365 45,724.380	23.342 3,919.511 47,034.130		23.809 3,997.928 47,975.135	24.285 4,077.856 48,934.275	25.014 4,200.268 50,403.210		
124		1	Diet Aide 2 - PIO	HSC	2015	Hourly Monthly Annual	22.666 3,805.999 45,671.990	23.049 3,870.311 46,443.735	23.435 3,935.127 47,221.525	23.823 4,000.279 48,003.345	24.212 4,065.598 48,787.180		24.696 4,146.870 49,762.440	25.190 4,229.821 50,757.850	25.946 4,356.766 52,281.190		
125	23-52DA	1	Dietary Aide	Eden Mental Health Centre	2080	Hourly Monthly Annual	20.852 3,614.347 43,372.160	21.449 3,717.827 44,613.920	22.062 3,824.080 45,888.960	22.692 3,933.280 47,199.360	23.342 4,045.947 48,551.360		23.809 4,126.893 49,522.720	24.285 4,209.400 50,512.800	25.014 4,335.760 52,029.120		
126		2	Dietary Maintenance Mechanic	HSC	2080	Hourly Monthly Annual	33.304 5,772.693 69,272.320	34.070 5,905.467 70,865.600	34.868 6,043.787 72,525.440	35.650 6,179.333 74,152.000				36.263 6,302.920 75,635.040	37.090 6,428.933 77,147.200	38.203 6,621.853 79,462.240	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
127		2	Director - Health Records	RCC	1950	Hourly Monthly Annual	36.386 5,912.725 70,952.700	37.453 6,086.113 73,033.350	38.549 6,264.213 75,170.550	39.675 6,447.188 77,366.250	40.840 6,636.500 79,638.000	42.040 6,831.500 81,978.000		42.881 6,968.163 83,617.950	43.739 7,107.588 85,291.050	45.051 7,320.788 87,849.450	
128		2	Dispatcher-Central Transport	SH	2015	Hourly Monthly Annual	22.547 3,786.017 45,432.205	23.195 3,894.827 46,737.925	23.864 4,007.163 48,085.960	24.553 4,122.858 49,474.295	25.263 4,242.079 50,904.945	25.992 4,364.490 52,373.880		26.512 4,451.807 53,421.680	27.042 4,540.803 54,489.630	27.853 4,676.983 56,123.795	
129		2	Driver / Maintenance Asst.	RCC	1950	Hourly Monthly Annual	21.197 3,444.513 41,334.150	21.806 3,543.475 42,521.700	22.432 3,645.200 43,742.400	23.079 3,750.338 45,004.050	23.743 3,858.238 46,298.850	24.428 3,969.550 47,634.600		24.917 4,049.013 48,588.150	25.415 4,129.938 49,559.250	26.177 4,253.763 51,045.150	
130		2	DSM Laboratory Aide	Shared Health - DSM	2015	Hourly Monthly Annual	19.614 3,293.518 39,522.210	20.173 3,387.383 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865		23.043 3,869.304 46,431.645	23.504 3,946.713 47,360.560	24.209 4,065.095 48,781.135	
131		2	Duplicating Machine Operator	HSC	2015	Hourly Monthly Annual	22.015 3,696.685 44,360.225	22.633 3,800.458 45,605.495	23.270 3,907.421 46,889.050	23.928 4,017.910 48,214.920	24.599 4,130.582 49,566.985	25.291 4,246.780 50,961.365		25.797 4,331.746 51,980.955	26.313 4,418.391 53,020.695	27.102 4,550.878 54,610.530	
132	23-12E	2	Electrician	HSC	2080	Hourly Monthly Annual	45.503 7,887.187 94,646.240	46.840 8,118.933 97,427.200						47.777 8,281.347 99,376.160	48.733 8,447.053 101,364.640	50.195 8,700.467 104,405.600	
133		2	Electronic Technician	HSC	2080	Hourly Monthly Annual	43.814 7,594.427 91,133.120	44.609 7,732.227 92,786.720	45.443 7,876.787 94,521.440	46.829 8,117.027 97,404.320				47.766 8,279.440 99,353.280	48.721 8,444.973 101,339.680	50.183 8,698.387 104,380.640	
134		2	Environmental Control Technician	HSC	2080	Hourly Monthly Annual	46.829 8,117.027 97,404.320							47.766 8,279.440 99,353.280	48.721 8,444.973 101,339.680	50.183 8,698.387 104,380.640	
135		2	Equipment & Supply Coord	SH	2015	Hourly Monthly Annual	25.637 4,304.880 51,658.555	26.381 4,429.810 53,157.715	27.143 4,557.762 54,693.145	27.932 4,690.248 56,282.980	28.741 4,826.093 57,913.115	29.577 4,966.471 59,597.655		30.169 5,065.878 60,790.535	30.772 5,167.132 62,005.580	31.695 5,322.119 63,865.425	
136		2	External Interface Analyst - CPL	SH	1885	Hourly Monthly Annual	38.889 6,108.814 73,305.765	40.285 6,328.102 75,937.225	41.704 6,551.003 78,612.040	43.223 6,789.613 81,475.355	44.788 7,035.448 84,425.380	46.544 7,311.287 87,735.440	48.252 7,579.585 90,955.020	50.052 7,862.335 94,348.020	51.053 8,019.575 96,234.905	52.074 8,179.958 98,159.490	53.636 8,425.322 101,103.860
137		2	Facilities Manager	SH	1885	Hourly Monthly Annual	40.513 6,363.917 76,367.005	41.994 6,596.558 79,158.690	43.593 6,847.734 82,172.805	45.295 7,115.090 85,381.075	47.067 7,393.441 88,721.295	48.944 7,688.287 92,259.440		49.923 7,842.071 94,104.855	50.921 7,998.840 95,986.085	52.449 8,238.864 98,866.365	
138		2	Facility Manager - CPL	SH	2080	Hourly Monthly Annual	31.946 5,537.307 66,447.680	33.009 5,721.560 68,658.720	34.195 5,927.133 71,125.600	35.411 6,137.907 73,654.880	36.473 6,321.987 75,863.840		37.202 6,448.347 77,380.160	38.195 6,577.307 78,927.680	39.084 6,774.560 81,294.720		
139		2	Financial Reporting Assistant	SH	1950	Hourly Monthly Annual	24.693 4,012.613 48,151.350	25.399 4,127.338 49,528.050	26.123 4,244.988 50,939.850	26.879 4,367.838 52,414.050	27.652 4,493.450 53,921.400	28.446 4,622.475 55,469.700	29.280 4,758.000 57,096.000	29.866 4,853.225 58,238.700	30.463 4,950.238 59,402.850	31.377 5,098.763 61,185.150	
140		2	Fire Safety Officer	HSC	2015	Hourly Monthly Annual	41.004 6,885.255 82,623.060	42.209 7,087.595 85,051.135	43.445 7,295.140 87,541.675	44.724 7,509.905 90,118.860	46.039 7,730.715 92,768.585	47.388 7,957.235 95,486.820		48.336 8,116.420 97,397.040	49.303 8,278.795 99,345.545	50.782 8,527.144 102,325.730	
141		1	Float Clerk	CCMB	2015	Hourly Monthly Annual	24.165 4,057.706 48,692.475	24.858 4,174.073 50,088.870	25.574 4,294.301 51,531.610	26.311 4,418.055 53,016.665	27.069 4,545.336 54,544.035		27.610 4,636.179 55,634.150	28.162 4,728.869 56,746.430	29.007 4,870.759 58,449.105		
142		2	Flooring Applicator	HSC	2080	Hourly Monthly Annual	34.220 5,931.467 71,177.600							34.904 6,050.027 72,600.320	35.602 6,171.013 74,052.160	36.670 6,356.133 76,273.600	
143		2	Florist	HSC	2015	Hourly Monthly Annual	20.922 3,513.153 42,157.830	21.523 3,614.070 43,368.845	22.142 3,718.011 44,616.130	22.777 3,824.638 45,895.655	23.434 3,934.959 47,219.510	24.110 4,048.471 48,581.650		24.592 4,129.407 49,552.880	25.084 4,212.022 50,544.260	25.837 4,338.463 52,061.555	
144		1	Forms Management Clerk	SH	2015	Hourly Monthly Annual	22.449 3,769.561 45,234.735	23.093 3,877.700 46,532.395	23.756 3,989.028 47,868.340	24.438 4,103.548 49,242.570	25.139 4,221.257 50,655.085		25.642 4,305.719 51,668.630	26.155 4,391.860 52,702.325	26.940 4,523.675 54,284.100		
145		2	Gift Shop Clerk	HSC	2015	Hourly Monthly Annual	19.614 3,293.518 39,522.210	20.173 3,387.383 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865		23.043 3,869.304 46,431.645	23.504 3,946.713 47,360.560	24.209 4,065.095 48,781.135	
146		1	Groundskeeper	HSC	2080	Hourly Monthly Annual	29.190 5,059.600 60,715.200	29.807 5,166.547 61,998.560	30.445 5,277.133 63,325.600					31.054 5,382.693 64,592.320	31.675 5,490.333 65,884.000	32.625 5,655.000 67,860.000	
147		2	Health Information Analyst	HSC	1950	Hourly Monthly Annual	39.144 6,360.900 76,330.800	40.299 6,548.588 78,583.050	41.478 6,740.175 80,882.100	42.695 6,937.938 83,255.250	43.945 7,141.063 85,692.750	45.235 7,350.688 88,208.250		46.140 7,497.750 89,973.000	47.063 7,647.738 91,772.850	48.475 7,877.188 94,526.250	

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
148		2	Health Information Analyst	CCMB	2015	Hourly Monthly Annual	39.144 6,572.930 78,875.160	40.299 6,766.874 81,202.485	41.478 6,964.848 83,578.170	42.695 7,169.202 86,030.425	43.945 7,379.098 88,549.175	45.235 7,595.710 91,148.525		46.140 7,747.675 92,972.100	47.063 7,902.662 94,831.945	48.475 8,139.760 97,677.125	
149		2	Health Information Correspondent	HSC	1950	Hourly Monthly Annual	37.546 6,101.225 73,214.700	38.642 6,279.325 75,351.900	39.775 6,463.438 77,561.250	40.942 6,653.075 79,836.900	42.141 6,847.913 82,174.950	43.377 7,048.763 84,585.150		44.245 7,189.813 86,277.750	45.130 7,333.625 88,003.500	46.484 7,553.650 90,643.800	
150		2	Health Information Mgmt Technician	Shared Health (MATC)	1950	Hourly Monthly Annual	36.386 5,912.725 70,952.700	37.453 6,086.113 73,033.350	38.549 6,264.213 75,170.550	39.675 6,447.188 77,366.250	40.840 6,636.500 79,638.000	42.040 6,831.500 81,978.000		42.881 6,968.163 83,617.950	43.739 7,107.588 85,291.050	45.051 7,320.788 87,849.450	
151		2	Helper	HSC	2080	Hourly Monthly Annual	25.346 4,393.307 52,719.680	25.857 4,481.880 53,782.560	26.438 4,582.587 54,991.040	28.147 4,878.813 58,545.760				28.710 4,976.400 59,716.800	29.284 5,075.893 60,910.720	30.163 5,228.253 62,739.040	
152		2	Helper 2	HSC	2080	Hourly Monthly Annual	27.036 4,686.240 56,234.880	27.689 4,799.427 57,593.120	28.361 4,915.907 58,990.880	29.046 5,034.640 60,415.680				29.627 5,135.347 61,624.160	30.220 5,238.133 62,857.600	31.127 5,395.347 64,744.160	
153	23-53HA	1	Housekeeping Aide - 2080 (Eden)	Eden Mental Health Centre	2080	Hourly Monthly Annual	20.852 3,614.347 43,372.160	21.449 3,717.827 44,613.920	22.062 3,824.080 45,888.960	22.692 3,933.280 47,199.360	23.342 4,045.947 48,551.360		23.809 4,126.893 49,522.720	24.285 4,209.400 50,512.800	25.014 4,335.760 52,029.120		
154	23-53HA	1	Housekeeping Aide 1	HSC	2015	Hourly Monthly Annual	20.852 3,501.398 42,016.780	21.449 3,601.645 43,219.735	22.062 3,704.578 44,454.930	22.692 3,810.365 45,724.380	23.342 3,919.511 47,034.130		23.809 3,997.928 47,975.135	24.285 4,077.856 48,934.275	25.014 4,200.268 50,403.210		
155	23-53HA2	1	Housekeeping Aide 2	HSC	2015	Hourly Monthly Annual	22.323 3,748.404 44,980.845	22.959 3,855.199 46,262.385	23.615 3,965.352 47,584.225	24.294 4,079.368 48,952.410	24.991 4,196.405 50,356.865		25.491 4,280.364 51,364.365	26.001 4,366.001 52,392.015	26.781 4,496.976 53,963.715		
156	23-53HA	1	Housekeeping Aide 2 - 1950	RCC	1950	Hourly Monthly Annual	20.852 3,388.450 40,661.400	21.449 3,485.463 41,825.550	22.062 3,585.075 43,020.900	22.692 3,687.450 44,249.400	23.342 3,793.075 45,516.900		23.809 3,868.963 46,427.550	24.285 3,946.313 47,355.750	25.014 4,064.775 48,777.300		
157	23-53HA2	1	Housekeeping Porter	RCC	1950	Hourly Monthly Annual	22.323 3,627.488 43,529.850	22.959 3,730.838 44,770.050	23.615 3,837.438 46,049.250	24.294 3,947.775 47,373.300	24.991 4,061.038 48,732.450		25.491 4,142.288 49,707.450	26.001 4,225.163 50,701.950	26.781 4,351.913 52,222.950		
158		2	Imaging Clerk	SH	2015	Hourly Monthly Annual	22.567 3,789.375 45,472.505	23.216 3,898.353 46,780.240	23.885 4,010.690 48,128.275	24.573 4,126.216 49,514.595	25.284 4,245.605 50,947.260	26.015 4,368.352 52,420.225		26.535 4,455.669 53,468.025	27.066 4,544.833 54,537.990	27.878 4,681.181 56,174.170	
159	23-202	2	Imaging Equipment Technologist	SH	2015	Hourly Monthly Annual	44.541 7,479.176 89,750.115	46.197 7,757.246 93,086.955	47.919 8,046.399 96,556.785	49.705 8,346.298 100,155.575	51.558 8,657.448 103,889.370		52.589 8,830.570 105,966.835	53.641 9,007.218 108,086.615	55.250 9,277.396 111,328.750		
160		2	Imaging Scheduling Clerk	SH	1950	Hourly Monthly Annual	22.567 3,667.138 44,005.650	23.216 3,772.600 45,271.200	23.885 3,881.313 46,575.750	24.573 3,993.113 47,917.350	25.284 4,108.650 49,303.800	26.015 4,227.438 50,729.250		26.535 4,311.938 51,743.250	27.066 4,398.225 52,778.700	27.878 4,530.175 54,362.100	
