

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	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	P		3rd Class Maintenance Engineer	Power Engineer 3rd Class	HSC	30000669	OEMHS29	2080	Hourly Monthly Annual	42,187 7,312.413 87,748.960	44,383 7,693.053 92,316.640											
2				Accounting Clerk		CCMB	C640	Non-SAP	2015	Hourly Monthly Annual	23,665 3,973.748 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								
3				Accounting Clerk		SH	30536401	CPSHWC07	1885	Hourly Monthly Annual	25,676 4,033.272 48,389.260	26,373 4,142.759 49,713.105	27,091 4,255.545 51,066.635	27,855 4,375.556 52,506.675	28,665 4,502.794 54,033.625	29,487 4,631.916 55,582.985	30,377 4,724.956 56,695.145	30,679 4,819.160 57,829.915	31,599 4,963.076 59,564.115				
4				Accounting Clerk 1 - SMHC		SMHC	30536505	CPSHGM26	1885	Hourly Monthly Annual	26,994 4,240.308 50,883.690	27,753 4,359.534 52,314.405	28,489 4,472.005 53,664.065	29,184 4,594.320 55,011.840	29,954 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				
5				Accounts Payable Clerk - Level 2		SH	30007279	CP5003	2015	Hourly Monthly Annual	23,793 3,995.241 47,942.895	24,491 4,112.447 49,349.365	25,213 4,233.683 50,804.195	25,954 4,358.109 52,297.310	26,720 4,486.733 53,840.800	27,508 4,619.052 55,428.620	28,308 4,755.205 57,069.300	29,120 4,895.775 58,900.185	29,975 4,960.015 60,960.185				
6				Accounts Receivable Clerk - Level 2		SH	30001382	CP5003	1950	Hourly Monthly Annual	23,793 3,866.363 46,396.350	24,491 3,979.788 47,757.450	25,213 4,097.113 49,165.350	25,954 4,217.525 50,610.300	26,720 4,342.000 52,104.000	27,508 4,470.050 53,640.000	28,308 4,559.425 55,209.000	29,120 4,650.750 56,960.000	29,975 4,790.338 58,960.000				
7				Admin Assist - Patient Program - SMHC		SMHC	30536517	CPSHGM21	1885	Hourly Monthly Annual	26,144 4,106.787 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	30,629 4,779.889 57,358.665	31,438 4,875.553 58,506.630	32,287 4,963.076 60,261.565				
8				Admin Assist Info Services - SMHC		SMHC	30536515	CPSHGM21	1885	Hourly Monthly Annual	26,144 4,106.787 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	30,629 4,779.889 57,358.665	31,438 4,875.553 58,506.630	32,287 4,963.076 60,261.565				
9				Admin Assist Support Services - SMHC		SMHC	30536518	CPSHGM21	1885	Hourly Monthly Annual	26,144 4,106.787 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	30,629 4,779.889 57,358.665	31,438 4,875.553 58,506.630	32,287 4,963.076 60,261.565				
10				Administrative Assistant - CPL		SH	30536516	CPSHGM21	1885	Hourly Monthly Annual	26,144 4,106.787 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	30,629 4,779.889 57,358.665	31,438 4,875.553 58,506.630	32,287 4,963.076 60,261.565				
11				Administrative Assistant - SMHC		SMHC	30536669	CPSHGM21	1885	Hourly Monthly Annual	26,144 4,106.787 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	30,629 4,779.889 57,358.665	31,438 4,875.553 58,506.630	32,287 4,963.076 60,261.565				
12				Administrative Assistant 2		SH	30003475	CPCH23	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	26,129 4,245.800 50,949.600	26,897 4,370.763 52,449.150	27,688 4,499.300 53,991.600	28,507 4,589.488 55,073.850	29,344 4,681.138 56,173.650	30,222 4,821.538 57,858.450				
13				Administrative Assistant 2 - PIO		HSC	30000043	CPHS33	1950	Hourly Monthly Annual	24,107 3,917.388 47,008.650	24,824 4,033.900 48,406.800	25,548 4,151.550 49,816.600	26,303 4,274.238 51,290.800	27,078 4,400.175 52,802.100	27,872 4,529.200 54,350.400	28,689 4,619.713 55,436.500	29,528 4,712.175 56,546.100	30,400 4,853.560 58,242.600				
14				Administrative Officer		SH	30536402	CPSHWC12	1885	Hourly Monthly Annual	29,940 4,703.075 56,436.900	31,028 4,873.982 58,487.780	32,241 5,034.050 60,408.595	33,433 5,221.607 62,659.285	34,433 5,408.860 64,906.205	35,649 5,599.864 67,198.365	36,362 5,711.864 69,912.765	37,089 5,826.064 72,010.770	38,202 6,000.898 74,210.770				
15				Administrative Secretary		SH	30004279	MGSMTA04	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	27,466 4,461.378 53,536.535	28,287 4,599.425 54,779.985	29,138 4,724.956 56,695.145	30,022 4,875.553 58,900.185				
16				Administrative Secretary - Eden		Eden Mental Health Centre	Non-SAP	Non-SAP	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	27,466 4,293.913 51,712.300	28,287 4,359.603 53,073.850	29,138 4,489.913 55,073.850	30,022 4,589.488 57,858.450				
17				Administrative Secretary - PIO		SH	30004280	MGSMTA05	1950	Hourly Monthly Annual	24,056 3,909.100 46,909.200	25,029 4,067.213 48,806.550	26,004 4,225.650 50,707.800	26,980 4,384.250 52,611.000	27,520 4,472.000 53,664.000	28,070 4,561.375 54,736.500	28,912 4,698.200 56,378.400	29,912 4,853.560 58,960.000	30,960 5,073.850 61,049.450				
18				Administrative Secretary - SMHC		SMHC	30536519	CPSHGM21	1885	Hourly Monthly Annual	26,144 4,106.787 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	30,629 4,779.889 57,358.665	31,438 4,875.553 58,506.630	32,287 4,963.076 60,261.565				
19				Administrative Secretary 2 - 1950		SH	30008201	MG2206	1950	Hourly Monthly Annual	23,792 3,866.200 46,394.400	24,379 3,961.588 47,539.050	24,997 4,062.013 48,744.150	25,717 4,179.013 50,148.150	26,356 4,282.850 51,394.200	27,007 4,393.200 52,421.950	27,683 4,455.913 53,470.950	28,391 4,589.650 55,075.800	29,138 4,698.200 57,358.665				
20				Administrative Secretary 3		SH	30008206	MG2209	1885	Hourly Monthly Annual	28,486 4,157.368 49,888.410	27,162 4,266.698 51,200.370	27,897 4,382.154 52,585.845	28,631 4,497.453 53,969.435	29,396 4,617.622 55,411.460	30,222 4,747.373 56,968.470	31,144 4,842.408 58,108.895	32,167 4,939.328 59,271.940	33,307 5,087.458 61,049.450				
21				Admissions Clerk 4		HSC	30000028	CPHS23	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	27,348 4,443.500 53,340.000	28,157 4,589.488 54,960.000	29,000 4,712.175 56,690.000	29,875 4,853.560 58,506.000				
22				Admissions Clerk 5		HSC	30000029	CPHS30	1950	Hourly Monthly Annual	23,793 3,866.363 46,396.350	24,491 3,979.788 47,757.450	25,213 4,096.950 49,163.400	25,954 4,217.525 50,610.300	26,720 4,342.000 52,104.000	27,508 4,470.050 53,640.000	28,308 4,559.580 55,209.000	29,120 4,650.913 56,960.000	29,975 4,790.338 58,960.000				
23	23-55ANESAIDE	U		Anesthetics Assistant	Anesthesia Aide	HSC	30000141	CPHS18	2015	Hourly Monthly Annual	25,778 4,328.556 51,942.670	26,535 4,455.669 53,685.025	27,317 4,586.980 55,045.755	28,123 4,722.320 56,867.845	28,953 4,861.691 58,340.295	29,809 5,005.428 60,065.135	30,696 5,105.674 61,268.090	31,613 5,207.600 62,491.395	32,557 5,363.762 64,365.145				
24				Area Secretary - SMHC		SMHC	30536513	CPSHGM12	1885	Hourly Monthly Annual	23,491 3,690.045 44,280.535	24,073 3,761.467 45,377.605	24,654 3,872.733 46,472.790	25,225 3,993.844 47,926.125	25,825 4,066.837 49,042.045	26,425 4,162.622 50,112.400	27,067 4,261.775 51,307.300	27,767 4,379.326 52,531.350	28,512 4,492.000 53,960.000				
25		Q		Assistive Technology Technician		HSC	30001328	OEMHS36	2015	Hourly Monthly Annual	46,379 7,787.807 93,453.685	47,307 7,943.634 95,323.605	48,253 8,102.483 97,229.795	49,207 8,267.000 99,196.800	50,175 8,436.250 101,147.515	51,157 8,611.625 103,147.515	52,155 8,792.000 105,147.515	53,157 8,977.250 107,147.515	54,175 9,167.500 109,147.515				
26				Attendant - Crisis Services		SH	30001690	MG2205	2080	Hourly Monthly Annual	21,991 3,811.773 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	26,157 4,542.000 53,911.520	26,937 4,681.250 55,488.960	27,750 4,826.250 57,147.515	28,600 4,960.000 58,960.000			
27				Attendant - Supply Transformation		SH	30004729	UFSB10	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	25,312 4,249.000 50,994.000	26,062 4,375.000 52,496.000	26,837 4,526.250 54,096.000	27,650 4,690.000 56,750.000			
28				Attendant 2 - Printing		SH	30004738	UFSB14	2015	Hourly Monthly Annual	21,698 3,643.456 43,721.470	22,332 3,749.915 44,998.980	22,990 3,860.404 46,320.850	23,664 3,973.580 47,882.960	24,363 4,090.954 49,021.445	25,077 4,210.678 50,528.140	25,827 4,343.375 52,147.300	26,622 4,492.000 53,960.000	27,457 4,700.000 57,147.515	28,332 4,960.000 61,049.450			
29				Bindery Worker		HSC																	

