THE CITY OF WINNIPEG

and

THE WINNIPEG ASSOCIATION OF PUBLIC SERVICE OFFICERS

COLLECTIVE AGREEMENT

EFFECTIVE

October 18, 2015 to December 31, 2019

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THIS AGREEMENT made as of the **12th day of, July 2017 A.D.**

BETWEEN:

THE CITY OF WINNIPEG
(The "City")

and

THE WINNIPEG ASSOCIATION OF PUBLIC SERVICE OFFICERS
(The "Association")

COLLECTIVE AGREEMENT

The masculine nouns and pronouns throughout this Agreement are used for succinctness and refer to both females and males.

ARTICLE 1 - DEFINITIONS

Wherever used in this Agreement, the following definitions apply:

a) "Department" means any designated part of the administration of the City which is under executive control of an official responsible to the Chief Administrative Officer.

b) "Department Head" means the head of a department of the City.

c) "Chief Administrative Officer" means the Chief Administrative Officer of the City of Winnipeg.

d) "Incumbent Only" means that the employee's salary will be fixed at his or her current step in his or her former salary range, and he or she will receive in full any general economic wage increase negotiated between the City and the Association applied to that step in that salary range.

e) "Red Circled" means that an employee's salary will be fixed at his or her current step in his or her former salary range, and he or she will receive one-half (½) of the amount of any general economic wage increase negotiated between the City and the Association, until such time as his or her salary is at or below the maximum of the new range, at which point the employee shall receive that maximum after which the employee will receive in full any general economic wage increase.

f) "Service means length of employment with the City not broken by termination of employment, and not including the total period of any general unpaid leave of absence that exceeds one (1) month.

ARTICLE 2 - APPLICATION OF THIS AGREEMENT

2-1 This Agreement shall apply to professional, administrative and supervisory employees of the City of Winnipeg, and for more precision in determining the application of this

Agreement, without limiting the generality of the foregoing, this Agreement shall not apply to the following:

a) The Chief Administrative Officer of the City of Winnipeg;

b) Any employees of the Office of the CAO;

c) Employees of the Mayor's and Councillor's Offices;

d) Department Heads of the City;

e) Managers classified as Level II in the current organizational structure who report directly to a Department Head and who have WAPSO members report directly to them, and who exercise management functions primarily and/or are employed in a confidential capacity in matters relating to labour relations;

f) Employees of the Human Resource Planning and Services Division Staffing Branch and Occupational Health Branch, Labour Relations and Total Compensation Division, and Human Resource Systems and Research Division of the Corporate Support Services Department;

g) Employees of the Audit Department of the City;

h) Departmental Human Resource Representatives;

i) Any employees of the City covered by any current Certificates issued by the Manitoba Labour Board;

j) Employees of the Legal Services Department;

k) Assistant Clerks (to City and Deputy City Clerk), Clerks (Executive Policy and Standing Committees), Manager of Information, the Executive Assistant to the Director of Public Works, the Fiscal Planning Officer (Corporate Finance).

but shall include all other employees of the City of Winnipeg.

2-2 a) (i) It is mutually agreed that should either party herein seek any alterations to the scope of the Application of this Agreement during the life of this Agreement said alterations shall be made only with the mutual consent of both parties to this Agreement.

(ii) In the event that the parties cannot agree, the matter may be referred to arbitration in accordance with Article 15.

In determining whether a position is in scope or out of scope, the Arbitrator is limited to using only the same criteria as the Manitoba Labour Board. [2017]

b) It is also understood and agreed that for any employee other than those currently excluded to be considered to fall under the exclusions set out in Sub-Paragraphs (b), (c), (f), (g), (h) and (i) of Article 2-1, that employee must perform functions of the kind performed by employees covered by those exclusions as of the date of

the signing of this Agreement; and further that any transfer of any Branch, Division or Department to any of the excluded areas set out in said Sub-Paragraphs shall be made only with the mutual consent of both parties to this Agreement.

ARTICLE 3 - BARGAINING AGENT

3-1 The City hereby recognizes the Association as the sole bargaining agent for the employees covered by this Agreement, as stated in Article 2 herein.

3-2 The City agrees that the members of the Executive of the Association (fifteen [15] in number) will be allowed time off with pay for Association business. **Notification of time off must be submitted to the Department Head in writing with as much notice as possible. [2017]**

Notwithstanding the foregoing, leave for education related Association business will only be granted with:

a) the approval of the Department Head which shall not be unreasonably withheld; and

b) the condition that the Association undertakes to reimburse the City for wages where it is necessary to replace the employee.

ARTICLE 4 - SALARIES

The City of Winnipeg shall increase all biweekly rates in effect on Pay Period #22, 2014 as follows:

Effective October 31, 2015 – 2.2%
Effective October 31, 2016 – 2.0%
Effective December 24, 2017 – 2.0%
Effective December 23, 2018 – 1.0%
Effective June 23, 2019 – 1.0% [2017]

Market Adjustments

Apply an additional market adjustment for incumbents in positions that require a Professional Engineer and where the professional is registered as a Professional Engineer with the APEGM.

- Effective Pay Period #22, 2008 – two and one-half percent (2.5%) adjustment above the employee's regular rate as determined by their grade and step on Schedule A1/A2.

The market adjustment shall be applied to the base pay only and shall not be applied to any other premiums, sick leave cash out or severance payments. The market adjustment shall be applied biweekly and remain in effect until **December 31, 2019** unless otherwise extended by agreement or as provided for by the Letter of Understanding Re: Recruitment and Retention.

For clarity the two and one-half percent (2.5%) market adjustment will be applied to any step increase or general wage increase received by the employee during the two (2) year period.

A1/A2 Salary Schedule

Whereas the City asserted, on the basis of a Hay Group Salary Survey Report, that certain WAPSO top salaries were greater than what the Report called "market", and whereas WAPSO does not agree with the Report's methodology, assumptions, overall validity, and findings, or the City's interpretation of same, and whereas WAPSO has agreed for its own purposes to the creation of a new Salary Schedule for employees hired on or after Pay Period #22, 2001 (October 21, 2001), the parties agree as follows:

As of Pay Period #22, 2001 the rates of pay for the various Administrative Salary Levels (Grades) for the duration of this Agreement shall be as set out in Schedules A1 and A2. Schedule A1 shall apply to all employees who are on payroll as of Pay Period #22, 2001 ("Schedule A1 employees"). Schedule A2 shall apply to employees hired on or after Pay Period #22, 2001 (October 21, 2001) or to Schedule A1 employees who move to Schedule A2 as provided in this Article ("Schedule A2 employees").

Schedule A1 employees will continue to be paid in accordance with Schedule A1 unless and until they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade), in which case they will become Schedule A2 employees.

Given that an employee-initiated or Association-initiated reclassification results in a Schedule A1 employee becoming a Schedule A2 employee, whereas a City-initiated reclassification will keep the Schedule A1 employee on Schedule A1, the City agrees that it will reclassify Schedule A1 employees when they reasonably ought to be reclassified and, in accordance with Section 80(2) of The Labour Relations Act, will, in administering this Clause, act fairly, reasonably and in good faith, and in a manner consistent with the Collective Agreement as a whole.

A Schedule A1 employee who is at Administrative Salary Level 1 at Step 17 or higher and who becomes a Schedule A2 employee at Administrative Salary Level 2 will be placed at a salary level equal to what the employee would have received under Schedule A1, and then will be treated as an incumbent only with respect to economic wage increases.

(Schedule A2)

Effective November 19, 2008 implement the following additional steps in accordance with Schedule A1:

WAPSO Grade X1 – Steps 10, 11 and 12
WAPSO Grade X2 – Steps 12, 13 and 14
WAPSO Grade X3 – Steps 17, 18 and 19
WAPSO Grade X4 – Steps 19, 20 and 21.

ARTICLE 5 - VACATIONS

With the intent of establishing April 30th as the date to which entitlement to annual vacation leaves of all employees shall be computed, then all employees shall accumulate vacation entitlement with pay, in accordance with his or her years of employment as hereinafter provided:

a) The number of working days of paid annual vacation entitlement for employees, who at the last preceding first day of May, had less than one (1) year of service shall be equal to

fifteen-twelfths (15/12ths) of the number of months worked in the twelve (12) month period immediately prior to the said first day of May, calculated to the nearest half (½) day.

b) All employees who have completed one (1) year of service as of April 30th shall be entitled to three (3) calendar weeks of annual vacation.

c) All employees shall be granted four (4) calendar weeks of annual vacation in the calendar year of their fourth (4th) anniversary of service and in each year thereafter.

d) All employees shall be granted five (5) calendar weeks of vacation in the calendar year of their eleventh (11th) anniversary of service and in each year thereafter.

e) All employees shall be granted six (6) calendar weeks of vacation in the calendar year of their twenty-first (21st) anniversary of service and in each year thereafter.

f) If the number of months worked by an employee in the year prior to a vacation period is less than twelve (12) months, the vacation to which he or she is entitled in that vacation period shall be reduced proportionately to the number of months worked, calculated to the nearest half (½) day.

The Department Head shall be responsible for arranging the holiday schedule prior to May 1st of any year, taking into consideration the requests received from employees when submitted to him or her prior to April 15th.

ARTICLE 6 - PUBLIC HOLIDAYS

6-1 The following days shall be observed and compensated in time off as public holidays:

a) New Year's Day
b) Louis Riel Day
c) Good Friday
d) Easter Monday
e) **Victoria Day**
f) **Canada Day**
g) **Terry Fox Day**
h) Labour Day
i) Thanksgiving
j) Remembrance Day
k) Christmas Day
l) Boxing Day **[2017]**

and any day proclaimed as a public holiday by the Federal Government, Government of Manitoba, or the City of Winnipeg.

If any of the above holidays should fall on a Saturday or Sunday, it shall be observed on the first following working day or as mutually agreed between the City and the Association.

Any employee covered by this Agreement who works on a Public Holiday shall be granted, in addition to his or her regular rate of pay, compensation at the rate of double

time (2x) either in time off, or in pay, the method of compensation to be at the discretion of the Department Head.

In those cases where an employee has compensating time off credits, carry over from year to year will not be permitted. All outstanding balances will be cashed out at December 31st of the calendar year in which they were earned. [2017]

6-2 Christmas Eve

One-half (½) day shall be granted on the employee's last normal working day immediately preceding Christmas Day. This holiday shall be granted as provided to those employees who can be permitted time off. For those employees required to work, payment shall be made at the regular rate of pay, and another one-half (½) day of compensating time off shall be granted at a time mutually convenient to the employee and Management.

ARTICLE 7 - SICK PAY REGULATIONS

7-1 Sick Leave Defined:

Sick leave means the period of time an employee is absent from work with full pay by virtue of being sick or disabled or under examination or treatment of a physician, chiropractor, dentist, or because of an accident for which compensation is not payable under the Workers' Compensation Act.

7-2 Annual Paid Sick Leave:

Every employee will be granted one and one-quarter (1-1/4) days of sick leave for each month of service. Employees will be credited in advance with a maximum of fifteen (15) days of sick leave on January 1 of each year. Sick leave credits will not accumulate during the period an employee is absent on non-paid leave or disability benefits.

7-3 Accumulation of Sick Leave:

The unused portion of an employee's annual paid sick leave shall accrue to his or her future benefit.

7-4 Deductions from Sick Leave:

A deduction shall be made from accumulated sick leave of all normal working days absent due to sickness. No deductions for absences on account of sickness will be made for a period of two (2) hours or less, to a maximum of six (6) such absences per calendar year.

An employee who has had accumulated sick credits and subsequently used all his or her credits will be entitled to the benefit of this Article regarding absences of two (2) hours or less.

7-5 Use of Overtime or Compensation Time:

After he or she has exhausted all sick leave credits, any employee, upon submitting a written request to his or her Department Head, may use, for bona fide sick leave

purposes, any overtime or compensating credits or vacation credits available to him or her.

7-6 Leave Without Pay:

Leave without pay shall be granted to an employee who does not qualify for sick leave with pay, or who has exhausted his or her accumulated sick leave credits.

7-7 Notification of Employer:

Every employee shall immediately notify or cause someone on his or her behalf to notify his or her Department if he or she is unable to report to work through sickness.

7-8 Proof of Illness:

The City may require an employee, on returning to work, to produce a certificate from a medical practitioner, chiropractor or dentist certifying that he or she was unable to carry out his or her duties due to sickness. Such certification may be subject to review by the City's medical practitioner(s), chiropractor(s) or dentist(s).

In addition, employees absent due to extended sickness may be required to produce a medical certificate including, where possible, the estimated date of return of the employee. Employees shall not ordinarily be required to provide any additional medical certificate prior to return except in the following circumstances:

a) once every twenty (20) working days where no estimated date of return can be provided;

b) where the absence exceeds the estimated date of return.

7-9 Sickness While on Vacation:

Where an employee on vacation becomes sick to the extent that he or she requires the services of a medical practitioner or licensed chiropractor, provided such sickness is shown to be in excess of three (3) days, such employee shall be allowed to use his or her sick leave credits for the period the medical practitioner or licensed chiropractor states he or she would have been unable to carry out his or her duties at work.

7-10 Abuses of Sick Leave:

The City and the Association agree that suspected abuses of sick leave will be investigated and proven instances of abuse will result in disciplinary action being taken against the employee.

7-11 Right to See Sick Leave Record:

Upon request to his or her immediate supervisor, the employee's sick leave record will be made available for him or her.

7-12 Sick Pay Supplement for Rehabilitative Employment:

Rehabilitation is the mutual responsibility of both the employer and employee. If, as a result of sickness or accident, an employee is unable to perform the normal functions of his or her position, but is, however, capable of performing in an alternate position which the City is prepared to make available to the employee, the employee must cooperate and participate in the return to work process. The following shall apply in the return to work process:

a) Upon medical certification satisfactory to a medical practitioner designated by the City, the employee will be assigned to the alternate position at the appropriate rate of pay for that position.

b) The employee shall be entitled on a biweekly basis to utilize his or her accrued sick credits in units of one-half (½) days in order to supplement his or her rate of pay in the alternate position; but the combination of sick pay supplement and rate of pay in the alternate position shall not exceed the regular rate of pay in his or her former position.

c) These sick leave supplements shall cease as soon as the employee qualifies for disability benefits.

7-13 Sick Pay Supplement While on Disability Benefits:

Where employees are utilizing sick credits to supplement disability pensions, sick leave credits will be granted on a pro rata basis. For example, an employee making up one-quarter (¼) of his or her salary with sick leave credits would be eligible for one-quarter (¼) of the sick leave accumulation normally granted to an employee working full-time. Employees absent on Workers' Compensation will be eligible for full sick leave credits.

7-14 Care for Family Members

An employee shall be allowed to utilize a maximum of three (3) days per year of accumulated sick leave credits for the purpose of providing care for his or her spouse, dependent child, parents, parents-in-law, or grandchild who is ill. In cases of suspected abuse, Management may require proof of illness of the family member as in Article 7-10 above.

7-15 Unused Sick Leave Credits for Employees Hired Before February 8, 1995

The City agrees that in the case of an employee, hired before February 8, 1995, who has unused sick leave credits, that upon retirement, death or termination of service caused by the transfer of a departmental function, either in total or in part, from the City to another administration said employee shall be entitled, or his or her estate shall be entitled, as the case may be, to receive payment for said unused sick leave credits by monetary payment or retirement leave (the choice of receiving the said monetary payment or taking retirement leave to be at the sole discretion of the employee) an amount equivalent to the total of:

a) the number of unused sick leave days standing to his or her credit which were accumulated during the last five (5) years of service multiplied by the daily rate of

his or her permanent or regular position effect on his or her last day of service; and in addition

b) twenty-five percent (25%) of the number of unused sick leave days standing to his or her credit which were accumulated during the period immediately preceding the last five (5) years of service, multiplied by the daily rate for his or her permanent or regular position, in effect on his or her last day of service up to a maximum of one hundred and thirty-two (132) days (for Part [b]).

c) For greater clarification, an employee who has acted in a higher classification(s) for more than one hundred and twenty-six (126) days in his or her last two hundred and fifty-two (252) days of service will have the rate of pay calculated on the basis of an average based on time spent in permanent or acting classifications over the last five (5) years (sixty [60] months) of service.

d) It is agreed that if an employee elects to take pre-retirement leave instead of a lump sum payment for sick leave cashout, no additional benefits accumulate during that period of pre-retirement leave.

The value of pre-retirement leave is calculated, and then divided by the employee's daily rate of pay to determine the length of the period of pre-retirement leave. During this period, the employee does not accumulate additional sick leave, vacation or statutory holiday credits, nor do they receive any increments nor economic adjustments/negotiated increases.

7-16 Severance Payments for Employees Hired After February 8, 1995

Employees who are hired by the City after February 8, 1995 shall be entitled to receive a severance payment upon retirement, death or termination of service caused by the transfer of a departmental function, either in total or in part, from the City to another administration calculated as follows:

a) One (1) day's pay per year of service for the first fifteen (15) years of service; plus

b) Two (2) day's pay per year of service from Year Sixteen (16) and beyond.

7-17 Integration of Manitoba Public Insurance Corporation P.I.P.P. Benefits with Sick Leave Benefits

The City and WAPSO agree that, as a result of the introduction of the Personal Injury Protection Plan (P.I.P.P.) by the Manitoba Public Insurance Corporation, any employee covered by this Agreement, who is in receipt of benefits under the provisions of this Article, must integrate and coordinate those benefits to ensure that the total benefits provided under both programs do not exceed one hundred percent (100%) of net take home pay. This integration and coordination of benefits shall occur in the following manner:

a) The total value of income top up provided under Article 7 shall be charged against the employee's accumulated sick leave. Should the employee not have sick credits to his or her standing at the time of application for the integration and coordination of benefits, he or she shall be entitled to utilize other available

credits to provide top up in accordance with Article 7-5. An employee who has exhausted all compensating or vacation credits, shall be entitled to only those benefits provided under P.I.P.P.

b) For the integration and coordination or benefits to occur, an employee must be injured in an automobile accident and, as a result of his or her injury, be unable to perform the duties of his or her normal classification and are therefore eligible to receive sick pay benefits.

c) Employees who choose to integrate P.I.P.P. benefits with paid sick leave shall be entitled to receive all other benefits set out under this Agreement, during the period that one hundred percent (100%) of net take home pay is provided under this Agreement, for a maximum period of six (6) months or until approved for disability benefits through the Employee Benefits Board.

d) Employees receiving such benefits shall be advised by the City, within thirty (30) days of having their P.I.P.P. and sick pay benefits integrated and coordinated, that they may apply for disability benefits through the Employee Benefits Board.

ARTICLE 8 - WORKERS' COMPENSATION

Rehabilitation is the mutual responsibility of both the employer and employee. If, as a result of a compensable sickness or accident, an employee is unable to perform the normal functions of his or her position, but is, however, capable of performing in an alternate position which the City is prepared to make available to the employee, the employee must cooperate and participate in the return to work process.