161		2	Industrial Mechanic	HSC	2080	Hourly Monthly Annual	45.623 7,907.987 94,895.840							46.535 8,066.067 96,792.800	47.466 8,227.440 98,729.280	48.890 8,474.267 101,691.200	
162		2	Infection Control Assistant	HSC	1950	Hourly Monthly Annual	28.642 4,654.325 55,851.900	29.611 4,811.788 57,741.450	30.618 4,975.425 59,705.100	31.655 5,143.938 61,727.250	32.727 5,318.138 63,817.650	33.842 5,499.325 65,991.900	34.988 5,685.550 68,226.600	36.191 5,881.038 70,572.450	36.915 5,998.688 71,984.250	37.653 6,118.613 73,423.350	38.783 6,302.238 75,626.850
163		2	Info Communication&Technology-SMHC-PIO	SMHC	1885	Hourly Monthly Annual	31.960 5,020.383 60,244.600	33.032 5,188.777 62,265.320	34.228 5,376.648 64,519.780	35.457 5,569.704 66,836.445	36.719 5,767.943 69,215.315	38.093 5,983.775 71,805.305		38.855 6,103.473 73,241.675	39.632 6,225.527 74,706.320	40.821 6,412.299 76,947.585	
164		2	Information and Paging Clerk	HSC	1950	Hourly Monthly Annual	22.567 3,667.138 44,005.650	23.216 3,772.600 45,271.200	23.885 3,881.313 46,575.750	24.573 3,993.113 47,917.350	25.284 4,108.650 49,303.800	26.015 4,227.438 50,729.250		26.535 4,311.938 51,743.250	27.066 4,398.225 52,778.700	27.878 4,530.175 54,362.100	
165		2	Ingredient Controller 1	HSC	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
166		2	Institutional Safety Officer	HSC / Shared Health	2080	Hourly Monthly Annual	37.362 6,476.080 77,712.960	38.456 6,665.707 79,988.480	39.582 6,860.880 82,330.560	40.742 7,061.947 84,743.360	41.937 7,269.080 87,228.960	43.166 7,482.107 89,785.280		44.029 7,631.693 91,580.320	44.910 7,784.400 93,412.800	46.257 8,017.880 96,214.560	
167		2	Instrument Integration Specialist - CPL	SH	1885	Hourly Monthly Annual	38.889 6,108.814 73,305.765	40.285 6,328.102 75,937.225	41.704 6,551.003 78,612.040	43.223 6,789.613 81,475.355	44.788 7,035.448 84,425.380	46.544 7,311.287 87,735.440	48.252 7,579.585 90,955.020	50.052 7,862.335 94,348.020	51.053 8,019.575 96,234.905	52.074 8,179.958 98,159.490	53.636 8,425.322 101,103.860
168		2	Inventory Control Assistant	SH	2015	Hourly Monthly Annual	25.417 4,267.938 51,215.255	26.154 4,391.693 52,700.310	26.908 4,518.302 54,219.620	27.688 4,649.277 55,791.320	28.493 4,784.450 57,413.395	29.320 4,923.317 59,079.800		29.906 5,021.716 60,260.590	30.504 5,122.130 61,465.560	31.419 5,275.774 63,309.285	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
169		2	Inventory Tech - Pan Am Clinic	SH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875
170		2	Inventory Technician / Stores	SH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875
171		2	Lab Aide - Research Lab	CCMB	2015	Hourly Monthly Annual	19.614 3,293.518 39,522.210	20.173 3,387.383 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865		23.043 3,869.304 46,431.645	23.504 3,946.713 47,360.560	24.209 4,065.095 48,781.135
172		2	Lab Aide 1	SH	2015	Hourly Monthly Annual	19.840 3,331.467 39,977.600	20.405 3,426.340 41,116.075	20.991 3,524.739 42,296.865	21.591 3,625.489 43,505.865	22.216 3,730.437 44,765.240	22.854 3,837.568 46,050.810		23.311 3,914.305 46,971.665	23.777 3,992.555 47,910.655	24.490 4,112.279 49,347.350
173		2	Laboratory Aide	HSC	2015	Hourly Monthly Annual	19.614 3,293.518 39,522.210	20.173 3,387.383 40,648.595	20.750 3,484.271 41,811.250	21.348 3,584.685 43,016.220	21.961 3,687.618 44,251.415	22.591 3,793.405 45,520.865		23.043 3,869.304 46,431.645	23.504 3,946.713 47,360.560	24.209 4,065.095 48,781.135
174	23-55UMDR	2	Laboratory Assistant - CPL	SH	2080	Hourly Monthly Annual	20.995 3,639.133 43,669.600	21.596 3,743.307 44,919.680	22.221 3,851.640 46,219.680	22.858 3,962.053 47,544.640	23.516 4,076.107 48,913.280	24.193 4,193.453 50,321.440		24.677 4,277.347 51,328.160	25.171 4,362.973 52,355.680	25.926 4,493.840 53,926.080
175		2	Language Access Interpreter	SH	1950	Hourly Monthly Annual	30.091 4,889.788 58,677.450	31.986 5,197.725 62,372.700	34.007 5,526.138 66,313.650	36.159 5,875.838 70,510.050				36.882 5,993.325 71,919.900	37.620 6,113.250 73,359.000	38.749 6,296.713 75,560.550
176	23-12HL	2	Lead Hand - Carpentry	HSC	2080	Hourly Monthly Annual	43.892 7,607.947 91,295.360	45.181 7,831.373 93,976.480		50.160 8,694.400 104,332.800				46.085 7,988.067 95,856.800	47.007 8,147.880 97,774.560	48.417 8,392.280 100,707.360
177		2	Lead Hand - Comm. Systems Technologist	HSC	2080	Hourly Monthly Annual	48.828 8,463.520 101,562.240	49.490 8,578.267 102,939.200	50.160 8,694.400 104,332.800					51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
178	23-12EL	2	Lead Hand - Electrical	HSC	2080	Hourly Monthly Annual	48.725 8,445.667 101,348.000	50.160 8,694.400 104,332.800						51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
179		2	Lead Hand - Electronics	HSC	2080	Hourly Monthly Annual	48.828 8,463.520 101,562.240	49.490 8,578.267 102,939.200	50.160 8,694.400 104,332.800					51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
180	23-53HALH	1	Lead Hand - Housekeeping	HSC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995		27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495	
181		2	Lead Hand - Industrial Mechanic	HSC	2080	Hourly Monthly Annual	47.625 8,255.000 99,060.000	48.282 8,368.880 100,426.560	48.957 8,485.880 101,830.560					49.936 8,655.573 103,866.880	50.935 8,828.733 105,944.800	52.463 9,093.587 109,123.040
182		2	Lead Hand - ISO Security Personnel NEW in Apr 2024	HSC	2080	Hourly Monthly Annual	40.096 6,949.973 83,399.680	41.270 7,153.467 85,841.600	42.480 7,363.200 88,358.400	43.729 7,579.693 90,956.320	45.014 7,802.427 93,629.120	46.334 8,031.227 96,374.720		47.261 8,191.907 98,302.880	48.206 8,355.707 100,268.480	49.652 8,606.347 103,276.160
183		2	Lead Hand - ISO Security Personnel	HSC, SH	2080	Hourly Monthly Annual	40.096 6,949.973 83,399.680	41.270 7,153.467 85,841.600	42.480 7,363.200 88,358.400	43.729 7,579.693 90,956.320	45.014 7,802.427 93,629.120	46.334 8,031.227 96,374.720		47.261 8,191.907 98,302.880	48.206 8,355.707 100,268.480	49.652 8,606.347 103,276.160
184	23-54LALH	1	Lead Hand - Linen Services	HSC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995		27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495	
185	23-55MDRL	2	Lead Hand - Medical Device Reprocessing	HSC	2015	Hourly Monthly Annual	27.331 4,589.330 55,071.965	28.125 4,722.656 56,671.875	28.939 4,859.340 58,312.085	29.781 5,000.726 60,008.715	30.648 5,146.310 61,755.720	31.541 5,296.260 63,555.115		32.172 5,402.215 64,826.580	32.815 5,510.185 66,122.225	33.799 5,675.415 68,104.985
186	23-12GL	2	Lead Hand - Painter	HSC	2080	Hourly Monthly Annual	40.737 7,061.080 84,732.960	41.933 7,268.387 87,220.640						42.772 7,413.813 88,965.760	43.627 7,562.013 90,744.160	44.936 7,788.907 93,466.880
187	23-12FL	2	Lead Hand - Plumber	HSC	2080	Hourly Monthly Annual	48.725 8,445.667 101,348.000	50.160 8,694.400 104,332.800						51.163 8,868.253 106,419.040	52.186 9,045.573 108,546.880	53.752 9,317.013 111,804.160
188	23-52DALH	1	Lead Hand - Retail Services	HSC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995		27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495	
189		2	Lead Hand - Warehouse Operations	HSC	2015	Hourly Monthly Annual	24.930 4,186.163 50,233.950	25.652 4,307.398 51,688.780	26.392 4,431.657 53,179.880	27.157 4,560.113 54,721.355	27.944 4,692.263 56,307.160	28.755 4,828.444 57,941.325		29.330 4,924.996 59,099.950	29.917 5,023.563 60,282.755	30.815 5,174.352 62,092.225

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
190		2	Library Technician 1	HSC	1950	Hourly Monthly Annual	24.162 3,926.325 47,115.900	24.858 4,039.425 48,473.100	25.579 4,156.588 49,879.050	26.319 4,276.838 51,322.050	27.080 4,400.500 52,806.000	27.863 4,527.738 54,332.850		28.420 4,618.250 55,419.000	28.988 4,710.550 56,526.600	29.858 4,851.925 58,223.100	
191		2	Library Technician 2	SH	1885	Hourly Monthly Annual	29.868 4,691.765 56,301.180	30.609 4,808.164 57,697.965	31.443 4,939.171 59,270.055	32.266 5,068.451 60,821.410	33.089 5,197.730 62,372.765	34.014 5,343.033 64,116.390		34.694 5,449.849 65,398.190	35.388 5,558.865 66,706.380	36.450 5,725.688 68,708.250	
192	23-54LA2	1	Linen Service Aide	HSC	2015	Hourly Monthly Annual	22.323 3,748.404 44,980.845	22.959 3,855.199 46,262.385	23.615 3,965.352 47,584.225	24.294 4,079.368 48,952.410	24.991 4,196.405 50,356.865		25.491 4,280.364 51,364.365	26.001 4,366.001 52,392.015	26.781 4,496.976 53,963.715		
193	23-12J	2	Locksmith	HSC	2080	Hourly Monthly Annual	37.678 6,530.853 78,370.240	38.781 6,722.040 80,664.480						39.557 6,856.547 82,278.560	40.348 6,993.653 83,923.840	41.558 7,203.387 86,440.640	
194		2	Machinist 1	CCMB	2015	Hourly Monthly Annual	27.701 4,651.460 55,817.515	29.188 4,901.152 58,813.820						29.772 4,999.215 59,990.580	30.367 5,099.125 61,189.505	31.278 5,252.098 63,025.170	
195		2	Machinist 2	CCMB	2015	Hourly Monthly Annual	34.220 5,746.108 68,953.300	35.680 5,991.267 71,895.200	37.196 6,245.828 74,949.940	38.799 6,514.999 78,179.985	40.468 6,795.252 81,543.020	42.218 7,089.106 85,069.270	44.045 7,395.890 88,750.675	45.122 7,576.736 90,920.830	46.024 7,728.197 92,738.360	46.944 7,882.680 94,592.160	48.352 8,119.107 97,429.280
196		2	Mail Attendant	SH	2015	Hourly Monthly Annual	20.995 3,525.410 42,304.925	21.596 3,626.328 43,515.940	22.221 3,731.276 44,775.315	22.858 3,838.239 46,058.870	23.516 3,948.728 47,384.740	24.193 4,062.408 48,748.895		24.677 4,143.680 49,724.155	25.171 4,226.630 50,719.565	25.926 4,353.408 52,240.890	
197		1	Mail Room - Print Shop Clerk	SH	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995		27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495		
198		1	Mail Supply & Distribution Clerk	CCMB	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995		27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495		
199		1	Mailroom Clerk - Finance	SH	2015	Hourly Monthly Annual	21.697 3,643.288 43,719.455	22.323 3,748.404 44,980.845	22.959 3,855.199 46,262.385	23.617 3,965.688 47,588.255	24.294 4,079.368 48,952.410		24.780 4,160.975 49,931.700	25.276 4,244.262 50,931.140	26.034 4,371.543 52,458.510		
200		1	Maintenance	SH	1885	Hourly Monthly Annual	22.512 3,536.260 42,435.120	23.172 3,639.935 43,679.220	23.843 3,745.338 44,944.055	24.596 3,863.622 46,363.460	25.337 3,980.020 47,760.245		25.841 4,059.662 48,715.940	26.341 4,140.874 49,690.485	27.152 4,265.127 51,181.520		
201		1	Maintenance (Eden)	Eden Mental Health Centre	2080	Hourly Monthly Annual	24.005 4,160.867 49,930.400	24.697 4,280.813 51,369.760	25.406 4,403.707 52,844.480	26.139 4,530.760 54,369.120	26.892 4,661.280 55,935.360		27.430 4,754.533 57,054.400	27.979 4,849.693 58,196.320	28.818 4,995.120 59,941.440		
202		1	Maintenance Assistant - SMHC	SMHC	2080	Hourly Monthly Annual	24.852 4,307.680 51,692.160	25.601 4,437.507 53,250.080	26.394 4,574.960 54,899.520	27.255 4,724.200 56,690.400	28.172 4,883.147 58,597.760		28.735 4,980.733 59,768.800	29.310 5,080.400 60,964.800	30.189 5,232.760 62,793.120		