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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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
31	23-200	J		Biomedical Engineering Technologist	Biomedical Engineering Technologist	SH	30008127	CPSHBE01	2015	Hourly 39.855	41.532	43.283	45.186	47.060	48.179	49.454		50.443	51.452	52.996	
										Monthly 6,692.319	6,973.915	7,267.937	7,587.483	7,902.158	8,090.057	8,304.151		8,470.220	8,639.648	8,898.912	
										Annual 80,307.825	83,686.980	87,215.245	91,049.790	94,825.900	97,080.685	99,649.810		101,642.645	103,675.780	106,786.940	
32				Building Services Worker 3		Shared Health (MATC)	30004274	MGTMAT01	1950	Hourly 27.271								27.817	28.373	29.224	
										Monthly 4,431.538								4,520.263	4,610.613	4,748.900	
										Annual 53,178.450								54,243.150	55,327.350	56,986.800	
33				Building Services Worker 3 - PIO		Shared Health (MATC)	30004275	MGTMAT02	1950	Hourly 28.381	29.946	31.510	33.073	34.640				35.333	36.040	37.121	
										Monthly 4,611.913	4,866.225	5,120.375	5,374.363	5,629.000				5,741.613	5,866.500	6,032.163	
										Annual 55,342.950	58,394.700	61,444.500	64,492.350	67,540.000				68,899.350	70,278.000	72,385.950	
34				Building Technologist		HSC	30000048	CPHS80	1950	Hourly 41.891	43.135	44.415	45.732	47.092		48.490					
										Monthly 6,807.288	7,009.438	7,217.438	7,431.450	7,652.450	7,879.625			8,037.413	8,197.963	8,443.825	
										Annual 81,687.450	84,113.250	86,609.250	89,177.400	91,829.400	94,555.500			96,448.950	98,375.500	101,325.900	
35				CADD Systems Specialist - PIO		HSC	30000010	CPHS71	1950	Hourly 33.882	35.056	36.259	37.540	38.827	40.162	41.551		42.882	44.230	44.527	
										Monthly 5,505.825	5,696.600	5,892.088	6,100.250	6,309.388	6,526.325	6,752.038		6,887.075	7,024.875	7,235.638	
										Annual 66,069.900	68,359.200	70,705.050	73,203.000	75,712.650	78,315.900	81,024.450		82,644.900	84,298.500	86,827.650	
36		L		Senior Clinical Research Professional		CCMB	C622-Level 13	Non-SAP	2015	Hourly 40.085	40.799	41.515	42.233	42.950	43.665			44.338	45.029	46.792	
										Monthly 6,730.940	6,850.832	6,971.060	7,091.625	7,212.021	7,332.081			7,478.673	7,628.286	7,857.157	
										Annual 80,771.275	82,209.985	83,652.725	85,099.495	86,544.250	87,984.975			89,744.070	91,539.435	94,285.880	
37		L		CRP - Ethics & Regulatory Affairs		CCMB	C621-Level 11	Non-SAP	2015	Hourly 5.888334	35.774	36.496	37.231	37.980	38.695			39.469	40.258	41.466	
										Monthly 5,888.334	6,007.051	6,128.287	6,251.705	6,377.475	6,497.535			6,627.503	6,759.989	6,962.833	
										Annual 70,660.005	72,084.610	73,539.440	75,020.465	76,529.350	77,970.425			79,530.035	81,119.870	83,553.990	
38		L		Clinical Research Professional		CCMB	C610-Level 10	Non-SAP	2015	Hourly 33.969	34.998	35.468	36.218	37.081				37.839	38.412	40.594	
										Monthly 5,702.450	5,826.373	5,952.310	6,081.600	6,214.092	6,360.851			6,498.132	6,617.932	6,816.409	
										Annual 68,429.400	69,916.470	71,427.720	72,979.270	74,569.105	76,330.215			77,857.585	79,415.180	81,796.910	
39				CAD Operator		HSC	30000037	CPHS67	1950	Hourly 29.459	30.461	31.519	32.604	33.726	34.893	36.091		36.813	37.590	38.677	
										Monthly 4,787.088	4,949.913	5,121.838	5,298.150	5,480.475	5,670.113	5,864.788		5,982.113	6,101.875	6,285.013	
										Annual 57,445.050	59,398.950	61,462.050	63,577.800	65,765.700	68,041.350	70,377.450		72,722.500	75,120.150		
40		I		Cancer Registrar 1		CCMB	C626	Non-SAP	2015	Hourly 35.936	37.003	38.099	39.225	40.390	41.590			42.423	43.271	44.569	
										Monthly 6,034.253	6,213.420	6,397.457	6,586.531	6,782.154	6,983.654			7,123.529	7,265.922	7,483.878	
										Annual 72,411.040	74,561.045	76,769.485	79,038.375	81,385.850	83,803.850			85,482.345	87,191.065	89,806.535	
41		I		Cancer Registrar 2		CCMB	C647	Non-SAP	2015	Hourly 39.813	40.994	42.210	43.463	44.752	46.080			47.002	47.942	49.380	
										Monthly 6,685.266	6,883.576	7,087.763	7,298.162	7,514.607	7,737.600			7,892.419	8,050.261	8,291.725	
										Annual 80,223.195	82,602.910	85,053.150	87,577.945	90,175.280	92,851.200			94,709.030	96,603.130	99,500.750	
42	23-12H	D-1		Carpenter		HSC	30000639	OEMHS25	2080	Hourly 40.112	41.302							42.128	42.971	44.460	
										Monthly 6,652.747	7,159.913							7,302.187	7,483.307	7,671.733	
										Annual 83,432.960	85,908.160							87,626.240	89,379.680	92,080.800	
43				Cashier - Dietetics - PIO		HSC	30000076	CPHS7	2015	Hourly 22.166	22.549	22.935	23.323	23.712				24.185	24.670	25.410	
										Monthly 3,722.041	3,786.353	3,851.169	3,916.320	3,981.640				4,061.065	4,142.504	4,266.763	
										Annual 44,664.490	45,436.235	46,214.025	46,995.845	47,779.680				48,732.775	49,710.050	51,201.150	
44				Cashier / Information Clerk		HSC	30000032	CPHS15	1950	Hourly 22.117	22.766	23.435	24.123	24.834	25.565				26.705	26.997	27.395
										Monthly 3,694.013	3,699.475	3,808.188	3,919.988	4,035.525	4,154.313			4,237.188	4,322.013	4,451.688	
										Annual 43,128.150	44,393.700	45,698.250	47,039.850	48,426.300	49,851.750			50,846.250	51,864.150	53,420.250	
45				CD19 - Data Entry Clerk - CPL		SH	30536529	CPSHGM22	1885	Hourly 26.201	26.859	27.598	28.347	29.094	29.988				30.888	31.200	32.136
										Monthly 4,115.740	4,219.101	4,335.186	4,452.841	4,570.183	4,710.615			4,804.865	4,901.000	5,048.030	
										Annual 49,388.885	50,629.215	52,022.230	53,434.995	54,842.190	56,527.380			57,658.380	58,812.000	60,576.360	
46				Centralized Slatinq Clerk		HSC	30000069	CPHS38	1950	Hourly 24.480	25.202	25.942	26.707	27.494	28.305				28.872	29.450	30.334
										Monthly 3,978.000	4,095.325	4,215.575	4,339.888	4,467.775	4,599.563			4,691.700	4,785.625	4,929.275	
										Annual 47,736.000	49,143.900	50,585.900	52,078.650	53,613.300	55,194.750			56,300.400	57,427.500	59,151.300	
47	23-201	J		Charge Biomedical Engineering Technologist	Charge Biomedical Engineering Technologist	SH	30008126	CPSHCBE2	2015	Hourly 50.566	51.904	52.563						53.615	54.687	56.328	
										Monthly 8,490.874	8,715.547	8,826.204						9,002.852	9,182.899	9,458.410	
										Annual 101,890.490	104,586.560	105,914.445						108,034.225	110,194.305	113,500.920	
48	23-204	J		Charge Technologist-DI Tech Serv	Charge Imaging Equipment Technologist	SH	30002190	MHIM3	2015	Hourly 51.567	52.932	53.658	54.924					56.022	57.142	58.856	
										Monthly 8,658.959	8,888.165	9,010.073	9,222.655					9,407.028	9,595.094	9,882.903	
										Annual 103,907.505	106,657.980	108,120.870	110,671.860					112,884.330	115,141.130	118,594.840	
49				Chemical Tank Transporter		HSC	30000097	CPHS19	2015	Hourly 24.046	24.434	24.819	25.208	25.596	25.982				26.502	27.032	27.843
										Monthly 4,037.724	4,102.876	4,167.524	4,232.843	4,297.995	4,362.811			4,450.128	4,539.123	4,675.304	
										Annual 48,452.690	49,234.510	50,010.285	50,794.120	51,575.940	52,353.730			53,401.530	54,469.480	56,103.645	
50				Clerk - Cardiac Sciences		SH	30002410	CP50014	2015	Hourly 22.818	23.486	24.174	24.886	25.616					26.128	26.650	27.450
										Monthly 3,831.523	3,943.691	4,059.218	4,178.77								

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
61				Clerk 3		SH	30006000	MGSDS01	1950	Hourly	22,818	23,486	24,173	24,886	25,615				26,127	26,649	27,448		
										Monthly	3,707,925	3,816,475	3,928,113	4,043,975	4,162,438				4,245,638	4,330,463	4,460,300		
										Annual	44,495,100	45,797,700	47,137,350	48,527,700	49,949,250				50,947,650	51,965,550	53,523,600		
62				Clerk 3		SH	30008208	CPCCH11	1950	Hourly	22,818	23,486	24,174	24,886	25,616				26,128	26,650	27,450		
										Monthly	3,707,925	3,816,475	3,928,275	4,043,975	4,162,600				4,245,800	4,330,625	4,460,625		
										Annual	44,495,100	45,797,700	47,139,300	48,527,700	49,951,200				50,949,600	51,967,500	53,527,500		
63			Clerk 3 (Flin Flon, The Pas & Thpm)		SH (Northern Scale)	30006151	CPSDS04	2015	Hourly	23,931	24,635	25,358	26,105	26,871				27,408	27,956	28,795			
									Monthly	4,018,414	4,136,627	4,258,031	4,383,465	4,512,089				4,602,260	4,694,278	4,835,160			
									Annual	48,220,965	49,639,525	51,096,370	52,601,575	54,145,065				55,227,120	56,331,340	58,021,925			
64			Clerk 3 Bethesda		SH	30002777	CPSDS04	2015	Hourly	22,818	23,486	24,174	24,886	25,616						26,128	26,650	27,450	
									Monthly	3,831,523	3,943,691	4,059,218	4,178,774	4,301,353				4,387,327	4,474,979	4,609,313			
									Annual	45,978,270	47,324,290	48,710,610	50,145,290	51,616,240				52,647,920	53,699,750	55,311,750			
65			Clerk 3 PMH		SH	30036257	MGPDS40	1950	Hourly	23,187	23,867	24,567	25,290	26,033						26,554	27,086	27,899	
									Monthly	3,767,888	3,878,388	3,992,138	4,109,625	4,230,363				4,315,025	4,401,475	4,533,588			
									Annual	45,214,650	46,540,650	47,905,650	49,315,500	50,764,350				51,780,300	52,817,700	54,403,050			
66			Clerk 3		Shared Health - DSM	30006085	CPSDS04	1950	Hourly	22,818	23,486	24,174	24,886	25,616						26,128	26,650	27,450	
									Monthly	3,707,925	3,816,475	3,928,275	4,043,975	4,162,600				4,245,800	4,330,625	4,460,625			
									Annual	44,495,100	45,797,700	47,139,300	48,527,700	49,951,200				50,949,600	51,967,500	53,527,500			
67			Clerk 3		HSC / Shared Health	30000022	CPHS15	1950	Hourly	22,818	23,486	24,174	24,886	25,616						26,128	26,650	27,450	
									Monthly	3,707,925	3,816,475	3,928,275	4,043,975	4,162,600				4,245,800	4,330,625	4,460,625			
									Annual	44,495,100	45,797,700	47,139,300	48,527,700	49,951,200				50,949,600	51,967,500	53,527,500			
68			Clerk 3 - 2015		HSC	30000109	CPHS15	2015	Hourly	22,818	23,486	24,174	24,886	25,616						26,128	26,650	27,450	
									Monthly	3,831,523	3,943,691	4,059,218	4,178,774	4,301,353				4,387,327	4,474,979	4,609,313			
									Annual	45,978,270	47,324,290	48,710,610	50,145,290	51,616,240				52,647,920	53,699,750	55,311,750			
69			Clerk 3 - CPL		SH	30536528	CPSHGM22	1885	Hourly	26,201	26,859	27,598	28,347	29,094	29,988				30,588	31,200	32,136		
									Monthly	4,115,740	4,219,101	4,335,186	4,452,841	4,570,183	4,710,615				4,804,865	4,901,000	5,048,030		
									Annual	49,388,885	50,629,215	52,022,230	53,434,095	54,842,190	56,527,380				57,658,380	58,812,000	60,576,360		
70			Clerk 4		SH	30004732	UFSB11	2015	Hourly	22,002	22,646	23,307	23,993	24,696						25,191	25,694	26,465	
									Monthly	3,694,503	3,802,641	3,913,634	4,028,825	4,146,870				4,229,989	4,314,451	4,443,915			
									Annual	44,334,030	45,631,690	46,963,605	48,345,895	49,762,440				50,759,865	51,773,410	53,326,975			
71			Clerk 4		HSC	30000023	CPHS23	1950	Hourly	23,665	24,358	25,074	25,811	26,589						27,100	27,642	28,471	
									Monthly	3,845,563	3,958,175	4,074,525	4,194,288	4,317,463				4,403,750	4,491,825	4,626,538			
									Annual	46,146,750	47,498,100	48,894,300	50,331,450	51,809,550				52,845,000	53,901,900	55,518,450			
72			Clerk 4		Shared Health - DSM	30006089	CPSDS06	1950	Hourly	23,665	24,358	25,074	25,811	26,589						27,100	27,642	28,471	
									Monthly	3,845,563	3,958,175	4,074,525	4,194,288	4,317,463				4,403,750	4,491,825	4,626,538			
									Annual	46,146,750	47,498,100	48,894,300	50,331,450	51,809,550				52,845,000	53,901,900	55,518,450			
73			Clerk 4 - HIS - Shared Health		SH	30007158	CPHS23	1950	Hourly	23,665	24,358	25,074	25,811	26,589						27,100	27,642	28,471	
									Monthly	3,845,563	3,958,175	4,074,525	4,194,288	4,317,463				4,403,750	4,491,825	4,626,538			
									Annual	46,146,750	47,498,100	48,894,300	50,331,450	51,809,550				52,845,000	53,901,900	55,518,450			
74			Clerk 5		HSC	30000024	CPHS30	1950	Hourly	23,793	24,491	25,212	25,954	26,720	27,509						28,059	28,621	29,480
									Monthly	3,866,363	3,979,788	4,096,950	4,217,525	4,342,000	4,470,213				4,559,588	4,650,913	4,790,500		
									Annual	46,396,350	47,757,450	49,163,400	50,610,300	52,104,000	53,642,550				54,715,050	56,810,950	57,486,000		
75			Clerk Typist 1		HSC	30000025	CPHS8	1950	Hourly	21,198	21,823	22,459	23,115	23,794						24,270	24,755	25,498	
									Monthly	3,444,675	3,546,238	3,649,588	3,756,188	3,866,525				3,943,875	4,022,688	4,143,425			
									Annual	41,336,100	42,554,850	43,795,050	45,074,250	46,396,300				47,326,500	48,272,250	49,721,100			
76			Clerk Typist 2		HSC	30000026	CPHS10	1950	Hourly	22,002	22,645	23,307	23,993	24,697						25,192	25,695	26,466	
									Monthly	3,575,325	3,679,813	3,787,388	3,898,863	4,013,263				4,093,700	4,175,438	4,300,725			
									Annual	42,903,900	44,157,750	45,448,650	46,786,350	48,159,150				49,124,400	50,105,250	51,608,700			
77			Clerk Typist 2		SH	30003211	CPGH06	1950	Hourly	22,002	22,645	23,307	23,993	24,697						25,192	25,695	26,466	
									Monthly	3,575,325	3,679,813	3,787,388	3,898,863	4,013,263				4,093,700	4,175,438	4,300,725			
									Annual	42,903,900	44,157,750	45,448,650	46,786,350	48,159,150				49,124,400	50,105,250	51,608,700			
78			Clerk Typist 2 - Eden		Eden Mental Health Centre	Non-SAP	Non-SAP	1885	Hourly	22,818	23,486	24,174	24,886	25,616						26,128	26,650	27,450	
									Monthly	3,584,328	3,689,259	3,797,333	3,909,176	4,023,847				4,104,273	4,186,271	4,311,938			
									Annual	43,011,930	44,271,110	45,567,990	46,910,110	48,286,160				49,251,280	50,235,250	51,743,250			
79			Clerk Typist 3		Shared Health - DSM	30006086	CPSDS04	1950	Hourly	22,818	23,486	24,174	24,886	25,616						26,128	26,650	27,450	
									Monthly	3,707,925	3,816,475	3,928,275	4,043,975	4,162,600				4,245,800	4,330,625	4,460,625			
									Annual	44,495,100	45,797,700	47,139,300	48,527,700	49,951,200				50,949,600	51,967,500	53,527,500			
80			Clerk Typist 3		HSC	30000027	CPHS15	1950	Hourly	22,818	23,486	24,174	24,886	25,616						26,128	26,650	27,450	
									Monthly	3,707,925	3,816,475	3,928,275	4,043,975	4,162,600				4,245,800	4,330,625	4,460,625			
									Annual	44,495,100	45,797,700	47,139,300	48,527,700	49,951,200				50,949,600	51,967,500	53,527,500			
81			Clerk Typist 4		SH	30004733	UFSB11	2015	Hourly	22,002	22,646	23,307	23,993	24,696						25,191	25,694	26,465	
									Monthly	3,694,503	3,802,641	3,913,634	4,028,825	4,146,870				4,229,989	4,314,451	4,443,915			
									Annual	44,334,030	45,631,690	46,963,605	48,345,895	49,762,440				50,759,865	51,773,410	53,326,975			
82			Clerk/Receptionist - BHC		SH	30001804	MHBH1A	1950	Hourly	23,664	24,358	25,073	25,810	26,567	27,098					27,469	28,469		
									Monthly	3,845,400	3,958,175	4,074,363	4,194,125	4,317,138	4,423,841				4,403,425	4,491,500			