8-1 In all cases where compensation for loss of wages is paid by the Workers' Compensation Board on account of injury to the employee, the employee shall be allowed compensation as follows:

a) During the time he or she is totally incapacitated to the extent of his or her net pay as of the date of his or her injury and as such net pay for the classification changes from time to time thereafter.

b) Where such an employee is not totally incapacitated and therefore employable, and is offered suitable employment, within the City, procured for him or her by the City, in an amount sufficient to bring the salary of the position offered up to that in (a) above, should the employment offered be found to be suitable and the employee still does not accept the position, all supplementary payments from the City shall cease.

This payment shall reflect the non-taxable status of payment attributable to Workers' Compensation benefits. In the event that legislation is passed which makes Workers' Compensation benefits taxable, payments provided for in (a) above will be revised so as to ensure the employee will continue to receive the net pay set out in that Paragraph.

For purposes of this Article, net pay is defined as the employee's regular pay, less regular deductions for Employee Benefits Board contributions, Canada Pension Plan contributions, Employment Insurance contributions, dues allotments, income taxes and other proper deductions that were regularly

deducted at the time the employee commenced receiving Workers' Compensation benefits.

c) The employee shall continue to receive all benefits during the time he or she is in receipt of Workers' Compensation payments for a maximum of one (1) year from the date of original injury. After one (1) year, only the following benefits will apply:

- pension
- group insurance
- dental and vision
- accumulation of service for purposes of calculated credits but not the accumulation of credits.

8-2 a) Where an employee has submitted a claim for Workers' Compensation benefits which will clearly result in the payment of such benefits, Section 1 of this Article will apply immediately, such that the employee will receive the appropriate pay on his or her regular pay days, notwithstanding that the Workers' Compensation Board has not yet made a determination.

b) Where an employee submits a claim for Workers' Compensation benefits, the validity of which is not readily apparent upon objective evidence, salary continuance will not be provided. In this case however, the City agrees, without prejudice to its rights and legal liabilities, that an employee may apply for utilization of his or her sick leave credits while waiting for adjudication by the Workers' Compensation Board. In that case the employee must immediately notify his or her Department he or she is unable to return to work. In addition, the employee must, if requested, provide medical certification stating he or she is unable to carry out his or her duties. Such certification must be acceptable to the City's Medical Practitioner. In that case the City would monitor the absence in accordance with the Sick Leave Article, pending the Workers' Compensation Board determination. In the event the employee has exhausted his or her sick leave credits, then he or she may similarly use accumulated vacation credits. If the Worker's Compensation Board accepts the claim, the employee's sick leave records and/or accumulated vacation credits shall be credited with the number of days for which payment was authorized by the Board.

ARTICLE 9 - CHANGES IN WORKING CONDITIONS OR POSITIONS

9-1 The City agrees to notify the Association of any change being made concerning the duties, responsibilities and qualifications for any positions covered under this Agreement, or of any proposed additions and deletions of positions covered by this Agreement, and to hold discussion with the Association on such matters prior to implementation.

9-2 The City agrees to hold prior discussion with the Association concerning any studies and/or task forces which might be instituted pertaining to any terms and conditions of employment for positions covered by this Agreement.

ARTICLE 10 - PROMOTIONS

10-1 Job Posting

a) The City agrees, prior to filling a vacant position covered by this Agreement and newly created positions which fall within the scope of this Agreement, the position shall be bulletined, except as outlined below.

i) Positions may be filled on an "acting" basis without a bulletin for a period not normally to exceed six (6) months. Where such an "acting" appointment does exceed six (6) months and where the City has good reason to believe that the situation will continue beyond a further six (6) months, the vacancy shall be bulletined. The City will do all that it is reasonably able to do to keep any extensions of the first six (6) months to a minimum.

ii) It will not be necessary to bulletin a vacancy that is to be filled through return of an employee from authorized leave of absence, through redeployment of a supernumerary employee, or through redeployment of an employee for rehabilitative purposes, subject to the agreement of the Association, which shall not be unreasonably withheld.

iii) It will not be necessary to bulletin a position where it is mutually agreed between the City and the Association that, because of extenuating circumstances, a bulletin is not appropriate.

iv) It shall not be necessary to bulletin a position which has been assigned a higher salary level as a result of reclassification to the benefit of the incumbent.

v) It will not be necessary to bulletin a new temporary position for a period that will not normally exceed six (6) months, where the City has a specific need for a particular skill set that an existing WAPSO employee possesses. In such a case, the City may "second" that employee to fill that position provided that the provisions of Article 10-2(a) apply as if the filling of that position were the filling of a vacancy or newly created position. The City may extend the period for a further six (6) months only with the Association's consent, which will not be unreasonably denied. If the position continues beyond twelve (12) months, then the position shall be bulletined.

b) For positions covered by this Agreement, the City agrees to post job bulletins throughout all Departments of the City, and not make an appointment to the position until seven (7) days from the date of posting.

c) The City agrees to notify the Association, in writing, of all vacancies and newly created positions within the scope of this Agreement at the same time said vacancies and newly created positions are bulletined as per Article 10-1(a) above. Further, the City agrees to notify the Association, in writing, of the name of the person who obtained the position within seven (7) days of the filling of said vacancy or newly created position.

10-2 Appointments and Promotion

a) It is mutually agreed between the parties herein that in filling vacancies and newly created positions, emphasis shall be placed upon individual ability, achievement and performance rather than length of service with the City, but length of service shall nevertheless be considered by the City in filling vacancies and newly created positions.

b) The date on which the successful applicant is appointed to his or her new position will be determined by the City, normally within sixty (60) calendar days following selection. If the City subsequently requires the appointment to be delayed beyond the determined date, the successful applicant's salary will be adjusted from the determined date.

c) An employee promoted to a position with a higher salary grade shall be assigned to the next higher step in the new grade which provides at least a five percent (5%) salary increase, or to the maximum step, whichever is less. Where the employee is scheduled for an increment within the next six (6) months, an additional step shall be granted.

10-3 Annual Increments

a) Continuing with the current practice, an employee who is eligible to receive an annual increment will receive that increment unless he or she performs unsatisfactorily. **When the City determines that an employee is not eligible for a scheduled increment due to unsatisfactory performance, where possible, the employee shall be advised in writing one (1) month prior to the date such increment comes due. [2017]**

b) An employee who has changed position will be eligible to receive an annual increment on the anniversary of the date he or she was appointed to that position (the "anniversary date").

c) An employee who is placed in a higher rated position in an acting capacity who receives the rate of pay of that higher rated position, and who continues in an unbroken period of temporary appointment to that position, will be eligible for the annual increment of the higher rated position effective on the anniversary of the date he or she took on the duties of the higher rated position (the "anniversary date").

d) An employee who is appointed to a permanent position directly following a period of acting in that position will be eligible for the annual increment of the higher rated position effective on the anniversary of the date he or she took on the duties of the higher rated position (the "anniversary date").

e) The anniversary date of an employee who has taken a general unpaid leave of absence greater than one (1) month in duration will be moved to a date later in time in an amount equal to the total period of that leave. For greater clarification and as an example, an employee who would normally have received an increment on March 1, 1992, and who took a two (2) month general unpaid leave of absence in July and August, 1991, would have his or her anniversary date moved forward to May 1, 1992. [**2017]**

10-4 Temporary Changes in Position

a) Notwithstanding anything hereinbefore contained, a permanent employee who accepts a temporary or term position shall, upon termination of that position, be placed in a permanent position comparable to , and at an administrative salary level and step not less than that held prior to the employee's appointment to the temporary or term position.

b) If there is not a comparable position available, the employee shall be allowed to revert to his or her original position. Should the employee revert to his or her original position, every effort will then be made to place the person occupying the original position into a comparable position at the same administrative salary level and step.

c) When an employee is required to assume essentially all the duties and responsibilities of a higher rated position for a continuous period exceeding six (6) weeks or a shorter duration assignment that continues for longer than six (6) weeks, he or she shall receive at least the minimum salary of the position in which he or she is acting commencing the first day of such assignment. Otherwise, acting pay shall not be payable for assignments six (6) weeks or less in duration. Where acting pay is due, it shall be paid at the lowest step that provides for at least a five percent (5%) increase in the employee's regular salary.

ARTICLE 11 - PROBATIONARY PERIOD

11-1 Any employee engaged by the City into a WAPSO position, who comes from outside the Civic Service shall serve a probationary period of twelve (12) months. In all other cases, the probationary period shall be six (6) months unless otherwise stipulated at the time of appointment, or extended in accordance with this Agreement to a maximum of twelve (12) months.

11-2 a) Any employee transferred or promoted shall retain rights in the position which he or she held prior to such transfer for a period of six (6) months. During this six (6) month probationary period he or she may return to his or her former position at his or her own request or at the instance of Management if found unsuitable without loss of accumulated rights except for promotions that may have taken place during the period of his or her absence and which were dealt with in accordance with the provisions of this Collective Agreement.

b) Notwithstanding the foregoing, where in the opinion of the Department Head, circumstances so warrant, the extension of the six (6) month probationary period shall be effected by advising the employee involved in writing of the extension with a copy to the Association. Any probationary period extensions shall be effected either at the time of appointment or within the initial probationary period. Where such probationary period extensions are approved, during the period of the extension, the employee may return to his or her former position at his or her own request or at the instance of Management if found unsuitable.

11-3 The City will provide reasons to the employee for any decision to extend probation, to return the employee to his or her former position if found unsuitable, or to dismiss said employee during a probationary period.

ARTICLE 12 - MANAGEMENT RELATIONS COMMITTEE

A Management Relations Committee, comprised of three (3) members of the Association executive or their designates, and the Director of Corporate Support Services, the Coordinator of Labour Relations and one (1) other member appointed by the Director of Corporate Support Services, or their designates, shall meet on an "as required" basis at the request of either party to consider matters of mutual concern.

ARTICLE 13 - OVERTIME

Where an employee feels he or she is working an inordinate amount of overtime hours then he or she shall first contact his or her Department Head who shall make such arrangements as he or she deems fair and reasonable. If the employee feels that the Department Head has not resolved the matter, then he or she may report the matter to the Executive Committee of the Association and the said Executive Committee, in its sole discretion may refer the matter to the Management Relations Committee as established under this Collective Agreement.

Overtime hours worked shall be compensated for in accordance with the Letter of Understanding RE: Overtime.

ARTICLE 14 - LEAVE OF ABSENCE

An employee granted either parental leave or maternity leave in accordance with this Agreement will be entitled to the continuation **of coverage for** pension, group life insurance, **dental, vision, ambulance and semi-private hospital** as if they were at work at their regular salary. Employees must make their own normal contribution. **[2017]**

14-1 Maternity Leave

a) The City shall grant maternity leave to a female employee who has completed six (6) months of service and who submits an application, in writing, to her Department Head for a leave at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and who provides her employer with a certificate from a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.

b) An employee may elect maternity leave under either Plan A or Plan B, depending upon which criteria she meets.

PLAN A

a) The City shall grant maternity leave to a female employee who has completed six (6) months of service and who submits an application, in writing, to her Department Head for a leave at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and who provides her employer with a certificate from a duly qualified medical

practitioner certifying that she is pregnant and specifying the estimated date of her delivery.

b) The maternity leave shall consist of a period, not exceeding twenty (20) weeks if delivery occurs on or before the estimated date of delivery specified in the certificate mentioned above, or a period of twenty (20) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned above and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.

c) The maternity leave granted shall commence no earlier than **seventeen (17)** weeks preceding the estimated date of delivery and shall terminate no later than twenty (20) weeks following the actual date of delivery. **[2017]**

d) Maternity leave under Plan A shall be considered as leave of absence without pay.

e) The employee returning to work after maternity leave shall provide the City with at least two (2) weeks of notice prior to the date of returning to work. On return from maternity Leave, the employee will be placed in a position comparable to and at not less than the same wages as her position prior to her commencement of maternity leave and without loss of seniority benefits which had accumulated at the date of her departure.

f) The City may, notwithstanding the above, vary the length of maternity leave upon proper certification by the attending physician.

PLAN B (Effective December 21, 1986 and amendments with respect to part-time employees effective Jan 1, 2002)

1. In order to qualify for Plan B, a pregnant employee must:

a) have completed twelve (12) months of full-time service or equivalent for part-time employees;

b) Submit to the Department Head an application, in writing, for leave under Plan B at least four (4) weeks before the date specified by her in the application as the date on which she intends to commence such leave.

c) Provide the City with a certificate from a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.

d) Provide the City with proof that she has applied for Employment Insurance benefits and that Human Resources and Skills Development Canada (the HRSDC) has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to Section 22 of the Employment Insurance Act, 1997.

2. An applicant for maternity leave under Plan B must sign an agreement with the City to provide that:

a) she will return to work and remain in the employ of the City for the equivalent of at least six (6) months of full time employment following her return to work; within two consecutive years; and

b) she will return to work on the date of the expiry of her maternity leave unless this date is modified by the City in accordance with Plan B-3(c); and

c) should she fail to return to work as provided under (a) and/or (b) above, she will be required to reimburse the City for the full amount of pay received from the City as maternity allowance during the entire period of maternity leave.

3. An employee who qualifies is entitled to a maternity leave consisting of:

a) a period not exceeding twenty (20) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Plan B-1(c); or

b) a period of twenty (20) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Plan B-1(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate.

c) The City may, notwithstanding the above, vary the length of maternity leave upon proper certification by the attending physician.

4. During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance in accordance with Plan B as follows:

a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay.

b) For up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the Employment Insurance benefits the employee is eligible to receive and ninety-three percent (93%) of her weekly rate of pay. For part-time employees, weekly rate of pay will be the amount determined by Human Resources and Skills Development Canada.

c) All other time as may be provided under Plan B-3 shall be on leave without pay basis.

5. The employee returning to work after maternity leave shall provide the City with at least two (2) weeks of notice prior to the date of returning to work. On return from maternity leave, the employee will be placed in a position comparable to and at not less than the same wages as her position prior to her commencement of maternity leave and without loss of seniority benefits which had accumulated at the date of her departure.

14-2 Parental Leave

Subject to the provisions of this Article, leave of absence not to exceed the following duration shall be provided:

i) Fifty-two (52) consecutive weeks of parental leave; or

ii) Fifty-four (54) consecutive weeks combined maternity and parental leave. [2017]

a) The City will grant a leave of absence not to exceed fifty-two (52) continuous weeks to any employee who has completed **seven (7) months** of service with the City for the purpose of the actual care and custody of a child after becoming a natural or adoptive parent. The employee shall submit an application, in writing, stating the duration of leave requested, to their Department Head for parental leave at least four (4) weeks before the day on which leave is intended to commence except in the case of an employee intending to take maternity leave in which case the employee shall submit their application for parental leave at the same time as their application for maternity leave. **[2017]**

b) Parental leave must commence no later than the first anniversary date of the birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee. However, where an employee intends to take parental leave in addition to maternity leave, the employee must commence the parental leave immediately on expiry of the maternity leave without a return to work after expiry of the maternity leave and before commencement of the parental leave.

c) Parental leave shall be considered leave of absence without pay.

d) Sick leave credits will not accrue for any period of time the employee is absent on parental leave.

e) The employee returning to work after parental leave shall provide the City with at least four (4) weeks of notice, in writing, prior to the date of returning to work except in the case of an employee taking more than seventeen (17) weeks of parental leave, in which case at least twelve (12) weeks of notice, in writing, shall be required.

f) On return from parental leave, the employee will be placed in a comparable position at not less than the same wages as their position prior to commencement of parental leave and without loss of seniority which had accumulated at the date of their departure.

g) An employee on parental leave shall remain eligible for promotion providing the employee is available when required by the Department.

14-3 Bereavement Leave

Effective September 8, 2013:

An employee who has completed six (6) months of service with the City shall, at his or her request, be granted up to four (4) working days of leave with pay for purposes of making arrangements for, or attending a funeral in the event of death of a member of his or her immediate family. For purposes of this Article, immediate family shall mean wife, husband, child, brother, sister, sister-in-law, brother-in-law, father, mother, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandparents, grandparents-in-law, or grandchild. This period of absence will not be deducted from his or her accumulated sick pay credits.

14-4 Funeral Leave

An employee who has completed six (6) months of service with the City shall be granted one-half (½) day of leave without loss of salary or wages to attend a funeral as a pallbearer. Where circumstances warrant, such leave may be extended at the discretion of the Department Head or his or her designate.

14-5 General Leave

An employee may be granted leave of absence without pay and without loss of accumulated benefits for compassionate or other special reasons on approval of the Head of the Department, or his or her designate, where, in the opinion of Management, such leave will not adversely affect the operation of the Department.

To the extent possible and practical, the terms of employment for the employee upon his or her return from a general leave of absence in excess of thirty (30) days shall be established, in writing, between the employee, the City of Winnipeg and the Association at the time of the approval of the leave of absence.

NOTE: A general leave of absence greater than one (1) month in duration affects an employee's anniversary date for purposes of annual increments and an employee's service. See Article 1 for definition of "service" and Article 10 respecting annual increments.

14-6 Jury or Court Witness Duty

The City will grant a leave of absence with pay to an employee who is required to be absent from his or her duties as a result of jury or court proceedings other than those occasioned by the employee's own personal affairs. The employee will turn over to the City the payments he or she receives for such service, excluding payments for travelling, meals or other expenses. The employee will present proof of service and payment received.

14-7 Benefits While on Leave Without Pay

Employees who are on an authorized leave of absence, without pay, will be allowed, on request, to pay the premiums for the fringe benefits as provided in this Agreement within the policies and regulations governing said benefits.

ARTICLE 15 - EMPLOYEE GRIEVANCES

15-1 Definition:

Subject to Article 25-1(m)– Position Evaluation, the word “grievance” used throughout this Article shall mean a complaint involving any matter relating to wages, hours of work, other terms or conditions of employment, or any other working condition of any employee covered by this Agreement and shall include, without restricting the generality of the foregoing, any difference between the parties relating to the meaning, interpretation, application or alleged violation of this Agreement, or any part thereof.

15-2 It is always preferable that employee-employer differences be resolved directly between the employee and his or her supervisor. Where that is not possible, the grievance procedure is intended to provide a process of resolution that is positive and constructive. The grievance procedure outlined hereafter is an extension of the problem solving process, and is intended to resolve differences in an expeditious manner so far as possible. In keeping with that intent, the parties agree to disclose and exchange all particulars and information, excluding internal privileged documents, respecting the matters of the grievance, throughout the grievance process and at all times as early as reasonably possible to promote settlement at the earliest possible stage.