203		2	Maintenance Dispatcher 2	HSC	2080	Hourly Monthly Annual	27.624 4,788.160 57,457.920	28.428 4,927.520 59,130.240	29.240 5,068.267 60,819.200	30.096 5,216.640 62,599.680	30.972 5,368.480 64,421.760	31.864 5,523.093 66,277.120	32.800 5,685.333 68,224.000	33.456 5,799.040 69,588.480	34.125 5,915.000 70,980.000	35.149 6,092.493 73,109.920	
204		2	Maintenance Dispatcher I	HSC	2080	Hourly Monthly Annual	24.699 4,281.160 51,373.920	25.411 4,404.573 52,854.880	26.145 4,531.800 54,381.600	26.897 4,662.147 55,945.760	27.683 4,798.387 57,580.640	28.490 4,938.267 59,259.200	29.312 5,080.747 60,968.960	29.898 5,182.320 62,187.840	30.496 5,285.973 63,431.680	31.411 5,444.573 65,334.880	
205		2	Maintenance Logistics Coordinator DISCONTINUED IN 2025	HSC	2080	Hourly Monthly Annual											
206		2	Maintenance Logistics Dispatcher 2	HSC	2080	Hourly Monthly Annual	26.747 4,636.147 55,633.760	27.785 4,816.067 57,792.800	28.870 5,004.133 60,049.600	29.995 5,199.133 62,389.600	31.152 5,399.680 64,796.160	32.358 5,608.720 67,304.640	33.622 5,827.813 69,933.760	34.294 5,944.293 71,331.520	34.980 6,063.200 72,758.400	36.029 6,245.027 74,940.320	
207		2	Maintenance Logistics Storesperson 1	HSC	2080	Hourly Monthly Annual	23.490 4,071.600 48,859.200	24.213 4,196.920 50,363.040	24.959 4,326.227 51,914.720	25.713 4,456.920 53,483.040	26.517 4,596.280 55,155.360	27.353 4,741.187 56,894.240	28.199 4,887.827 58,653.920	28.763 4,985.587 59,827.040	29.338 5,085.253 61,023.040	30.218 5,237.787 62,853.440	
208		2	Maintenance Project Coordinator	HSC	2080	Hourly Monthly Annual	42.408 7,350.720 88,208.640	43.837 7,598.413 91,180.960	45.324 7,856.160 94,273.920	46.862 8,122.747 97,472.960				47.799 8,285.160 99,421.920	48.755 8,450.867 101,410.400	50.218 8,704.453 104,453.440	
209		2	Maintenance Technician	HSC	2080	Hourly Monthly Annual	27.906 4,837.040 58,044.480	28.669 4,969.293 59,631.520	29.433 5,101.720 61,220.640					30.022 5,203.813 62,445.760	30.622 5,307.813 63,693.760	31.541 5,467.107 65,605.280	
210		2	Maintenance Tradesperson - SMHC	SMHC	2080	Hourly Monthly Annual	28.919 5,012.627 60,151.520	29.869 5,177.293 62,127.520	30.953 5,365.187 64,382.240	31.946 5,537.307 66,447.680	32.887 5,700.413 68,404.960		33.545 5,814.467 69,773.600	34.216 5,930.773 71,169.280	35.242 6,108.613 73,303.360		

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
211		2	Manager, Security Services - SMHC	SMHC	1885	Hourly 36.709 Monthly 5,766.372 Annual 69,196.465	38.005 5,969.952 71,639.425	39.346 6,180.601 74,167.210	40.765 6,403.502 76,842.025	42.364 6,654.678 79,856.140	43.984 6,909.153 82,909.840	45.604 7,163.628 85,963.540		46.516 7,306.888 87,682.660	47.446 7,452.976 89,435.710	48.869 7,676.505 92,118.065
212		2	Material Handler	HSC	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
213		2	Material Handler	SH	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
214		2	Material Handler - CHL	SH (Northern Scale)	2015	Hourly 24.026 Monthly 4,034.366 Annual 48,412.390	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.167 4,393.875 52,726.505	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620		28.262 4,745.661 56,947.930	28.827 4,840.534 58,086.405	29.692 4,985.782 59,829.380	
215		2	Material Transporter	HSC	2015	Hourly 21.725 Monthly 3,647.990 Annual 43,775.875	22.348 3,752.602 45,031.220	22.992 3,860.740 46,328.880	23.655 3,972.069 47,664.825	24.337 4,086.588 49,039.055	25.037 4,204.130 50,449.555		25.538 4,288.256 51,459.070	26.049 4,374.061 52,488.735	26.830 4,505.204 54,062.450	
216		2	Material Transporter - Linen	HSC	2015	Hourly 21.725 Monthly 3,647.990 Annual 43,775.875	22.348 3,752.602 45,031.220	22.992 3,860.740 46,328.880	23.655 3,972.069 47,664.825	24.337 4,086.588 49,039.055	25.037 4,204.130 50,449.555		25.538 4,288.256 51,459.070	26.049 4,374.061 52,488.735	26.830 4,505.204 54,062.450	
217		2	Material Transporter - PIO	HSC	2015	Hourly 23.334 Monthly 3,918.168 Annual 47,018.010	23.722 3,983.319 47,799.830	24.110 4,048.471 48,581.650	24.496 4,113.287 49,359.440	24.884 4,178.438 50,141.260	25.269 4,243.086 50,917.035		25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170	
218		2	Materials Dispatcher	HSC	2015	Hourly 25.658 Monthly 4,308.406 Annual 51,700.870	26.046 4,373.558 52,482.690	26.432 4,438.373 53,260.480	26.819 4,503.357 54,040.285	27.204 4,568.005 54,816.060	27.591 4,632.989 55,595.865		28.143 4,725.679 56,708.145	28.706 4,820.216 57,842.590	29.567 4,964.792 59,577.505	
219		2	Materials Management Float	SH	2015	Hourly 23.926 Monthly 4,017.574 Annual 48,210.890	24.616 4,133.437 49,601.240	25.325 4,252.490 51,029.875	26.058 4,375.573 52,506.870	26.813 4,502.350 54,028.195	27.591 4,632.989 55,595.865		28.143 4,725.679 56,708.145	28.706 4,820.216 57,842.590	29.567 4,964.792 59,577.505	
220		2	Maternal Serum Screening Assist - CPL	SH	1885	Hourly 31.132 Monthly 4,890.318 Annual 58,683.820	31.847 5,002.633 60,031.595	32.708 5,137.882 61,654.580	33.479 5,258.993 63,107.915	34.418 5,406.494 64,877.930	35.333 5,550.225 66,602.705		36.040 5,661.283 67,935.400	37.861 5,774.540 69,294.485	37.864 5,947.803 71,373.640	
221		2	Med Records Tech - MRT	Eden Mental Health Centre	2015	Hourly 27.624 Monthly 4,638.530 Annual 55,662.360	28.426 4,773.199 57,278.390	29.251 4,911.730 58,940.765	30.103 5,054.795 60,657.545	30.978 5,201.723 62,420.670	31.879 5,353.015 64,236.185		32.517 5,460.146 65,521.755	33.167 5,569.292 66,831.505	34.162 5,736.369 68,836.430	
222	23-55UMDR	2	Medical Device Reprocessing Aide	HSC	2015	Hourly 20.995 Monthly 3,525.410 Annual 42,304.925	21.596 3,626.328 43,515.940	22.221 3,731.276 44,775.315	22.858 3,838.239 46,058.870	23.516 3,948.728 47,384.740	24.193 4,062.408 48,748.895		24.777 4,143.680 49,724.155	25.171 4,226.630 50,719.565	25.926 4,353.408 52,240.890	
223	23-55MDR1	2	Medical Device Reprocessing Technician 1	HSC	2015	Hourly 25.126 Monthly 4,219.074 Annual 50,628.890	25.854 4,341.318 52,095.810	26.601 4,466.751 53,601.015	27.369 4,595.711 55,148.535	28.165 4,729.373 56,752.475	28.983 4,866.729 58,400.745		29.563 4,964.120 59,569.445	30.154 5,063.359 60,760.310	31.059 5,215.324 62,583.885	
224	23-55MDR2	2	Medical Device Reprocessing Technician 2	HSC	2015	Hourly 26.228 Monthly 4,404.118 Annual 52,849.420	26.985 4,531.231 54,374.775	27.767 4,662.542 55,950.505	28.573 4,797.883 57,574.595	29.403 4,937.254 59,247.045	30.259 5,080.990 60,971.885		30.864 5,182.580 62,190.960	31.481 5,286.185 63,434.215	32.425 5,444.698 65,336.375	
225		2	Medical Editor/Transcriptionist	SH	1950	Hourly 23.307 Monthly 3,787.388 Annual 45,448.650	23.978 3,896.425 46,757.100	24.668 4,008.550 48,102.600	25.383 4,124.738 49,496.850	26.118 4,244.175 50,930.100	26.874 4,367.025 52,404.300		27.411 4,454.288 53,451.450	27.959 4,543.338 54,520.050	28.798 4,679.675 56,156.100	
226		2	Medical Equipment Technician - SMHC	SMHC	1885	Hourly 28.036 Monthly 4,403.988 Annual 52,847.860	28.975 4,551.490 54,617.875	29.869 4,691.922 56,303.065	30.908 4,855.132 58,261.580	31.960 5,020.383 60,244.600	33.032 5,188.777 62,265.320		33.693 5,292.609 63,511.305	34.367 5,398.483 64,781.795	35.398 5,560.436 66,725.230	
227		2	Medical Legal Correspondent	CCMB	2015	Hourly 37.546 Monthly 6,304.599 Annual 75,655.190	38.642 6,488.636 77,863.630	39.775 6,678.885 80,146.625	40.942 6,874.844 82,498.130	42.141 7,076.176 84,914.115	43.377 7,283.721 87,404.655		44.245 7,429.473 89,153.675	45.130 7,578.079 90,936.950	46.484 7,805.438 93,665.260	
228		2	Medical Records Technician - SMHC	SMHC	1885	Hourly 35.009 Monthly 5,499.330 Annual 65,991.965	36.034 5,660.341 67,924.090	37.088 5,825.907 69,910.880	38.171 5,996.028 71,952.335	39.290 6,171.804 74,061.650	40.444 6,353.078 76,236.940		41.253 6,480.159 77,761.905	42.078 6,609.753 79,317.030	43.340 6,807.992 81,695.900	
229		1	Medical Secretary	Shared Health - DSM	1950	Hourly 24.080 Monthly 3,913.000 Annual 46,956.000	24.770 4,025.125 48,301.500	25.485 4,141.313 49,695.750	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250		27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650		
230		1	Medical Transcriptionist	HSC / Shared Health	1950	Hourly 24.080 Monthly 3,913.000 Annual 46,956.000	24.770 4,025.125 48,301.500	25.486 4,141.475 49,697.700	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250		27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650		
231		1	Medical Transcriptionist	Shared Health - DSM	1950	Hourly 24.080 Monthly 3,913.000 Annual 46,956.000	24.770 4,025.125 48,301.500	25.486 4,141.475 49,697.700	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250		27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650		

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
232		1	Medical Transcriptionist	SH	2015	Hourly 24.080 Monthly 4,043.433 Annual 48,521.200	24.770 4,159.296 49,911.550	25.485 4,279.356 51,352.275	26.219 4,402.607 52,831.285	26.975 4,529.552 54,354.625				27.515 4,620.227 55,442.725	28.065 4,712.581 56,550.975	28.907 4,853.967 58,247.605
233		2	Messenger	HSC	2015	Hourly 21.772 Monthly 3,655.882 Annual 43,870.580	22.400 3,761.333 45,136.000	23.043 3,869.304 46,431.645	23.705 3,980.465 47,765.575	24.391 4,095.655 49,147.865	25.096 4,214.037 50,568.440			25.598 4,298.331 51,579.970	26.110 4,384.304 52,611.650	26.893 4,515.783 54,189.395
234		2	Messenger	SH	2015	Hourly 19.840 Monthly 3,331.467 Annual 39,977.600	20.405 3,426.340 41,116.075	20.991 3,524.739 42,296.865	21.591 3,625.489 43,505.865	22.216 3,730.437 44,765.240	22.854 3,837.568 46,050.810			23.311 3,914.305 46,971.665	23.777 3,992.555 47,910.655	24.490 4,112.279 49,347.350
235		2	Messenger	SH	2015	Hourly 20.854 Monthly 3,501.734 Annual 42,020.810	21.455 3,602.652 43,231.825	22.070 3,705.921 44,471.050	22.704 3,812.380 45,748.560	23.358 3,922.198 47,066.390	24.033 4,035.541 48,426.495			24.514 4,116.309 49,395.710	25.004 4,198.588 50,383.060	25.754 4,324.526 51,894.310
236		2	Mngr - Quality, Risk & Innovation - SMHC	SMHC	1885	Hourly 46.476 Monthly 7,300.605 Annual 87,607.260	48.252 7,579.585 90,955.020	50.074 7,865.791 94,389.490	52.153 8,192.367 98,308.405	54.298 8,529.311 102,351.730	56.556 8,884.005 106,608.060	58.948 9,259.748 111,116.980		60.127 9,444.950 113,339.395	61.330 9,633.921 115,607.050	63.170 9,922.954 119,075.450
237		2	Monitor Room Operator	HSC - Security Officers	2080	Hourly 23.349 Monthly 4,047.160 Annual 48,565.920	24.043 4,167.453 50,009.440	24.811 4,300.573 51,606.880	25.626 4,441.840 53,302.080	26.464 4,587.093 55,045.120	27.336 4,738.240 56,858.880	28.232 4,893.547 58,722.560		28.797 4,991.480 59,897.760	29.373 5,091.320 61,095.840	30.254 5,244.027 62,928.320
238	23-5MDR1	2	Multi-Skilled Worker	HSC	2015	Hourly 25.126 Monthly 4,219.074 Annual 50,628.890	25.854 4,341.318 52,095.810	26.601 4,466.751 53,601.015	27.369 4,595.711 55,148.535	28.165 4,729.373 56,752.475	28.983 4,866.729 58,400.745			29.563 4,964.120 59,569.445	30.154 5,063.359 60,760.310	31.059 5,215.324 62,583.885