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
91		O		Communication Systems Technologist		HSC	30000641	OEMHS34	2080	Hourly Monthly Annual	40,692 7,053,280 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 96,368,320				47,307 8,199,880 98,398,560	48,253 8,363,853 100,366,240	49,701 8,614,840 103,378,080	
92				Communications & Special Events		HSC	30000049	CPHS66	1950	Hourly Monthly Annual	27,440 4,459,000 53,508,000	28,991 4,646,038 56,524,450	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	36,733 5,973,988 71,687,850	37,498 6,093,425 73,121,100	38,623 6,276,238 75,314,850	
93				Community Project Assistant		SH	30536417	CPSHWC15	1885	Hourly Monthly Annual	42,204 6,629,545 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	48,996 7,712,163 92,545,960	51,123 8,030,571 96,366,855	52,146 8,191,268 98,295,210	51,123 8,355,105 100,261,265	53,189 8,605,810 103,269,725	54,785 8,855,105 106,244,240	57,180 9,192,340 109,228,240	
94				Confidential Waste Transporter		HSC	30001363	CPHS9	2015	Hourly Monthly Annual	21,275 3,672,427 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	23,987 4,011,025 48,132,305	24,987 4,128,567 49,542,805	25,978 4,211,014 50,932,170	26,900 4,295,308 52,343,170	27,800 4,424,100 53,760,000	28,700 4,553,100 55,198,000	29,600 4,680,000 56,088,000	
95	23-52C		T	Cook - HSC 2015	Cook	HSC	30000144	CPHS26	2015	Hourly Monthly Annual	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	27,941 4,691,760 56,301,115	28,700 4,785,625 57,427,500	29,470 4,881,338 58,576,050	29,940 4,940,000 59,280,000	30,700 5,038,800 60,465,600	31,400 5,189,940 62,279,360	
96	23-52C		T	Cook 1	Cook	Eden Mental Health Centre	Non-SAP	Non-SAP	2080	Hourly Monthly Annual	24,166 4,188,773 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	28,700 4,940,000 59,280,000	29,470 5,038,800 60,465,600	30,230 5,189,940 62,279,360	30,940 5,308,000 64,560,000	31,600 5,588,000 67,296,000	
97	23-52C		T	Cook 1 - AFM	Cook	SH	30536404	CPSHWC01	2080	Hourly Monthly Annual	24,166 4,188,773 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	28,700 4,940,000 59,280,000	29,470 5,038,800 60,465,600	30,230 5,189,940 62,279,360	30,940 5,308,000 64,560,000	31,600 5,588,000 67,296,000	
98	23-52C		T	Cook 1 - SMHC	Cook	SMHC	30536524	CPSHGM11	2080	Hourly Monthly Annual	24,166 4,188,773 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	28,700 4,940,000 59,280,000	29,470 5,038,800 60,465,600	30,230 5,189,940 62,279,360	30,940 5,308,000 64,560,000	31,600 5,588,000 67,296,000	
99	23-52UC		T	Cook 1 (Uncertified) - Eden	Uncertified Cook	Eden Mental Health Centre	Non-SAP	Non-SAP	2080	Hourly Monthly Annual	21,147 3,665,480 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 49,855,440	24,440 4,236,267 51,852,320	24,929 4,321,027 52,890,240	25,428 4,407,520 53,800,000	25,942 4,472,000 54,772,800	26,998 4,539,770 55,800,000	28,100 4,720,000 58,000,000	
100	23-52DS		T	Cook 2 - 1950	Food Services Supervisor	SH	30004281	MGSMTA06	1950	Hourly Monthly Annual	24,686 4,011,475 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	29,360 4,731,350 56,776,200	29,998 4,825,925 58,399,000	30,589 4,907,710 59,648,550	31,180 5,000,000 60,465,600	31,760 5,088,000 61,536,000	
101	23-52C		T	Cook 2 - SMHC	Cook	SMHC	30536525	CPSHGM18	2080	Hourly Monthly Annual	24,166 4,188,773 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	28,700 4,940,000 59,280,000	29,470 5,038,800 60,465,600	30,230 5,189,940 62,279,360	30,940 5,308,000 64,560,000	31,600 5,588,000 67,296,000	
102	23-52DS		T	Cook 3 - Eden	Food Services Supervisor	Eden Mental Health Centre	Non-SAP	Non-SAP	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	29,360 5,046,773 60,561,280	29,998 5,147,653 61,771,840	30,589 5,202,093 63,025,120	31,180 5,288,000 64,272,000	31,760 5,376,000 65,808,000	
103	23-52DS		T	Cook 3 - AFM	Food Services Supervisor	SH	30536406	CPSHWC08	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	29,360 5,046,773 60,561,280	29,998 5,147,653 61,771,840	30,589 5,202,093 63,025,120	31,180 5,288,000 64,272,000	31,760 5,376,000 65,808,000	
104	23-52DS		T	Cook 3 - SMHC	Food Services Supervisor	SMHC	30536526	CPSHGM25	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	29,360 5,046,773 60,561,280	29,998 5,147,653 61,771,840	30,589 5,202,093 63,025,120	31,180 5,288,000 64,272,000	31,760 5,376,000 65,808,000	
105				Coordinator - Medical Transcription		HSC	30000068	CPHS38	1950	Hourly Monthly Annual	24,480 3,978,000 47,306,000	25,202 4,095,325 49,143,900	25,942 4,215,575 50,886,900	26,707 4,339,888 52,078,600	27,494 4,467,775 53,613,300	28,305 4,599,563 55,194,750	29,100 4,691,700 56,300,400	29,800 4,785,625 57,427,500	30,334 4,825,925 58,399,000	30,940 4,907,710 59,648,550	31,500 5,000,000 60,465,600	
106				Coordinator - Supplies & Services		SH	30003255	CPGH26	1950	Hourly Monthly Annual	25,167 4,069,638 49,075,650	25,909 4,210,213 50,522,650	26,673 4,334,363 52,012,350	27,459 4,462,088 53,545,050	28,269 4,593,713 55,124,550	29,104 4,729,400 56,752,800	29,866 4,823,975 58,378,000	30,279 4,900,380 59,004,050	30,719 4,984,800 59,844,050	31,187 5,067,888 60,814,650	31,600 5,154,000 62,279,360	
107				Coordinator Patient Equipment &		HSC	30002380	CPHS64	2015	Hourly Monthly Annual	30,932 5,193,998 62,327,980	31,859 5,348,146 64,177,750	32,787 5,505,484 66,065,850	33,759 5,668,699 68,024,385	34,798 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 75,002,465	37,838 6,439,268 77,211,220	38,348 6,597,500 78,664,645	38,838 6,750,000 80,376,000	
108				Coordinator, Accounting Services -		SMHC	30536547	CPSHGM38	1885	Hourly Monthly Annual	37,420 5,878,058 70,536,700	38,672 6,074,727 72,896,720	40,114 6,301,241 75,614,880	41,589 6,532,939 78,395,265	43,143 6,771,046 81,324,555	44,819 7,040,318 84,483,815	46,630 7,181,222 86,174,660	48,029 7,324,796 87,897,500	49,029 7,544,555 89,534,665	50,242 7,750,000 91,300,000	51,400 7,968,000 93,000,000	
109	23-55UMDR		U	CSR Aide	Uncertified MDR Aide	SH	30003956	CPSHUMDR	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	24,440 4,066,438 48,797,255	24,942 4,147,710 49,772,515	25,428 4,272,136 50,688,000	25,942 4,376,000 51,600,000	26,998 4,500,000 52,500,000	28,100 4,632,000 53,300,000
110				Cyclotron Maintenance Specialist		HSC	30002308	OEMHS55	2015	Hourly Monthly Annual	49,723 8,349,320 100,191,845	51,695 8,680,452 104,165,425	53,743 9,024,345 108,292,145	54,808 9,203,177 110,438,120	54,808 9,477,217 113,726,600	56,440 9,665,451 115,965,415	57,561 9,858,723 119,000,000	58,712 10,055,858 122,000,000	59,886 10,250,000 124,200,000	61,883 10,450,000 126,400,000	64,000 10,650,000 128,800,000	
111				Data & Evaluation Special		SH	30536418	CPSHWC15	1885	Hourly Monthly Annual	42,204 6,629,545 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	48,996 7,712,163 92,545,960	51,123 8,030,571 96,366,855	52,146 8,191,268 98,295,210	51,123 8,355,105 100,261,265	53,189 8,605,810 103,269,725	54,785 8,855,105 106,244,240	57,180 9,192,340 109,228,240	
112				Data Entry Clerk - CPL		SH	30536530	CPSHGM22	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 52,022,200	28,347 4,452,841 53,434,095	29,094 4,570,183 54,842,190	29,988 4,710,615 56,527,380	30,888 4,804,865 58,120,000	31,200 4,901,000 59,000,000	31,500 4,980,000 60,000,000	32,136 5,080,000 61,000,000	32,900 5,270,000 62,000,000	33,700 5,460,000 63,000,000
113				Data Systems Analyst		SH	30536414	CPSHWC13	1885	Hourly Monthly Annual	32,661 5,130,499 61,665,985	33,854 5,317,899 63,814,790	35,069 5,508,755 66,105,065	36,425 5,721,760 68,611,125	37,769 5,932,880 71,194,655	39,194 6,156,724 73,880,690	40,777 6,279,720 75,356,645	42,000 6,405,387 76,864,645	44,000 6,597,500 78,664,645	45,500 6,750,000 80,500,000	47,000 6,900,000 82,300,000	
114			D-2	Design Technologist		CCMB	D101	Non-SAP	2015	Hourly Monthly Annual	42,412 7,121,682 85,460,180	43,671 7,333,089 87,997,865	44,967 7,550,709 90,606,905	46,302 7,774,878 93,296,530	47,678 7,991,000 95,790,000	48,095 8,005,931 96,071,170	48,095 8,243,869 98,926,425	50,554 8,488,859 101,866,310	52,056 8,741,070 104,892,840	53,998 9,016,039 108,992,470	54,159 9,094,199 109,130,365	55,784 9,367,063 112,404,750
115			D-2	Design Technologist Senior		CCMB	D100	Non-SAP	2015</													