15-3 Preamble:

a) Steps 1 to 3 of the following procedure shall apply to all matters of grievance with the exception of disciplinary matters. In the case of matters of a disciplinary nature, an employee who feels he or she has been unjustly dealt with may proceed directly to Step 2 of the following procedure.

b) Notwithstanding the time limits specified in the following grievance procedure, longer time periods may be substituted by mutual agreement. Such agreement shall not be unreasonably withheld.

15-4 Grievance Procedure:

Should any employee subject to this Agreement believe he or she has been unjustly dealt with, or that any of the provisions of this Agreement have been violated, he or she shall attempt to resolve the grievance in the following manner:

Step 1

Within thirty (30) working days of the event, or final event in a series of events which have occurred over a period not to exceed twenty-four (24) months, or of the alleged violation of the Collective Agreement, the employee shall discuss the matter with his or her immediate supervisor.

Step 2

If the employee does not obtain satisfaction from the immediate superior and wishes to pursue the grievance further, then the employee shall, within sixty (60) working days of

the event outlined in Step 1; or, if the event in question is a disciplinary matter, within fifteen (15) working days of disciplinary action:

a) proceed with a written grievance directly to the **Labour Relations Department (labourrelations@winnipeg.ca)**, **and** the Department Head, or designate, concerned; or

b) refer the grievance to the Association who shall, within the above referenced time frame, make initial notification, in writing, to the **Labour Relations Department (labourrelations@winnipeg.ca) and** the Department Head, or designate, concerned.

Following receipt of the written grievance from either the employee or the Association, a hearing will be arranged before the Department Head, or designate, concerned within fifteen (15) working days. The Department Head or designate will render his or her decision, in writing, within ten (10) working days of the hearing.

Step 3

If the decision of the **Department Head, or designate** fails to resolve the grievance to the satisfaction of the Association, the Association may decide to go to arbitration and, having made that decision, they shall, within twenty (20) working days of receiving the written decision of the **Department Head, or designate**, refer the grievance to arbitration, in accordance with the provisions of Article 15 (Sub-Articles 8-14) of this Agreement. **[2017]**

15-5 The City agrees to recognize the Association as the sole agency through which grievances covered under this Article will be processed; provided that this will not prevent an employee from processing a grievance on his or her own behalf in accordance with the provisions of Steps 1 to 3 of this Article.

15-6 The Association may process a grievance of a general nature (called a "policy grievance") with respect to matters of dispute which affect the general membership of the Association. Such a policy grievance would be processed in accordance with the provisions of this Article.

15-7 In the event of any controversy concerning the meaning, interpretation or alleged violation of this Agreement or any portion thereof, and in the event that a satisfactory adjustment cannot be reached between the parties by following the procedures outlined in Steps 1 to 3 above, either party may submit such dispute to arbitration. It is agreed between the parties that in those cases it is desirable to use a single arbitrator.

Referral to Arbitration

15-8 Pursuant to Article 15-7 a single arbitrator will be used unless the parties agree to invoke a three (3) person board.

15-9 Where the parties agree to a single arbitrator, he or she shall be selected by mutual consent. In the event the parties cannot agree on a single arbitrator within twenty (20) working days, the arbitration will revert to a three (3) person board.

15-10 Pursuant to Article 15-8 or 15-9, where the arbitration uses a three (3) person board, the party originating the arbitration request shall notify the other party by registered mail, the name of its nominee to an arbitration board. Within fifteen (15) days thereafter, the other party shall answer by registered mail indicating the name and address of its appointee to the Arbitration Board. The two (2) Arbitrators shall meet to select an impartial chairperson.

15-11 If the recipient of the notice fails to appoint an arbitrator, or if the two (2) appointees fail to agree upon a chairperson within seven (7) days of appointment, the other party may request the **Manitoba Labour Board** to select such arbitrator. **[2017]**

15-12 An arbitrator or board of arbitration appointed pursuant to this Article, shall meet and hear the evidence from the Association and from the City, and shall issue an award within ninety (90) calendar days after completion of hearing the evidence, unless the parties hereto agree to extend or abridge the time for issuance of the award. An award issued by an arbitrator, or by a majority in the case of a board of arbitration, shall be deemed to be final and binding on all parties to the arbitration.

15-13 An arbitrator or board of arbitration shall have the authority to determine whether any matter referred to it is arbitrable.

15-14 The City and the Association agree that each will bear an equal share of the fees and expenses incurred as a result of the appointment of a single arbitrator, and in the case of a board of arbitration, the City and the Association agree that each will be responsible for the fees and expenses of their respective appointees and that each will bear an equal share of the fees and expenses of the Chairperson of the Board of Arbitration.

ARTICLE 16 - ASSOCIATION DUES

16-1 The City agrees to deduct from the salaries of each employee covered by this Agreement, whether or not the employee is a member of the Association, the amount of the regular biweekly Association dues, and/or any uniform special assessment authorized at a general meeting of the Association, payable by a member of the Association, except that where the employee is not a member of the Association, the amount deducted shall not include any portion of such dues that is payable in respect of pension, superannuation, sickness, insurance or other benefits that are available only to persons who are or have been members of the Association or in special assessments payable by members of the Association.

16-2 The City agrees to remit the amounts deducted under Article 16-1 to the Association biweekly and further agrees to inform the Association biweekly of the names of the employees from whose wages deductions have been made under Article 16-1 and the amounts so deducted from each employee's wages.

16-3 Where an employee covered by this Agreement has satisfied the Manitoba Labour Board that by reason of religious beliefs he or she is by conscience opposed to (i) joining the Association; and (ii) paying dues to the Association, the City shall not remit to the Association the amounts deducted in compliance with Article 16-1, but shall remit the amounts so deducted to a charity agreed upon by the employee and the Association, and if no Agreement can be concluded regarding the charity to which said amounts are to be paid, the City shall pay said amounts to a charity designated by the Manitoba Labour Board.

16-4 The City further agrees with the Association that the said deductions shall continue during the life of this Agreement and after the expiry date thereof, during the entire period that any negotiations, including arbitration, are proceeding with a view to concluding a new Collective Agreement.

16-5 In consideration of the premises and of the City making the compulsory deduction of Association dues as herein provided, the Association agrees to and does hereby indemnify and save the City harmless from all claims, demands, actions and proceedings of any kind and from all costs which may arise or be taken against the City by reason of the City making the compulsory deduction of Association dues provided for in Article 16-1 hereof.

ARTICLE 17 - LETTERS OF UNDERSTANDING AND AGREEMENT

The parties hereto agree that the Letters of Understanding and of Agreement attached hereto form part of this Agreement and are binding on the parties hereto.

ARTICLE 18 - DURATION, RENEWAL OR REVISION OF AGREEMENT

18-1 This Agreement shall become effective and operative from and including **October 18, 2015** and shall continue in force and effect up to **December 31, 2019** and thereafter from year to year unless terminated or renewed as hereinafter provided. **[2017]**

18-2 Should either party to this Agreement desire to renew, revise or terminate this Agreement, then not less than sixty (60) days nor more than ninety (90) days prior to the expiry date of this Agreement such party shall give written notice to the other party of such intent.

18-3 Following receipt of the written notice to renew or revise the Agreement, the parties will arrange to exchange particulars related thereto and be prepared to commence negotiations within thirty (30) calendar days of such exchange.

18-4 Only those matters referred to in the said particulars shall be subject to negotiations unless otherwise mutually agreed upon.

18-5 Should any law now existing or hereafter enacted or any proclamation, regulation or edict invalidate any portion of this Agreement, the entire Agreement shall not be invalidated thereby and either party hereto may reopen negotiations on the invalidated portion by giving notice to the other party.

ARTICLE 19 - TECHNICAL INFORMATION

The City shall make available to the Association, on request, existing information required by the Association such as job descriptions, positions in the bargaining unit, wage rates and financial and actuarial information pertaining to pension and benefit plans.

ARTICLE 20 - LONG SERVICE RECOGNITION BONUS

In the calendar year in which an employee reaches his or her tenth (10^{th}) anniversary of service, he or she shall be entitled to receive a bonus payment of four hundred and fifty dollars ($450.00), to be payable within that year.

An employee who reaches his or her fifteenth (15th), twentieth (20th), twenty-fifth (25th), thirtieth (30th), thirty-fifth (35th), fortieth (40th) and forty-fifth (45th) anniversary of service, shall be entitled to receive in either that year, or the year following that year (but not afterwards), as recognition of such service, a bonus equal to a period of one (1) week (five [5] days) time off with pay. Notwithstanding the foregoing, at the option of the City, a cash bonus equal to such employee's pay for one (1) week (five [5] days) of time may be provided within that year but not afterwards.

The decision as to the kind of bonus shall be made by the Department Head (or failing him or her, by his or her superior) prior to the commencement day of the annual vacation leave due such employee under the vacation provisions of this Agreement in the calendar year in which the employee is entitled to the service recognition bonus.

If the employee be granted a period of one (1) week (five [5] days) time off with pay, then such time off shall be taken by the employee as an extension or addition to the annual vacation leave due such employee in the calendar year in which the employee is entitled to the service recognition bonus or in the year following that year.

If the employee be granted, at the option of the City, a cash bonus equal to such employee's pay for one (1) week (five [5] days' time), such bonus shall be paid in the year in which the employee is entitled to the service recognition bonus, either on the pay day preceding the commencement day of such employee's annual vacation leave or on the pay day immediately following the completion of the employee's annual vacation leave.

ARTICLE 21 - DENTAL PLAN

It is hereby agreed by the City of Winnipeg and the Winnipeg Association of Public Service Officers that commencing January 1, 1981, the City shall pay one hundred percent (100%) of the premium cost of a Dental Plan which will provide payment according to the Dental Fee Guide in effect from time to time as approved by the Manitoba Dental Association.

Pursuant to the terms of the Dental Plan, coverage will be provided to the City's employees, including members of the Association as defined by the Collective Agreement, and eligible dependents of such members.

Up to date booklets containing a summary of the Plan will be available to employees in all administrative offices.

Effective January 1, 2004 the City shall increase the maximum benefit for Basic and Major Dental services to one thousand five hundred dollars ($1,500.00) per eligible person, and increase the lifetime maximum for Orthodontic services to one thousand five hundred dollars ($1,500.00) per eligible person. Effective Pay Period #1, 2014, the lifetime maximum for Orthodontic services increases to two thousand three hundred dollars ($2,300.00) per eligible person.

ARTICLE 22 - VISION CARE

The City of Winnipeg agrees to continue a standard Vision Care Plan for eligible employees and their eligible dependent(s) with one hundred percent (100%) of the cost of the Plan to be paid by the City.

Eligibility for benefits and the definition of dependent(s) shall be consistent with those utilized by the City of Winnipeg Dental Plan. Maximum benefits payable under this Plan shall be:

Effective **July 12, 2017** for full-time employees/dependent(s):

Increase **to three hundred and seventy-five dollars ($375.00)** per eligible person in a twenty-four (24) month period and **ninety dollars ($90.00)** for the cost of eye examinations in a twenty-four (24) month period. **[2017]**

Effective **July 12, 2017** for part-time employees/dependent(s):

Increase **to one hundred and eighty-seven dollars and fifty cents ($187.50)** per eligible person in a twenty-four (24) month period and **forty-five dollars ($45.00)** for the cost of eye examinations in a twenty-four (24) month period. **[2017]**

This benefit shall be adjusted from time to time during the length of this Collective Agreement so that the benefit received by employees in the WAPSO bargaining unit in a calendar year will be not less favourable than that received by a majority of other civic employees who receive this benefit.

ARTICLE 23 - AMBULANCE AND SEMI-PRIVATE HOSPITAL ROOM COVERAGE

Effective January 1, 2004, the City shall provide basic ambulance and semi-private hospital room coverage to all eligible employees.

ARTICLE 24 - CIVIL AND CRIMINAL LIABILITY

24-1 Civil Liability

If an action or proceeding is brought against any employee covered by this Agreement for an alleged tort committed by him or her in the performance of his or her duties, provided such actions do not constitute a gross disregard or neglect of his or her duty as an employee, then:

a) the employee, upon being served with any legal process, or upon receipt of notification of any action or proceeding as hereinbefore referred to, being commenced against him or her shall advise the City through the head of his or her department of any such notification or legal process.

b) The City shall pay any damages or costs awarded against any such employee in any such action or proceedings and all legal fees, and/or;

c) the City shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee if such settlement is approved by the City through the Office of the City Solicitor before the same is finalized.

d) Upon the employee notifying the City in accordance with Article 24-1(a) above, the City and the employee shall forthwith meet and appoint counsel that is mutually agreeable to both parties. Should the parties be unable to agree on counsel that is satisfactory to both, then the City shall unilaterally appoint

counsel. The City accepts full responsibility for the conduct of the action and the employee agrees to cooperate fully with appointed counsel.

This Section shall not be construed to mean that the City shall pay any costs, expenses or fees for such member incurred during or as a result of the City's internal disciplinary proceedings against such members.

24-2 Criminal Liability

If a criminal action including a Highway Traffic Act offense is commenced against any employee covered by this Agreement which action arises out of such employee's actions while in the performance of his or her duties and provided such actions do not constitute a gross disregard or neglect of his or her duties as an employee, then:

a) the employee, upon being charged with a criminal offense, or upon receipt of notification of the commencement of any criminal action being commenced against him or her upon the Highway Traffic Act offense being commenced against him or her, shall advise the City through the head of his or her department of such criminal proceedings and may request that the City appoint counsel to represent the employee in such criminal action;

b) Upon receiving a request from an employee to appoint counsel the matter shall be referred to the City Solicitor and upon recommendation of the City Solicitor to the Chief Administrative Officer, the City may agree to appoint counsel on behalf of the employee.

c) If the City agrees to appoint counsel on behalf of the employee, the employee and the City Solicitor shall forthwith meet for purposes of appointing counsel that is mutually agreeable to both parties. In the event the employee and the City cannot agree on who should be appointed as counsel, the City shall not be responsible for payment of legal fees.

d) Only if the City agrees to appoint counsel will the City be responsible for payment of legal fees as taxed and approved by the City Solicitor.

This Section shall not be construed to mean that the City shall pay any costs, expenses or fees for such member incurred during or as a result of the City's internal disciplinary proceedings against such members.

ARTICLE 25 - POSITION EVALUATION

25-1 Grading of Positions

a) The City will notify the Association, in writing, of all new positions and revisions to the job descriptions and revisions to the job descriptions of existing positions falling within the jurisdiction of the Association.

b) The Association or the City may request that the City determine the proper salary level (the "rating") for any new and/or revised position. The incumbent of any new and/or revised position may apply for such a determination through the Association or the City. The Department concerned will prepare a current job description for rating within ninety (90) days of the date of request and the rating

shall be completed by the Employee Compensation Branch within ninety (90) days of the date on which a current job description is provided.

c) The City reserves the exclusive right to determine the specific duties and responsibilities of jobs in the organization and the minimum qualifications deemed necessary to perform those duties and responsibilities.

d) In order to determine the proper salary level for a new and/or revised position, the City, in consultation with the Department and the incumbent (if any), shall consider the conditions under which the work is performed as well as the skill, efforts, duties and responsibilities normally required of the work. The City will utilize the Position Evaluation Manual in force from time to time, and will rate the position in accordance with the Position Evaluation Manual.

e) The City will provide WAPSO and the incumbent (if any) with all information used by the City to determine the rating, including comparison positions where relevant.

f) In the event that WAPSO and/or the incumbent disagree with the rating assigned by the City, an appeal may be filed. Only one (1) appeal per individual rating notification will be considered.

g) The appeal must be filed with the City no later than six (6) weeks from the date the rating and/or the information referred to in Article 25-1(e) was received by WAPSO and the incumbent, whichever last occurs. The appeal should be filed on a form supplied by the City, but no omissions on the form, or non-use of the form, will vitiate the appeal itself.

h) The Appeal Committee will be convened quarterly or when the number of appeals filed reaches five (5), whichever comes first.

i) The Appeal Committee will be comprised of two (2) City appointees and one (1) WAPSO appointee.

(i) At least one (1) of the City appointees shall neither have been involved in the initial rating for the position under appeal, nor be Human Resources Staff.

(ii) Committee members will be allowed reasonable time off with pay to prepare for and to attend meetings of the committees on which they are serving.

(iii) No Appeal Committee member shall directly or indirectly supervise the position under review.

j) The Appeal Committee will give notice of the appeal hearing date to incumbents and Association Representatives, who may appear before the Appeal Committee to present their position or respond to questions of Committee members.

k) The Appeal Committee will make its decision on the appeal in accordance with the Position Evaluation Manual in force at the time.

l) All relevant information regarding the Position Evaluation System shall be made available to the Association. This shall include, but not be restricted to the following:

1. factor data sheets;

2. job descriptions and class specifications;

3. the Position Evaluation Manual in use from time to time pursuant to this Agreement and any procedure documents;

4. benchmark positions – all relevant information;

5. all point ratings and any rating documents for all positions rated;

6. procedures, guidelines or policies followed by the City; and

7. all relevant information from the appeal process.

m) An employee who disputes the results of the position evaluation process with respect to the assigned factor ratings may, within fifteen (15) working days of the receipt by the employee of the decision of the Appeal Committee, request the Association to refer the dispute to arbitration. If the Association refers the dispute to arbitration the following will apply:

Nothing in this Article restricts the right of the Association to grieve any issues relating to position evaluation, including the process, any particular position evaluation, and any assigned factor ratings provided that if the Association grieves a specific position evaluation process with respect to the assigned factor ratings, it must use the process described herein.

(i) The parties to this Agreement shall name at least three (3) arbitrators who shall be appointed in rotation to hear arbitrations respecting the results of the position evaluation process.

(ii) The Association must notify the applicable arbitrator with a copy to the City of the dispute within twenty (20) working days of the receipt of the employee's request or, if the Association grieves, within thirty-five (35) working days of the receipt of the decision of the Appeal Committee.

(iii) The arbitrator will schedule a hearing into the dispute and shall require the parties to provide him or her with a written statement of their respective positions and of any facts they can agree upon at least five (5) working days prior to the hearing. All documentary evidence shall be submitted to the arbitrator and the other party, if possible, at least five (5) working days prior to the hearing. Unless the arbitrator determines otherwise, the City and the Association shall each be limited to presenting evidence from two (2) witnesses. The arbitrator shall not admit or consider evidence relating to the ratings or salaries for positions in other City bargaining units or with respect to other employers.

(iv) The arbitrator shall render his or her decision concerning the disputed factor ratings in accordance with the Position Evaluation Manual in force from time to time. The arbitrator may only render a decision with respect to each factor rating in dispute.

(v) The arbitrator shall provide a written decision as soon as possible following the hearing. The arbitrator's decision with respect to the dispute in question shall be final and binding on the City, the Association, and the employee.

n) The Association shall be invited to participate in any review of the existing Position Evaluation System that the City may conduct. Changes to the existing Position Evaluation Manual can only be made by mutual written agreement between WAPSO and the City.

o) For all new, revised, and/or bulletined positions, information contained in the Job Description, Class Specification, Factor Data Sheet and Job Bulletin (Posting) for any positions shall be made consistent.