239	23-135A	2	Nuclear Electronics Technologist	CCMB	2015	Hourly 44.541 Monthly 7,479.176 Annual 89,750.115	46.197 7,757.246 93,086.955	47.919 8,046.399 96,556.785	49.705 8,346.298 100,155.575	51.558 8,657.448 103,889.370				52.589 8,830.570 105,966.835	53.641 9,007.218 108,086.615	55.250 9,277.396 111,328.750
240	23-135B	2	Nuclear Electronics Technologist Senior	CCMB	2015	Hourly 52.017 Monthly 8,734.521 Annual 104,814.255	53.382 8,963.728 107,564.730	54.108 9,085.635 109,027.620	55.374 9,298.218 111,578.610					56.481 9,484.101 113,808.085	57.611 9,673.847 116,086.165	59.339 9,964.007 119,568.085
241		2	Office Administrator - SMHC	SMHC	1885	Hourly 31.411 Monthly 4,934.145 Annual 59,209.735	32.272 5,069.393 60,832.720	33.220 5,218.308 62,619.700	34.228 5,376.648 64,519.780	35.457 5,569.704 66,836.445	36.719 5,767.943 69,215.315			37.453 5,883.242 70,598.905	38.202 6,000.898 72,010.770	39.348 6,180.915 74,170.980
242		2	Office Assistant 2	SH	1885	Hourly 25.456 Monthly 3,998.713 Annual 47,984.560	26.082 4,097.048 49,164.570	26.798 4,209.519 50,514.230	27.470 4,315.079 51,780.950	28.234 4,435.091 53,221.090	29.091 4,569.711 54,836.535			29.845 4,661.134 55,933.605	30.666 4,754.284 57,051.410	31.174 4,896.916 58,762.990
243		2	Office Assistant 3 PIO	SH	1885	Hourly 27.563 Monthly 4,329.688 Annual 51,956.255	28.305 4,446.244 53,354.925	29.035 4,560.915 54,730.975	29.776 4,677.313 56,127.760	30.645 4,813.819 57,765.825	31.478 4,944.669 59,336.030			32.108 5,043.632 60,523.580	32.750 5,144.479 61,733.750	33.733 5,298.892 63,586.705
244		2	Office Supervisor Pathology	Shared Health - DSM	1950	Hourly 24.930 Monthly 4,051.125 Annual 48,613.500	25.651 4,168.288 50,019.450	26.392 4,288.700 51,464.400	27.157 4,413.013 52,956.150	27.944 4,540.900 54,490.800	28.753 4,672.363 56,068.350			29.328 4,765.800 57,189.600	29.915 4,861.188 58,334.250	30.812 5,006.950 60,083.400
245	23-17B	2	Orthotic Footwear Technician	HSC	2015	Hourly 26.248 Monthly 4,407.477 Annual 52,889.720	27.721 4,654.818 55,857.815	29.281 4,916.768 59,001.215	30.933 5,194.166 62,329.995	32.680 5,487.517 65,850.200				33.334 5,597.334 67,168.010	34.001 5,709.335 68,512.015	35.021 5,880.610 70,567.315
246	23-17C	2	Orthotic Technician (Registered) 1950	RCC	1950	Hourly 33.625 Monthly 5,464.063 Annual 65,568.750	35.199 5,719.838 68,638.050	36.851 5,988.288 71,859.450	38.575 6,268.438 75,221.250	40.387 6,562.888 78,754.650				41.195 6,694.188 80,330.250	42.019 6,828.088 81,937.050	43.280 7,033.000 84,396.000
247	23-17C	2	Orthotic Technician (Registered) 2015	HSC	2015	Hourly 33.628 Monthly 5,466.702 Annual 67,760.420	35.199 5,910.499 70,925.985	36.848 6,187.393 74,248.720	38.575 6,477.385 77,728.625	40.387 6,781.650 81,379.805				41.195 6,917.327 83,007.925	42.019 7,055.690 84,668.285	43.280 7,267.433 87,209.200
248	23-17B	2	Orthotic Technician (Unregistered) 1950	RCC	1950	Hourly 26.248 Monthly 4,265.300 Annual 51,183.600	27.721 4,504.663 54,055.950	29.281 4,758.163 57,097.950	30.933 5,026.613 60,319.350	32.680 5,310.500 63,726.000				33.334 5,416.775 65,001.300	34.001 5,525.163 66,301.950	35.021 5,690.913 68,290.950
249	23-17B	2	Orthotic Technician (Unregistered) 2015	HSC	2015	Hourly 26.248 Monthly 4,407.477 Annual 52,889.720	27.721 4,654.818 55,857.815	29.281 4,916.768 59,001.215	30.933 5,194.166 62,329.995	32.680 5,487.517 65,850.200				33.334 5,597.334 67,168.010	34.001 5,709.335 68,512.015	35.021 5,880.610 70,567.315
250	23-17A	2	Orthotic Technician Trainee - 1950	RCC	1950	Hourly 21.794 Monthly 3,541.525 Annual 42,498.300	22.018 3,577.925 42,935.100	23.597 3,834.513 46,014.150	25.168 4,089.800 49,077.600					25.671 4,171.538 50,058.450	26.184 4,254.900 51,058.800	26.970 4,382.625 52,591.500
251	23-17A	2	Orthotic Technician Trainee - 2015	HSC	2015	Hourly 21.794 Monthly 3,659.576 Annual 43,914.910	22.018 3,697.189 44,366.270	23.597 3,962.330 47,547.955	25.168 4,226.127 50,713.520					25.671 4,310.589 51,727.065	26.184 4,396.730 52,760.760	26.970 4,528.713 54,344.550
252	23-17E	2	Orthotic/Prosthetic Technician Dual Registered	RCC	1950	Hourly 34.936 Monthly 5,677.100 Annual 68,125.200	36.543 5,938.238 71,258.850	38.230 6,212.375 74,548.500	39.997 6,499.513 77,994.150	41.847 6,800.138 81,601.650				42.684 6,936.150 83,233.800	43.538 7,074.925 84,899.100	44.844 7,287.150 87,445.800

CUPE Shared Health Employer Organization
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
253	23-17E	2	Orthotic/Prosthetic Technician Dual Registered	HSC	2015	Hourly Monthly Annual	34.936 5,866.337 70,396.040	36.543 6,136.179 73,634.145	38.230 6,419.454 77,033.450	39.997 6,716.163 80,593.955	41.847 7,026.809 84,321.705			42.684 7,167.355 86,008.260	43.538 7,310.756 87,729.070	44.844 7,530.055 90,360.660
254	23-17F	2	Orthotic/Prosthetic Technician -Senior Dual Registered	RCC	1950	Hourly Monthly Annual	40.516 6,583.850 79,006.200	42.387 6,887.888 82,654.650	44.349 7,206.713 86,480.550	46.408 7,541.300 90,495.600	48.559 7,890.838 94,690.050			49.530 8,048.625 96,583.500	50.521 8,209.663 98,515.950	52.037 8,456.013 101,472.150
255		2	PACS Administrative Clerk	SH	2015	Hourly Monthly Annual	28.725 4,823.406 57,880.875	29.297 4,919.455 59,033.455	29.892 5,019.365 60,232.380	30.671 5,150.172 61,802.065			31.284 5,253.105 63,037.260	31.910 5,358.221 64,298.650	32.867 5,518.917 66,227.005	
256	23-12G	2	Painter	HSC	2080	Hourly Monthly Annual	38.149 6,612.493 79,349.920	39.266 6,806.107 81,673.280						40.051 6,942.173 83,306.080	40.852 7,081.013 84,972.160	42.078 7,293.520 87,522.240
257		2	Patient / Equipment Assistant	HSC	2015	Hourly Monthly Annual	23.334 3,918.168 47,018.010	23.722 3,983.319 47,799.830	24.110 4,048.471 48,581.650	24.496 4,113.287 49,359.440	24.884 4,178.438 50,141.260	25.269 4,243.086 50,917.035		25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170
258		2	Patient Equipment Technical Assistant	HSC	2015	Hourly Monthly Annual	31.382 5,269.561 63,234.730	32.300 5,423.708 65,084.500	33.237 5,581.046 66,972.555	34.209 5,744.261 68,931.135	35.208 5,912.010 70,944.120	36.235 6,084.460 73,013.525		36.960 6,206.200 74,474.400	37.699 6,330.290 75,963.485	38.830 6,520.204 78,242.450
259		2	Patient Registration	CCMB	2015	Hourly Monthly Annual	23.388 3,927.235 47,126.820	24.064 4,040.747 48,488.960	24.757 4,157.113 49,885.355	25.473 4,277.341 51,328.095	26.209 4,400.928 52,811.135	26.967 4,528.209 54,338.505		27.506 4,618.716 55,424.590	28.056 4,711.070 56,532.840	28.898 4,852.456 58,229.470
260		2	Patient Trust Clerk - SMHC	SMHC	1885	Hourly Monthly Annual	27.444 4,310.995 51,731.940	28.203 4,430.221 53,162.655	28.919 4,542.693 54,512.315	29.634 4,655.008 55,860.090	30.462 4,785.073 57,420.870	31.254 4,909.483 58,913.790		31.879 5,007.660 60,091.915	32.517 5,107.879 61,294.545	33.493 5,261.192 63,134.305
261		2	Patrol Officer	HSC - Security Officers	2080	Hourly Monthly Annual	23.349 4,047.160 48,565.920	24.043 4,167.453 50,009.440	24.811 4,300.573 51,606.880	25.626 4,441.840 53,302.080	26.464 4,587.093 55,045.120	27.336 4,738.240 56,858.880	28.232 4,893.547 58,722.560	28.797 4,991.480 59,897.760	29.373 5,091.320 61,095.840	30.254 5,244.027 62,928.320
262		2	Payroll Clerk - MATC	Shared Health (MATC)	1950	Hourly Monthly Annual	25.417 4,130.263 49,563.150	26.154 4,250.025 51,000.300	26.908 4,372.550 52,470.600	27.688 4,499.300 53,991.600	28.493 4,630.113 55,561.350	29.320 4,764.500 57,174.000		29.960 4,859.725 58,316.700	30.504 4,956.900 59,482.800	31.419 5,105.588 61,267.050
263		2	Payroll/Accounting Technician	RCC	1950	Hourly Monthly Annual	26.795 4,354.188 52,250.250	27.779 4,514.088 54,169.050	28.763 4,673.988 56,087.850	29.743 4,833.238 57,998.850	30.814 5,007.275 60,087.300		31.430 5,107.375 61,288.500	32.059 5,209.588 62,515.050	33.021 5,365.913 64,390.950	
264		2	Perioperative Aide	HSC	2015	Hourly Monthly Annual	25.126 4,219.074 50,628.890	25.853 4,341.150 52,093.795	26.600 4,466.583 53,599.000	27.369 4,595.711 55,148.535	28.165 4,729.373 56,752.475	28.983 4,866.729 58,400.745		29.563 4,964.120 59,569.445	30.154 5,063.359 60,760.310	31.059 5,215.324 62,583.885
265	23-55MDRL	2	Perioperative Lead Hand	HSC	2015	Hourly Monthly Annual	27.331 4,589.330 55,071.965	28.125 4,722.656 56,671.875	28.939 4,859.340 58,312.085	29.781 5,000.726 60,008.715	30.648 5,146.310 61,755.720	31.541 5,296.260 63,555.115		32.172 5,402.215 64,826.580	32.815 5,510.185 66,122.225	33.799 5,675.415 68,104.985
266	23-55PTSS	2	Perioperative Technical Supply Spec	HSC	2015	Hourly Monthly Annual	30.688 5,153.027 61,836.320	31.115 5,224.727 62,696.725	31.541 5,296.260 63,555.115	31.966 5,367.624 64,411.490	32.392 5,439.157 65,269.880	32.817 5,510.521 66,126.255		33.473 5,620.675 67,448.095	34.142 5,733.011 68,796.130	35.166 5,904.958 70,859.490
267		2	Plant Helper	HSC	2080	Hourly Monthly Annual	22.793 3,950.787 47,409.440	23.354 4,048.027 48,576.320	23.936 4,148.907 49,786.880					24.415 4,231.933 50,783.200	24.903 4,316.520 51,798.240	25.650 4,446.000 53,352.000
268	23-93B	2	Plant Operating Engineer	HSC	2080	Hourly Monthly Annual	52.031 9,018.707 108,224.480	53.054 9,196.027 110,352.320						54.115 9,379.933 112,559.200	55.197 9,567.480 114,809.760	56.853 9,854.520 118,254.240
269	23-93C	2	Plant Operating Engineer Assistant	HSC	2080	Hourly Monthly Annual	42.637 7,390.413 88,684.960	44.833 7,771.053 93,252.640						45.730 7,926.533 95,118.400	46.645 8,085.133 97,021.600	48.044 8,327.627 99,931.520
270	23-12F	2	Plumber	HSC	2080	Hourly Monthly Annual	45.503 7,887.187 94,646.240	46.840 8,118.933 97,427.200						47.777 8,281.347 99,376.160	48.733 8,447.053 101,364.640	50.195 8,700.467 104,405.600
271		2	Porter - RCC	RCC	1950	Hourly Monthly Annual	19.614 3,187.275 38,247.300	20.172 3,277.950 39,335.400	20.750 3,371.875 40,462.500	21.348 3,469.050 41,628.600	21.959 3,568.338 42,820.050	22.589 3,670.713 44,048.550		23.041 3,744.163 44,929.950	23.502 3,819.075 45,828.900	24.207 3,933.638 47,203.650
272		2	Porter - Delivery Driver	SH	2015	Hourly Monthly Annual	22.076 3,706.928 44,483.140	23.363 3,813.220 45,758.635	24.038 3,923.037 47,076.445	24.730 4,036.381 48,436.570	25.442 4,152.579 49,830.950	26.242 4,272.136 51,265.630		25.951 4,357.605 52,291.265	26.470 4,444.754 53,337.050	27.264 4,578.080 54,936.960
273		2	Post Production/Estimator	HSC	2015	Hourly Monthly Annual	26.747 4,491.267 53,895.205	27.510 4,619.388 55,432.650	28.292 4,750.698 57,008.380	29.098 4,886.039 58,632.470	29.927 5,025.242 60,302.905	30.786 5,169.483 62,033.790		31.402 5,272.919 63,275.030	32.030 5,378.371 64,540.450	32.991 5,539.739 66,476.865

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
274		2	Press Operator 2	HSC	2015	Hourly Monthly Annual	26.006 4,366.841 52,402.090	26.747 4,491.267 53,895.205	27.510 4,619.388 55,432.650	28.292 4,750.698 57,008.380	29.098 4,886.039 58,632.470	29.927 5,025.242 60,302.905	30.786 5,169.483 62,033.790	31.402 5,272.919 63,275.030	32.030 5,378.371 64,540.450	32.991 5,539.739 66,476.865	