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
121	23-52DA	T		Dietary Aide	Diet Aide	Eden Mental Health Centre	Non-SAP	Non-SAP	2080	Hourly 20.352	20.949	21.562	22.192	22.842				23.300	23.765	24.478	
										Monthly 3,527.680	3,631.160	3,737.413	3,846.613	3,959.280				4,038.667	4,119.267	4,242.853	
										Annual 42,332.160	43,573.920	44,848.960	46,159.360	47,511.360				48,464.000	49,431.200	50,914.240	
122				Dietary Maintenance Mechanic		HSC	3000637	OEMHS20	2080	Hourly 32.854	33.620	34.418	35.200					35.905	36.623	37.722	
										Monthly 5,694.693	5,827.467	5,965.787	6,101.333					6,223.533	6,347.987	6,538.480	
										Annual 68,336.320	69,929.600	71,589.440	73,216.000					74,682.400	76,175.840	78,461.760	
123		I		Director - Health Records		RCC	Non-SAP	Non-SAP	1950	Hourly 35.936	37.003	38.099	39.225	40.390	41.590			42.423	43.271	44.569	
										Monthly 5,839.600	6,012.988	6,191.088	6,374.063	6,563.375	6,758.375			6,893.738	7,031.538	7,242.463	
										Annual 70,075.200	72,155.856	74,293.056	76,488.750	78,760.500	81,100.500			82,724.850	84,378.450	86,909.550	
124				Dispatcher-Central Transport		SH	30004739	UFSB15	2015	Hourly 22.097	22.745	23.414	24.103	24.813	25.542			26.053	26.574	27.371	
										Monthly 3,710.455	3,819.265	3,931.601	4,047.295	4,166.616	4,288.928			4,374.733	4,462.218	4,596.047	
										Annual 44,525.455	45,831.175	47,179.210	48,567.545	49,998.195	51,467.130			52,496.795	53,546.610	55,152.565	
125				Driver / Maintenance Asst.		RCC	Non-SAP	Non-SAP	1950	Hourly 20.747	21.356	21.982	22.629	23.293	23.978			24.458	24.948	25.696	
										Monthly 3,371.388	3,470.350	3,572.075	3,677.213	3,785.113	3,896.425			3,974.425	4,054.500	4,175.600	
										Annual 40,456.650	41,644.200	42,864.900	44,126.550	45,421.350	46,757.100			47,693.100	48,648.600	50,107.200	
126				DSM Laboratory Aide		Shared Health - DSM	30006083	CPSDS01	2015	Hourly 19.164	19.723	20.898	21.511	22.141				22.584	23.036	23.727	
										Monthly 3,217.955	3,311.820	3,408.708	3,509.123	3,612.055	3,717.843			3,792.230	3,868.128	3,984.159	
										Annual 38,615.460	39,741.845	40,904.500	42,109.470	43,344.665	44,614.115			45,506.760	46,417.540	47,809.905	
127				Duplicating Machine Operator		HSC	30006632	OEMHS5	2015	Hourly 21.565	22.183	22.820	23.478	24.149	24.841			25.337	25.844	26.619	
										Monthly 3,621.123	3,724.895	3,831.858	3,942.348	4,055.020	4,171.218			4,254.505	4,339.638	4,469.774	
										Annual 43,453.475	44,698.745	45,982.300	47,308.170	48,660.235	50,054.615			51,054.055	52,075.680	53,637.285	
128	23-12E	D-1		Electrician		HSC	30000643	OEMHS36	2080	Hourly 45.053	46.390	47.818	49.335					49.935	51.543	53.243	
										Monthly 7,809.187	8,040.933	8,291.187	8,561.933					8,201.787	8,365.930	8,616.920	
										Annual 93,710.240	96,491.200	99,494.200	102,743.200					98,421.440	100,391.200	103,403.400	
129		Q		Electronic Technician		HSC	30000649	OEMHS35	2080	Hourly 43.364	44.159	44.993	46.379					47.307	48.253	49.701	
										Monthly 7,516.427	7,654.227	7,798.787	8,039.027					8,199.880	8,363.853	8,614.840	
										Annual 90,197.120	91,850.720	93,585.440	96,468.320					98,398.560	100,366.240	103,378.080	
130		Q		Environmental Control Technician		HSC	30000650	OEMHS36	2080	Hourly 46.379								47.307	48.253	49.701	
										Monthly 8,039.027								8,199.880	8,363.853	8,614.840	
										Annual 96,468.320								98,398.560	100,366.240	103,378.080	
131				Equipment & Supply Coord		SH	30004791	UFSB29	2015	Hourly 25.187	25.931	26.693	27.482	28.291	29.127			29.710	30.305	31.214	
										Monthly 4,229.317	4,354.247	4,482.200	4,614.686	4,750.530	4,890.909			4,988.804	5,088.715	5,241.351	
										Annual 50,751.805	52,250.965	53,786.395	55,376.230	57,006.365	58,690.905			59,865.650	61,064.575	62,896.210	
132				External Interface Analyst - CPL		SH	30536555	CPSHGM40	1885	Hourly 38.439	39.833	41.254	42.773	44.338	46.094	47.802	49.602	50.594	51.605	53.153	
										Monthly 6,038.128	6,257.415	6,483.316	6,718.925	6,964.374	7,240.599	7,508.898	7,791.648	7,947.474	8,166.286	8,349.450	
										Annual 72,457.515	75,088.975	77,763.790	80,527.105	83,577.130	86,887.190	90,106.770	93,499.770	95,369.690	97,275.425	100,193.405	
133				Facilities Manager		SH	30536415	CPSHWC14	1885	Hourly 40.063	41.544	43.143	44.845	46.617	48.494	49.465	50.554	51.668	52.807	54.168	
										Monthly 6,293.230	6,525.870	6,777.400	7,044.402	7,322.754	7,617.599	7,770.127	7,925.443	8,163.307	8,413.307		
										Annual 75,518.755	78,310.440	81,324.555	84,532.825	87,873.045	91,411.190			93,241.525	95,105.790	97,959.680	
134				Facility Manager - CPL		SH	30536645	CPSHGM33	2080	Hourly 31.496	32.559	33.745	34.963	36.203				36.743	37.478	38.602	
										Monthly 5,459.307	5,643.560	5,849.133	6,059.907	6,243.987				6,368.787	6,496.187	6,691.013	
										Annual 65,511.680	67,722.720	70,189.600	72,718.880	74,927.840				76,425.440	77,954.240	80,292.160	
135				Financial Reporting Assistant		SH	30001384	CP5005	1950	Hourly 24.243	24.949	25.673	26.429	27.202	27.996	28.830			29.407	29.995	30.895
										Monthly 3,939.488	4,054.213	4,171.863	4,294.713	4,420.325	4,549.350	4,684.875		4,778.638	4,874.188	5,020.438	
										Annual 47,273.850	48,650.550	50,062.350	51,536.550	53,043.900	54,592.200	56,218.500		57,343.590	58,490.250	60,245.250	
136				Fire Safety Officer		HSC	30005603	CPHS92	2015	Hourly 40.554	41.759	42.995	44.274	45.589	46.938			47.876	48.834	50.299	
										Monthly 6,809.693	7,012.032	7,219.577	7,434.343	7,655.153	7,881.673			8,039.178	8,200.043	8,465.040	
										Annual 81,716.310	84,144.385	86,634.925	89,212.110	91,861.835	94,580.070			96,470.140	98,400.510	101,352.485	
137				Float Clerk		CCMB	C638	Non-SAP	2015	Hourly 23.665	24.358	25.074	25.811	26.569				27.100	27.642	28.471	
										Monthly 3,973.748	4,090.114	4,210.343	4,334.097	4,461.378				4,550.542	4,641.553	4,780.755	
										Annual 47,684.975	49,081.370	50,524.110	52,009.165	53,536.535				54,606.500	55,698.630	57,369.065	
138		G		Flooring Applicator		HSC	30006642	OEMHS18	2080	Hourly 33.117								33.779	34.455	35.489	
										Monthly 5,740.280								5,855.027	5,972.200	6,151.427	
										Annual 68,883.360								70,260.320	71,666.400	73,817.120	
139				Florist		HSC	30001760	CPHS6	2015	Hourly 20.472	21.073	21.692	22.327	22.984	23.660			24.133	24.616	25.354	
										Monthly 3,437.590	3,538.508	3,642.448	3,749.075	3,859.397	3,972.908			4,052.333	4,133.437	4,257.359	
										Annual 41,251.080	42,462.095	43,709.380	44,988.905	46,312.760	47,674.900			48,627.995	49,601.240	51,088.310	
140				Forms Management Clerk		SH	30004727	UFSB10	2015	Hourly 21.949	22.593	23.256	23.938	24.639	25.359			25.131	25.834	26.403	
										Monthly 3,685.603	3,793.741	3,905.070	4,019.589	4,137.299	4,258.199			4,219.914	4,304.374	4,433.504	