25-2 Treatment of Incumbents

a) An incumbent whose position is upgraded as a result of the position evaluation process in this Article shall receive:

i) the minimum salary for that grade if his or her current salary is less than the minimum step for the new range; or

ii) the same salary if his or her current salary is a step in the new range; or

iii) the next highest dollar amount in the new range if his or her current salary falls between steps in the new range, effective the beginning of the first full pay period in the month following the receipt by the City of the request for rating.

b) An incumbent whose position is downgraded, not as a result of his or her request, and whose current salary is above the maximum of the new range for his or her position, as a result of the position evaluation process in this Article shall be classified as "incumbent only" for three (3) years, and red circled thereafter.

c) An incumbent whose position is downgraded and whose current salary falls within the new range for his or her position as a result of the position evaluation process in this Article shall immediately receive the same, or next highest dollar amount increment in the new range (if his or her current salary falls between increments), effective the beginning of the first full pay period in the month following the receipt by the City of the request for rating.

ARTICLE 26 - SAFETY FOOTWEAR

Where employees covered by the Collective Agreement are required to wear safety footwear, the City agrees to provide an annual payment of one hundred and ten dollars ($110.00) effective December 17, 2008 to eligible employees. This provision shall apply to incumbents of

permanent positions upon date of appointment. All other employees shall become eligible upon completion of nine (9) months of service with the City in a position requiring safety footwear.

This benefit shall be adjusted from time to time during the length of this Collective Agreement so that the benefit received by employees in the WAPSO bargaining unit in a calendar year will be not less favourable than that received by a majority of other civic employees who receive this benefit.

ARTICLE 27 - PENSIONS

27-1 The parties agree to participate in the Winnipeg Civic Employee Benefits Program (the "Program") and to be bound by its terms and conditions, including any applicable trust agreements, plan texts or other governance documents, written policies and guidelines. The Program shall consist of the Winnipeg Civic Employees' Pension Plan, the Winnipeg Civic Disability Plan and the Winnipeg Civic Employees Early Retirement Arrangement;

27-2 Any disputes with respect to member benefits under the Program shall not be subject to the grievance and arbitration procedure under this Agreement, but shall be subject to adjudication under the terms of the Program documents and such procedures that the Program Trustees may adopt from time to time, or such procedures as may otherwise be available at law.

ARTICLE 28 - NOTICE OF RESIGNATION OR RETIREMENT

A permanent employee desiring to leave the service of the City shall, unless excused therefrom by the Department Head, give notice thereof in writing to the Department Head as follows.

a) Sixty (60) working days' notice, exclusive of vacation time and pre-retirement leave, in the case of a retiring employee. The employee shall have the right to rescind such notice up to the last twenty (20) working days of the notice.

b) Twenty (20) working days' notice, exclusive of vacation time, in the case of a resigning employee.

ARTICLE 29 - LICENCE FEES

The City will compensate any employee in a permanent position who is required to drive a City owned vehicle on City business or any employee who is required to drive his or her own car for City business by paying for the necessary licence fee, excluding any insurance or other charges. Temporary employees with twelve (12) months of service will also be eligible for this benefit.

ARTICLE 30 - RESPECTFUL WORKPLACE

The City of Winnipeg and the Winnipeg Association of Public Service Officers jointly affirm that every employee in the civic service shall be entitled to a respectful and safe workplace. The work environment must be free of behaviours such as discrimination, harassment, disruptive workplace conflict and disrespectful behaviour, and violence in the workplace. The principle of fair treatment is a fundamental one and both the City and the Association will support employees who find themselves in a position that could jeopardize their well-being or undermine work relationships and productivity. In addition, the parties agree that a respectful workplace

includes a safe and healthy workplace as defined by the Manitoba Workplace Safety and Health Act.

30-1 Definitions

Although disrespectful behaviour, disruptive workplace conflict and harassment can be defined, in practice they overlap. The following definitions, although not all-inclusive, have been designed to accommodate the different types of concerns that may arise.

a) Disrespectful behaviour is improper behaviour that would be unwelcome to a reasonable person and inappropriate in the workplace. It may occur once or continue over time. It can include: rude comments and swearing as well as spreading unfounded or misinformed rumours that damage people's reputations, actions that invade privacy or personal property and, display or distribution of printed or electronic material that would offend a reasonable person.

b) A disrespectful workplace conflict is defined as an ongoing dispute or communication breakdown between two or more individuals that impacts their ability to work productively and cooperatively in the workplace.

c) Harassment is any behaviour that demeans, humiliates or embarrasses a person and that a reasonable person should have known would be unwelcome. It may be a single incident or continue over time. Harassment includes: verbal abuse, actions such as touching or pushing, comments such as jokes and name calling, displays such as posters and cartoons or, abuses of power such as threats or coercion.

d) Among other areas The Manitoba Human Rights Code prohibits harassment and discrimination related to the following characteristics: ancestry, race, ethnic or national origin, nationality, political belief, family status, sex, including pregnancy, age, marital status, sexual orientation, source of income, and physical or mental disability.

e) The parties agree that there shall be no discrimination or harassment as defined by the Manitoba Human Rights Code. The parties further agree that there shall be no discrimination or harassment on the basis of place of residence and membership or activity in the Association.

f) Workplace violence is a threat that may include but is not limited to any act, gesture or statement that may reasonably be interpreted as threatening or potentially violent. A violent act is an intentional act that could reasonably be expected to cause physical harm to a person or to damage property.

ARTICLE 31 – CAR ALLOWANCE

The parties agree to the following provisions to reimburse employees using their personal vehicles for City business:

1. User Categories

a) Required

Threshold: Automatic placement if annual mileage is in excess of four thousand (4,000) kilometres or if the job description requires the use of a personal vehicle or at the discretion of the Department Head if annual mileage is below four thousand (4,000) kilometres.

b) Occasional

All circumstances that do not meet the Required threshold.

2. Allowance Rates

The following allowances apply to the Required and Occasional categories effective September 1, 2013:

a) The maximum per kilometre rate permitted by the Canada Revenue Agency

All future kilometre rates for the first five thousand (5,000) kilometres will reflect one hundred percent (100%) of the maximum applicable Canada Revenue Agency (CRA) per kilometre rate. The rate for annual kilometres in excess of five thousand (5,000) will be set five cents (5¢) below the rate for the first five thousand (5,000) kilometres unless the resulting rate exceeds the maximum allowed by CRA in which case the CRA maximum shall be payable. Automobile allowance rates will be updated in accordance with CRA rates and applied January 1 of every year.

3. Parking Costs

a) At Permanent Workstation

i) Required Category – one hundred percent (100%) reimbursement of approved monthly parking (not applicable if parking provided by the City).

ii) Occasional Category – reimbursement of out of pocket additional expense on date of use.

b) At Location Other Than Permanent Workstation

For Required and Occasional categories, one hundred percent (100%) reimbursement for any authorized expense incurred.

ARTICLE 32 – STANDBY PAY

a) Standby time is defined as a time expressly authorized in writing by the Department Head and outside an employee's regularly scheduled shift(s) during which an employee is required to be available to respond to an operational matter in an appropriate manner. It is understood and agreed that employees may from time to time receive phone calls outside of normal working hours. This does not trigger the standby provisions.

b) The requirement for standby is determined by the Department Head at his/her discretion.

c) When an employee has been directed to be on standby, the following shall apply:

i) An employee designated for standby duty shall be available to respond as soon as possible to an operational matter at all times during the standby period assigned, in a condition appropriate for work;

ii) An employee designated for standby duty shall be available throughout the period of standby at a known telephone number, or by some other method of communication agreed between the Department and the employee;

iii) An employee designated for standby duty must be available to return for work as quickly as possible and must report to a work location within a reasonable amount of time, but no later than two (2) hours from receipt of a call;

iv) In the event that an employee designated for standby duty cannot be contacted or is unable to report to work as required when contacted standby payment will be forfeited and disciplinary action may be taken;

v) Wherever possible, standby duty shall be scheduled in advance.

d) Standby pay rates shall be paid in accordance with the following shifts or portion thereof:

i) From Monday 4:30 p.m. to Tuesday 8:30 a.m. – **Fifty dollars ($50.00)**
ii) From Tuesday 4:30 p.m. to Wednesday 8:30 a.m. – **Fifty dollars ($50.00)**
iii) From Wednesday 4:30 p.m. to Thursday 8:30 a.m. – **Fifty dollars ($50.00)**
iv) From Thursday 4:30 p.m. to Friday 8:30 a.m. – **Fifty dollars ($50.00)**
v) From Friday 4:30 p.m. to Saturday 8:30 a.m. – **Fifty dollars ($50.00)**
vi) From Saturday 8:30 a.m. to Sunday 8:30 a.m. – **One hundred dollars ($100.00)**
vii) From Sunday 8:30 a.m. to Monday 8:30 a.m. – **One hundred dollars ($100.00)**
viii) From 8:30 a.m. on a Statutory Holiday to 8:30 a.m. the day following the Statutory Holiday – **One hundred dollars ($100.00). [2017]**

It is agreed that no more than one (1) employee will receive standby pay for the same time period, in the same work unit or area.

e) At the employee's option, compensation for standby may be taken as pay, or equivalent time off with pay at a time mutually agreed to between the employee and his/her supervisor. Carry over from year to year will not be permitted, and all outstanding balances will be cashed out at December 31st of any year.

f) In the event that an employee designated for standby duty reports for work, that time worked will be considered overtime and will be compensated in accordance with Article 13 and Schedule J.

ARTICLE 33 – MEAL ALLOWANCE

An employee required to work for a period in excess of two (2) hours immediately following his or her regular hours of work shall be granted ten dollars ($10.00) as a meal allowance provided he or she is unable to go home and a meal is not provided by the Department. In isolated areas, reasonable delivery charges, as determined by the

Department Head, shall be paid. The meal allowance money shall be paid no later than the pay period following the pay period in which the additional hours were worked. [2017]

IN WITNESS WHEREOF the parties have executed this Agreement in the City of Winnipeg, the Province of Manitoba this 14th day of March, 2018

THE CITY OF WINNIPEG

Mayor

City Clerk

Certified as to Contract Details:

Chief Corporate Support Services Officer

Reviewed as to Business Terms:

Manager, Labour Relations

Legally Reviewed and Certified as to Form:

FOR City Solicitor/Director, Legal Services

FOR THE WINNIPEG ASSOCIATION OF PUBLIC SERVICE OFFICERS

Richard Mahe
President

Dee Gillies
Executive Director

Michael Robinson
Vice President

Alyssa Hung
Labour Relations Officer

Angela Smith
Secretary Treasurer

SCHEDULES TO THE COLLECTIVE AGREEMENT

BETWEEN THE CITY OF WINNIPEG

AND

THE WINNIPEG ASSOCIATION OF PUBLIC SERVICE OFFICERS

2015 SALARY SCHEDULE A-1 - Effective October 31, 2015 - 2.20% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$2,761.32	$3,003.68	$3,318.88	$3,664.54	$4,011.52	$4,434.00	$4,921.37	$5,278.95	$5,661.69	$6,100.06	$6,582.13	$7,110.55	21
20	$2,721.58	$2,966.59	$3,279.15	$3,619.51	$3,957.22	$4,375.73	$4,860.45	$5,210.08	$5,590.17	$6,023.24	$6,494.72	$7,021.82	20
19	$2,688.48	$2,928.19	$3,235.44	$3,573.16	$3,908.22	$4,321.43	$4,794.23	$5,142.54	$5,517.33	$5,945.11	$6,413.93	$6,930.44	19
18	$2,654.04	$2,891.10	$3,191.74	$3,528.13	$3,855.25	$4,263.15	$4,730.66	$5,076.32	$5,444.49	$5,864.32	$6,327.85	$6,836.41	18
17	$2,618.28	$2,852.70	$3,149.36	$3,481.77	$3,802.27	$4,206.21	$4,667.09	$5,006.13	$5,370.33	$5,784.86	$6,243.09	$6,742.38	17
16	$2,582.53	$2,815.62	$3,104.33	$3,431.45	$3,754.60	$4,150.58	$4,604.84	$4,937.26	$5,296.16	$5,708.04	$6,159.65	$6,653.65	16
15	$2,549.42	$2,774.56	$3,065.92	$3,385.10	$3,700.30	$4,093.63	$4,541.27	$4,872.37	$5,222.00	$5,629.91	$6,073.57	$6,560.94	15
14	$2,512.33	$2,737.48	$3,022.22	$3,334.77	$3,649.97	$4,036.69	$4,479.03	$4,800.85	$5,149.16	$5,550.44	$5,988.81	$6,469.56	14
13	$2,476.58	$2,699.07	$2,979.84	$3,291.06	$3,599.64	$3,977.09	$4,414.13	$4,733.31	$5,078.97	$5,468.33	$5,901.40	$6,375.53	13
12	$2,442.14	$2,659.34	$2,938.78	$3,247.36	$3,546.67	$3,921.47	$4,350.56	$4,665.76	$5,004.80	$5,391.52	$5,817.97	$6,286.79	12
11	$2,411.68	$2,620.93	$2,895.08	$3,197.03	$3,496.34	$3,864.52	$4,285.67	$4,600.87	$4,929.31	$5,316.03	$5,735.86	$6,195.41	11
10	$2,371.95	$2,582.53	$2,852.70	$3,150.68	$3,443.37	$3,806.25	$4,226.07	$4,532.00	$4,861.77	$5,236.57	$5,647.12	$6,100.06	10
9	$2,336.19	$2,546.77	$2,811.64	$3,101.68	$3,390.39	$3,749.30	$4,161.18	$4,465.78	$4,786.28	$5,153.13	$5,562.36	$6,006.03	9
8	$2,304.41	$2,507.04	$2,769.26	$3,059.30	$3,338.74	$3,695.00	$4,097.61	$4,395.59	$4,716.09	$5,078.97	$5,474.95	$5,919.94	8
7	$2,267.33	$2,467.31	$2,721.58	$3,010.30	$3,289.74	$3,636.73	$4,036.69	$4,326.72	$4,640.60	$4,998.18	$5,391.52	$5,824.59	7
6	$2,230.24	$2,430.22	$2,681.85	$2,963.94	$3,236.77	$3,579.78	$3,971.79	$4,259.18	$4,567.76	$4,920.04	$5,310.73	$5,735.86	6
5	$2,198.46	$2,390.49	$2,640.80	$2,916.27	$3,186.44	$3,524.15	$3,908.22	$4,190.31	$4,493.59	$4,839.26	$5,220.67	$5,640.50	5
4	$2,160.05	$2,354.73	$2,598.42	$2,868.59	$3,134.79	$3,465.88	$3,844.65	$4,121.45	$4,420.75	$4,762.44	$5,137.24	$5,550.44	4
3	$2,124.29	$2,315.00	$2,556.04	$2,823.56	$3,083.14	$3,408.93	$3,782.41	$4,052.58	$4,347.91	$4,681.66	$5,049.83	$5,457.74	3
2	$2,091.18	$2,276.60	$2,512.33	$2,774.56	$3,030.16	$3,349.34	$3,717.51	$3,985.04	$4,273.75	$4,606.17	$4,969.04	$5,365.03	2
1	$2,055.43	$2,238.19	$2,471.28	$2,728.21	$2,979.84	$3,296.36	$3,653.94	$3,918.82	$4,200.91	$4,526.70	$4,882.96	$5,273.65	1

INTERN RATES	
YEAR 1	YEAR 2
$1,336.03	$1,438.80

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2015 SALARY SCHEDULE A-1 - Effective October 31, 2015 - 2.20% Increase

ANNUAL RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$71,794.21	$78,095.58	$86,290.79	$95,277.98	$104,299.60	$115,283.95	$127,955.54	$137,252.63	$147,203.96	$158,601.51	$171,135.36	$184,874.40	21
20	**$70,761.20**	**$77,131.43**	**$85,257.78**	**$94,107.23**	**$102,887.82**	**$113,768.86**	**$126,371.59**	**$135,462.08**	**$145,344.55**	**$156,604.36**	**$168,862.74**	**$182,567.35**	20
19	$69,900.36	$76,132.85	$84,121.47	$92,902.06	$101,613.77	$112,357.08	$124,649.91	$133,705.96	$143,450.69	$154,572.77	$166,762.29	$180,191.42	19
18	**$69,005.08**	**$75,168.71**	**$82,985.16**	**$91,731.31**	**$100,236.43**	**$110,842.00**	**$122,997.09**	**$131,984.28**	**$141,556.84**	**$152,472.31**	**$164,524.10**	**$177,746.63**	18
17	$68,075.38	$74,170.14	$81,883.28	$90,526.13	$98,859.08	$109,361.35	$121,344.27	$130,159.29	$139,628.55	$150,406.29	$162,320.35	$175,301.84	17
16	**$67,145.67**	**$73,205.99**	**$80,712.53**	**$89,217.65**	**$97,619.47**	**$107,915.14**	**$119,725.89**	**$128,368.74**	**$137,700.27**	**$148,409.14**	**$160,151.02**	**$172,994.79**	16
15	$66,284.83	$72,138.55	$79,713.96	$88,012.47	$96,207.69	$106,434.49	$118,073.07	$126,681.49	$135,771.98	$146,377.55	$157,912.83	$170,584.43	15
14	**$65,320.68**	**$71,174.41**	**$78,577.65**	**$86,703.99**	**$94,899.21**	**$104,953.84**	**$116,454.69**	**$124,822.07**	**$133,878.13**	**$144,311.53**	**$155,709.08**	**$168,208.50**	14
13	$64,390.97	$70,175.83	$77,475.77	$85,567.68	$93,590.73	$103,404.33	$114,767.44	$123,065.95	$132,053.14	$142,176.64	$153,436.46	$165,763.71	13
12	**$63,495.70**	**$69,142.82**	**$76,408.33**	**$84,431.37**	**$92,213.38**	**$101,958.11**	**$113,114.62**	**$121,309.84**	**$130,124.86**	**$140,179.49**	**$151,267.14**	**$163,456.66**	12
11	$62,703.72	$68,144.24	$75,272.01	$83,122.89	$90,904.90	$100,477.47	$111,427.37	$119,622.59	$128,162.14	$138,216.77	$149,132.25	$161,080.73	11
10	**$61,670.71**	**$67,145.67**	**$74,170.14**	**$81,917.71**	**$89,527.56**	**$98,962.38**	**$109,877.86**	**$117,832.04**	**$126,406.02**	**$136,150.75**	**$146,825.19**	**$158,601.51**	10
9	$60,741.00	$66,215.96	$73,102.69	$80,643.67	$88,150.21	$97,481.74	$108,190.61	$116,110.35	$124,443.30	$133,981.43	$144,621.44	$156,156.72	9
8	**$59,914.60**	**$65,182.95**	**$72,000.82**	**$79,541.79**	**$86,807.30**	**$96,069.95**	**$106,537.79**	**$114,285.37**	**$122,618.32**	**$132,053.14**	**$142,348.81**	**$153,918.53**	8
7	$58,950.45	$64,149.94	$70,761.20	$78,267.75	$85,533.25	$94,554.87	$104,953.84	$112,494.82	$120,655.60	$129,952.69	$140,179.49	$151,439.30	7
6	**$57,986.31**	**$63,185.79**	**$69,728.19**	**$77,062.56**	**$84,155.90**	**$93,074.23**	**$103,266.59**	**$110,738.70**	**$118,761.75**	**$127,921.11**	**$138,079.04**	**$149,132.25**	6
5	$57,159.90	$62,152.78	$68,660.75	$75,822.95	$82,847.42	$91,628.01	$101,613.77	$108,948.15	$116,833.46	$125,820.65	$135,737.55	$146,653.02	5
4	**$56,161.33**	**$61,223.07**	**$67,558.87**	**$74,583.34**	**$81,504.51**	**$90,112.93**	**$99,960.96**	**$107,157.60**	**$114,939.61**	**$123,823.50**	**$133,568.23**	**$144,311.53**	4
3	$55,231.61	$60,190.07	$66,456.99	$73,412.60	$80,161.59	$88,632.28	$98,342.58	$105,367.05	$113,045.76	$121,723.04	$131,295.60	$141,901.18	3
2	**$54,370.77**	**$59,191.49**	**$65,320.68**	**$72,138.55**	**$78,784.25**	**$87,082.76**	**$96,655.33**	**$103,610.93**	**$111,117.47**	**$119,760.32**	**$129,195.15**	**$139,490.82**	2
1	$53,441.07	$58,192.91	$64,253.24	$70,933.37	$77,475.77	$85,705.42	$95,002.51	$101,889.24	$109,223.62	$117,694.30	$126,956.96	$137,114.90	1