275		2	Preventive Maintenance Coordinator	HSC	2080	Hourly Monthly Annual	46.558 8,070.053 96,840.640	48.130 8,342.533 100,110.400	49.764 8,625.760 103,509.120	51.457 8,919.213 107,030.560				52.486 9,097.573 109,170.880	53.536 9,279.573 111,354.880	55.142 9,557.947 114,695.360	
276		2	Primary Care Assistant - 2015	SH	2015	Hourly Monthly Annual	23.667 3,974.084 47,689.005	24.190 4,061.904 48,742.850	24.778 4,160.639 49,927.670	25.396 4,264.412 51,172.940	26.116 4,385.312 52,623.740	26.754 4,492.443 53,909.310		27.889 4,582.278 54,987.335	27.835 4,673.960 56,087.525	28.670 4,814.171 57,770.050	
277		2	Printer	SH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
278		2	Printer/Receiver	SH	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
279		2	Printing Attendant 1	SH	2015	Hourly Monthly Annual	21.569 3,621.795 43,461.535	22.186 3,725.399 44,704.790	22.825 3,832.698 45,992.375	23.483 3,943.187 47,318.245	24.160 4,056.867 48,682.400	24.855 4,173.569 50,082.825		25.352 4,257.023 51,084.280	25.859 4,342.157 52,105.885	26.635 4,472.460 53,669.525	
280		2	Printing Attendant 3	SH	2015	Hourly Monthly Annual	24.855 4,173.569 50,082.825	25.576 4,294.637 51,535.640	26.316 4,418.895 53,026.740	27.078 4,546.848 54,562.170	27.862 4,678.494 56,141.930	28.673 4,814.675 57,776.095		29.246 4,910.891 58,930.690	29.831 5,009.122 60,109.465	30.726 5,159.408 61,912.890	
281		2	Production Artist	HSC	1950	Hourly Monthly Annual	27.118 4,406.675 52,880.100	28.015 4,552.438 54,629.250	28.938 4,702.425 56,429.100	29.909 4,860.213 58,322.550	30.905 5,022.063 60,264.750	31.946 5,191.225 62,294.700		32.585 5,295.063 63,540.750	33.237 5,401.013 64,812.150	34.234 5,563.025 66,756.300	
282		2	Production Artist 2	HSC	1950	Hourly Monthly Annual	31.596 5,134.350 61,612.200	32.519 5,284.338 63,412.050	33.468 5,438.550 65,262.600	34.443 5,596.988 67,163.850	35.449 5,760.463 69,125.550	36.485 5,928.813 71,145.750		37.215 6,047.438 72,569.250	37.959 6,168.338 74,020.050	39.098 6,353.425 76,241.100	
283		2	Production Coordinator	HSC	2015	Hourly Monthly Annual	35.278 5,923.764 71,085.170	36.310 6,097.054 73,164.650	37.371 6,275.214 75,302.565	38.466 6,459.083 77,508.990	39.593 6,648.325 79,779.895	40.753 6,843.108 82,117.295		41.568 6,979.960 83,759.520	42.399 7,119.499 85,433.985	43.671 7,333.089 87,997.065	
284		2	Program Personnel Coordinator	HSC	1950	Hourly Monthly Annual	27.327 4,440.638 53,287.650	28.259 4,592.088 55,105.050	29.221 4,748.413 56,980.950	30.225 4,908.313 58,899.750	32.291 5,074.063 60,888.750	32.291 5,247.288 62,967.450	33.374 5,423.275 65,079.300	34.520 5,609.500 67,314.000	35.914 5,836.025 70,032.300	36.991 6,011.038 72,132.450	
285		2	Program Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	26.594 4,177.474 50,129.690	27.276 4,284.605 51,415.260	28.014 4,400.533 52,806.390	28.751 4,516.303 54,195.635	29.511 4,635.686 55,628.235	30.283 4,756.955 57,083.455		30.889 4,852.147 58,225.765	31.507 4,949.225 59,390.695	32.452 5,097.668 61,172.020	
286		2	Programmer Analyst - CPL	SH	1885	Hourly Monthly Annual	38.889 6,108.814 73,305.765	40.285 6,328.102 75,937.225	41.704 6,551.003 78,612.040	43.223 6,789.613 81,475.355	44.788 7,035.448 84,425.380	46.544 7,311.287 87,735.480	48.252 7,579.585 90,955.020	50.052 7,862.335 94,348.020	51.053 8,019.575 96,234.905	52.074 8,179.958 98,159.490	53.636 8,425.322 101,103.860
287		2	Project Coordinator - DER	HSC	1950	Hourly Monthly Annual	30.259 4,917.088 59,005.050	31.375 5,098.438 61,181.250	32.341 5,255.413 63,064.950	33.585 5,457.563 65,490.750	34.724 5,642.650 67,711.800	35.923 5,837.488 70,049.850	37.231 6,050.038 72,600.450	38.548 6,264.050 75,168.600	39.319 6,389.338 78,204.750	40.105 6,517.063 81,937.050	41.308 6,712.550 84,396.000
288		2	Project Initiative Lead	SH	1885	Hourly Monthly Annual	42.654 6,700.233 80,402.790	44.253 6,951.409 83,416.905	45.886 7,207.926 86,495.110	47.658 7,486.278 89,835.330	49.546 7,782.851 93,394.210	51.573 8,101.259 97,215.105		52.604 8,263.212 99,158.540	53.656 8,428.463 101,141.560	55.266 8,681.368 104,176.410	
289	23-17C	2	Prosthetic Technician (Registered) 1950	RCC	1950	Hourly Monthly Annual	33.625 5,464.063 65,568.750	35.199 5,719.838 68,638.050	36.851 5,988.288 71,859.450	38.575 6,268.438 75,221.250	40.387 6,562.888 78,754.650		41.195 6,694.188 80,330.250	42.019 6,828.088 81,937.050	43.280 7,033.000 84,396.000		
290	23-17C	2	Prosthetic Technician (Registered) 2015	HSC	2015	Hourly Monthly Annual	33.628 5,646.702 67,760.420	35.199 5,910.499 70,925.985	36.848 6,187.393 74,248.720	38.575 6,477.385 77,728.625	40.387 6,781.650 81,379.805		41.195 6,917.327 83,007.925	42.019 7,055.690 84,668.285	43.280 7,267.433 87,209.200		
291	23-17B	2	Prosthetic Technician (unregistered) 1950	RCC	1950	Hourly Monthly Annual	26.248 4,265.300 51,183.600	27.721 4,504.663 54,055.950	29.281 4,758.163 57,097.950	30.933 5,026.613 60,319.350	32.680 5,310.500 63,726.000		33.334 5,416.775 65,001.300	34.001 5,525.163 66,301.950	35.021 5,690.913 68,290.950		
292	23-17B	2	Prosthetic Technician (Unregistered) 2015	HSC	2015	Hourly Monthly Annual	26.248 4,407.477 52,889.720	27.721 4,654.818 55,857.815	29.281 4,916.768 59,001.215	30.933 5,194.166 62,329.995	32.680 5,487.517 65,850.200		33.334 5,597.334 67,168.010	34.001 5,709.335 68,512.015	35.021 5,880.610 70,567.315		
293		2	Purchasing Clerk	SH	1950	Hourly Monthly Annual	22.567 3,667.138 44,005.650	23.216 3,772.600 45,271.200	23.885 3,881.313 46,575.750	24.573 3,993.113 47,917.350	25.284 4,108.650 49,303.800	26.015 4,227.438 50,729.250		26.535 4,311.938 51,743.250	27.066 4,398.225 52,778.700	27.878 4,530.175 54,362.100	
294		2	Qualified Person - Security Personnel	HSC / Shared Health	2080	Hourly Monthly Annual	24.043 4,167.453 50,009.440	24.811 4,300.573 51,606.880	25.626 4,441.840 53,302.080	26.446 4,587.093 55,045.120	27.336 4,738.240 56,858.880	28.232 4,893.547 58,722.560	28.780 4,988.533 59,862.400		29.356 5,088.373 61,060.480	29.943 5,190.120 62,281.440	30.841 5,345.773 64,149.280

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
295		2	RCC Secretary 5	RCC	1950	Hourly 25.339 Monthly 4,117.588 Annual 49,411.050	26.069 4,236.213 50,834.550	26.827 4,359.388 52,312.650	27.602 4,485.325 53,823.900	28.402 4,615.325 55,383.900	29.229 4,749.713 56,996.550			29.814 4,844.775 58,137.300	30.410 4,941.625 59,299.500	31.322 5,089.825 61,077.900
296		2	Receiver	HSC	2015	Hourly 23.926 Monthly 4,017.574 Annual 48,210.890	24.616 4,133.437 49,601.240	25.325 4,252.490 51,029.875	26.058 4,375.573 52,506.870	26.813 4,502.350 54,028.195	27.591 4,632.989 55,595.865			28.143 4,725.679 56,708.145	28.706 4,820.216 57,842.590	29.567 4,964.792 59,577.505
297		1	Receptionist 1	SH	2015	Hourly 22.502 Monthly 3,778.461 Annual 45,341.530	23.146 3,886.599 46,639.190	23.807 3,997.592 47,971.105	24.493 4,112.783 49,353.395	25.196 4,230.828 50,769.940			25.700 4,315.458 51,785.500	26.214 4,401.768 52,821.210	27.000 4,533.750 54,005.000	
298		2	Referral Clerk	CCMB	2015	Hourly 23.388 Monthly 3,927.235 Annual 47,126.820	24.064 4,040.747 48,488.960	24.757 4,157.113 49,885.355	25.473 4,277.341 51,328.095	26.209 4,400.928 52,811.135	26.967 4,528.209 54,338.505			27.506 4,618.716 55,424.590	28.056 4,711.070 56,532.840	28.898 4,852.456 58,229.470
299		2	Refrigeration Mechanic	HSC	2080	Hourly 48.374 Monthly 8,384.827 Annual 100,617.920								49.341 8,552.440 102,629.280	50.328 8,723.520 104,862.240	51.838 8,985.253 107,823.040
300		2	Reg Clinical Engineer-Specified Scope	SH	2015	Hourly 44.811 Monthly 7,524.514 Annual 90,294.165	46.568 7,819.543 93,834.520	48.394 8,126.159 97,513.910	50.294 8,445.201 101,342.410	52.268 8,776.668 105,320.020	54.321 9,121.401 109,456.815	56.458 9,480.239 113,762.870	58.678 9,853.014 118,236.170	59.852 10,050.148 120,601.780	61.049 10,251.145 123,013.735	62.880 10,558.600 126,703.200
301		2	Regional Clinical Engineer (Masters)	SH	2015	Hourly 49.067 Monthly 8,239.167 Annual 98,870.005	51.837 8,704.296 104,451.555	54.766 9,196.124 110,353.490	57.996 9,738.495 116,861.940	61.228 10,281.202 123,374.420	64.458 10,823.573 129,882.870			65.747 11,040.017 132,480.205	67.062 11,260.828 135,129.930	69.074 11,598.676 139,184.110
302		2	Registry Senior Quality Control Tech	CCMB	2015	Hourly 52.402 Monthly 8,799.169 Annual 105,590.030	53.335 8,955.835 107,470.025	54.264 9,111.830 109,341.960	55.198 9,268.664 111,223.970	56.128 9,424.827 113,097.920	57.057 9,580.821 114,969.855			58.198 9,772.414 117,268.970	59.362 10,066.869 119,614.430	61.143 10,266.929 123,203.145
303		2	Rehabilitation Electronic Technologist	HSC	2015	Hourly 43.344 Monthly 7,278.180 Annual 87,338.160	44.527 7,476.825 89,721.905	45.725 7,677.990 92,135.875	46.971 7,887.214 94,646.565	48.237 8,099.796 97,197.555			49.202 8,261.836 99,142.300	50.186 8,427.066 101,124.790	51.692 8,679.948 104,159.380	
304		2	Rehabilitation Mechanical Specialist	HSC	2080	Hourly 44.529 Monthly 7,718.360 Annual 92,620.320	46.745 7,929.133 95,149.600	48.256 8,142.507 97,710.080	49.557 8,364.373 100,372.480					50.548 8,589.880 103,078.560	51.559 8,836.893 105,139.840	53.106 9,205.040 107,242.720
305		2	Relaxation Centre Coordinator	HSC	1950	Hourly 29.634 Monthly 4,815.525 Annual 57,786.300	30.496 4,955.600 59,467.200	31.382 5,099.575 61,194.900	32.300 5,248.750 62,985.000	33.237 5,401.013 64,812.150	34.209 5,558.963 66,707.550			34.893 5,670.113 68,041.350	35.591 5,783.538 69,402.450	36.659 5,957.088 71,485.050
306		2	Research Assistant - MS Clinic	HSC	2015	Hourly 29.312 Monthly 4,921.973 Annual 59,063.680	30.393 5,103.491 61,241.895	31.325 5,259.990 63,119.875	32.531 5,462.497 65,549.965	33.635 5,647.877 67,774.525	34.791 5,841.989 70,103.865	36.063 6,055.579 72,666.945	37.333 6,268.833 75,225.995	38.080 6,394.267 76,731.200	38.842 6,522.219 78,266.630	40.007 6,717.842 80,614.105
307		2	Research Assistant - Generic	HSC	1950	Hourly 21.013 Monthly 3,414.613 Annual 40,975.350								21.433 3,482.863 41,794.350	21.862 3,552.575 42,630.900	22.518 3,659.175 43,910.100
308		2	Research Protocol Officer	HSC	1950	Hourly 29.125 Monthly 4,732.813 Annual 56,793.750	30.229 4,912.213 58,946.550	31.385 5,100.063 61,200.750	32.524 5,285.150 63,421.800	33.747 5,483.888 65,806.650	35.034 5,693.025 68,316.300	36.386 5,912.725 70,952.700		37.114 6,031.025 72,372.300	37.856 6,151.600 73,819.200	38.992 6,336.200 76,034.400
309		2	Safety & Training Coordinator	HSC	2080	Hourly 37.293 Monthly 6,464.120 Annual 77,569.440	38.390 6,654.267 79,851.200	39.510 6,848.400 82,180.800	40.668 7,049.120 84,589.440	41.862 7,256.080 87,072.960	43.090 7,468.933 89,627.200			43.952 7,618.347 91,420.160	44.831 7,770.707 93,248.480	46.176 8,003.840 96,046.080
310		2	Scheduling Clerk	SH	1885	Hourly 26.982 Monthly 4,238.423 Annual 50,861.070	27.651 4,343.511 52,122.135	28.399 4,461.010 53,532.115	29.122 4,574.581 54,894.970	29.884 4,694.278 56,331.340	30.809 4,839.580 58,074.965			31.425 4,936.344 59,236.125	32.054 5,035.149 60,421.790	33.016 5,186.263 62,235.160