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

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase
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Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year				
151	23-53HA	T		Housekeeping Aide 2 - 1950	Housekeeping Aide	RCC	Non-SAP	Non-SAP	1950	Hourly Monthly Annual	20.352 3,307.200 39,686.400	20.949 3,404.213 40,850.550	21.562 3,503.825 42,045.900	22.192 3,606.200 43,274.400	22.842 3,711.825 44,541.900				23.300 3,786.250 45,435.000	23.765 3,861.813 46,341.750	24.478 3,977.675 47,732.100			
152	23-53HA2	T		Housekeeping Aide 2	Housekeeping Aide 2	HSC	30000130	CPHS6	2015	Hourly Monthly Annual	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	24.491 4,112.447 49,349.365				24.982 4,248.924 50,338.730	25.481 4,278.685 51,344.215	26.245 4,406.973 52,883.675			
153	23-53HA2	T		Housekeeping Porter	Housekeeping Aide 2	RCC	Non-SAP	Non-SAP	1950	Hourly Monthly Annual	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	24.491 3,979.788 47,757.450				24.982 4,059.575 48,714.900	25.481 4,140.663 49,687.950	26.245 4,264.813 51,177.750			
154				Imaging Clerk		SH	30003063	MGFVH07	2015	Hourly Monthly Annual	22.117 3,713.813 44,565.755	22.766 3,822.791 45,873.490	23.435 3,935.127 47,221.525	24.123 4,050.654 48,607.845	24.824 4,170.043 50,040.510	25.565 4,292.790 51,513.475				26.075 4,378.427 52,541.125	26.997 4,466.080 53,592.955	27.995 4,600.077 55,200.925		
155	23-202	J		Imaging Equipment Technologist	Imaging Equipment Technologist	SH	30008128	CPHSIE51	2015	Hourly Monthly Annual	44.091 7,403.614 88,843.365	45.747 7,681.684 92,180.205	47.469 7,970.836 95,650.035	49.255 8,270.735 99,248.825	51.108 8,581.885 102,982.620				52.129 8,753.328 105,039.935	53.172 8,928.465 107,141.880	54.767 9,196.292 110,355.505			
156				Imaging Scheduling Clerk		SH	30003220	CPGH08	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	24.824 4,035.525 48,426.300	25.565 4,154.313 49,851.750				26.075 4,237.188 50,846.250	26.975 4,322.013 51,864.150	27.995 4,451.688 53,420.250		
157		D-2		Industrial Mechanic		HSC	30000653	OEMHS32	2080	Hourly Monthly Annual	45.173 7,829.987 93,959.840	46.122 8,011.122 96,122.400	47.071 8,192.261 98,284.960	48.020 8,373.399 100,447.520	48.969 8,554.538 102,612.080				49.918 8,735.677 104,787.640	50.867 8,916.816 106,962.700	51.816 9,097.955 109,137.760			
158				Infection Control Assistant		HSC	30000001	CP5008	1950	Hourly Monthly Annual	28.192 4,681.200 54,974.400	29.161 4,738.663 56,863.950	30.168 4,902.300 58,827.600	31.205 5,070.813 60,849.550	32.277 5,245.013 62,940.150	33.392 5,426.200 65,114.400	34.538 5,612.425 67,349.100	35.741 5,807.913 69,694.950				36.995 5,994.100 71,089.200	38.301 6,182.563 72,510.750	39.655 6,374.940 74,068.950
159				Info Communication&Technology-SMHC-		SMHC	30536644	CPHSGM34	1885	Hourly Monthly Annual	31.510 4,949.696 59,396.350	32.582 5,118.089 61,417.070	33.778 5,305.961 63,671.530	35.007 5,499.016 65,988.195	36.269 5,697.255 68,367.065	37.643 5,913.088 70,957.055				39.165 6,031.372 72,376.460	40.340 6,152.169 73,826.050	42.040 6,336.742 76,040.900		
160				Information and Pricing Clerk		HSC	30000047	CPHS15	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	24.824 4,035.525 48,426.300	25.565 4,154.313 49,851.750				26.075 4,237.188 50,846.250	26.975 4,322.013 51,864.150	27.995 4,451.688 53,420.250		
161				Inredient Controller 1		HSC	30000092	CPHS18	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				26.702 4,450.128 53,401.530	27.432 4,539.123 54,469.480	28.247 4,675.304 56,103.645		
162				Institutional Safety Officer	HSC / Shared Health	HSC / Shared Health	30007625	CPHIS010	2080	Hourly Monthly Annual	36.912 6,398.080 76,776.960	38.006 6,567.107 79,052.480	39.152 6,782.880 81,394.550	40.292 6,983.947 83,807.360	41.487 7,191.080 86,292.960	42.716 7,404.107 89,625.600	44.000 7,629.133 92,929.200	45.278 7,873.107 96,009.200				46.541 8,062.504 97,275.425	47.864 8,264.985 98,509.950	49.240 8,480.295 100,193.405
163				Instrument Interation Specialist - CPL		SH	30536554	CPHSGM45	1885	Hourly Monthly Annual	38.439 6,038.126 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 8,106.295 97,275.425	53.153 8,349.540 100,193.405
164				Referral Clerk		CCMB		C642	Non-SAP	2015	Hourly Monthly Annual	22.938 3,851.673 46,220.070	23.614 3,965.184 47,582.210	24.307 4,081.500 48,978.605	25.023 4,201.775 50,421.345	25.759 4,325.365 51,904.385	26.517 4,452.646 53,431.755				27.498 4,541.810 54,501.720	28.519 4,632.653 55,591.835	29.589 4,771.688 57,260.255	
165				Inventory Control Assistant		SH	30004788	UFSB27	2015	Hourly Monthly Annual	24.967 4,192.375 50,308.505	25.704 4,316.130 51,793.960	26.458 4,442.739 53,312.870	27.238 4,573.714 54,884.570	28.043 4,708.887 56,506.645	28.870 4,847.754 58,173.050				29.702 4,944.810 59,337.720	30.537 5,043.713 60,525.555	31.380 5,195.006 62,340.070		
166				Inventory Tech - Pan Am Clinic		SH	30000232	MGPA4	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				26.702 4,450.128 53,401.530	27.432 4,539.123 54,469.480	28.247 4,675.304 56,103.645		
167				Inventory Technician / Stores		SH	30003067	MGFVH08	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				26.702 4,450.128 53,401.530	27.432 4,539.123 54,469.480	28.247 4,675.304 56,103.645		
168				Laboratory Aide		HSC	30000093	CPHS4	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				22.884 3,792.230 45,506.760	23.036 3,868.128 46,417.540	23.727 3,984.159 47,809.905		
169				Lab Aide 1		SH	30006041	UFSDS01	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 43,958.490	22.404 3,762.005 45,144.060				22.852 3,837.232 46,967.635	23.209 3,913.970 48,376.120	24.008 4,031.343 49,876.120		
170				Lab Aide - Research Lab		CCMB		C631	Non-SAP	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				22.884 3,792.230 45,506.760	23.036 3,868.128 46,417.540	23.727 3,984.159 47,809.905	
171				Laboratory Assistant - CPL		SH	30536559	CPHSGM03	2080	Hourly Monthly Annual	20.000 3,466.667 41,600.000	20.545 3,561.133 42,733.600	21.089 3,650.400 43,804.800	21.719 3,764.627 45,175.520	22.289 3,863.427 46,361.120	23.004 3,987.360 47,848.320				23.644 4,067.093 48,805.120	24.334 4,148.560 49,782.720	24.852 4,273.013 51,276.160		
172				Language Access Interpreter		SH	30001355	MGLAS1	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	38.423 6,120.000 73,440.000	41.141 6,448.000 77,448.000				36.423 5,918.738 71,024.850	37.151 6,037.038 72,444.450	38.266 6,218.225 74,618.700		
173	23-12HL	D-1		Lead Hand - Carpentry		HSC	30000663	OEMHS31	2080	Hourly Monthly Annual	43.442 7,529.947 90,359.360	44.731 7,753.373 93,040.480	46.020 8,000.000 96,000.000	47.309 8,240.000 99,000.000	48.598 8,480.000 102,000.000	49.887 8,720.000 105,000.000				51.176 8,960.000 108,000.000	52.465 9,200.000 111,000.000	53.754 9,440.000 114,000.000		
174				Lead Hand - Comm. Systems		HSC	30000666	OEMHS46	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	50.380 8,732.000 104,790.400	51.050 8,848.000 106,582.000	51.720 8,964.000 108,372.000				52.390 9,080.000 109,762.000	53.060 9,200.000 111,152.000	53.730 9,320.000 112,542.000		
175	23-12EL	D-1		Lead Hand - Electrical		HSC	30000664	OEMHS46	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	50.380 8,732.000 104,790.400	51.050 8,848.000 106,582.000	51.720 8,964.000 108,372.000				52.390 9,080.000 109,762.000	53.060 9,200.000 111,152.000	53.730 9,320.000 112,542.000		
176				Lead Hand - Electronics		HSC	30002668	OEMHS46	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	50.380 8,732.000 104,790.400	51.050 8,848.000 106,582.000	51.720 8,964.000 108,372.000				52.390 9,080.000 109,762.000	53.060 9,200.000 111,152.000	53.730 9,320.000 112,542.000		
177	23-53HALH	T		Lead Hand - Housekeeping	Housekeeping Lead Hand	HSC	30000134	CPHS13	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 4,458.869 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485			
178				Lead Hand - Industrial Mechanic		HSC	30002950	OEMHS66	2080	Hourly Monthly Annual	47.175 8,177.000 96,124.000	47.832 8,												

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
211				Material Transporter - PIO		HSC	3000101	CPHS12	2015	Hourly 22.884	23.272	23.660	24.046	24.434	24.819			25.315	25.822	26.597
										Monthly 3,842.605	3,907.757	3,972.908	4,037.724	4,102.876	4,167.524			4,250.810	4,335.944	4,466.080
										Annual 46,111.260	46,893.080	47,674.900	48,456.690	49,238.510	50,010.285			51,009.725	52,031.330	53,092.955
212				Materials Dispatcher		HSC	3000102	CPHS27	2015	Hourly 25.208	25.996	26.784	27.572	28.360	29.148			29.936	30.724	31.512
										Monthly 4,232.843	4,297.995	4,363.147	4,428.299	4,493.451	4,558.603			4,623.755	4,688.907	4,754.059
										Annual 50,794.120	51,575.940	52,357.760	53,139.580	53,921.400	54,703.220			55,485.040	56,266.860	57,048.680
213				Materials Management Float		SH	30003086	MGFVH12	2015	Hourly 23.476	24.166	24.856	25.546	26.236	26.926			27.616	28.306	28.996
										Monthly 3,942.012	4,057.874	4,173.736	4,289.598	4,405.460	4,521.322			4,637.184	4,753.046	4,868.908
										Annual 47,304.140	48,694.490	50,123.225	51,552.000	53,020.775	54,489.550			55,958.325	57,427.100	58,895.875
214				Maternal Serum Screening Assist - CPL		SH	30536540	CPSHGM30	1885	Hourly 30.682	31.397	32.112	32.827	33.542	34.257			34.972	35.687	36.402
										Monthly 4,819.631	4,931.945	5,044.259	5,156.573	5,268.887	5,381.201			5,493.515	5,605.829	5,718.143
										Annual 57,835.570	59,183.345	60,806.330	62,259.665	64,029.680	65,754.455			67,300.380	68,410.420	70,463.185
215				Med Records Tech - MRT		Eden Mental Health Centre	Non-SAP	Non-SAP	1885	Hourly 27.174	27.976	28.801	29.653	30.528	31.429			32.358	33.298	34.279
										Monthly 4,268.583	4,384.563	4,524.157	4,657.992	4,795.440	4,936.972			5,035.778	5,136.311	5,290.410
										Annual 51,222.990	52,734.760	54,289.885	55,895.905	57,545.280	59,243.665			60,429.330	61,635.730	63,484.915
216	23-55UMDR	U		Medical Device Reprocessing Aide	Uncertified MDR Aide	HSC	30001361	CPHS8	2015	Hourly 20.545	21.146	21.771	22.408	23.066	23.743			24.417	25.100	25.800
										Monthly 3,449.848	3,550.766	3,655.714	3,762.677	3,873.166	3,986.845			4,066.438	4,147.710	4,272.136
										Annual 41,398.175	42,609.190	43,868.565	45,152.120	46,477.990	47,842.145			48,797.265	49,772.515	51,265.630
217	23-55MDR1	U		Medical Device Reprocessing Technician	MDR Technician I	HSC	30000136	CPHS18	2015	Hourly 24.676	25.404	26.151	26.919	27.715	28.533			29.104	29.886	30.777
										Monthly 4,143.512	4,265.755	4,391.189	4,520.149	4,653.810	4,791.166			4,887.074	4,984.774	5,134.388
										Annual 49,722.140	51,189.060	52,694.265	54,241.785	55,845.725	57,493.995			58,644.560	59,817.290	61,612.655
218	23-55MDR2	U		Medical Device Reprocessing Technician	MDR Technician II	HSC	30000146	CPHS26	2015	Hourly 25.778	26.535	27.317	28.123	28.953	29.809			30.486	31.193	31.943
										Monthly 4,328.556	4,455.669	4,586.980	4,722.320	4,861.691	5,005.288			5,105.574	5,207.600	5,363.762
										Annual 51,942.670	53,468.025	55,043.755	56,667.845	58,340.295	60,065.135			61,268.090	62,491.195	64,365.145
219				Medical Editor/Transcriptionist		SH	30001706	CP5011	1950	Hourly 22.857	23.528	24.218	24.933	25.668	26.424			27.191	28.000	28.861
										Monthly 3,714.263	3,823.300	3,935.425	4,051.613	4,171.050	4,293.900			4,379.700	4,467.288	4,601.390
										Annual 44,571.150	45,879.600	47,225.100	48,619.350	50,052.600	51,526.800			52,556.400	53,607.450	55,216.200
220				Medical Equipment Technician - SMHC		SMHC	30536600	CPSHGM27	1885	Hourly 27.586	28.525	29.419	30.458	31.510	32.582			33.234	33.988	34.915
										Monthly 4,333.301	4,480.802	4,621.235	4,784.444	4,949.696	5,118.089			5,220.588	5,324.811	5,484.565
										Annual 51,999.610	53,769.625	55,454.815	57,413.330	59,396.350	61,417.070			62,646.090	63,897.730	65,814.775
221		I		Medical Legal Correspondent		CCMB	C628	Non-SAP	2015	Hourly 37.096	38.192	39.325	40.492	41.691	42.927			44.786	46.602	48.402
										Monthly 6,229.037	6,413.073	6,603.323	6,799.282	7,000.614	7,208.159			7,352.399	7,499.944	7,724.503
										Annual 74,748.440	76,956.880	79,239.875	81,591.380	84,007.365	86,497.905			88,207.390	90,393.930	92,694.030
222		I		Medical Records Technician - SMHC		SMHC	30536601	CPSHGM30	1885	Hourly 34.559	35.584	36.638	37.721	38.840	39.994			40.794	41.610	42.858
										Monthly 5,428.643	5,589.653	5,755.219	5,925.340	6,101.117	6,282.391			6,408.968	6,536.228	6,732.278
										Annual 65,143.715	67,075.840	69,062.630	71,104.085	73,213.400	75,388.690			76,866.690	78,434.850	80,727.530
223				Medical Secretary		Shared Health - DSM	30006003	MGSDS03	1950	Hourly 23.580	24.270	24.985	25.719	26.475	27.254			27.905	28.544	29.370
										Monthly 3,831.750	3,943.875	4,060.225	4,179.338	4,302.188	4,388.313			4,475.900	4,564.125	4,610.125
										Annual 45,981.000	47,326.500	48,720.750	50,152.050	51,626.250	52,659.750			53,710.800	54,800.625	55,321.500
224				Medical Transcriptionist		HSC / Shared Health	30000014	CPHS22	1950	Hourly 23.580	24.270	24.986	25.719	26.475	27.254			27.905	28.544	29.370
										Monthly 3,831.750	3,943.875	4,060.225	4,179.338	4,302.188	4,388.313			4,475.900	4,564.125	4,610.125
										Annual 45,981.000	47,326.500	48,722.700	50,152.050	51,626.250	52,659.750			53,710.800	54,800.625	55,321.500
225				Medical Transcriptionist		Shared Health - DSM	30006088	CPSDS05	1950	Hourly 23.580	24.270	24.986	25.719	26.475	27.254			27.905	28.544	29.370
										Monthly 3,831.750	3,943.875	4,060.225	4,179.338	4,302.188	4,388.313			4,475.900	4,564.125	4,610.125
										Annual 45,981.000	47,326.500	48,722.700	50,152.050	51,626.250	52,659.750			53,710.800	54,800.625	55,321.500
226				Medical Transcriptionist		SH	30006042	UFSDS03	2015	Hourly 23.580	24.270	24.985	25.719	26.475	27.254			27.905	28.544	29.370
										Monthly 3,859.475	4,075.338	4,195.398	4,318.649	4,445.594	4,534.990			4,534.990	4,625.097	4,763.796
										Annual 47,513.700	48,904.050	50,344.775	51,823.785	53,347.125	54,415.075			55,501.160	57,165.550	
227				Messenger		HSC	30000071	CPHS10	2015	Hourly 21.322	21.959	22.593	23.225	23.841	24.646			25.139	25.642	26.411
										Monthly 3,580.319	3,685.771	3,793.741	3,904.902	4,020.093	4,138.474			4,221.257	4,305.719	4,434.847
										Annual 42,963.830	44,229.250	45,524.895	46,858.825	48,241.115	49,668.690			50,655.085	51,688.630	53,218.165
228				Messenger		SH	30004707	UFSB03	2015	Hourly 19.390	19.955	20.541	21.141	21.766	22.404			22.852	23.309	24.008
										Monthly 3,255.904	3,350.777	3,449.176	3,549.926	3,654.874	3,762.005			3,837.232	3,913.970	4,031.343
										Annual 39,070.850	40,209.325	41,390.115	42,599.115	43,858.490	45,144.060			46,046.780	46,967.635	48,376.120
229				Messenger		SH	30003955	PSDL04	2015	Hourly 20.404	21.005	21.620	22.254	22.908	23.583			24.055	24.536	25.272
										Monthly 3,426.172	3,527.090	3,630.358	3,736.818	3,846.635	3,959.979			4,039.235	4,120.003	4,243.590
										Annual 41,114.060	42,325.075	43,564.300	44,841.810	46,159.620	47,519.745			48,470.625		