INTERN RATES	
YEAR 1	YEAR 2
$34,736.69	$37,408.75

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2015 SALARY SCHEDULE A-2 - Effective October 31, 2015 - 2.20% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$3,664.54	$4,011.52	$4,434.00	$4,921.37	$5,278.95	$5,661.69	$6,100.06	$6,582.13	$7,110.55	21
20				**$3,619.51**	**$3,957.22**	**$4,375.73**	**$4,860.45**	**$5,210.08**	**$5,590.17**	**$6,023.24**	**$6,494.72**	**$7,021.82**	20
19			$3,235.44	$3,573.16	$3,908.22	$4,321.43	$4,794.23	$5,142.54	$5,517.33	$5,945.11	$6,413.93	$6,930.44	19
18			**$3,191.74**	**$3,528.13**	**$3,855.25**	**$4,263.15**	**$4,730.66**	**$5,076.32**	**$5,444.49**	**$5,864.32**	**$6,327.85**	**$6,836.41**	18
17			$3,149.36	$3,481.77	$3,802.27	$4,206.21	$4,667.09	$5,006.13	$5,370.33	$5,784.86	$6,243.09	$6,742.38	17
16			**$3,104.33**	**$3,431.45**	**$3,754.60**	**$4,150.58**	**$4,604.84**	**$4,937.26**	**$5,296.16**	**$5,708.04**	**$6,159.65**	**$6,653.65**	16
15			$3,065.92	$3,385.10	$3,700.30	$4,093.63	$4,541.27	$4,872.37	$5,222.00	$5,629.91	$6,073.57	$6,560.94	15
14		**$2,737.48**	**$3,022.22**	**$3,334.77**	**$3,649.97**	**$4,036.69**	**$4,479.03**	**$4,800.85**	**$5,149.16**	**$5,550.44**	**$5,988.81**	**$6,469.56**	14
13		$2,699.07	$2,979.84	$3,291.06	$3,599.64	$3,977.09	$4,414.13	$4,733.31	$5,078.97	$5,468.33	$5,901.40	$6,375.53	13
12	**$2,442.14**	**$2,659.34**	**$2,938.78**	**$3,247.36**	**$3,546.67**	**$3,921.47**	**$4,350.56**	**$4,665.76**	**$5,004.80**	**$5,391.52**	**$5,817.97**	**$6,286.79**	12
11	$2,411.68	$2,620.93	$2,895.08	$3,197.03	$3,496.34	$3,864.52	$4,285.67	$4,600.87	$4,929.31	$5,316.03	$5,735.86	$6,195.41	11
10	**$2,371.95**	**$2,582.53**	**$2,852.70**	**$3,150.68**	**$3,443.37**	**$3,806.25**	**$4,226.07**	**$4,532.00**	**$4,861.77**	**$5,236.57**	**$5,647.12**	**$6,100.06**	10
9	$2,336.19	$2,546.77	$2,811.64	$3,101.68	$3,390.39	$3,749.30	$4,161.18	$4,465.78	$4,786.28	$5,153.13	$5,562.36	$6,006.03	9
8	**$2,304.41**	**$2,507.04**	**$2,769.26**	**$3,059.30**	**$3,338.74**	**$3,695.00**	**$4,097.61**	**$4,395.59**	**$4,716.09**	**$5,078.97**	**$5,474.95**	**$5,919.94**	8
7	$2,267.33	$2,467.31	$2,721.58	$3,010.30	$3,289.74	$3,636.73	$4,036.69	$4,326.72	$4,640.60	$4,998.18	$5,391.52	$5,824.59	7
6	**$2,230.24**	**$2,430.22**	**$2,681.85**	**$2,963.94**	**$3,236.77**	**$3,579.78**	**$3,971.79**	**$4,259.18**	**$4,567.76**	**$4,920.04**	**$5,310.73**	**$5,735.86**	6
5	$2,198.46	$2,390.49	$2,640.80	$2,916.27	$3,186.44	$3,524.15	$3,908.22	$4,190.31	$4,493.59	$4,839.26	$5,220.67	$5,640.50	5
4	**$2,160.05**	**$2,354.73**	**$2,598.42**	**$2,868.59**	**$3,134.79**	**$3,465.88**	**$3,844.65**	**$4,121.45**	**$4,420.75**	**$4,762.44**	**$5,137.24**	**$5,550.44**	4
3	$2,124.29	$2,315.00	$2,556.04	$2,823.56	$3,083.14	$3,408.93	$3,782.41	$4,052.58	$4,347.91	$4,681.66	$5,049.83	$5,457.74	3
2	**$2,091.18**	**$2,276.60**	**$2,512.33**	**$2,774.56**	**$3,030.16**	**$3,349.34**	**$3,717.51**	**$3,985.04**	**$4,273.75**	**$4,606.17**	**$4,969.04**	**$5,365.03**	2
1	$2,055.43	$2,238.19	$2,471.28	$2,728.21	$2,979.84	$3,296.36	$3,653.94	$3,918.82	$4,200.91	$4,526.70	$4,882.96	$5,273.65	1

INTERN RATES	
YEAR 1	YEAR 2
$1,336.03	$1,438.80

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2015 SALARY SCHEDULE A-2 - Effective October 31, 2015 - 2.20% Increase

ANNUAL RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$95,277.98	$104,299.60	$115,283.95	$127,955.54	$137,252.63	$147,203.96	$158,601.51	$171,135.36	$184,874.40	21
20				**$94,107.23**	**$102,887.82**	**$113,768.86**	**$126,371.59**	**$135,462.08**	**$145,344.55**	**$156,604.36**	**$168,862.74**	**$182,567.35**	20
19			$84,121.47	$92,902.06	$101,613.77	$112,357.08	$124,649.91	$133,705.96	$143,450.69	$154,572.77	$166,762.29	$180,191.42	19
18			**$82,985.16**	**$91,731.31**	**$100,236.43**	**$110,842.00**	**$122,997.09**	**$131,984.28**	**$141,556.84**	**$152,472.31**	**$164,524.10**	**$177,746.63**	18
17			$81,883.28	$90,526.13	$98,859.08	$109,361.35	$121,344.27	$130,159.29	$139,628.55	$150,406.29	$162,320.35	$175,301.84	17
16			**$80,712.53**	**$89,217.65**	**$97,619.47**	**$107,915.14**	**$119,725.89**	**$128,368.74**	**$137,700.27**	**$148,409.14**	**$160,151.02**	**$172,994.79**	16
15			$79,713.96	$88,012.47	$96,207.69	$106,434.49	$118,073.07	$126,681.49	$135,771.98	$146,377.55	$157,912.83	$170,584.43	15
14		**$71,174.41**	**$78,577.65**	**$86,703.99**	**$94,899.21**	**$104,953.84**	**$116,454.69**	**$124,822.07**	**$133,878.13**	**$144,311.53**	**$155,709.08**	**$168,208.50**	14
13		$70,175.83	$77,475.77	$85,567.68	$93,590.73	$103,404.33	$114,767.44	$123,065.95	$132,053.14	$142,176.64	$153,436.46	$165,763.71	13
12	**$63,495.70**	**$69,142.82**	**$76,408.33**	**$84,431.37**	**$92,213.38**	**$101,958.11**	**$113,114.62**	**$121,309.84**	**$130,124.86**	**$140,179.49**	**$151,267.14**	**$163,456.66**	12
11	$62,703.72	$68,144.24	$75,272.01	$83,122.89	$90,904.90	$100,477.47	$111,427.37	$119,622.59	$128,162.14	$138,216.77	$149,132.25	$161,080.73	11
10	**$61,670.71**	**$67,145.67**	**$74,170.14**	**$81,917.71**	**$89,527.56**	**$98,962.38**	**$109,877.86**	**$117,832.04**	**$126,406.02**	**$136,150.75**	**$146,825.19**	**$158,601.51**	10
9	$60,741.00	$66,215.96	$73,102.69	$80,643.67	$88,150.21	$97,481.74	$108,190.61	$116,110.35	$124,443.30	$133,981.43	$144,621.44	$156,156.72	9
8	**$59,914.60**	**$65,182.95**	**$72,000.82**	**$79,541.79**	**$86,807.30**	**$96,069.95**	**$106,537.79**	**$114,285.37**	**$122,618.32**	**$132,053.14**	**$142,348.81**	**$153,918.53**	8
7	$58,950.45	$64,149.94	$70,761.20	$78,267.75	$85,533.25	$94,554.87	$104,953.84	$112,494.82	$120,655.60	$129,952.69	$140,179.49	$151,439.30	7
6	**$57,986.31**	**$63,185.79**	**$69,728.19**	**$77,062.56**	**$84,155.90**	**$93,074.23**	**$103,266.59**	**$110,738.70**	**$118,761.75**	**$127,921.11**	**$138,079.04**	**$149,132.25**	6
5	$57,159.90	$62,152.78	$68,660.75	$75,822.95	$82,847.42	$91,628.01	$101,613.77	$108,948.15	$116,833.46	$125,820.65	$135,737.55	$146,653.02	5
4	**$56,161.33**	**$61,223.07**	**$67,558.87**	**$74,583.34**	**$81,504.51**	**$90,112.93**	**$99,960.96**	**$107,157.60**	**$114,939.61**	**$123,823.50**	**$133,568.23**	**$144,311.53**	4
3	$55,231.61	$60,190.07	$66,456.99	$73,412.60	$80,161.59	$88,632.28	$98,342.58	$105,367.05	$113,045.76	$121,723.04	$131,295.60	$141,901.18	3
2	**$54,370.77**	**$59,191.49**	**$65,320.68**	**$72,138.55**	**$78,784.25**	**$87,082.76**	**$96,655.33**	**$103,610.93**	**$111,117.47**	**$119,760.32**	**$129,195.15**	**$139,490.82**	2
1	$53,441.07	$58,192.91	$64,253.24	$70,933.37	$77,475.77	$85,705.42	$95,002.51	$101,889.24	$109,223.62	$117,694.30	$126,956.96	$137,114.90	1

INTERN RATES	
YEAR 1	YEAR 2
$34,736.69	$37,408.75

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2016 SALARY SCHEDULE A-1 - Effective October 31, 2016 - 2.00% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$2,816.54	$3,063.75	$3,385.25	$3,737.83	$4,091.75	$4,522.68	$5,019.79	$5,384.53	$5,774.92	$6,222.06	$6,713.77	$7,252.77	21
20	$2,776.02	$3,025.93	$3,344.73	$3,691.90	$4,036.37	$4,463.24	$4,957.65	$5,314.28	$5,701.98	$6,143.71	$6,624.62	$7,162.26	20
19	$2,742.24	$2,986.75	$3,300.15	$3,644.62	$3,986.39	$4,407.85	$4,890.11	$5,245.39	$5,627.68	$6,064.01	$6,542.21	$7,069.05	19
18	$2,707.12	$2,948.93	$3,255.57	$3,598.69	$3,932.35	$4,348.42	$4,825.27	$5,177.84	$5,553.38	$5,981.61	$6,454.41	$6,973.14	18
17	$2,670.65	$2,909.75	$3,212.34	$3,551.41	$3,878.32	$4,290.33	$4,760.43	$5,106.25	$5,477.74	$5,900.55	$6,367.95	$6,877.23	17
16	$2,634.18	$2,871.93	$3,166.41	$3,500.08	$3,829.69	$4,233.59	$4,696.94	$5,036.00	$5,402.09	$5,822.20	$6,282.85	$6,786.72	16
15	$2,600.40	$2,830.05	$3,127.24	$3,452.80	$3,774.30	$4,175.51	$4,632.10	$4,969.81	$5,326.44	$5,742.50	$6,195.04	$6,692.16	15
14	$2,562.58	$2,792.23	$3,082.66	$3,401.46	$3,722.97	$4,117.42	$4,568.61	$4,896.87	$5,252.14	$5,661.45	$6,108.59	$6,598.95	14
13	$2,526.11	$2,753.05	$3,039.43	$3,356.89	$3,671.64	$4,056.63	$4,502.41	$4,827.97	$5,180.55	$5,577.70	$6,019.43	$6,503.04	13
12	$2,490.99	$2,712.53	$2,997.56	$3,312.31	$3,617.60	$3,999.90	$4,437.57	$4,759.08	$5,104.90	$5,499.35	$5,934.33	$6,412.53	12
11	$2,459.92	$2,673.35	$2,952.98	$3,260.97	$3,566.27	$3,941.81	$4,371.38	$4,692.89	$5,027.90	$5,422.35	$5,850.57	$6,319.32	11
10	$2,419.39	$2,634.18	$2,909.75	$3,213.69	$3,512.23	$3,882.37	$4,310.59	$4,622.64	$4,959.01	$5,341.30	$5,760.07	$6,222.06	10
9	$2,382.92	$2,597.70	$2,867.87	$3,163.71	$3,458.20	$3,824.28	$4,244.40	$4,555.10	$4,882.01	$5,256.19	$5,673.61	$6,126.15	9
8	$2,350.50	$2,557.18	$2,824.65	$3,120.49	$3,405.52	$3,768.90	$4,179.56	$4,483.50	$4,810.41	$5,180.55	$5,584.45	$6,038.34	8
7	$2,312.67	$2,516.65	$2,776.02	$3,070.50	$3,355.54	$3,709.46	$4,117.42	$4,413.26	$4,733.41	$5,098.14	$5,499.35	$5,941.08	7
6	$2,274.85	$2,478.83	$2,735.49	$3,023.22	$3,301.50	$3,651.37	$4,051.23	$4,344.36	$4,659.11	$5,018.44	$5,416.95	$5,850.57	6
5	$2,242.43	$2,438.30	$2,693.61	$2,974.59	$3,250.17	$3,594.64	$3,986.39	$4,274.12	$4,583.47	$4,936.04	$5,325.09	$5,753.31	5
4	$2,203.25	$2,401.83	$2,650.39	$2,925.96	$3,197.48	$3,535.20	$3,921.55	$4,203.87	$4,509.17	$4,857.69	$5,239.98	$5,661.45	4
3	$2,166.78	$2,361.30	$2,607.16	$2,880.03	$3,144.80	$3,477.11	$3,858.05	$4,133.63	$4,434.87	$4,775.29	$5,150.83	$5,566.89	3
2	$2,133.01	$2,322.13	$2,562.58	$2,830.05	$3,090.77	$3,416.32	$3,791.86	$4,064.74	$4,359.22	$4,698.29	$5,068.43	$5,472.33	2
1	$2,096.53	$2,282.95	$2,520.70	$2,782.77	$3,039.43	$3,362.29	$3,727.02	$3,997.19	$4,284.93	$4,617.24	$4,980.62	$5,379.12	1

INTERN RATES	
YEAR 1	YEAR 2
$1,362.75	$1,467.57

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2016 SALARY SCHEDULE A-1 - Effective October 31, 2016 - 2.00% Increase