311		2	Scheduling Clerk - 2015 NEW in Apr 2024	SH	2015	Hourly 26.982 Monthly 4,530.728 Annual 54,368.730	27.651 4,643.064 55,716.765	28.399 4,768.665 57,223.985	29.122 4,890.069 58,680.830	29.884 5,018.022 60,216.260	30.809 5,173.345 62,080.135			31.425 5,276.781 63,321.375	32.054 5,382.401 64,588.810	33.016 5,543.937 66,527.240
312		2	Scheduling Clerk - DI	SH	1950	Hourly 23.388 Monthly 3,800.550 Annual 45,606.600	24.064 3,910.400 46,924.800	24.757 4,023.013 48,276.150	25.473 4,139.363 49,672.350	26.209 4,258.963 51,107.550	26.967 4,382.138 52,585.650			27.506 4,469.725 53,636.700	28.056 4,559.100 54,709.200	28.898 4,695.925 56,351.100
313		2	Scheduling Clerk - SMHC	SMHC	1885	Hourly 26.651 Monthly 4,186.428 Annual 50,237.135	27.309 4,289.789 51,477.465	28.048 4,405.873 52,870.480	28.797 4,523.529 54,282.345	29.544 4,640.870 55,690.440	30.438 4,781.303 57,375.630			31.047 4,876.966 58,523.595	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930
314		1	Secretary	SH	2015	Hourly 24.255 Monthly 4,072.819 Annual 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595			27.716 4,653.978 55,847.740	28.710 4,747.004 56,964.050	29.118 4,889.398 58,672.770	
315		1	Secretary	SH	2015	Hourly 24.255 Monthly 4,072.819 Annual 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595			27.716 4,653.978 55,847.740	28.710 4,747.004 56,964.050	29.118 4,889.398 58,672.770	

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
316		1	Secretary - Hope, CIO, Info Services	CCMB	2015	Hourly Monthly Annual	24.255 4,072.819 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595			27.716 4,653.978 55,847.740	28.270 4,747.004 56,964.050	29.118 4,889.398 58,672.770	
317		1	Secretary 1	SH	1885	Hourly Monthly Annual	24.255 3,810.056 45,720.675	24.950 3,919.229 47,030.750	25.670 4,032.329 48,387.950	26.410 4,148.571 49,782.850	27.173 4,268.425 51,221.105			27.716 4,353.722 52,244.660	28.270 4,440.746 53,288.950	29.118 4,573.953 54,887.430	
318		1	Secretary 1	SH	1950	Hourly Monthly Annual	24.255 3,941.438 47,297.250	24.950 4,054.375 48,652.500	25.670 4,171.375 50,056.500	26.410 4,291.625 51,499.500	27.173 4,415.613 52,987.350			27.716 4,503.850 54,046.200	28.270 4,593.875 55,126.500	29.118 4,731.675 56,780.100	
319		1	Secretary 1	CCMB	2015	Hourly Monthly Annual	23.361 3,922.701 47,072.415	24.030 4,035.038 48,420.450	24.721 4,151.068 49,812.815	25.431 4,270.289 51,243.465	26.166 4,393.708 52,724.490			26.689 4,481.528 53,778.335	27.223 4,571.195 54,854.345	28.040 4,708.383 56,500.600	
320		1	Secretary 2	HSC	1950	Hourly Monthly Annual	24.255 3,941.438 47,297.250	24.950 4,054.375 48,652.500	25.670 4,171.375 50,056.500	26.410 4,291.625 51,499.500	27.173 4,415.613 52,987.350			27.716 4,503.850 54,046.200	28.270 4,593.875 55,126.500	29.118 4,731.675 56,780.100	
321		1	Secretary 2	CCMB	2015	Hourly Monthly Annual	24.255 4,072.819 48,873.825	24.950 4,189.521 50,274.250	25.670 4,310.421 51,725.050	26.410 4,434.679 53,216.150	27.173 4,562.800 54,753.595			27.716 4,653.978 55,847.740	28.270 4,747.004 56,964.050	29.118 4,889.398 58,672.770	
322		1	Secretary 2 - IP & C	HSC	1950	Hourly Monthly Annual	24.255 3,941.438 47,297.250	24.950 4,054.375 48,652.500	25.670 4,171.375 50,056.500	26.410 4,291.625 51,499.500	27.173 4,415.613 52,987.350			27.716 4,503.850 54,046.200	28.270 4,593.875 55,126.500	29.118 4,731.675 56,780.100	
323		1	Secretary 2 - SH (RCC)	RCC	1950	Hourly Monthly Annual	23.360 3,796.000 45,552.000	24.032 3,905.200 46,862.400	24.721 4,017.163 48,205.950	25.431 4,132.538 49,590.450	26.166 4,251.975 51,023.700			26.689 4,336.963 52,043.550	27.223 4,423.738 53,084.850	28.040 4,556.500 54,678.000	
324		2	Secretary 3	HSC / Shared Health	1950	Hourly Monthly Annual	24.400 3,965.000 47,580.000	25.104 4,079.400 48,952.800	25.829 4,197.213 50,366.550	26.578 4,318.925 51,827.100	27.347 4,443.888 53,326.650	28.138 4,572.425 54,869.100		28.701 4,663.913 55,966.950	29.275 4,757.188 57,086.250	30.153 4,899.863 58,798.350	
325		2	Secretary 3	CCMB	2015	Hourly Monthly Annual	24.400 4,097.167 49,166.000	25.104 4,215.380 50,584.560	25.829 4,337.120 52,045.435	26.578 4,462.889 53,554.670	27.347 4,592.017 55,104.205	28.138 4,724.839 56,698.070		28.701 4,819.376 57,832.515	29.275 4,915.760 58,989.125	30.153 5,063.191 60,758.295	
326		1	Secretary 3 SH (RCC)	RCC	1950	Hourly Monthly Annual	24.255 3,941.438 47,297.250	24.950 4,054.375 48,652.500	25.670 4,171.375 50,056.500	26.410 4,291.625 51,499.500	27.173 4,415.613 52,987.350			27.716 4,503.850 54,046.200	28.270 4,593.875 55,126.500	29.118 4,731.675 56,780.100	
327		2	Secretary 4	Shared Health - DSM	1950	Hourly Monthly Annual	25.339 4,117.588 49,411.050	26.071 4,236.538 50,838.450	26.827 4,359.388 52,312.650	27.604 4,485.650 53,827.800	28.402 4,615.325 55,383.900	29.229 4,749.713 56,996.550		29.814 4,844.775 58,137.300	30.410 4,941.625 59,299.500	31.322 5,089.825 61,077.900	
328		2	Secretary 4	CCMB	2015	Hourly Monthly Annual	25.339 4,254.840 51,058.085	26.071 4,377.755 52,533.065	26.827 4,504.700 54,056.405	27.604 4,635.172 55,622.060	28.402 4,769.169 57,230.030	29.229 4,908.036 58,896.435		29.814 5,006.268 60,075.210	30.410 5,106.346 61,276.150	31.322 5,259.486 63,113.830	
329		2	Secretary 4 - RCC	RCC	1950	Hourly Monthly Annual	24.400 3,965.000 47,580.000	25.104 4,079.400 48,952.800	25.829 4,197.213 50,366.550	26.578 4,318.925 51,827.100	27.347 4,443.888 53,326.650	28.138 4,572.425 54,869.100		28.701 4,663.913 55,966.950	29.275 4,757.188 57,086.250	30.153 4,899.863 58,798.350	
330		2	Secretary 4 (PIO)	HSC / Shared Health	1950	Hourly Monthly Annual	25.339 4,117.588 49,411.050	26.071 4,236.538 50,838.450	26.827 4,359.388 52,312.650	27.604 4,485.650 53,827.800	28.402 4,615.325 55,383.900	29.229 4,749.713 56,996.550		29.814 4,844.775 58,137.300	30.410 4,941.625 59,299.500	31.322 5,089.825 61,077.900	
331		1	Secretary Medical	SH	1950	Hourly Monthly Annual	24.080 3,913.000 46,956.000	24.770 4,025.125 48,301.500	25.486 4,141.475 49,697.700	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250			27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650	
332		2	Section Chief-Information Mgmt - CPL	SH	1885	Hourly Monthly Annual	45.772 7,190.018 86,280.220	47.438 7,451.719 89,420.630	49.158 7,721.903 92,662.830	51.024 8,015.020 96,180.240	52.991 8,324.003 99,888.035	54.992 8,638.327 103,659.920	57.294 8,999.933 107,999.190	59.663 9,372.063 112,464.755	60.856 9,559.463 114,713.560	62.073 9,750.634 117,007.605	63.935 10,043.123 120,517.475
333		2	Security Officer - SMHC	SMHC	2080	Hourly Monthly Annual	22.247 3,856.147 46,273.760	22.884 3,966.560 47,598.720	23.554 4,082.693 48,992.320	24.281 4,208.707 50,504.480	25.031 4,338.707 52,064.480	25.757 4,464.547 53,574.560		26.272 4,553.813 54,645.760	26.797 4,644.813 55,737.760	27.601 4,784.173 57,140.080	
334		2	Security Shift Supervisor - SMHC	SMHC	2080	Hourly Monthly Annual	23.801 4,125.507 49,506.080	24.515 4,249.267 50,991.200	25.286 4,382.907 52,594.880	26.069 4,518.627 54,223.520	26.875 4,658.333 55,900.000	27.724 4,805.493 57,665.920		28.844 4,901.520 58,818.240	29.709 4,999.627 59,995.520	30.799 5,149.560 61,794.720	
335		2	Security Supervisor	HSC - Security Officers	2080	Hourly Monthly Annual	28.849 5,000.493 60,005.920	29.743 5,155.453 61,865.440	30.662 5,314.747 63,776.960	31.614 5,479.760 65,757.120	32.601 5,650.840 67,810.080	33.613 5,826.253 69,915.040	34.659 6,007.560 72,090.720		35.352 6,127.680 73,532.160	36.059 6,250.227 75,002.720	37.141 6,437.773 77,253.280
336		2	Security Supervisor –ISO Security Persnl NEW in Apr 2024	HSC	2015	Hourly Monthly Annual	43.033 7,225.958 86,711.495	44.296 7,438.037 89,256.440	45.598 7,656.664 91,879.970	46.939 7,881.840 94,582.085	48.320 8,113.733 97,364.800	49.742 8,352.511 100,230.130		50.737 8,519.588 102,235.055	51.752 8,690.023 104,280.280	53.305 8,950.798 107,409.575	

CUPE Shared Health Employer Organization
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
337		2	Security Supervisor –ISO Security Persnl	HSC	2080	Hourly 43.033 Monthly 7,459.053 Annual 89,508.640	44.296 7,677.973 92,135.680	45.598 7,903.653 94,843.840	46.939 8,136.093 97,633.120	48.320 8,375.467 100,505.600	49.742 8,621.947 103,463.360			50.737 8,794.413 105,532.960	51.752 8,970.347 107,644.160	53.305 9,239.533 110,874.400
338		2	Senior Clerk	CCMB	2015	Hourly 24.113 Monthly 4,048.975 Annual 48,587.695	24.812 4,166.348 49,996.180	25.526 4,286.241 51,434.890	26.266 4,410.499 52,925.990	27.026 4,538.116 54,457.390	27.809 4,669.595 56,035.135			28.365 4,762.956 57,155.475	28.932 4,858.165 58,297.980	29.800 5,003.917 60,047.000
339		2	Senior Clinical Research Professional	CCMB	2015	Hourly 40.535 Monthly 6,806.502 Annual 81,678.025	41.249 6,926.395 83,116.735	41.965 7,046.623 84,559.475	42.683 7,167.187 86,006.245	43.400 7,287.583 87,451.000	44.115 7,407.644 88,891.725			44.997 7,555.746 90,668.955	45.897 7,706.871 92,482.455	47.274 7,938.093 95,257.110
340		2	Senior Clinical Research Professional - Ethics and Regulatory Affairs	CCMB	2015	Hourly 40.535 Monthly 6,806.502 Annual 81,678.025	41.249 6,926.395 83,116.735	41.965 7,046.623 84,559.475	42.683 7,167.187 86,006.245	43.400 7,287.583 87,451.000	44.115 7,407.644 88,891.725			44.997 7,555.746 90,668.955	45.897 7,706.871 92,482.455	47.274 7,938.093 95,257.110
341		2	Senior CRP Pediatric Research Specialist	CCMB	2015	Hourly 40.535 Monthly 6,806.502 Annual 81,678.025	41.249 6,926.395 83,116.735	41.965 7,046.623 84,559.475	42.683 7,167.187 86,006.245	43.400 7,287.583 87,451.000	44.115 7,407.644 88,891.725			44.997 7,555.746 90,668.955	45.897 7,706.871 92,482.455	47.274 7,938.093 95,257.110
342		2	Senior CRP Recruit/Quality Facilitator CTU	CCMB	2015	Hourly 40.535 Monthly 6,806.502 Annual 81,678.025	41.249 6,926.395 83,116.735	41.965 7,046.623 84,559.475	42.683 7,167.187 86,006.245	43.400 7,287.583 87,451.000	44.115 7,407.644 88,891.725			44.997 7,555.746 90,668.955	45.897 7,706.871 92,482.455	47.274 7,938.093 95,257.110
343		2	Senior File Control Clerk	CCMB	2015	Hourly 24.113 Monthly 4,048.975 Annual 48,587.695	24.812 4,166.348 49,996.180	25.526 4,286.241 51,434.890	26.266 4,410.499 52,925.990	27.026 4,538.116 54,457.390	27.809 4,669.595 56,035.135			28.365 4,762.956 57,155.475	28.932 4,858.165 58,297.980	29.800 5,003.917 60,047.000
344		2	Senior Messenger	HSC	2015	Hourly 22.602 Monthly 3,795.253 Annual 45,543.030	23.251 3,904.230 46,850.765	23.922 4,016.903 48,202.830	24.612 4,132.765 49,593.180	25.320 4,251.650 51,019.800	26.054 4,374.901 52,498.810			26.575 4,462.385 53,548.625	27.107 4,551.717 54,620.605	27.920 4,688.233 56,258.800
345		2	Senior Registry Education Coordinator	CCMB	2015	Hourly 52.402 Monthly 8,799.169 Annual 105,590.030	53.335 8,955.835 107,470.025	54.264 9,111.830 109,341.960	55.198 9,268.664 111,223.970	56.128 9,424.827 113,097.920	57.057 9,580.821 114,969.855			58.198 9,772.414 117,268.970	59.362 9,967.869 119,614.430	61.143 10,266.929 123,203.145
346	23-206	2	Senior Surgical Instrument Repair Technician	SH	2015	Hourly 49.575 Monthly 8,324.469 Annual 99,893.625	50.211 8,431.264 101,175.165	50.842 8,537.219 102,446.630						51.859 8,707.990 104,495.885	52.896 8,882.120 106,585.440	54.483 9,148.604 109,783.245