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
241	23-17C	C		Orthotic Technician (Registered) 1950	Orthotic Technician – Registered	RCC	Non-SAP	Non-SAP	1950	Hourly 33.175	34.749	36.401	38.125	39.937				40.735	41.550	42.797	
										Monthly 5,390.938	5,646.713	5,915.163	6,195.313	6,489.763				6,619.438	6,751.875	6,954.513	
										Annual 64,691.250	67,760.550	70,981.950	74,343.750	77,877.150				79,433.250	81,022.500	83,454.150	
242	23-17C	C		Orthotic Technician (Registered) 2015	Orthotic Technician – Registered	HSC	30000623	OEMHS27	2015	Hourly 33.178	34.749	36.398	38.125	39.937				40.735	41.550	42.797	
										Monthly 5,571.139	5,834.936	6,111.831	6,401.823	6,706.088				6,840.085	6,976.938	7,186.330	
										Annual 66,853.670	70,019.235	73,341.970	76,821.875	80,473.055				82,081.025	83,723.250	86,235.955	
243	23-17B	C		Orthotic Technician (Unregistered) 1950	Orthotic Technician – Unregistered	RCC	Non-SAP	Non-SAP	1950	Hourly 25.799	27.270	28.832	30.483	32.231				32.876	33.533	34.539	
										Monthly 4,192.338	4,431.375	4,685.200	4,953.488	5,237.538				5,342.350	5,449.113	5,612.588	
										Annual 50,308.050	53,176.500	56,222.400	59,441.850	62,850.450				64,108.200	65,389.350	67,351.050	
244	23-17B	C		Orthotic Technician (Unregistered) 2015	Orthotic Technician – Unregistered	HSC	30000622	OEMHS14	2015	Hourly 25.799	27.271	28.831	30.483	32.230				32.875	33.532	34.538	
										Monthly 4,331.914	4,579.255	4,841.205	5,118.604	5,411.954				5,520.260	5,630.582	5,799.506	
										Annual 51,982.970	54,951.065	58,094.465	61,423.245	64,943.450				66,243.125	67,566.980	69,594.070	
245	23-17A	C		Orthotic Technician Trainee - 1950	Orthotic Technician Trainee	RCC	Non-SAP	Non-SAP	1950	Hourly 21.344	21.568	23.147	24.718					25.212	25.717	26.489	
										Monthly 3,468.400	3,504.800	3,761.388	4,016.675					4,096.950	4,179.013	4,304.463	
										Annual 41,620.800	42,057.600	45,136.650	48,200.100					49,163.400	50,148.150	51,653.550	
246	23-17A	C		Orthotic Technician Trainee - 2015	Orthotic Technician Trainee	HSC	30000635	OEMHS4	2015	Hourly 21.344	21.568	23.147	24.718					25.212	25.717	26.489	
										Monthly 3,584.013	3,621.627	3,886.767	4,150.564					4,233.515	4,318.313	4,447.945	
										Annual 43,008.160	43,459.520	46,641.205	49,806.770					50,802.180	51,819.755	53,375.335	
247	23-17E	C		Orthotic/Prosthetic Technician Dual	Dual Registered	HSC	30000629	OEMHS28	2015	Hourly 34.486	36.093	37.780	39.547	41.397				42.225	43.069	44.361	
										Monthly 5,790.774	6,060.616	6,343.892	6,640.600	6,951.246				7,090.281	7,232.003	7,448.951	
										Annual 69,489.290	72,727.395	76,126.700	79,587.205	83,144.955				85,083.375	86,794.035	89,387.415	
248	23-17E	C		Orthotic/Prosthetic Technician Dual	Dual Registered	RCC	Non-SAP	Non-SAP	1950	Hourly 34.486	36.093	37.780	39.547	41.397				42.225	43.069	44.361	
										Monthly 5,603.975	5,865.113	6,139.250	6,426.388	6,727.013				6,861.563	6,998.113	7,208.663	
										Annual 67,247.700	70,381.350	73,671.000	77,116.650	80,724.150				82,338.750	83,984.550	86,503.950	
249	23-17F	C		Orthotic/Prosthetic Technician-Senior	Senior Dual Registered	RCC	Non-SAP	Non-SAP	1950	Hourly 40.066	41.937	43.899	45.958	48.109				49.071	50.053	51.555	
										Monthly 6,510.725	6,814.763	7,133.588	7,468.175	7,817.713				7,974.038	8,133.613	8,377.688	
										Annual 78,128.700	81,777.150	85,603.500	89,618.100	93,812.550				95,688.450	97,603.350	100,532.250	
250				PACS Administrative Clerk		SH	30003262	CPGH33	2015	Hourly 28.275	28.847	29.442	30.221					30.826	31.443	32.386	
										Monthly 4,747.844	4,843.892	4,943.803	5,074.610					5,176.199	5,279.804	5,438.149	
										Annual 56,974.125	58,126.705	59,325.630	60,895.315					62,114.390	63,357.645	65,257.790	
251	23-12G	G		Painter		HSC	30000647	OEMHS19	2080	Hourly 37.699	38.816							39.592	40.384	41.596	
										Monthly 6,534.493	6,728.107							6,862.613	6,999.893	7,209.973	
										Annual 78,413.920	80,737.280							82,351.360	83,998.720	86,519.880	
252				Patient / Equipment Assistant		HSC	30000087	CPHS12	2015	Hourly 22.884	23.272	23.660	24.046	24.434	24.819			25.215	25.622	26.597	
										Monthly 3,642.605	3,907.757	3,972.908	4,037.724	4,102.876	4,167.534			4,250.910	4,335.944	4,465.080	
										Annual 46,111.260	46,893.080	47,674.500	48,452.690	49,234.510	50,019.285			51,009.725	52,031.330	53,592.955	
253				Patient Equipment Technical Assistant		HSC	30000039	CPHS64	2015	Hourly 30.932	31.850	32.787	33.759	34.758	35.785			36.501	37.231	38.348	
										Monthly 5,193.998	5,348.146	5,505.484	5,668.699	5,836.448	6,008.898			6,129.126	6,251.705	6,439.268	
										Annual 62,327.980	64,177.750	66,065.805	68,024.385	70,037.370	72,106.775			73,549.515	75,020.465	77,271.220	
254				Patient Registration		CCMB	C635	Non-SAP	2015	Hourly 22.938	23.614	25.023	25.759	26.517				27.048	27.589	28.417	
										Monthly 3,851.673	3,965.194	4,081.550	4,201.779	4,325.365	4,452.646			4,541.810	4,632.653	4,771.688	
										Annual 46,220.070	47,582.210	48,978.605	50,421.345	51,904.385	53,431.755			54,501.720	55,591.835	57,260.255	
255				Patient Trust Clerk - SMHC		SMHC	30536504	CPSHGM26	1885	Hourly 26.994	27.753	28.469	29.184	30.012	30.804			31.420	32.048	33.009	
										Monthly 4,240.308	4,359.534	4,472.005	4,584.320	4,714.385	4,838.795			4,935.558	5,034.207	5,185.164	
										Annual 50,883.690	52,314.405	53,664.065	55,011.840	56,572.620	58,065.540			59,226.700	60,410.480	62,221.963	
256				Patrol Officer		HSC - Security Officers	30000237	MGPO1	2080	Hourly 22.899	23.393	24.361	25.176	26.014	26.886	27.782			28.337	28.904	29.771
										Monthly 3,869.160	4,069.453	4,222.373	4,363.840	4,509.993	4,660.240	4,815.547			4,911.747	5,010.027	5,163.307
										Annual 47,629.920	49,073.440	50,670.880	52,366.080	54,109.120	55,922.880	57,786.560			58,940.960	60,120.320	61,923.680
257				Pavroll Clerk - MATC		Shared Health (MATC)	30004285	MCSMAT10	1950	Hourly 24.967	25.704	26.458	27.238	28.043	28.870			29.468	30.037	30.838	
										Monthly 4,057.138	4,176.900	4,299.425	4,426.175	4,556.988	4,691.375			4,785.300	4,881.013	5,027.425	
										Annual 48,685.650	50,122.800	51,593.100	53,114.100	54,683.850	56,296.500			57,423.600	58,572.150	60,329.100	
258				Pavroll/Accounting Technician		RCC	Non-SAP	Non-SAP	1950	Hourly 26.345	27.329	28.313	29.293	30.364				30.972	31.991	32.539	
										Monthly 4,281.063	4,440.963	4,600.863	4,760.113	4,934.150				5,032.950	5,133.538	5,287.588	
										Annual 51,372.750	53,291.550	55,210.350	57,121.350	59,209.800				60,395.400	61,602.450	63,451.050	
259	23-55PA	U		Periooperative Aide	Periooperative Aide	HSC	30000143	CPHS18	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843	
										Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304	
										Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645	
260	23-55MDRL	U		Periooperative Lead Hand	MDR Lead Hand	HSC	30000148	CPHS28	2015	Hourly 26.881	27.675	28.489	29.331	30.198	31.091			31.713	32.347	33.317	
										Monthly 4,513.768	4,647.094	4									