ANNUAL RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$73,230.10	$79,657.49	$88,016.61	$97,183.54	$106,385.60	$117,589.62	$130,514.65	$139,997.68	$150,148.04	$161,773.54	$174,558.07	$188,571.89	21
20	$72,176.43	$78,674.06	$86,962.93	$95,989.38	$104,945.58	$116,044.24	$128,899.02	$138,171.32	$148,251.44	$159,736.44	$172,240.00	$186,218.69	20
19	$71,298.37	$77,655.51	$85,803.90	$94,760.10	$103,646.05	$114,604.22	$127,142.90	$136,380.08	$146,319.70	$157,664.22	$170,097.53	$183,795.25	19
18	$70,385.19	$76,672.09	$84,644.86	$93,565.94	$102,241.16	$113,058.84	$125,457.03	$134,623.96	$144,387.98	$155,521.76	$167,814.58	$181,301.56	18
17	$69,436.88	$75,653.54	$83,520.94	$92,336.66	$100,836.26	$111,548.58	$123,771.16	$132,762.48	$142,421.12	$153,414.42	$165,566.75	$178,807.88	17
16	$68,488.58	$74,670.11	$82,326.79	$91,002.01	$99,571.86	$110,073.44	$122,120.41	$130,936.12	$140,454.27	$151,377.32	$163,354.04	$176,454.68	16
15	$67,610.52	$73,581.32	$81,308.24	$89,772.72	$98,131.84	$108,563.18	$120,434.53	$129,215.12	$138,487.42	$149,305.10	$161,071.09	$173,996.12	15
14	$66,627.09	$72,597.90	$80,149.20	$88,438.07	$96,797.19	$107,052.92	$118,783.78	$127,318.51	$136,555.69	$147,197.76	$158,823.26	$171,572.67	14
13	$65,678.79	$71,579.35	$79,025.28	$87,279.04	$95,462.54	$105,472.41	$117,062.79	$125,527.27	$134,694.21	$145,020.18	$156,505.19	$169,078.99	13
12	$64,765.61	$70,525.68	$77,936.49	$86,120.00	$94,057.65	$103,997.27	$115,376.91	$123,736.04	$132,727.35	$142,983.08	$154,292.48	$166,725.79	12
11	$63,957.80	$69,507.13	$76,777.45	$84,785.35	$92,723.00	$102,487.01	$113,655.92	$122,015.04	$130,725.38	$140,981.11	$152,114.89	$164,302.35	11
10	$62,904.13	$68,488.58	$75,653.54	$83,556.07	$91,318.11	$100,941.63	$112,075.42	$120,188.68	$128,934.14	$138,873.77	$149,761.70	$161,773.54	10
9	$61,955.82	$67,540.28	$74,564.75	$82,256.54	$89,913.21	$99,431.37	$110,354.42	$118,432.56	$126,932.17	$136,661.06	$147,513.87	$159,279.85	9
8	$61,112.89	$66,486.61	$73,440.83	$81,132.63	$88,543.44	$97,991.35	$108,668.54	$116,571.07	$125,070.68	$134,694.21	$145,195.79	$156,996.90	8
7	$60,129.46	$65,432.94	$72,176.43	$79,833.10	$87,243.91	$96,445.97	$107,052.92	$114,744.71	$123,068.71	$132,551.74	$142,983.08	$154,468.09	7
6	$59,146.04	$64,449.51	$71,122.76	$78,603.82	$85,839.02	$94,935.71	$105,331.93	$112,953.47	$121,136.98	$130,479.53	$140,840.62	$152,114.89	6
5	$58,303.10	$63,395.84	$70,033.96	$77,339.41	$84,504.37	$93,460.57	$103,646.05	$111,127.11	$119,170.13	$128,337.06	$138,452.30	$149,586.08	5
4	$57,284.55	$62,447.54	$68,910.05	$76,075.01	$83,134.60	$91,915.19	$101,960.18	$109,300.75	$117,238.40	$126,299.97	$136,239.59	$147,197.76	4
3	$56,336.25	$61,393.87	$67,786.13	$74,880.85	$81,764.83	$90,404.92	$100,309.43	$107,474.39	$115,306.67	$124,157.50	$133,921.51	$144,739.20	3
2	$55,458.19	$60,375.32	$66,627.09	$73,581.32	$80,359.94	$88,824.42	$98,588.43	$105,683.15	$113,339.82	$122,155.53	$131,779.05	$142,280.63	2
1	$54,509.89	$59,356.77	$65,538.30	$72,352.04	$79,025.28	$87,419.53	$96,902.56	$103,927.03	$111,408.09	$120,048.19	$129,496.10	$139,857.19	1

INTERN RATES	
YEAR 1	YEAR 2
$35,431.43	$38,156.92

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2016 SALARY SCHEDULE A-2 - Effective October 31, 2016 - 2.00%

BI-WEEKLY RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Schedule A-1 employees will become Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$3,737.83	$4,091.75	$4,522.68	$5,019.79	$5,384.53	$5,774.92	$6,222.06	$6,713.77	$7,252.77	21
20				$3,691.90	$4,036.37	$4,463.24	$4,957.65	$5,314.28	$5,701.98	$6,143.71	$6,624.62	$7,162.26	20
19			$3,300.15	$3,644.62	$3,986.39	$4,407.85	$4,890.11	$5,245.39	$5,627.68	$6,064.01	$6,542.21	$7,069.05	19
18			$3,255.57	$3,598.69	$3,932.35	$4,348.42	$4,825.27	$5,177.84	$5,553.38	$5,981.61	$6,454.41	$6,973.14	18
17			$3,212.34	$3,551.41	$3,878.32	$4,290.33	$4,760.43	$5,106.25	$5,477.74	$5,900.55	$6,367.95	$6,877.23	17
16			$3,166.41	$3,500.08	$3,829.69	$4,233.59	$4,696.94	$5,036.00	$5,402.09	$5,822.20	$6,282.85	$6,786.72	16
15			$3,127.24	$3,452.80	$3,774.30	$4,175.51	$4,632.10	$4,969.81	$5,326.44	$5,742.50	$6,195.04	$6,692.16	15
14		$2,792.23	$3,082.66	$3,401.46	$3,722.97	$4,117.42	$4,568.61	$4,896.87	$5,252.14	$5,661.45	$6,108.59	$6,598.95	14
13		$2,753.05	$3,039.43	$3,356.89	$3,671.64	$4,056.63	$4,502.41	$4,827.97	$5,180.55	$5,577.70	$6,019.43	$6,503.04	13
12	$2,490.99	$2,712.53	$2,997.56	$3,312.31	$3,617.60	$3,999.90	$4,437.57	$4,759.08	$5,104.90	$5,499.35	$5,934.33	$6,412.53	12
11	$2,459.92	$2,673.35	$2,952.98	$3,260.97	$3,566.27	$3,941.81	$4,371.38	$4,692.89	$5,027.90	$5,422.35	$5,850.57	$6,319.32	11
10	$2,419.39	$2,634.18	$2,909.75	$3,213.69	$3,512.23	$3,882.37	$4,310.59	$4,622.64	$4,959.01	$5,341.30	$5,760.07	$6,222.06	10
9	$2,382.92	$2,597.70	$2,867.87	$3,163.71	$3,458.20	$3,824.28	$4,244.40	$4,555.10	$4,882.01	$5,256.19	$5,673.61	$6,126.15	9
8	$2,350.50	$2,557.18	$2,824.65	$3,120.49	$3,405.52	$3,768.90	$4,179.56	$4,483.50	$4,810.41	$5,180.55	$5,584.45	$6,038.34	8
7	$2,312.67	$2,516.65	$2,776.02	$3,070.50	$3,355.54	$3,709.46	$4,117.42	$4,413.26	$4,733.41	$5,098.14	$5,499.35	$5,941.08	7
6	$2,274.85	$2,478.83	$2,735.49	$3,023.22	$3,301.50	$3,651.37	$4,051.23	$4,344.36	$4,659.11	$5,018.44	$5,416.95	$5,850.57	6
5	$2,242.43	$2,438.30	$2,693.61	$2,974.59	$3,250.17	$3,594.64	$3,986.39	$4,274.12	$4,583.47	$4,936.04	$5,325.09	$5,753.31	5
4	$2,203.25	$2,401.83	$2,650.39	$2,925.96	$3,197.48	$3,535.20	$3,921.55	$4,203.87	$4,509.17	$4,857.69	$5,239.98	$5,661.45	4
3	$2,166.78	$2,361.30	$2,607.16	$2,880.03	$3,144.80	$3,477.11	$3,858.05	$4,133.63	$4,434.87	$4,775.29	$5,150.83	$5,566.89	3
2	$2,133.01	$2,322.13	$2,562.58	$2,830.05	$3,090.77	$3,416.32	$3,791.86	$4,064.74	$4,359.22	$4,698.29	$5,068.43	$5,472.33	2
1	$2,096.53	$2,282.95	$2,520.70	$2,782.77	$3,039.43	$3,362.29	$3,727.02	$3,997.19	$4,284.93	$4,617.24	$4,980.62	$5,379.12	1

INTERN RATES	
YEAR 1	YEAR 2
$1,362.75	$1,467.57

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2016 SALARY SCHEDULE A-2 - Effective October 31, 2016 - 2.00%

ANNUAL RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Schedule A-1 employees will become Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$97,183.54	$106,385.60	$117,589.62	$130,514.65	$139,997.68	$150,148.04	$161,773.54	$174,558.07	$188,571.89	21
20				**$95,989.38**	**$104,945.58**	**$116,044.24**	**$128,899.02**	**$138,171.32**	**$148,251.44**	**$159,736.44**	**$172,240.00**	**$186,218.69**	20
19			$85,803.90	$94,760.10	$103,646.05	$114,604.22	$127,142.90	$136,380.08	$146,319.70	$157,664.22	$170,097.53	$183,795.25	19
18			**$84,644.86**	**$93,565.94**	**$102,241.16**	**$113,058.84**	**$125,457.03**	**$134,623.96**	**$144,387.98**	**$155,521.76**	**$167,814.58**	**$181,301.56**	18
17			$83,520.94	$92,336.66	$100,836.26	$111,548.58	$123,771.16	$132,762.48	$142,421.12	$153,414.42	$165,566.75	$178,807.88	17
16			**$82,326.79**	**$91,002.01**	**$99,571.86**	**$110,073.44**	**$122,120.41**	**$130,936.12**	**$140,454.27**	**$151,377.32**	**$163,354.04**	**$176,454.68**	16
15			$81,308.24	$89,772.72	$98,131.84	$108,563.18	$120,434.53	$129,215.12	$138,487.42	$149,305.10	$161,071.09	$173,996.12	15
14		**$72,597.90**	**$80,149.20**	**$88,438.07**	**$96,797.19**	**$107,052.92**	**$118,783.78**	**$127,318.51**	**$136,555.69**	**$147,197.76**	**$158,823.26**	**$171,572.67**	14
13		$71,579.35	$79,025.28	$87,279.04	$95,462.54	$105,472.41	$117,062.79	$125,527.27	$134,694.21	$145,020.18	$156,505.19	$169,078.99	13
12	**$64,765.61**	**$70,525.68**	**$77,936.49**	**$86,120.00**	**$94,057.65**	**$103,997.27**	**$115,376.91**	**$123,736.04**	**$132,727.35**	**$142,983.08**	**$154,292.48**	**$166,725.79**	12
11	$63,957.80	$69,507.13	$76,777.45	$84,785.35	$92,723.00	$102,487.01	$113,655.92	$122,015.04	$130,725.38	$140,981.11	$152,114.89	$164,302.35	11
10	**$62,904.13**	**$68,488.58**	**$75,653.54**	**$83,556.07**	**$91,318.11**	**$100,941.63**	**$112,075.42**	**$120,188.68**	**$128,934.14**	**$138,873.77**	**$149,761.70**	**$161,773.54**	10
9	$61,955.82	$67,540.28	$74,564.75	$82,256.54	$89,913.21	$99,431.37	$110,354.42	$118,432.56	$126,932.17	$136,661.06	$147,513.87	$159,279.85	9
8	**$61,112.89**	**$66,486.61**	**$73,440.83**	**$81,132.63**	**$88,543.44**	**$97,991.35**	**$108,668.54**	**$116,571.07**	**$125,070.68**	**$134,694.21**	**$145,195.79**	**$156,996.90**	8
7	$60,129.46	$65,432.94	$72,176.43	$79,833.10	$87,243.91	$96,445.97	$107,052.92	$114,744.71	$123,068.71	$132,551.74	$142,983.08	$154,468.09	7
6	**$59,146.04**	**$64,449.51**	**$71,122.76**	**$78,603.82**	**$85,839.02**	**$94,935.71**	**$105,331.93**	**$112,953.47**	**$121,136.98**	**$130,479.53**	**$140,840.62**	**$152,114.89**	6
5	$58,303.10	$63,395.84	$70,033.96	$77,339.41	$84,504.37	$93,460.57	$103,646.05	$111,127.11	$119,170.13	$128,337.06	$138,452.30	$149,586.08	5
4	**$57,284.55**	**$62,447.54**	**$68,910.05**	**$76,075.01**	**$83,134.60**	**$91,915.19**	**$101,960.18**	**$109,300.75**	**$117,238.40**	**$126,299.97**	**$136,239.59**	**$147,197.76**	4
3	$56,336.25	$61,393.87	$67,786.13	$74,880.85	$81,764.83	$90,404.92	$100,309.43	$107,474.39	$115,306.67	$124,157.50	$133,921.51	$144,739.20	3
2	**$55,458.19**	**$60,375.32**	**$66,627.09**	**$73,581.32**	**$80,359.94**	**$88,824.42**	**$98,588.43**	**$105,683.15**	**$113,339.82**	**$122,155.53**	**$131,779.05**	**$142,280.63**	2
1	$54,509.89	$59,356.77	$65,538.30	$72,352.04	$79,025.28	$87,419.53	$96,902.56	$103,927.03	$111,408.09	$120,048.19	$129,496.10	$139,857.19	1

INTERN RATES	
YEAR 1	YEAR 2
$35,431.43	$38,156.92

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2017 SALARY SCHEDULE A-1 - Effective December 24, 2017 - 2.00% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$2,872.87	$3,125.02	$3,452.96	$3,812.58	$4,173.59	$4,613.13	$5,120.19	$5,492.22	$5,890.42	$6,346.50	$6,848.05	$7,397.82	21
20	$2,831.54	$3,086.44	$3,411.62	$3,765.74	$4,117.10	$4,552.50	$5,056.81	$5,420.57	$5,816.02	$6,266.58	$6,757.11	$7,305.50	20
19	$2,797.09	$3,046.49	$3,366.15	$3,717.51	$4,066.11	$4,496.01	$4,987.91	$5,350.30	$5,740.23	$6,185.29	$6,673.06	$7,210.43	19
18	$2,761.26	$3,007.90	$3,320.68	$3,670.66	$4,011.00	$4,435.39	$4,921.78	$5,281.40	$5,664.45	$6,101.24	$6,583.50	$7,112.60	18
17	$2,724.06	$2,967.95	$3,276.59	$3,622.44	$3,955.88	$4,376.14	$4,855.64	$5,208.37	$5,587.29	$6,018.57	$6,495.31	$7,014.77	17
16	$2,686.86	$2,929.37	$3,229.74	$3,570.08	$3,906.28	$4,318.27	$4,790.88	$5,136.72	$5,510.13	$5,938.65	$6,408.50	$6,922.45	16
15	$2,652.41	$2,886.65	$3,189.78	$3,521.85	$3,849.79	$4,259.02	$4,724.74	$5,069.21	$5,432.97	$5,857.35	$6,318.94	$6,826.00	15
14	$2,613.83	$2,848.07	$3,144.31	$3,469.49	$3,797.43	$4,199.77	$4,659.98	$4,994.80	$5,357.18	$5,774.68	$6,230.76	$6,730.93	14
13	$2,576.63	$2,808.11	$3,100.22	$3,424.02	$3,745.07	$4,137.76	$4,592.46	$4,924.53	$5,284.16	$5,689.25	$6,139.82	$6,633.10	13
12	$2,540.80	$2,766.78	$3,057.51	$3,378.55	$3,689.95	$4,079.89	$4,526.33	$4,854.26	$5,207.00	$5,609.34	$6,053.01	$6,540.78	12
11	$2,509.11	$2,726.82	$3,012.04	$3,326.19	$3,637.59	$4,020.64	$4,458.81	$4,786.74	$5,128.46	$5,530.80	$5,967.58	$6,445.71	11
10	$2,467.78	$2,686.86	$2,967.95	$3,277.97	$3,582.48	$3,960.02	$4,396.80	$4,715.09	$5,058.19	$5,448.12	$5,875.27	$6,346.50	10
9	$2,430.57	$2,649.66	$2,925.23	$3,226.99	$3,527.36	$3,900.77	$4,329.29	$4,646.20	$4,979.65	$5,361.32	$5,787.08	$6,248.67	9
8	$2,397.51	$2,608.32	$2,881.14	$3,182.90	$3,473.63	$3,844.28	$4,263.15	$4,573.17	$4,906.62	$5,284.16	$5,696.14	$6,159.11	8
7	$2,358.93	$2,566.98	$2,831.54	$3,131.91	$3,422.65	$3,783.65	$4,199.77	$4,501.52	$4,828.08	$5,200.11	$5,609.34	$6,059.90	7
6	$2,320.34	$2,528.40	$2,790.20	$3,083.69	$3,367.53	$3,724.40	$4,132.25	$4,431.25	$4,752.30	$5,118.81	$5,525.29	$5,967.58	6
5	$2,287.28	$2,487.07	$2,747.49	$3,034.08	$3,315.17	$3,666.53	$4,066.11	$4,359.60	$4,675.14	$5,034.76	$5,431.59	$5,868.38	5
4	$2,247.32	$2,449.86	$2,703.39	$2,984.48	$3,261.43	$3,605.90	$3,999.98	$4,287.95	$4,599.35	$4,954.84	$5,344.78	$5,774.68	4
3	$2,210.11	$2,408.53	$2,659.30	$2,937.63	$3,207.70	$3,546.65	$3,935.22	$4,216.30	$4,523.57	$4,870.79	$5,253.84	$5,678.23	3
2	$2,175.67	$2,368.57	$2,613.83	$2,886.65	$3,152.58	$3,484.65	$3,867.70	$4,146.03	$4,446.41	$4,792.26	$5,169.79	$5,581.78	2
1	$2,138.46	$2,328.61	$2,571.12	$2,838.43	$3,100.22	$3,429.54	$3,801.56	$4,077.14	$4,370.62	$4,709.58	$5,080.23	$5,486.71	1

INTERN RATES	
YEAR 1	YEAR 2
$1,390.00	$1,496.93

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2017 SALARY SCHEDULE A-1 - Effective December 24, 2017 - 2.00% Increase