347		2	Service Worker 1 - SMHC	SMHC	2080	Hourly 20.101 Monthly 3,484.173 Annual 41,810.080	20.616 3,573.440 42,881.280	21.175 3,670.333 44,044.000	21.722 3,765.147 45,181.760	22.293 3,864.120 46,369.440			22.890 3,941.427 47,297.120	23.194 4,020.293 48,243.520	23.890 4,140.933 49,691.200	
348		2	Service Worker 2 - SMHC	SMHC	2080	Hourly 23.108 Monthly 4,005.387 Annual 48,064.640	23.710 4,109.733 49,316.800	24.305 4,212.867 50,554.400	24.985 4,330.733 51,968.800	25.656 4,447.040 53,364.480	26.315 4,561.267 54,735.200			26.841 4,652.440 55,829.280	27.378 4,745.520 56,946.240	28.199 4,887.827 58,653.920
349		2	Service Worker 3 - SMHC	SMHC	2080	Hourly 24.159 Monthly 4,187.560 Annual 50,250.720	24.728 4,286.187 51,434.240	25.510 4,421.733 53,060.800	26.247 4,549.480 54,593.760	27.043 4,687.453 56,249.440	27.824 4,822.827 57,873.920			28.380 4,919.200 59,030.400	28.948 5,017.653 60,211.840	29.816 5,168.107 62,017.280
350	23-12E	2	Shift Electrician	HSC	2080	Hourly 45.503 Monthly 7,887.187 Annual 94,646.240	46.840 8,118.933 97,427.200							47.777 8,281.347 99,376.160	48.733 8,447.053 101,364.640	50.195 8,700.467 104,405.600
351		2	Shift Mechanic	HSC	2080	Hourly 27.967 Monthly 4,847.613 Annual 58,171.360	28.451 4,931.507 59,178.080	28.981 5,023.373 60,280.480	29.499 5,113.160 61,357.920					30.089 5,215.427 62,585.120	30.691 5,319.773 63,837.280	31.612 5,479.413 65,752.960
352	23-12F	2	Shift Plumber/Fitter	HSC	2080	Hourly 45.503 Monthly 7,887.187 Annual 94,646.240	46.840 8,118.933 97,427.200							47.777 8,281.347 99,376.160	48.733 8,447.053 101,364.640	50.195 8,700.467 104,405.600
353		2	Shipper / Receiver	RCC	1950	Hourly 23.925 Monthly 3,887.813 Annual 46,653.750	24.617 4,000.263 48,003.150	25.325 4,115.313 49,383.750	26.058 4,234.425 50,813.100	26.813 4,357.113 52,285.350	27.591 4,483.538 53,802.450			28.143 4,573.238 54,878.850	28.706 4,664.725 55,976.700	29.567 4,804.638 57,655.650
354		2	Shipper / Receiver	HSC	2015	Hourly 23.926 Monthly 4,017.574 Annual 48,210.890	24.616 4,133.437 49,601.240	25.325 4,252.490 51,029.875	26.058 4,375.573 52,506.870	26.813 4,502.350 54,028.195	27.591 4,632.989 55,595.865			28.143 4,725.679 56,708.145	28.706 4,820.216 57,842.590	29.567 4,964.792 59,577.505
355		2	Slating Clerk	HSC	1950	Hourly 23.926 Monthly 3,887.975 Annual 46,655.700	24.616 4,000.100 48,001.200	25.325 4,115.313 49,383.750	26.058 4,234.425 50,813.100	26.813 4,357.113 52,285.350	27.591 4,483.538 53,802.450			28.143 4,573.238 54,878.850	28.706 4,664.725 55,976.700	29.567 4,804.638 57,655.650
356		2	Slating Clerk	SH	1950	Hourly 23.926 Monthly 3,887.975 Annual 46,655.700	24.616 4,000.100 48,001.200	25.325 4,115.313 49,383.750	26.058 4,234.425 50,813.100	26.813 4,357.113 52,285.350	27.591 4,483.538 53,802.450			28.143 4,573.238 54,878.850	28.706 4,664.725 55,976.700	29.567 4,804.638 57,655.650
357		2	Specific Purposes Accounts Clerk	SH	1950	Hourly 24.243 Monthly 3,939.488 Annual 47,273.850	24.941 4,052.913 48,634.950	25.663 4,170.238 50,042.850	26.404 4,290.650 51,487.800	27.170 4,415.125 52,981.500	27.958 4,543.175 54,518.100			28.517 4,634.013 55,608.150	29.007 4,726.638 56,719.650	29.960 4,868.500 58,422.000

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
358	23-203	2	Sr Imaging Equipment Service Technologist	SH	2015	Hourly 45.636 Monthly 7,663.045 Annual 91,956.540	47.292 7,941.115 95,293.380	49.016 8,230.603 98,767.240	50.799 8,529.999 102,359.985	52.653 8,841.316 106,095.795				53.706 9,018.133 108,217.590	54.780 9,198.475 110,381.700	56.423 9,474.362 113,692.345	
359		2	Staff Development Spec.	SH	1885	Hourly 40.513 Monthly 6,363.917 Annual 76,367.005	41.994 6,596.558 79,158.690	43.593 6,847.734 82,172.805	45.295 7,115.090 85,381.075	47.067 7,393.441 88,721.295	48.944 7,688.287 92,259.440			49.923 7,842.071 94,104.855	50.921 7,998.840 95,986.085	52.449 8,238.864 98,866.365	
360		2	Staff Scheduler	CCMB	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480			26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
361		2	Staff Scheduler - Main User	HSC	1950	Hourly 23.388 Monthly 3,800.550 Annual 45,606.600	24.064 3,910.400 46,924.800	24.757 4,023.013 48,276.150	25.473 4,139.363 49,672.350	26.209 4,258.963 51,107.550	26.967 4,382.138 52,585.650			27.506 4,469.725 53,636.700	28.056 4,559.100 54,709.200	28.898 4,695.925 56,351.100	
362		2	Staff Scheduler - Short Call User	HSC	1950	Hourly 23.388 Monthly 3,800.550 Annual 45,606.600	24.064 3,910.400 46,924.800	24.757 4,023.013 48,276.150	25.473 4,139.363 49,672.350	26.209 4,258.963 51,107.550	26.967 4,382.138 52,585.650			27.506 4,469.725 53,636.700	28.056 4,559.100 54,709.200	28.898 4,695.925 56,351.100	
363		2	Staffing Clerk	SH	1950	Hourly 24.364 Monthly 3,959.150 Annual 47,509.800	25.070 4,073.875 48,886.500	25.792 4,191.200 50,294.400	26.543 4,313.238 51,758.850	27.309 4,437.713 53,252.550	28.103 4,566.738 54,800.850			28.665 4,658.063 55,896.750	29.238 4,751.175 57,014.100	30.115 4,893.688 58,724.250	
364		1	Steno 2 - Diagnostics	SH	1950	Hourly 24.080 Monthly 3,913.000 Annual 46,956.000	24.770 4,025.125 48,301.500	25.486 4,141.475 49,697.700	26.219 4,260.588 51,127.050	26.975 4,383.438 52,601.250			27.515 4,471.188 53,654.250	28.065 4,560.563 54,726.750	28.907 4,697.388 56,368.650		
365		1	Stenographer 2	Shared Health - DSM	1950	Hourly 23.318 Monthly 3,789.175 Annual 45,470.100	23.986 3,897.725 46,772.700	24.674 4,009.525 48,114.300	25.386 4,125.225 49,502.700	26.116 4,243.850 50,926.200			26.638 4,328.675 51,944.100	27.171 4,415.288 52,983.450	27.986 4,547.725 54,572.700		
366		2	Storekeeper - CPL	SH	1885	Hourly 25.935 Monthly 4,073.956 Annual 48,887.475	26.740 4,200.408 50,404.900	27.578 4,332.044 51,984.530	28.451 4,469.178 53,630.135	29.445 4,625.319 55,503.825	30.438 4,781.303 57,375.630			31.047 4,876.966 58,523.595	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930	
367		2	Storekeeper - SMHC	SMHC	1885	Hourly 25.935 Monthly 4,073.956 Annual 48,887.475	26.740 4,200.408 50,404.900	27.578 4,332.044 51,984.530	28.451 4,469.178 53,630.135	29.445 4,625.319 55,503.825	30.438 4,781.303 57,375.630			31.047 4,876.966 58,523.595	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930	
368		2	Stores Clerk - CPL	SH	1885	Hourly 20.939 Monthly 3,289.168 Annual 39,470.015	21.488 3,375.407 40,504.880	22.090 3,469.971 41,639.650	22.797 3,580.872 42,970.460	23.488 3,689.573 44,274.880	24.148 3,793.248 45,518.980			25.124 3,869.120 46,429.435	25.878 3,946.562 47,358.740	26.878 4,065.003 48,780.030	
369		2	Stores Person - Rehab Engineering	HSC	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480			26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
370		2	Summer Std - Biomed Technologist Helper	HSC	2015	Hourly 25.140 Monthly 4,221.425 Annual 50,657.100								25.643 4,305.887 51,670.645	26.156 4,392.028 52,704.340	26.941 4,523.843 54,286.115	
371		2	Supervisor - CPL	SH	1885	Hourly 26.651 Monthly 4,186.428 Annual 50,237.135	27.309 4,289.789 51,477.465	28.048 4,405.873 52,870.480	28.797 4,523.529 54,282.345	29.544 4,640.870 55,690.440	30.438 4,781.303 57,375.630			31.047 4,876.966 58,523.595	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930	
372		2	Supervisor - Maintenance Shift	Eden Mental Health Centre	2080	Hourly 40.886 Monthly 7,086.907 Annual 85,042.880	42.085 7,294.733 87,536.800	43.320 7,508.800 90,105.600	44.591 7,729.107 92,749.280	45.901 7,956.173 95,474.080	47.252 8,190.347 98,284.160			48.197 8,354.147 100,249.760	49.161 8,521.240 102,254.880	50.636 8,776.907 105,322.880	
373		2	Supervisor of Volunteers	HSC	1950	Hourly 24.584 Monthly 3,994.900 Annual 47,938.800	25.292 4,109.950 49,319.400	26.023 4,228.738 50,744.850	26.778 4,351.425 52,217.100	27.552 4,477.200 53,726.400	28.352 4,607.200 55,286.400			28.919 4,699.338 56,392.050	29.497 4,793.263 57,519.150	30.382 4,937.075 59,244.900	
374		2	Supervisor-Central Dispatch-Mtl Handling	SH	2015	Hourly 25.513 Monthly 4,284.058 Annual 51,408.695	26.254 4,408.484 52,901.810	27.014 4,536.101 54,433.210	27.797 4,667.580 56,010.955	28.602 4,802.753 57,633.030	29.434 4,942.459 59,309.510			30.023 5,041.362 60,496.345	30.623 5,142.112 61,705.345	31.542 5,296.428 63,557.130	
375		2	Supply Attendant	SH	2015	Hourly 20.854 Monthly 3,501.734 Annual 42,020.810	21.455 3,602.652 43,231.825	22.069 3,705.753 44,469.035	22.705 3,812.548 45,750.575	23.358 3,922.198 47,066.370	24.032 4,035.373 48,424.480			24.513 4,116.141 49,393.695	25.003 4,198.420 50,381.045	25.753 4,324.358 51,892.295	
376		2	Supply Attendant	SH	2015	Hourly 20.854 Monthly 3,501.734 Annual 42,020.810	21.455 3,602.652 43,231.825	22.070 3,705.921 44,471.050	22.704 3,812.380 45,748.560	23.358 3,922.198 47,066.370	24.033 4,035.541 48,426.495			24.514 4,116.309 49,395.710	25.004 4,198.588 50,383.060	25.754 4,324.526 51,894.310	
377		2	Support Service Clerk - SMHC	SMHC	1885	Hourly 26.651 Monthly 4,186.428 Annual 50,237.135	27.309 4,289.789 51,477.465	28.048 4,405.873 52,870.480	28.797 4,523.529 54,282.345	29.544 4,640.870 55,690.440	30.438 4,781.303 57,375.630			31.047 4,876.966 58,523.595	31.668 4,974.515 59,694.180	32.618 5,123.744 61,484.930	
378	23-205	2	Surgical Instrument Repair Technician	SH	2015	Hourly 40.305 Monthly 6,767.881 Annual 81,214.575	41.982 7,049.478 84,593.730	43.733 7,343.500 88,121.995	45.636 7,663.045 91,956.540	47.510 7,977.721 95,732.650	48.629 8,165.620 97,987.435	49.904 8,379.713 100,556.560			50.902 8,547.294 102,567.530	51.920 8,718.233 104,618.800	53.478 8,979.848 107,758.170

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
379		2	Surplus Capital Equipment Coordinator	HSC	2015	Hourly Monthly Annual	25.658 4,308.406 51,700.870	26.046 4,373.558 52,482.690	26.432 4,438.373 53,260.480	26.819 4,503.357 54,040.285	27.204 4,568.005 54,816.060	27.591 4,632.989 55,595.865		28.143 4,725.679 56,708.145	28.706 4,820.216 57,842.590	29.567 4,964.792 59,577.505	
380	23-52DS	2	Team Leader - Food Production - SMHC	SMHC	2080	Hourly Monthly Annual	25.136 4,356.907 52,282.880	25.866 4,483.440 53,801.280	26.614 4,613.093 55,357.120	27.385 4,746.733 56,960.800	28.178 4,884.187 58,610.240	28.995 5,025.800 60,309.600		29.575 5,126.333 61,516.000	30.167 5,228.947 62,747.360	31.072 5,385.813 64,629.760	
381		2	Team Leader - Materials Management -SMHC	SMHC	1885	Hourly Monthly Annual	29.445 4,625.319 55,503.825	30.438 4,781.303 57,375.630	31.411 4,934.145 59,209.735	32.495 5,104.423 61,253.075	33.590 5,276.429 63,317.150	34.830 5,471.213 65,654.550		35.527 5,580.700 66,968.395	36.238 5,692.386 68,308.630	37.325 5,863.135 70,357.625	
382	23-53HS	2	Team Leader - Service Worker - SMHC	SMHC	2080	Hourly Monthly Annual	25.136 4,356.907 52,282.880	25.866 4,483.440 53,801.280	26.614 4,613.093 55,357.120	27.385 4,746.733 56,960.800	28.178 4,884.187 58,610.240	28.995 5,025.800 60,309.600		29.575 5,126.333 61,516.000	30.167 5,228.947 62,747.360	31.072 5,385.813 64,629.760	