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
301				Research Protocol Officer		HSC	30000050	CPHS65	1950	Hourly	28.675	29.779	30.935	32.074	33.297	34.584	35.936	36.655	37.388	38.510
										Monthly	4,659.688	4,839.088	5,026.938	5,212.025	5,410.763	5,619.900	5,839.600	5,966.438	6,075.550	6,257.875
										Annual	55,916.250	58,069.050	60,323.250	62,544.300	64,929.150	67,908.800	71,477.250	72,906.600	75,094.500	
302				Safety & Training Coordinator		HSC	30000168	CPHS72	2080	Hourly	36.843	37.940	39.060	40.218	41.412	42.640	43.493	44.363	45.694	
										Monthly	6,386.120	6,576.267	6,770.400	6,971.120	7,178.080	7,390.933	7,538.787	7,689.587	7,920.293	
										Annual	76,633.440	78,915.200	81,244.800	83,653.440	86,136.960	88,691.200	90,465.440	92,275.040	95,043.520	
303				Scheduling Clerk		SH	30008214	MG22010	1885	Hourly	26.532	27.201	27.949	28.672	29.434	30.359	30.967	31.386	32.334	
										Monthly	4,167.735	4,272.824	4,390.322	4,503.893	4,623.591	4,768.893	4,864.400	4,916.634	5,110.549	
										Annual	50,012.820	51,273.885	52,683.865	54,046.720	55,483.930	57,226.715	58,372.795	59,593.510	61,326.590	
304				Scheduling Clerk - DI		SH	30003716	CPSO16	1950	Hourly	22.938	23.614	24.307	25.023	25.759	26.517	27.048	27.589	28.417	
										Monthly	3,727.425	3,837.275	3,949.888	4,066.238	4,186.838	4,309.013	4,395.300	4,482.213	4,617.763	
										Annual	44,729.100	46,047.300	47,398.650	47,398.650	48,794.850	50,230.050	51,708.150	52,743.600	53,798.550	
305				Scheduling Clerk - SMHC		SMHC	30536532	CPSHGM22	1885	Hourly	26.201	26.859	27.598	28.347	29.094	29.988	30.588	31.200	32.136	
										Monthly	4,115.740	4,219.101	4,335.186	4,452.841	4,570.183	4,700.615	4,804.865	4,901.000	5,048.000	
										Annual	49,388.885	50,629.215	52,022.230	53,434.095	54,842.190	56,527.380	57,658.380	58,812.000	60,576.360	
306				Secretary		SH	30004768	UFSB20	2015	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,988.860	4,105.563	4,226.463	4,350.721	4,478.841	4,568.341	4,659.688	4,799.562		
										Annual	47,866.325	49,266.750	50,717.550	52,208.650	53,746.095	54,820.090	55,916.250	57,594.745		
307				Secretary 3		CCMB	C652	Non-SAP	2015	Hourly	23.950	24.654	25.379	26.128	26.897	27.688	28.243	28.807	29.671	
										Monthly	4,021.604	4,139.818	4,261.557	4,387.327	4,516.455	4,649.277	4,742.470	4,837.175	4,982.255	
										Annual	48,259.250	49,677.810	51,138.685	52,647.920	54,197.455	55,791.320	56,909.645	58,046.105	59,787.065	
308				Secretary		SH	30006043	UFSOS4	2015	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,988.860	4,105.563	4,226.463	4,350.721	4,478.841	4,568.341	4,659.688	4,799.562		
										Annual	47,866.325	49,266.750	50,717.550	52,208.650	53,746.095	54,820.090	55,916.250	57,594.745		
309				Secretary - Hope, CIO, Info Services		CCMB	C645	Non-SAP	2015	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,988.860	4,105.563	4,226.463	4,350.721	4,478.841	4,568.341	4,659.688	4,799.562		
										Annual	47,866.325	49,266.750	50,717.550	52,208.650	53,746.095	54,820.090	55,916.250	57,594.745		
310				Secretary 2		CCMB	C645	Non-SAP	2015	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,988.860	4,105.563	4,226.463	4,350.721	4,478.841	4,568.341	4,659.688	4,799.562		
										Annual	47,866.325	49,266.750	50,717.550	52,208.650	53,746.095	54,820.090	55,916.250	57,594.745		
311				Secretary 4		CCMB	C650	Non-SAP	2015	Hourly	24.889	25.621	26.377	27.154	27.952	28.779	29.355	29.942	30.840	
										Monthly	4,179.278	4,302.193	4,429.138	4,559.609	4,693.607	4,832.474	4,929.194	5,027.761	5,178.550	
										Annual	50,151.335	51,626.315	53,149.655	54,715.310	56,323.280	57,989.685	59,150.325	60,333.130	62,142.800	
312				Secretary 1		CCMB	C634	Non-SAP	2015	Hourly	22.861	23.530	24.221	24.931	25.666	26.178	26.702	27.503		
										Monthly	3,838.743	3,951.079	4,066.110	4,186.330	4,309.749	4,395.723	4,483.711	4,618.212		
										Annual	46,064.915	47,412.950	48,805.315	50,235.965	51,716.990	52,748.670	53,804.530	55,418.545		
313				Secretary 1		SH	30006001	MGSDS02	1885	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,731.515	3,840.688	3,953.788	4,070.029	4,189.884	4,273.609	4,359.073	4,489.913		
										Annual	44,778.175	46,088.250	47,445.450	48,840.350	50,278.605	51,283.310	52,308.750	53,878.955		
314				Secretary 1		SH	30006002	MGSDS02	1950	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,860.188	3,973.125	4,090.125	4,210.375	4,334.363	4,420.975	4,509.375	4,644.738		
										Annual	46,322.250	47,677.500	49,081.500	50,524.500	52,012.350	53,051.700	54,112.500	55,736.850		
315				Secretary 2		HSC	30000015	CPHS24	1950	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,860.188	3,973.125	4,090.125	4,210.375	4,334.363	4,420.975	4,509.375	4,644.738		
										Annual	46,322.250	47,677.500	49,081.500	50,524.500	52,012.350	53,051.700	54,112.500	55,736.850		
316				Secretary 2 - IP & C		HSC	30000002	CP5002	1950	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,860.188	3,973.125	4,090.125	4,210.375	4,334.363	4,420.975	4,509.375	4,644.738		
										Annual	46,322.250	47,677.500	49,081.500	50,524.500	52,012.350	53,051.700	54,112.500	55,736.850		
317				Secretary 2 - SH (RCC)		RCC	Non-SAP	Non-SAP	1950	Hourly	22.860	23.532	24.221	24.931	25.666	26.178	26.702	27.503		
										Monthly	3,714.750	3,823.960	3,935.913	4,051.288	4,170.725	4,253.925	4,339.075	4,469.238		
										Annual	44,577.000	45,887.400	47,230.950	48,615.450	50,048.700	51,047.100	52,068.900	53,630.850		
318				Secretary 3 SH (RCC)		RCC	Non-SAP	Non-SAP	1950	Hourly	23.755	24.450	25.170	25.910	26.673	27.206	27.750	28.583		
										Monthly	3,860.188	3,973.125	4,090.125	4,210.375	4,334.363	4,420.975	4,509.375	4,644.738		
										Annual	46,322.250	47,677.500	49,081.500	50,524.500	52,012.350	53,051.700	54,112.500	55,736.850		
319				Secretary 4		Shared Health - DSM	30006092	CPSDS10	1950	Hourly	24.889	25.621	26.377	27.154	27.952	28.779	29.355	29.942	30.840	
										Monthly	4,044.463	4,163.413	4,286.263	4,412.525	4,542.200	4,676.588	4,770.188	4,865.575	5,011.500	
										Annual	48,533.550	49,960.950	51,435.150	52,950.300	54,506.400	56,119.050	57,242.250	58,386.900	60,138.000	
320				Secretary 4 - RCC		RCC	Non-SAP	Non-SAP	1950	Hourly	23.950	24.654	25.379	26.128	26.897	27.688	28.243	28.807	29.671	
										Monthly	3,891.875	4,006.275	4,124.088	4,245.800	4,370.763	4,499.300	4,589.488	4,681.138	4,821.538	
										Annual	46,702.500	48,075.300	49,489.050	50,949.600	52,449.150	53,991.600	55,073.850	56,173.650	57,858.450	
321				Secretary 4 (PIO)		HSC / Shared Health	30000017	CPHS39A	1950	Hourly	24.889	25.621	26.377	27.154	27.952	28.779	29.355	29.942	30.840	
										Monthly	4,044.463	4,163.413	4,286.263	4,412.525	4,542.200	4,676.588	4,770.188	4,865.575	5,011.500	
										Annual	48,533.550	49,960.950	51,435.150	52,950.300	54,506.400	56,119.050	57,242.250	58,386.900	60,138.000	
322				Secretary 3		HSC / Shared Health	30000016	CPHS31	1950	Hourly	23.950	24.654	25.379	26.128	26.897	27.688	28.243	28.807	29.671	
										Monthly	3,891.875	4,006.275	4,124.088	4,245.800	4,370.763	4,499.300	4,589.488	4,681.138	4,821.538	
										Annual	46,702.500	48,075.300	49,489.050	50,949.600	52,449.150	53,991.600	55,073.850	56,173.650	57,858.450	
323				Secretary Medical		SH	30036258	MGPDS41	1950	Hourly	23.580	24.270	24.986	25.719	26.475	27.005	27.544	28.120		
										Monthly	3,831.750	3,943.875	4,060.225	4,179.338	4,302.188	4,388.313	4,475.900	4,610.125		
										Annual	45,981.000	47,326.500	48,722.700	50,152.050	51,626.250	52,659.750	53,710.800	55,321.500		
324																				