ANNUAL RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$74,694.70	$81,250.64	$89,776.94	$99,127.21	$108,513.31	$119,941.42	$133,124.94	$142,797.64	$153,151.00	$165,009.01	$178,049.23	$192,343.33	21
20	$73,619.95	$80,247.54	$88,702.19	$97,909.17	$107,044.49	$118,365.13	$131,477.00	$140,934.75	$151,216.47	$162,931.17	$175,684.80	$189,943.07	20
19	$72,724.34	$79,208.62	$87,519.97	$96,655.30	$105,718.97	$116,896.31	$129,685.76	$139,107.68	$149,246.10	$160,817.51	$173,499.49	$187,471.16	19
18	$71,792.89	$78,205.53	$86,337.76	$95,437.26	$104,285.98	$115,320.02	$127,966.17	$137,316.44	$147,275.74	$158,632.19	$171,170.87	$184,927.60	18
17	$70,825.62	$77,166.61	$85,191.36	$94,183.39	$102,852.99	$113,779.55	$126,246.58	$135,417.73	$145,269.55	$156,482.71	$168,878.09	$182,384.03	17
16	$69,858.35	$76,163.52	$83,973.32	$92,822.05	$101,563.30	$112,274.91	$124,562.81	$133,554.84	$143,263.36	$154,404.87	$166,621.12	$179,983.77	16
15	$68,962.73	$75,052.95	$82,934.40	$91,568.18	$100,094.48	$110,734.44	$122,843.22	$131,799.42	$141,257.17	$152,291.20	$164,292.51	$177,476.04	15
14	$67,959.64	$74,049.86	$81,752.18	$90,206.84	$98,733.14	$109,193.98	$121,159.46	$129,864.89	$139,286.80	$150,141.72	$161,999.73	$175,004.13	14
13	$66,992.37	$73,010.93	$80,605.79	$89,024.62	$97,371.79	$107,581.86	$119,404.04	$128,037.82	$137,388.09	$147,920.58	$159,635.29	$172,460.57	13
12	$66,060.92	$71,936.19	$79,495.22	$87,842.40	$95,938.80	$106,077.22	$117,684.45	$126,210.76	$135,381.90	$145,842.74	$157,378.33	$170,060.30	12
11	$65,236.96	$70,897.27	$78,313.00	$86,481.06	$94,577.46	$104,536.75	$115,929.04	$124,455.34	$133,339.89	$143,800.73	$155,157.19	$167,588.39	11
10	$64,162.21	$69,858.35	$77,166.61	$85,227.19	$93,144.47	$102,960.46	$114,316.93	$122,592.45	$131,512.83	$141,651.24	$152,756.93	$165,009.01	10
9	$63,194.94	$68,891.08	$76,056.04	$83,901.67	$91,711.48	$101,420.00	$112,561.51	$120,801.21	$129,470.81	$139,394.28	$150,464.14	$162,465.45	9
8	$62,335.15	$67,816.34	$74,909.65	$82,755.28	$90,314.31	$99,951.18	$110,841.92	$118,902.50	$127,572.10	$137,388.09	$148,099.70	$160,136.84	8
7	$61,332.05	$66,741.60	$73,619.95	$81,429.76	$88,988.79	$98,374.89	$109,193.98	$117,039.61	$125,530.09	$135,202.78	$145,842.74	$157,557.45	7
6	$60,328.96	$65,738.50	$72,545.21	$80,175.89	$87,555.80	$96,834.42	$107,438.56	$115,212.54	$123,559.72	$133,089.12	$143,657.43	$155,157.19	6
5	$59,469.16	$64,663.76	$71,434.64	$78,886.20	$86,194.46	$95,329.78	$105,718.97	$113,349.65	$121,553.53	$130,903.80	$141,221.34	$152,577.80	5
4	$58,430.24	$63,696.49	$70,288.25	$77,596.51	$84,797.29	$93,753.49	$103,999.38	$111,486.77	$119,583.17	$128,825.97	$138,964.38	$150,141.72	4
3	$57,462.97	$62,621.75	$69,141.86	$76,378.46	$83,400.12	$92,213.02	$102,315.62	$109,623.88	$117,612.80	$126,640.65	$136,599.94	$147,633.98	3
2	$56,567.35	$61,582.82	$67,959.64	$75,052.95	$81,967.13	$90,600.91	$100,560.20	$107,796.81	$115,606.62	$124,598.64	$134,414.63	$145,126.25	2
1	$55,600.08	$60,543.90	$66,849.07	$73,799.08	$80,605.79	$89,167.92	$98,840.61	$106,005.57	$113,636.25	$122,449.15	$132,086.02	$142,654.34	1

INTERN RATES	
YEAR 1	YEAR 2
$36,140.05	$38,920.06

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2017 SALARY SCHEDULE A-2 - Effective December 24, 2017 - 2.00% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$3,812.58	$4,173.59	$4,613.13	$5,120.19	$5,492.22	$5,890.42	$6,346.50	$6,848.05	$7,397.82	21
20				$3,765.74	$4,117.10	$4,552.50	$5,056.81	$5,420.57	$5,816.02	$6,266.58	$6,757.11	$7,305.50	20
19			$3,366.15	$3,717.51	$4,066.11	$4,496.01	$4,987.91	$5,350.30	$5,740.23	$6,185.29	$6,673.06	$7,210.43	19
18			$3,320.68	$3,670.66	$4,011.00	$4,435.39	$4,921.78	$5,281.40	$5,664.45	$6,101.24	$6,583.50	$7,112.60	18
17			$3,276.59	$3,622.44	$3,955.88	$4,376.14	$4,855.64	$5,208.37	$5,587.29	$6,018.57	$6,495.31	$7,014.77	17
16			$3,229.74	$3,570.08	$3,906.28	$4,318.27	$4,790.88	$5,136.72	$5,510.13	$5,938.65	$6,408.50	$6,922.45	16
15			$3,189.78	$3,521.85	$3,849.79	$4,259.02	$4,724.74	$5,069.21	$5,432.97	$5,857.35	$6,318.94	$6,826.00	15
14		$2,848.07	$3,144.31	$3,469.49	$3,797.43	$4,199.77	$4,659.98	$4,994.80	$5,357.18	$5,774.68	$6,230.76	$6,730.93	14
13		$2,808.11	$3,100.22	$3,424.02	$3,745.07	$4,137.76	$4,592.46	$4,924.53	$5,284.16	$5,689.25	$6,139.82	$6,633.10	13
12	$2,540.80	$2,766.78	$3,057.51	$3,378.55	$3,689.95	$4,079.89	$4,526.33	$4,854.26	$5,207.00	$5,609.34	$6,053.01	$6,540.78	12
11	$2,509.11	$2,726.82	$3,012.04	$3,326.19	$3,637.59	$4,020.64	$4,458.81	$4,786.74	$5,128.46	$5,530.80	$5,967.58	$6,445.71	11
10	$2,467.78	$2,686.86	$2,967.95	$3,277.97	$3,582.48	$3,960.02	$4,396.80	$4,715.09	$5,058.19	$5,448.12	$5,875.27	$6,346.50	10
9	$2,430.57	$2,649.66	$2,925.23	$3,226.99	$3,527.36	$3,900.77	$4,329.29	$4,646.20	$4,979.65	$5,361.32	$5,787.08	$6,248.67	9
8	$2,397.51	$2,608.32	$2,881.14	$3,182.90	$3,473.63	$3,844.28	$4,263.15	$4,573.17	$4,906.62	$5,284.16	$5,696.14	$6,159.11	8
7	$2,358.93	$2,566.98	$2,831.54	$3,131.91	$3,422.65	$3,783.65	$4,199.77	$4,501.52	$4,828.08	$5,200.11	$5,609.34	$6,059.90	7
6	$2,320.34	$2,528.40	$2,790.20	$3,083.69	$3,367.53	$3,724.40	$4,132.25	$4,431.25	$4,752.30	$5,118.81	$5,525.29	$5,967.58	6
5	$2,287.28	$2,487.07	$2,747.49	$3,034.08	$3,315.17	$3,666.53	$4,066.11	$4,359.60	$4,675.14	$5,034.76	$5,431.59	$5,868.38	5
4	$2,247.32	$2,449.86	$2,703.39	$2,984.48	$3,261.43	$3,605.90	$3,999.98	$4,287.95	$4,599.35	$4,954.84	$5,344.78	$5,774.68	4
3	$2,210.11	$2,408.53	$2,659.30	$2,937.63	$3,207.70	$3,546.65	$3,935.22	$4,216.30	$4,523.57	$4,870.79	$5,253.84	$5,678.23	3
2	$2,175.67	$2,368.57	$2,613.83	$2,886.65	$3,152.58	$3,484.65	$3,867.70	$4,146.03	$4,446.41	$4,792.26	$5,169.79	$5,581.78	2
1	$2,138.46	$2,328.61	$2,571.12	$2,838.43	$3,100.22	$3,429.54	$3,801.56	$4,077.14	$4,370.62	$4,709.58	$5,080.23	$5,486.71	1

INTERN RATES	
YEAR 1	YEAR 2
$1,390.00	$1,496.93

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2017 SALARY SCHEDULE A-2 - Effective December 24, 2017 - 2.00% Increase

ANNUAL RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$99,127.21	$108,513.31	$119,941.42	$133,124.94	$142,797.64	$153,151.00	$165,009.01	$178,049.23	$192,343.33	21
20				**$97,909.17**	**$107,044.49**	**$118,365.13**	**$131,477.00**	**$140,934.75**	**$151,216.47**	**$162,931.17**	**$175,684.80**	**$189,943.07**	20
19			$87,519.97	$96,655.30	$105,718.97	$116,896.31	$129,685.76	$139,107.68	$149,246.10	$160,817.51	$173,499.49	$187,471.16	19
18			**$86,337.76**	**$95,437.26**	**$104,285.98**	**$115,320.02**	**$127,966.17**	**$137,316.44**	**$147,275.74**	**$158,632.19**	**$171,170.87**	**$184,927.60**	18
17			$85,191.36	$94,183.39	$102,852.99	$113,779.55	$126,246.58	$135,417.73	$145,269.55	$156,482.71	$168,878.09	$182,384.03	17
16			**$83,973.32**	**$92,822.05**	**$101,563.30**	**$112,274.91**	**$124,562.81**	**$133,554.84**	**$143,263.36**	**$154,404.87**	**$166,621.12**	**$179,983.77**	16
15			$82,934.40	$91,568.18	$100,094.48	$110,734.44	$122,843.22	$131,799.42	$141,257.17	$152,291.20	$164,292.51	$177,476.04	15
14		**$74,049.86**	**$81,752.18**	**$90,206.84**	**$98,733.14**	**$109,193.98**	**$121,159.46**	**$129,864.89**	**$139,286.80**	**$150,141.72**	**$161,999.73**	**$175,004.13**	14
13		$73,010.93	$80,605.79	$89,024.62	$97,371.79	$107,581.86	$119,404.04	$128,037.82	$137,388.09	$147,920.58	$159,635.29	$172,460.57	13
12	**$66,060.92**	**$71,936.19**	**$79,495.22**	**$87,842.40**	**$95,938.80**	**$106,077.22**	**$117,684.45**	**$126,210.76**	**$135,381.90**	**$145,842.74**	**$157,378.33**	**$170,060.30**	12
11	$65,236.96	$70,897.27	$78,313.00	$86,481.06	$94,577.46	$104,536.75	$115,929.04	$124,455.34	$133,339.89	$143,800.73	$155,157.19	$167,588.39	11
10	**$64,162.21**	**$69,858.35**	**$77,166.61**	**$85,227.19**	**$93,144.47**	**$102,960.46**	**$114,316.93**	**$122,592.45**	**$131,512.83**	**$141,651.24**	**$152,756.93**	**$165,009.01**	10
9	$63,194.94	$68,891.08	$76,056.04	$83,901.67	$91,711.48	$101,420.00	$112,561.51	$120,801.21	$129,470.81	$139,394.28	$150,464.14	$162,465.45	9
8	**$62,335.15**	**$67,816.34**	**$74,909.65**	**$82,755.28**	**$90,314.31**	**$99,951.18**	**$110,841.92**	**$118,902.50**	**$127,572.10**	**$137,388.09**	**$148,099.70**	**$160,136.84**	8
7	$61,332.05	$66,741.60	$73,619.95	$81,429.76	$88,988.79	$98,374.89	$109,193.98	$117,039.61	$125,530.09	$135,202.78	$145,842.74	$157,557.45	7
6	**$60,328.96**	**$65,738.50**	**$72,545.21**	**$80,175.89**	**$87,555.80**	**$96,834.42**	**$107,438.56**	**$115,212.54**	**$123,559.72**	**$133,089.12**	**$143,657.43**	**$155,157.19**	6
5	$59,469.16	$64,663.76	$71,434.64	$78,886.20	$86,194.46	$95,329.78	$105,718.97	$113,349.65	$121,553.53	$130,903.80	$141,221.34	$152,577.80	5
4	**$58,430.24**	**$63,696.49**	**$70,288.25**	**$77,596.51**	**$84,797.29**	**$93,753.49**	**$103,999.38**	**$111,486.77**	**$119,583.17**	**$128,825.97**	**$138,964.38**	**$150,141.72**	4
3	$57,462.97	$62,621.75	$69,141.86	$76,378.46	$83,400.12	$92,213.02	$102,315.62	$109,623.88	$117,612.80	$126,640.65	$136,599.94	$147,633.98	3
2	**$56,567.35**	**$61,582.82**	**$67,959.64**	**$75,052.95**	**$81,967.13**	**$90,600.91**	**$100,560.20**	**$107,796.81**	**$115,606.62**	**$124,598.64**	**$134,414.63**	**$145,126.25**	2
1	$55,600.08	$60,543.90	$66,849.07	$73,799.08	$80,605.79	$89,167.92	$98,840.61	$106,005.57	$113,636.25	$122,449.15	$132,086.02	$142,654.34	1

INTERN RATES	
YEAR 1	YEAR 2
$36,140.05	$38,920.06

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2018 SALARY SCHEDULE A-1 - Effective December 23, 2018 - 1.00% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$2,901.60	$3,156.27	$3,487.49	$3,850.71	$4,215.32	$4,659.26	$5,171.39	$5,547.14	$5,949.33	$6,409.97	$6,916.53	$7,471.80	21
20	$2,859.85	$3,117.31	$3,445.74	$3,803.39	$4,158.27	$4,598.03	$5,107.38	$5,474.77	$5,874.18	$6,329.25	$6,824.68	$7,378.56	20
19	$2,825.06	$3,076.95	$3,399.81	$3,754.69	$4,106.78	$4,540.97	$5,037.79	$5,403.80	$5,797.64	$6,247.14	$6,739.79	$7,282.53	19
18	$2,788.88	$3,037.98	$3,353.89	$3,707.37	$4,051.11	$4,479.74	$4,970.99	$5,334.22	$5,721.10	$6,162.25	$6,649.33	$7,183.73	18
17	$2,751.30	$2,997.63	$3,309.36	$3,658.66	$3,995.44	$4,419.90	$4,904.19	$5,260.46	$5,643.16	$6,078.75	$6,560.26	$7,084.92	17
16	$2,713.73	$2,958.66	$3,262.04	$3,605.78	$3,945.34	$4,361.45	$4,838.79	$5,188.09	$5,565.23	$5,998.04	$6,472.59	$6,991.68	16
15	$2,678.94	$2,915.52	$3,221.68	$3,557.07	$3,888.29	$4,301.61	$4,771.99	$5,119.90	$5,487.30	$5,915.93	$6,382.13	$6,894.26	15
14	$2,639.97	$2,876.55	$3,175.76	$3,504.19	$3,835.40	$4,241.77	$4,706.58	$5,044.75	$5,410.76	$5,832.43	$6,293.07	$6,798.24	14
13	$2,602.40	$2,836.19	$3,131.22	$3,458.26	$3,782.52	$4,179.14	$4,638.39	$4,973.78	$5,337.00	$5,746.15	$6,201.22	$6,699.43	13
12	$2,566.21	$2,794.44	$3,088.08	$3,412.34	$3,726.85	$4,120.69	$4,571.59	$4,902.80	$5,259.07	$5,665.43	$6,113.54	$6,606.19	12
11	$2,534.20	$2,754.09	$3,042.16	$3,359.46	$3,673.97	$4,060.85	$4,503.40	$4,834.61	$5,179.74	$5,586.11	$6,027.26	$6,510.16	11
10	$2,492.46	$2,713.73	$2,997.63	$3,310.75	$3,618.30	$3,999.62	$4,440.77	$4,762.25	$5,108.77	$5,502.61	$5,934.02	$6,409.97	10
9	$2,454.88	$2,676.15	$2,954.48	$3,259.26	$3,562.64	$3,939.78	$4,372.58	$4,692.66	$5,029.44	$5,414.93	$5,844.95	$6,311.16	9
8	$2,421.48	$2,634.40	$2,909.95	$3,214.72	$3,508.36	$3,882.72	$4,305.78	$4,618.90	$4,955.69	$5,337.00	$5,753.10	$6,220.70	8
7	$2,382.51	$2,592.65	$2,859.85	$3,163.23	$3,456.87	$3,821.49	$4,241.77	$4,546.54	$4,876.36	$5,252.11	$5,665.43	$6,120.50	7
6	$2,343.55	$2,553.69	$2,818.10	$3,114.53	$3,401.21	$3,761.64	$4,173.57	$4,475.56	$4,799.82	$5,170.00	$5,580.54	$6,027.26	6
5	$2,310.15	$2,511.94	$2,774.96	$3,064.43	$3,348.32	$3,703.20	$4,106.78	$4,403.20	$4,721.89	$5,085.11	$5,485.91	$5,927.06	5
4	$2,269.79	$2,474.36	$2,730.43	$3,014.33	$3,294.05	$3,641.96	$4,039.98	$4,330.83	$4,645.35	$5,004.39	$5,398.23	$5,832.43	4
3	$2,232.22	$2,432.61	$2,685.90	$2,967.01	$3,239.77	$3,582.12	$3,974.57	$4,258.47	$4,568.81	$4,919.50	$5,306.38	$5,735.01	3
2	$2,197.42	$2,392.26	$2,639.97	$2,915.52	$3,184.11	$3,519.50	$3,906.38	$4,187.49	$4,490.87	$4,840.18	$5,221.49	$5,637.60	2
1	$2,159.85	$2,351.90	$2,596.83	$2,866.81	$3,131.22	$3,463.83	$3,839.58	$4,117.91	$4,414.33	$4,756.68	$5,131.03	$5,541.57	1

INTERN RATES	
YEAR 1	YEAR 2
$1,403.90	$1,511.89

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2018 SALARY SCHEDULE A-1 - Effective December 23, 2018 - 1.00% Increase