383		2	Technician	RCC	1950	Hourly Monthly Annual	27.882 4,530.825 54,369.900	28.691 4,662.288 55,947.450	29.523 4,797.488 57,569.850	30.382 4,937.075 59,244.900	31.268 5,081.050 60,972.600	32.175 5,228.438 62,741.250		32.819 5,333.088 63,997.050	33.475 5,439.688 65,276.250	34.479 5,602.838 67,234.050	
384		2	Training and Developmnt Coordinator -SMHC	SMHC	1885	Hourly Monthly Annual	31.411 4,934.145 59,209.735	32.272 5,069.393 60,832.720	33.220 5,218.308 62,619.700	34.228 5,376.648 64,519.700	35.457 5,569.704 66,836.445	36.719 5,767.943 69,215.315		37.453 5,883.242 70,598.905	38.202 6,000.898 72,010.770	39.348 6,180.915 74,170.980	
385		1	Transcriptionist	CCMB	2015	Hourly Monthly Annual	24.080 4,043.433 48,521.200	24.770 4,159.296 49,911.550	25.486 4,279.524 51,354.290	26.219 4,402.607 52,831.285	26.975 4,529.552 54,354.625		27.515 4,620.227 55,442.725	28.065 4,712.581 56,550.975	28.907 4,853.967 58,247.605		
386		2	Trauma Data Analyst	HSC	1950	Hourly Monthly Annual	28.481 4,628.163 55,537.950	29.437 4,783.513 57,402.150	30.439 4,946.338 59,356.050	31.476 5,114.850 61,378.200	32.541 5,287.913 63,454.950	33.647 5,467.638 65,611.650	34.781 5,651.913 67,822.950	35.986 5,847.725 70,172.700	36.706 5,964.725 71,576.700	37.440 6,084.000 73,008.000	38.563 6,266.488 75,197.850
387		2	Unit Clerk	SH	1950	Hourly Monthly Annual	22.925 3,725.313 44,703.750	23.586 3,832.725 45,992.700	24.266 3,943.225 47,318.700	24.965 4,056.813 48,681.750	25.688 4,174.300 50,091.600	26.432 4,295.200 51,542.400		26.961 4,381.163 52,573.950	27.500 4,468.750 53,625.000	28.325 4,602.813 55,233.750	
388		2	Unit Clerk	CCMB	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
389		2	Unit Clerk - Ambulatory Care	HSC	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
390		2	Unit Clerk - Children's Clinic	HSC	1950	Hourly Monthly Annual	22.925 3,725.313 44,703.750	23.586 3,832.725 45,992.700	24.266 3,943.225 47,318.700	24.965 4,056.813 48,681.750	25.688 4,174.300 50,091.600	26.432 4,295.200 51,542.400		26.961 4,381.163 52,573.950	27.500 4,468.750 53,625.000	28.325 4,602.813 55,233.750	
391		2	Unit Clerk - Inpatients	HSC	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
392		1	Unit Clerk - PIO	CCMB	2015	Hourly Monthly Annual	24.420 4,100.525 49,206.300	24.893 4,179.950 50,159.395	25.435 4,270.960 51,251.525	25.967 4,360.292 52,323.505	26.551 4,458.355 53,500.265		27.082 4,547.519 54,570.230	27.624 4,638.530 55,662.360	28.453 4,777.733 57,332.795		
393		2	Unit Supplies Clerk	HSC	2015	Hourly Monthly Annual	21.725 3,647.990 43,775.875	22.348 3,752.602 45,031.220	22.992 3,860.740 46,328.880	23.655 3,972.069 47,664.825	24.337 4,086.588 49,039.055	25.037 4,204.130 50,449.555		25.538 4,288.256 51,459.070	26.049 4,374.061 52,488.735	26.830 4,505.204 54,062.450	
394		2	Unit Supplies Coordinator	HSC	2015	Hourly Monthly Annual	24.243 4,070.804 48,849.645	24.941 4,188.010 50,256.115	25.662 4,309.078 51,708.930	26.404 4,433.672 53,204.060	27.170 4,562.296 54,747.550	27.959 4,694.782 56,337.385		28.518 4,788.648 57,463.770	29.088 4,884.360 58,612.320	29.961 5,030.951 60,371.415	
395		2	Volunteer Assistant	CCMB	2015	Hourly Monthly Annual	24.584 4,128.063 49,536.760	25.292 4,246.948 50,963.380	26.023 4,369.695 52,436.345	26.778 4,496.473 53,957.670	27.552 4,626.440 55,517.280	28.352 4,760.773 57,129.280		28.919 4,855.982 58,271.785	29.497 4,953.038 59,436.455	30.382 5,101.644 61,219.730	
396		2	Ward Clerk	Eden Mental Health Centre	2080	Hourly Monthly Annual	22.925 3,973.667 47,684.000	23.586 4,088.240 49,058.880	24.266 4,206.107 50,473.280	24.965 4,327.267 51,927.200	25.688 4,452.587 53,431.040	26.432 4,581.547 54,978.560		26.961 4,673.240 56,078.880	27.500 4,766.667 57,200.000	28.325 4,909.667 58,916.000	
397		2	Warehouse Person	HSC	2015	Hourly Monthly Annual	22.925 3,849.490 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480		26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875	
398		2	Workplace Safety&Health Officer-SMHC-PIO DISCONTINUED IN 2025	SMHC	1885	Hourly Monthly Annual											
399		1	Youth Care Worker	SH	2080	Hourly Monthly Annual	24.027 4,164.680 49,976.160	24.769 4,293.293 51,519.520	25.627 4,442.013 53,304.160	26.369 4,570.627 54,847.520	27.237 4,721.080 56,652.960		27.782 4,815.547 57,786.560	28.338 4,911.920 58,943.040	29.188 5,059.253 60,711.040		

* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

CUPE Shared Health Employer Organization
APPENDIX "A" - SALARIES
FACILITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1	23-93C	2	3rd Class Maintenance Engineer	HSC	2080	Hourly Monthly Annual	45,666 7,915.440 94,985.280	47,928 8,307.520 99,690.240							48,887 8,473.747 101,684.960	49,865 8,643.267 103,719.200	51,361 8,902.573 106,830.880
2		2	Accounting Clerk	SH	1885	Hourly Monthly Annual	28,660 4,502.008 54,024.100	29,378 4,614.794 55,377.530	30,117 4,730.879 56,770.545	30,904 4,854.503 58,254.040	31,738 4,985.511 59,826.130	32,585 5,118.560 61,422.725			33,237 5,220.979 62,651.745	33,902 5,325.439 63,905.270	34,919 5,485.193 65,822.315
3		1	Accounting Clerk	CCMB	2015	Hourly Monthly Annual	26,890 4,515.279 54,183.350	27,604 4,635.172 55,622.060	28,341 4,758.926 57,107.115	29,100 4,886.375 58,636.500	29,881 5,017.518 60,210.215			30,479 5,117.932 61,415.185	31,089 5,220.361 62,644.335	32,022 5,377.028 64,524.330	
4		2	Accounting Clerk 1 - SMHC	SMHC	1885	Hourly Monthly Annual	30,017 4,715.170 56,582.045	30,799 4,838.010 58,056.115	31,537 4,953.937 59,447.245	32,273 5,069.550 60,834.605	33,126 5,203.543 62,442.510	33,942 5,331.723 63,980.670			34,621 5,438.382 65,260.585	35,313 5,547.084 66,565.005	36,372 5,713.435 68,561.220
5		2	Accounts Payable Clerk - Level 2	SH	2015	Hourly Monthly Annual	26,720 4,486.733 53,840.800	27,439 4,607.465 55,289.585	28,183 4,732.395 56,788.745	28,946 4,860.516 58,326.190	29,735 4,993.002 59,916.025	30,547 5,129.350 61,552.205			31,158 5,231.948 62,783.370	31,781 5,336.560 64,038.715	32,734 5,496.584 65,959.010
6		2	Accounts Receivable Clerk - Level 2	SH	1950	Hourly Monthly Annual	26,720 4,342.000 52,104.000	27,439 4,458.838 53,506.050	28,183 4,579.738 54,956.850	28,946 4,703.725 56,444.700	29,735 4,831.938 57,983.250	30,547 4,963.888 59,566.650			31,158 5,063.175 60,758.100	31,781 5,164.413 61,972.950	32,734 5,319.275 63,831.300
7		2	Admin Assist - Patient Program - SMHC	SMHC	1885	Hourly Monthly Annual	29,142 4,577.723 54,932.670	29,844 4,687.995 56,255.940	30,604 4,807.378 57,688.540	31,364 4,926.762 59,121.140	32,146 5,049.601 60,595.210	32,941 5,174.482 62,093.785			33,600 5,278.000 63,336.000	34,272 5,383.560 64,602.720	35,300 5,545.042 66,540.500
8		2	Admin Assist Info Services - SMHC	SMHC	1885	Hourly Monthly Annual	29,142 4,577.723 54,932.670	29,844 4,687.995 56,255.940	30,604 4,807.378 57,688.540	31,364 4,926.762 59,121.140	32,146 5,049.601 60,595.210	32,941 5,174.482 62,093.785			33,600 5,278.000 63,336.000	34,272 5,383.560 64,602.720	35,300 5,545.042 66,540.500
9		2	Admin Assist Support Services - SMHC	SMHC	1885	Hourly Monthly Annual	29,142 4,577.723 54,932.670	29,844 4,687.995 56,255.940	30,604 4,807.378 57,688.540	31,364 4,926.762 59,121.140	32,146 5,049.601 60,595.210	32,941 5,174.482 62,093.785			33,600 5,278.000 63,336.000	34,272 5,383.560 64,602.720	35,300 5,545.042 66,540.500
10		2	Administrative Assistant - CPL	SH	1885	Hourly Monthly Annual	29,142 4,577.723 54,932.670	29,844 4,687.995 56,255.940	30,604 4,807.378 57,688.540	31,364 4,926.762 59,121.140	32,146 5,049.601 60,595.210	32,941 5,174.482 62,093.785			33,600 5,278.000 63,336.000	34,272 5,383.560 64,602.720	35,300 5,545.042 66,540.500
11		2	Administrative Assistant - SMHC	SMHC	1885	Hourly Monthly Annual	29,142 4,577.723 54,932.670	29,844 4,687.995 56,255.940	30,604 4,807.378 57,688.540	31,364 4,926.762 59,121.140	32,146 5,049.601 60,595.210	32,941 5,174.482 62,093.785			33,600 5,278.000 63,336.000	34,272 5,383.560 64,602.720	35,300 5,545.042 66,540.500
12		2	Administrative Assistant 2	SH	1950	Hourly Monthly Annual	26,882 4,368.325 52,419.900	27,607 4,486.138 53,833.650	28,354 4,607.525 55,290.300	29,125 4,732.813 56,793.750	29,917 4,861.513 58,338.150	30,732 4,993.950 59,927.400			31,347 5,093.888 61,126.650	31,974 5,195.775 62,349.300	32,933 5,351.613 64,219.350
13		1	Administrative Assistant 2 - PIO	HSC	1950	Hourly Monthly Annual	27,345 4,443.563 53,322.750	28,084 4,563.650 54,763.800	28,829 4,684.713 56,216.550	29,607 4,811.138 57,733.650	30,405 4,940.813 59,289.750	31,223 5,073.738 60,884.850			31,847 5,175.138 62,101.650	32,484 5,278.650 63,343.800	33,459 5,437.088 65,245.050
14		2	Administrative Officer	SH	1885	Hourly Monthly Annual	33,052 5,191.918 62,303.020	34,172 5,367.852 64,414.220	35,222 5,532.789 66,393.470	36,452 5,726.002 68,712.020	37,679 5,918.743 71,024.915	38,932 6,115.568 73,386.820			39,711 6,237.936 74,855.235	40,505 6,362.660 76,351.925	41,720 6,553.517 78,642.200
15		1	Administrative Secretary	SH	1950	Hourly Monthly Annual	26,983 4,384.738 52,616.850	27,699 4,501.088 54,013.050	28,440 4,621.500 55,458.000	29,202 4,745.325 56,943.900	29,988 4,873.050 58,476.600			30,588 4,970.550 59,646.600	31,200 5,070.000 60,840.000	32,136 5,222.100 62,665.200	
16		1	Administrative Secretary - Eden	Eden Mental Health Centre	2015	Hourly Monthly Annual	26,983 4,530.895 54,370.745	27,699 4,651.124 55,813.485	28,440 4,775.550 57,306.600	29,202 4,903.503 58,842.030	29,988 5,035.485 60,425.820			30,588 5,136.235 61,634.820	31,200 5,239.000 62,868.000	32,136 5,396.170 64,754.040	
17		1	Administrative Secretary - PIO	SH	1950	Hourly Monthly Annual	27,293 4,435.113 53,221.350	28,295 4,597.938 55,175.250	29,299 4,761.088 57,133.050	30,304 4,924.400 59,092.800	31,364 5,092.800 60,992.800	32,146 5,174.482 62,093.785			33,600 5,022.875 60,274.500	34,272 5,123.300 61,479.600	35,300 5,277.025 63,324.300
18		2	Administrative Secretary - SMHC	SMHC	1885	Hourly Monthly Annual	29,142 4,577.723 54,932.670	29,844 4,687.995 56,255.940	30,604 4,807.378 57,688.540	31,364 4,926.762 59,121.140	32,146 5,049.601 60,595.210	32,941 5,174.482 62,093.785			33,600 5,278.000 63,336.000	34,272 5,383.560 64,602.720	35,300 5,545.042 66,540.500
19		1	Administrative Secretary 2 - 1950	SH	1950	Hourly Monthly Annual	27,021 4,390.913 52,690.950	27,625 4,489.063 53,868.750	28,262 4,592.575 55,110.900	29,004 4,713.150 56,557.800	29,620 4,820.075 57,840.900	30,255 4,916.438 58,997.250			30,860 5,014.750 60,177.000	31,786 5,165.225 61,982.700	
20		2	Administrative Secretary 3	SH	1885	Hourly Monthly Annual	29,473 4,629.717 55,556.605	30,190 4,742.346 56,908.150	30,947 4,861.258 58,335.095	31,703 4,980.013 59,760.155	32,491 5,103.795 61,245.535	33,342 5,237.473 62,849.670			34,009 5,342.247 64,106.965	34,689 5,449.064 65,388.765	35,730 5,612.588 67,351.050
21		2	Administrative Secretary 3 - 2015 NEW in Apr 2024	SH	2015	Hourly Monthly Annual	29,473 4,949.008 59,388.095	30,190 5,069.404 60,832.850	30,947 5,196.517 62,358.205	31,703 5,323.462 63,881.545	32,491 5,455.780 65,469.365	33,342 5,598.678 67,184.130			34,009 5,710.678 68,528.135	34,689 5,824.861 69,898.335	35,730 5,999.663 71,995.950