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
331				Senior File Control Clerk		COB	C274	Non-SAP	2015	Hourly 23.663	24.362	25.076	25.816	26.576	27.359			27.906	28.464	29.318
										Monthly 3,973.412	4,090.786	4,210.678	4,334.937	4,462.553	4,594.032			4,685.883	4,779.580	4,922.981
										Annual 47,680.945	49,089.430	50,528.140	52,019.240	53,550.640	55,128.385			56,230.590	57,354.960	59,075.770
332				Senior Messenger		HSC	30000072	CPHS16	2015	Hourly 22.152	22.801	23.472	24.162	24.870	25.604			26.316	26.838	27.437
										Monthly 3,719.690	3,828.668	3,941.340	4,057.203	4,176.088	4,299.338			4,385.312	4,472.964	4,607.130
										Annual 44,636.280	45,944.015	47,296.080	48,686.430	50,113.090	51,592.060			52,623.740	53,675.570	55,285.555
333	23-206	J		Senior Surgical Instrument Repair	Senior Surgical Instrument Repair Technician	SH	30001336	OEMHS49	2015	Hourly 49.125	49.761	50.392						51.399	52.427	54.000
										Monthly 8,248.906	8,355.701	8,461.657						8,630.749	8,803.367	9,067.500
										Annual 98,986.875	100,268.415	101,539.890						103,569.985	106,640.405	109,810.000
334				Service Worker 1 - SMHC		SMHC	30536636	CPSHGM02	2080	Hourly 19.651	20.166	20.725	21.272	21.843				22.390	22.726	23.408
										Monthly 3,406.173	3,495.440	3,592.333	3,687.147	3,786.120				3,861.867	3,939.173	4,057.387
										Annual 40,874.080	41,945.280	43,108.000	44,245.760	45,433.440				46,342.400	47,270.080	48,688.640
335				Service Worker 2 - SMHC		SMHC	30536637	CPSHGM10	2080	Hourly 22.658	23.260	23.855	24.535	25.206	25.865			26.382	26.910	27.717
										Monthly 3,927.387	4,031.733	4,134.867	4,252.733	4,369.040	4,483.267			4,572.880	4,674.400	4,804.280
										Annual 47,128.640	48,380.800	49,618.400	51,032.800	52,428.480	53,799.200			54,874.560	56,972.800	57,651.360
336				Service Worker 3 - SMHC		SMHC	30536638	CPSHGM15	2080	Hourly 23.709	24.278	25.060	25.797	26.593	27.374			27.922	28.481	29.335
										Monthly 4,109.560	4,208.187	4,343.733	4,471.480	4,609.453	4,744.827			4,839.813	4,936.707	5,084.733
										Annual 49,314.720	50,498.240	52,124.800	53,657.760	55,313.440	56,937.920			58,077.760	59,240.480	61,016.800
337	23-12E	D-1		Shift Electrician		HSC	30000644	OEMHS36	2080	Hourly 4.053	46.390							47.318	48.265	49.713
										Monthly 7,809.187	8,040.933							8,201.787	8,365.933	8,616.920
										Annual 93,710.240	96,491.200							98,421.440	100,391.200	103,403.040
338				Shift Mechanic		HSC	30000656	OEMHS10	2080	Hourly 27.517	28.001	28.531	29.049					29.538	30.222	31.129
										Monthly 4,769.613	4,853.507	4,945.373	5,035.160					5,135.867	5,238.480	5,395.693
										Annual 57,235.360	58,242.080	59,344.480	60,421.920					61,630.400	62,861.760	64,748.320
339	23-12F	D-1		Shift Plumber/Fitter		HSC	30000652	OEMHS36	2080	Hourly 45.053	46.390							47.318	48.265	49.713
										Monthly 7,809.187	8,040.933							8,201.787	8,365.933	8,616.920
										Annual 93,710.240	96,491.200							98,421.440	100,391.200	103,403.040
340				Shipper / Receiver		RCC		Non-SAP	1950	Hourly 23.475	24.167	24.875	25.608	26.363	27.141			27.683	28.237	29.084
										Monthly 3,814.688	3,927.138	4,042.188	4,161.300	4,283.988	4,410.413			4,498.488	4,588.513	4,726.150
										Annual 45,776.250	47,125.650	48,506.250	49,935.600	51,407.850	52,924.950			53,981.850	55,062.150	56,713.800
341				Shipper / Receiver		HSC	30000145	CPHS26	2015	Hourly 23.476	24.166	24.875	25.608	26.363	27.141			27.683	28.237	29.084
										Monthly 3,942.012	4,057.874	4,176.927	4,300.010	4,426.787	4,557.426			4,648.437	4,741.463	4,883.688
										Annual 47,304.140	48,694.490	50,123.125	51,600.120	53,121.445	54,689.115			55,781.245	56,899.155	58,604.260
342				Statina Clerk		HSC	30000067	CPHS26	1950	Hourly 23.476	24.166	24.875	25.608	26.363	27.141			27.683	28.237	29.084
										Monthly 3,814.850	3,926.975	4,042.188	4,161.300	4,283.988	4,410.413			4,498.488	4,588.513	4,726.150
										Annual 45,778.200	47,123.700	48,506.250	49,935.600	51,407.850	52,924.950			53,981.850	55,062.150	56,713.800
343				Statina Clerk		SH	30036259	MGPDS42	1950	Hourly 23.476	24.166	24.875	25.608	26.363	27.141			27.683	28.237	29.084
										Monthly 3,814.850	3,926.975	4,042.188	4,161.300	4,283.988	4,410.413			4,498.488	4,588.513	4,726.150
										Annual 45,778.200	47,123.700	48,506.250	49,935.600	51,407.850	52,924.950			53,981.850	55,062.150	56,713.800
344				Specific Purposes Accounts Clerk		SH	30001383	CP5003	1950	Hourly 23.793	24.491	25.213	25.954	26.720	27.500			28.058	28.620	29.479
										Monthly 3,866.363	3,979.788	4,097.113	4,217.525	4,342.000	4,470.500			4,559.425	4,650.750	4,790.338
										Annual 46,396.350	47,757.450	49,165.350	50,610.300	52,104.000	53,640.600			54,713.100	55,809.000	57,484.050
345	23-203	J		Sr Imaging Equipment Service	Senior Imaging Equipment Service Technologist	SH	30002726	MHIM2	2015	Hourly 45.186	46.842	48.566	50.349	52.203				53.248	54.313	55.942
										Monthly 7,587.483	7,865.553	8,155.044	8,454.436	8,765.754				8,941.227	9,120.058	9,393.594
										Annual 91,049.790	94,386.630	97,860.490	101,453.235	105,189.045				107,294.720	109,440.860	112,723.130
346				Staff Development Spec.		SH	30536416	CPSHWC14	1885	Hourly 40.063	41.544	43.143	44.845	46.617	48.464			49.465	50.544	51.968
										Monthly 6,239.230	6,525.970	6,777.046	7,044.402	7,322.754	7,617.599			7,770.127	7,925.483	8,183.307
										Annual 75,518.755	78,310.440	81,324.555	84,532.825	87,873.045	91,411.180			93,241.525	95,105.790	97,989.680
347				Staff Scheduler - Main User		HSC	30001392	CPHS23	1950	Hourly 22.938	23.614	24.307	25.023	25.759	26.517			27.048	27.589	28.417
										Monthly 3,727.425	3,837.275	3,949.888	4,066.238	4,185.838	4,309.013			4,395.300	4,483.213	4,617.763
										Annual 44,729.100	46,047.300	47,398.650	48,794.850	50,230.050	51,708.150			52,743.600	53,798.550	55,413.150
348				Staff Scheduler - Short Call User		HSC	30000054	CPHS23	1950	Hourly 22.938	23.614	24.307	25.023	25.759	26.517			27.048	27.589	28.417
										Monthly 3,727.425	3,837.275	3,949.888	4,066.238	4,185.838	4,309.013			4,395.300	4,483.213	4,617.763
										Annual 44,729.100	46,047.300	47,398.650	48,794.850	50,230.050	51,708.150			52,743.600	53,798.550	55,413.150
349				Staffing Clerk		SH	30036260	MGPDS43	1950	Hourly 23.914	24.620	25.342	26.093	26.859	27.653			28.207	28.771	29.634
										Monthly 3,866.025	4,000.750	4,148.075	4,240.113	4,364.588	4,493.613			4,583.638	4,675.288	4,815.525
										Annual 46,332.300	48,009.000	49,416.900	50,881.350	52,375.050	53,923.350			55,003.650	56,103.450	57,786.300
350				Steno 2 - Diagnostics		SH	30004459	OEMMID12	1950	Hourly 23.580	24.270	24.988	25.719	26.475				27.005	27.544	28.370
										Monthly 3,831.750	3,943.875	4,060.225	4,179.338	4,302.188				4,388.313	4	

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.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
361				Suoviv Attendant		SH	30003052	MGVH03	2015	Hourly 20.404	21.005	21.620	22.254	22.908	23.583			24.055	24.536	25.272
										Monthly 3,426.172	3,527.090	3,630.358	3,736.818	3,846.635	3,959.979			4,039.235	4,120.003	4,243.990
										Annual 41,114.060	42,325.075	43,564.300	44,841.810	46,159.620	47,519.745			48,470.825	49,440.040	50,923.080
362				Support Service Clerk - SMHC		SMHC	30536534	CPHGM22	1885	Hourly 26.201	26.859	27.598	28.347	29.094	29.988			30.588	31.200	32.136
										Monthly 4,115.740	4,219.101	4,335.186	4,452.841	4,570.183	4,710.615			4,804.865	4,901.000	5,048.030
										Annual 49,388.885	50,629.215	52,022.230	53,434.095	54,842.190	56,527.380			57,668.380	58,812.000	60,576.360
363	23-205	J		Surical Instrument Repair Technician	Surical Instrument Repair Technician	SH	30000626	OEMHS45	2015	Hourly 39.855	41.532	43.283	45.186	47.060	48.179	49.454		50.443	51.452	52.996
										Monthly 6,692.319	6,973.915	7,267.937	7,587.483	7,902.158	8,090.057	8,304.151		8,470.220	8,639.648	8,898.912
										Annual 80,307.825	83,686.980	87,215.245	91,049.790	94,825.900	97,080.685	99,649.810		101,642.645	103,675.780	106,796.940
364				Surplus Capital Equipment Coordinator		HSC	30000119	CPHS27	2015	Hourly 25.208	25.996	25.982	26.369	26.754	27.141			27.883	28.277	29.084
										Monthly 4,232.843	4,297.995	4,362.811	4,427.796	4,492.443	4,557.426			4,648.437	4,741.463	4,833.688
										Annual 50,794.120	51,575.940	52,353.730	53,133.535	53,909.310	54,689.115			55,781.245	56,897.555	58,604.260
365	23-52DS	T		Team Leader - Food Production - SMHC	Food Services Supervisor	SMHC	30536527	CPHGM23	2080	Hourly 24.686	25.416	26.164	26.935	27.728	28.545			29.116	29.698	30.889
										Monthly 4,278.907	4,405.440	4,535.093	4,668.733	4,806.187	4,947.800			5,046.713	5,147.653	5,302.093
										Annual 51,346.880	52,865.280	54,421.120	56,024.800	57,674.240	59,373.600			60,561.280	61,771.840	63,625.120
366				Team Leader - Materials Management -		SMHC	30536650	CPHGM29	1885	Hourly 28.995	29.988	30.961	32.045	33.140	34.380			35.068	35.770	36.843
										Monthly 4,554.631	4,710.615	4,863.457	5,033.735	5,205.742	5,400.525			5,508.598	5,618.871	5,787.421
										Annual 54,655.575	56,527.380	58,361.485	60,404.825	62,468.900	64,806.300			66,103.180	67,426.450	69,449.055
367	23-53HS	T		Team Leader - Service Worker - SMHC	Housekeeping Supervisor	SMHC	30536639	CPHGM17	2080	Hourly 24.686	25.416	26.164	26.935	27.728	28.545			29.116	29.698	30.889
										Monthly 4,278.907	4,405.440	4,535.093	4,668.733	4,806.187	4,947.800			5,046.713	5,147.653	5,302.093
										Annual 51,346.880	52,865.280	54,421.120	56,024.800	57,674.240	59,373.600			60,561.280	61,771.840	63,625.120
368				Technician		RCC	Non-SAP	Non-SAP	1950	Hourly 27.432	28.341	29.073	29.832	30.618	31.725			32.469	33.066	33.986
										Monthly 4,457.700	4,589.163	4,724.363	4,863.950	5,007.925	5,153.513			5,268.500	5,363.475	5,524.350
										Annual 53,492.400	55,069.950	56,692.350	58,367.400	60,095.100	61,863.750			63,102.000	64,361.700	66,292.200
369				Training and Developmnt Coordinator -		SMHC	30536508	CPHGM31	1885	Hourly 30.961	31.822	32.770	33.778	35.007	36.269			36.995	37.734	38.866
										Monthly 4,863.457	4,998.706	5,147.621	5,305.961	5,499.016	5,697.255			5,811.296	5,927.383	6,105.201
										Annual 58,361.485	59,984.470	61,771.450	63,671.530	65,988.195	68,367.065			69,735.575	71,126.590	73,262.410
370				Trauma Data Analyst		HSC	30000042	CPHS62	1950	Hourly 28.031	28.987	29.989	31.026	32.091	33.197	34.331	35.536	36.247	36.972	38.081
										Monthly 4,555.038	4,710.388	4,873.213	5,041.725	5,214.788	5,394.513	5,578.788	5,774.600	5,890.138	6,007.950	6,188.163
										Annual 54,660.450	56,524.650	58,478.550	60,500.700	62,577.450	64,734.150	66,945.450	69,295.200	70,681.650	72,095.400	74,257.950
371				Unit Clerk		SH	30000227	MGPA4	1950	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
										Monthly 3,652.188	3,759.600	3,870.100	3,983.688	4,101.175	4,222.075			4,306.575	4,392.700	4,524.488
										Annual 43,826.250	45,115.200	46,441.200	47,804.250	49,214.100	50,664.900			51,678.900	52,712.400	54,293.850
372				Unit Clerk - Ambulatory Care		HSC	30000138	CPHS18	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
										Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
										Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
373				Unit Clerk - Children's Clinic		HSC	30000066	CPHS18	1950	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
										Monthly 3,652.188	3,759.600	3,870.100	3,983.688	4,101.175	4,222.075			4,306.575	4,392.700	4,524.488
										Annual 43,826.250	45,115.200	46,441.200	47,804.250	49,214.100	50,664.900			51,678.900	52,712.400	54,293.850
374				Unit Clerk - Inpatients		HSC	30000139	CPHS18	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
										Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
										Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
375				Unit Supplies Clerk		HSC	30000128	CPHS9	2015	Hourly 21.275	21.988	22.542	23.205	23.887	24.587			25.078	25.580	26.347
										Monthly 3,572.427	3,677.039	3,785.178	3,896.506	4,011.025	4,128.567			4,211.014	4,295.308	4,424.100
										Annual 42,869.125	44,124.470	45,422.130	46,758.075	48,132.305	49,542.805			50,532.170	51,543.700	53,089.205
376				Unit Supplies Coordinator		HSC	30000121	CPHS30	2015	Hourly 23.793	24.491	25.212	25.954	26.720	27.509			28.059	28.621	29.480
										Monthly 3,995.241	4,112.447	4,233.515	4,358.109	4,486.733	4,619.220			4,711.574	4,805.943	4,950.163
										Annual 47,942.895	49,349.365	50,802.180	52,297.310	53,840.800	55,430.635			56,538.885	57,671.315	59,402.200
377				Volunteer Assistant		CCMB	V248	Non-SAP	2015	Hourly 24.134	24.842	25.573	26.328	27.102	27.902			28.406	28.930	29.901
										Monthly 4,052.501	4,171.386	4,294.133	4,420.910	4,550.878	4,685.211			4,778.908	4,874.621	5,020.876
										Annual 48,630.010	50,056.630	51,529.595	53,050.920	54,610.530	56,222.530			57,346.900	58,495.450	60,250.515
378				Ward Clerk		Eden Mental Health Centre	Non-SAP	Non-SAP	2080	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
										Monthly 3,895.667	4,010.240	4,128.107	4,249.267	4,374.587	4,503.547			4,593.680	4,685.547	4,826.120
										Annual 46,748.000	48,122.880	49,537.280	50,991.200	52,495.040	54,042.560			55,124.160	56,226.560	57,913.440
379				Warehouse Person		HSC	30000137	CPHS18	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
										Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
										Annual 45,287.125	46,619.040	47,								

CUPE & Shared Health Employer Organization

APPENDIX "A" - SALARIES

FACILITY SUPPORT

- Monthly salaries include a 3.0% increase

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

A1. Effective April 1, 2026

Row	Standard Grp No.	Appendices	Note	Employer Classification	Standardized Title	Site*	Job/Occ Code	PSG	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
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* Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with