ANNUAL RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$75,441.65	$82,063.14	$90,674.71	$100,118.48	$109,598.44	$121,140.83	$134,456.19	$144,225.61	$154,682.51	$166,659.10	$179,829.73	$194,266.76	21
20	**$74,356.15**	**$81,050.02**	**$89,589.22**	**$98,888.26**	**$108,114.94**	**$119,548.78**	**$132,791.77**	**$142,344.09**	**$152,728.63**	**$164,560.48**	**$177,441.65**	**$191,842.50**	20
19	$73,451.58	$80,000.71	$88,395.17	$97,621.85	$106,776.16	$118,065.27	$130,982.62	$140,498.76	$150,738.56	$162,425.68	$175,234.48	$189,345.87	19
18	**$72,510.82**	**$78,987.58**	**$87,201.14**	**$96,391.63**	**$105,328.84**	**$116,473.22**	**$129,245.83**	**$138,689.61**	**$148,748.49**	**$160,218.52**	**$172,882.58**	**$186,776.87**	18
17	$71,533.88	$77,938.28	$86,043.28	$95,125.22	$103,881.52	$114,917.35	$127,509.05	$136,771.91	$146,722.24	$158,047.53	$170,566.87	$184,207.87	17
16	**$70,556.94**	**$76,925.15**	**$84,813.05**	**$93,750.27**	**$102,578.93**	**$113,397.66**	**$125,808.44**	**$134,890.39**	**$144,695.99**	**$155,948.92**	**$168,287.33**	**$181,783.61**	16
15	$69,652.36	$75,803.48	$83,763.75	$92,483.86	$101,095.42	$111,841.79	$124,071.66	$133,117.42	$142,669.74	$153,814.12	$165,935.44	$179,250.80	15
14	**$68,639.23**	**$74,790.35**	**$82,569.71**	**$91,108.90**	**$99,720.47**	**$110,285.92**	**$122,371.06**	**$131,163.53**	**$140,679.67**	**$151,643.14**	**$163,619.72**	**$176,754.17**	14
13	$67,662.29	$73,741.04	$81,411.85	$89,914.86	$98,345.51	$108,657.68	$120,598.08	$129,318.20	$138,761.97	$149,399.79	$161,231.64	$174,185.17	13
12	**$66,721.53**	**$72,655.55**	**$80,290.17**	**$88,720.82**	**$96,898.19**	**$107,137.99**	**$118,861.30**	**$127,472.86**	**$136,735.72**	**$147,301.17**	**$158,952.11**	**$171,760.91**	12
11	$65,889.32	$71,606.24	$79,096.13	$87,345.87	$95,523.23	$105,582.12	$117,088.33	$125,699.90	$134,673.29	$145,238.74	$156,708.76	$169,264.28	11
10	**$64,803.83**	**$70,556.94**	**$77,938.28**	**$86,079.46**	**$94,075.91**	**$103,990.07**	**$115,460.09**	**$123,818.38**	**$132,827.96**	**$143,067.76**	**$154,284.50**	**$166,659.10**	10
9	$63,826.89	$69,579.99	$76,816.60	$84,740.69	$92,628.59	$102,434.20	$113,687.13	$122,009.22	$130,765.52	$140,788.22	$151,968.78	$164,090.10	9
8	**$62,958.50**	**$68,494.50**	**$75,658.74**	**$83,582.83**	**$91,217.45**	**$100,950.69**	**$111,950.33**	**$120,091.52**	**$128,847.82**	**$138,761.97**	**$149,580.70**	**$161,738.21**	8
7	$61,945.37	$67,409.01	$74,356.15	$82,244.06	$89,878.68	$99,358.64	$110,285.92	$118,210.00	$126,785.39	$136,554.81	$147,301.17	$159,133.03	7
6	**$60,932.25**	**$66,395.89**	**$73,270.66**	**$80,977.65**	**$88,431.36**	**$97,802.77**	**$108,512.95**	**$116,364.67**	**$124,795.32**	**$134,420.01**	**$145,094.00**	**$156,708.76**	6
5	$60,063.86	$65,310.39	$72,148.99	$79,675.06	$87,056.40	$96,283.08	$106,776.16	$114,483.15	$122,769.07	$132,212.84	$142,633.56	$154,103.58	5
4	**$59,014.55**	**$64,333.45**	**$70,991.13**	**$78,372.47**	**$85,645.26**	**$94,691.03**	**$105,039.38**	**$112,601.63**	**$120,779.00**	**$130,114.23**	**$140,354.03**	**$151,643.14**	4
3	$58,037.60	$63,247.96	$69,833.28	$77,142.25	$84,234.12	$93,135.15	$103,338.77	$110,720.11	$118,788.93	$127,907.06	$137,965.94	$149,110.32	3
2	**$57,133.03**	**$62,198.65**	**$68,639.23**	**$75,803.48**	**$82,786.81**	**$91,506.92**	**$101,565.80**	**$108,874.78**	**$116,762.68**	**$125,844.63**	**$135,758.78**	**$146,577.51**	2
1	$56,156.09	$61,149.34	$67,517.56	$74,537.07	$81,411.85	$90,059.60	$99,829.02	$107,065.63	$114,772.61	$123,673.64	$133,406.88	$144,080.88	1

INTERN RATES	
YEAR 1	YEAR 2
$36,501.46	$39,309.26

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2018 SALARY SCHEDULE A-2 - Effective December 23, 2018 - 1.00% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$3,850.71	$4,215.32	$4,659.26	$5,171.39	$5,547.14	$5,949.33	$6,409.97	$6,916.53	$7,471.80	21
20				**$3,803.39**	**$4,158.27**	**$4,598.03**	**$5,107.38**	**$5,474.77**	**$5,874.18**	**$6,329.25**	**$6,824.68**	**$7,378.56**	20
19			$3,399.81	$3,754.69	$4,106.78	$4,540.97	$5,037.79	$5,403.80	$5,797.64	$6,247.14	$6,739.79	$7,282.53	19
18			**$3,353.89**	**$3,707.37**	**$4,051.11**	**$4,479.74**	**$4,970.99**	**$5,334.22**	**$5,721.10**	**$6,162.25**	**$6,649.33**	**$7,183.73**	18
17			$3,309.36	$3,658.66	$3,995.44	$4,419.90	$4,904.19	$5,260.46	$5,643.16	$6,078.75	$6,560.26	$7,084.92	17
16			**$3,262.04**	**$3,605.78**	**$3,945.34**	**$4,361.45**	**$4,838.79**	**$5,188.09**	**$5,565.23**	**$5,998.04**	**$6,472.59**	**$6,991.68**	16
15			$3,221.68	$3,557.07	$3,888.29	$4,301.61	$4,771.99	$5,119.90	$5,487.30	$5,915.93	$6,382.13	$6,894.26	15
14		**$2,876.55**	**$3,175.76**	**$3,504.19**	**$3,835.40**	**$4,241.77**	**$4,706.58**	**$5,044.75**	**$5,410.76**	**$5,832.43**	**$6,293.07**	**$6,798.24**	14
13		$2,836.19	$3,131.22	$3,458.26	$3,782.52	$4,179.14	$4,638.39	$4,973.78	$5,337.00	$5,746.15	$6,201.22	$6,699.43	13
12	**$2,566.21**	**$2,794.44**	**$3,088.08**	**$3,412.34**	**$3,726.85**	**$4,120.69**	**$4,571.59**	**$4,902.80**	**$5,259.07**	**$5,665.43**	**$6,113.54**	**$6,606.19**	12
11	$2,534.20	$2,754.09	$3,042.16	$3,359.46	$3,673.97	$4,060.85	$4,503.40	$4,834.61	$5,179.74	$5,586.11	$6,027.26	$6,510.16	11
10	**$2,492.46**	**$2,713.73**	**$2,997.63**	**$3,310.75**	**$3,618.30**	**$3,999.62**	**$4,440.77**	**$4,762.25**	**$5,108.77**	**$5,502.61**	**$5,934.02**	**$6,409.97**	10
9	$2,454.88	$2,676.15	$2,954.48	$3,259.26	$3,562.64	$3,939.78	$4,372.58	$4,692.66	$5,029.44	$5,414.93	$5,844.95	$6,311.16	9
8	**$2,421.48**	**$2,634.40**	**$2,909.95**	**$3,214.72**	**$3,508.36**	**$3,882.72**	**$4,305.78**	**$4,618.90**	**$4,955.69**	**$5,337.00**	**$5,753.10**	**$6,220.70**	8
7	$2,382.51	$2,592.65	$2,859.85	$3,163.23	$3,456.87	$3,821.49	$4,241.77	$4,546.54	$4,876.36	$5,252.11	$5,665.43	$6,120.50	7
6	**$2,343.55**	**$2,553.69**	**$2,818.10**	**$3,114.53**	**$3,401.21**	**$3,761.64**	**$4,173.57**	**$4,475.56**	**$4,799.82**	**$5,170.00**	**$5,580.54**	**$6,027.26**	6
5	$2,310.15	$2,511.94	$2,774.96	$3,064.43	$3,348.32	$3,703.20	$4,106.78	$4,403.20	$4,721.89	$5,085.11	$5,485.91	$5,927.06	5
4	**$2,269.79**	**$2,474.36**	**$2,730.43**	**$3,014.33**	**$3,294.05**	**$3,641.96**	**$4,039.98**	**$4,330.83**	**$4,645.35**	**$5,004.39**	**$5,398.23**	**$5,832.43**	4
3	$2,232.22	$2,432.61	$2,685.90	$2,967.01	$3,239.77	$3,582.12	$3,974.57	$4,258.47	$4,568.81	$4,919.50	$5,306.38	$5,735.01	3
2	**$2,197.42**	**$2,392.26**	**$2,639.97**	**$2,915.52**	**$3,184.11**	**$3,519.50**	**$3,906.38**	**$4,187.49**	**$4,490.87**	**$4,840.18**	**$5,221.49**	**$5,637.60**	2
1	$2,159.85	$2,351.90	$2,596.83	$2,866.81	$3,131.22	$3,463.83	$3,839.58	$4,117.91	$4,414.33	$4,756.68	$5,131.03	$5,541.57	1

INTERN RATES	
YEAR 1	YEAR 2
$1,403.90	$1,511.89

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2018 SALARY SCHEDULE A-2 - Effective December 23, 2018 - 1.00% Increase

ANNUAL RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$100,118.48	$109,598.44	$121,140.83	$134,456.19	$144,225.61	$154,682.51	$166,659.10	$179,829.73	$194,266.76	21
20				**$98,888.26**	**$108,114.94**	**$119,548.78**	**$132,791.77**	**$142,344.09**	**$152,728.63**	**$164,560.48**	**$177,441.65**	**$191,842.50**	20
19			$88,395.17	$97,621.85	$106,776.16	$118,065.27	$130,982.62	$140,498.76	$150,738.56	$162,425.68	$175,234.48	$189,345.87	19
18			**$87,201.14**	**$96,391.63**	**$105,328.84**	**$116,473.22**	**$129,245.83**	**$138,689.61**	**$148,748.49**	**$160,218.52**	**$172,882.58**	**$186,776.87**	18
17			$86,043.28	$95,125.22	$103,881.52	$114,917.35	$127,509.05	$136,771.91	$146,722.24	$158,047.53	$170,566.87	$184,207.87	17
16			**$84,813.05**	**$93,750.27**	**$102,578.93**	**$113,397.66**	**$125,808.44**	**$134,890.39**	**$144,695.99**	**$155,948.92**	**$168,287.33**	**$181,783.61**	16
15			$83,763.75	$92,483.86	$101,095.42	$111,841.79	$124,071.66	$133,117.42	$142,669.74	$153,814.12	$165,935.44	$179,250.80	15
14		**$74,790.35**	**$82,569.71**	**$91,108.90**	**$99,720.47**	**$110,285.92**	**$122,371.06**	**$131,163.53**	**$140,679.67**	**$151,643.14**	**$163,619.72**	**$176,754.17**	14
13		$73,741.04	$81,411.85	$89,914.86	$98,345.51	$108,657.68	$120,598.08	$129,318.20	$138,761.97	$149,399.79	$161,231.64	$174,185.17	13
12	**$66,721.53**	**$72,655.55**	**$80,290.17**	**$88,720.82**	**$96,898.19**	**$107,137.99**	**$118,861.30**	**$127,472.86**	**$136,735.72**	**$147,301.17**	**$158,952.11**	**$171,760.91**	12
11	$65,889.32	$71,606.24	$79,096.13	$87,345.87	$95,523.23	$105,582.12	$117,088.33	$125,699.90	$134,673.29	$145,238.74	$156,708.76	$169,264.28	11
10	**$64,803.83**	**$70,556.94**	**$77,938.28**	**$86,079.46**	**$94,075.91**	**$103,990.07**	**$115,460.09**	**$123,818.38**	**$132,827.96**	**$143,067.76**	**$154,284.50**	**$166,659.10**	10
9	$63,826.89	$69,579.99	$76,816.60	$84,740.69	$92,628.59	$102,434.20	$113,687.13	$122,009.22	$130,765.52	$140,788.22	$151,968.78	$164,090.10	9
8	**$62,958.50**	**$68,494.50**	**$75,658.74**	**$83,582.83**	**$91,217.45**	**$100,950.69**	**$111,950.33**	**$120,091.52**	**$128,847.82**	**$138,761.97**	**$149,580.70**	**$161,738.21**	8
7	$61,945.37	$67,409.01	$74,356.15	$82,244.06	$89,878.68	$99,358.64	$110,285.92	$118,210.00	$126,785.39	$136,554.81	$147,301.17	$159,133.03	7
6	**$60,932.25**	**$66,395.89**	**$73,270.66**	**$80,977.65**	**$88,431.36**	**$97,802.77**	**$108,512.95**	**$116,364.67**	**$124,795.32**	**$134,420.01**	**$145,094.00**	**$156,708.76**	6
5	$60,063.86	$65,310.39	$72,148.99	$79,675.06	$87,056.40	$96,283.08	$106,776.16	$114,483.15	$122,769.07	$132,212.84	$142,633.56	$154,103.58	5
4	**$59,014.55**	**$64,333.45**	**$70,991.13**	**$78,372.47**	**$85,645.26**	**$94,691.03**	**$105,039.38**	**$112,601.63**	**$120,779.00**	**$130,114.23**	**$140,354.03**	**$151,643.14**	4
3	$58,037.60	$63,247.96	$69,833.28	$77,142.25	$84,234.12	$93,135.15	$103,338.77	$110,720.11	$118,788.93	$127,907.06	$137,965.94	$149,110.32	3
2	**$57,133.03**	**$62,198.65**	**$68,639.23**	**$75,803.48**	**$82,786.81**	**$91,506.92**	**$101,565.80**	**$108,874.78**	**$116,762.68**	**$125,844.63**	**$135,758.78**	**$146,577.51**	2
1	$56,156.09	$61,149.34	$67,517.56	$74,537.07	$81,411.85	$90,059.60	$99,829.02	$107,065.63	$114,772.61	$123,673.64	$133,406.88	$144,080.88	1

INTERN RATES	
YEAR 1	YEAR 2
$36,501.46	$39,309.26

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2019 SALARY SCHEDULE A-1 - Effective June 23, 2019 - 1.00% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$2,930.62	$3,187.84	$3,522.36	$3,889.22	$4,257.48	$4,705.86	$5,223.11	$5,602.61	$6,008.82	$6,474.06	$6,985.69	$7,546.52	21
20	$2,888.45	$3,148.48	$3,480.20	$3,841.43	$4,199.85	$4,644.01	$5,158.45	$5,529.52	$5,932.92	$6,392.54	$6,892.93	$7,452.34	20
19	$2,853.31	$3,107.72	$3,433.81	$3,792.23	$4,147.84	$4,586.38	$5,088.17	$5,457.84	$5,855.61	$6,309.61	$6,807.19	$7,355.36	19
18	$2,816.77	$3,068.36	$3,387.43	$3,744.44	$4,091.62	$4,524.54	$5,020.70	$5,387.56	$5,778.31	$6,223.87	$6,715.82	$7,255.56	18
17	$2,778.82	$3,027.60	$3,342.45	$3,695.25	$4,035.40	$4,464.10	$4,953.24	$5,313.06	$5,699.59	$6,139.54	$6,625.87	$7,155.77	17
16	$2,740.87	$2,988.25	$3,294.66	$3,641.84	$3,984.80	$4,405.06	$4,887.17	$5,239.97	$5,620.88	$6,058.02	$6,537.32	$7,061.59	16
15	$2,705.73	$2,944.67	$3,253.90	$3,592.64	$3,927.17	$4,344.62	$4,819.71	$5,171.10	$5,542.17	$5,975.09	$6,445.95	$6,963.20	15
14	$2,666.37	$2,905.32	$3,207.52	$3,539.23	$3,873.76	$4,284.18	$4,753.64	$5,095.20	$5,464.86	$5,890.75	$6,356.00	$6,866.22	14
13	$2,628.42	$2,864.56	$3,162.54	$3,492.85	$3,820.34	$4,220.93	$4,684.77	$5,023.51	$5,390.37	$5,803.61	$6,263.23	$6,766.42	13
12	$2,591.87	$2,822.39	$3,118.96	$3,446.46	$3,764.12	$4,161.90	$4,617.30	$4,951.83	$5,311.66	$5,722.08	$6,174.68	$6,672.25	12
11	$2,559.55	$2,781.63	$3,072.58	$3,393.05	$3,710.71	$4,101.46	$4,548.43	$4,882.96	$5,231.54	$5,641.97	$6,087.53	$6,575.27	11
10	$2,517.38	$2,740.87	$3,027.60	$3,343.86	$3,654.49	$4,039.61	$4,485.18	$4,809.87	$5,159.86	$5,557.63	$5,993.36	$6,474.06	10
9	$2,479.43	$2,702.92	$2,984.03	$3,291.85	$3,598.26	$3,979.17	$4,416.31	$4,739.59	$5,079.74	$5,469.08	$5,903.40	$6,374.27	9
8	$2,445.70	$2,660.75	$2,939.05	$3,246.87	$3,543.45	$3,921.55	$4,348.84	$4,665.09	$5,005.24	$5,390.37	$5,810.63	$6,282.91	8
7	$2,406.34	$2,618.58	$2,888.45	$3,194.87	$3,491.44	$3,859.70	$4,284.18	$4,592.00	$4,925.12	$5,304.63	$5,722.08	$6,181.71	7
6	$2,366.98	$2,579.22	$2,846.28	$3,145.67	$3,435.22	$3,799.26	$4,215.31	$4,520.32	$4,847.82	$5,221.70	$5,636.34	$6,087.53	6
5	$2,333.25	$2,537.06	$2,802.71	$3,095.07	$3,381.81	$3,740.23	$4,147.84	$4,447.23	$4,769.11	$5,135.96	$5,540.77	$5,986.33	5
4	$2,292.49	$2,499.11	$2,757.73	$3,044.47	$3,326.99	$3,678.38	$4,080.38	$4,374.14	$4,691.80	$5,054.44	$5,452.21	$5,890.75	4
3	$2,254.54	$2,456.94	$2,712.75	$2,996.68	$3,272.17	$3,617.94	$4,014.31	$4,301.05	$4,614.49	$4,968.70	$5,359.45	$5,792.36	3
2	$2,219.40	$2,416.18	$2,666.37	$2,944.67	$3,215.95	$3,554.69	$3,945.44	$4,229.37	$4,535.78	$4,888.58	$5,273.71	$5,693.97	2
1	$2,181.45	$2,375.42	$2,622.80	$2,895.48	$3,162.54	$3,498.47	$3,877.97	$4,159.09	$4,458.47	$4,804.25	$5,182.34	$5,596.99	1

INTERN RATES	
YEAR 1	YEAR 2
$1,417.94	$1,527.01

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2019 SALARY SCHEDULE A-1 - Effective June 23, 2019 - 1.00% Increase

ANNUAL RATES

In accordance with Article 4, employees hired prior to October 21, 2001 will be placed on Salary Schedule A-1. Salary Schedule A-1 employees will continue on Salary Schedule A-1 unless they are the successful applicant to a position at a higer Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higer Administrative Salary Level (Grade), in which case they will become a Salary Schedule A-2 employees.

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21	$76,196.06	$82,883.78	$91,581.46	$101,119.67	$110,694.42	$122,352.24	$135,800.75	$145,667.87	$156,229.34	$168,325.69	$181,628.02	$196,209.43	21
20	**$75,099.72**	**$81,860.52**	**$90,485.11**	**$99,877.14**	**$109,196.09**	**$120,744.27**	**$134,119.69**	**$143,767.53**	**$154,255.92**	**$166,206.09**	**$179,216.06**	**$193,760.92**	20
19	$74,186.09	$80,800.72	$89,279.13	$98,598.07	$107,843.92	$119,245.92	$132,292.45	$141,903.74	$152,245.94	$164,049.94	$176,986.82	$191,239.33	19
18	**$73,235.93**	**$79,777.46**	**$88,073.15**	**$97,355.55**	**$106,382.13**	**$117,637.95**	**$130,538.29**	**$140,076.50**	**$150,235.98**	**$161,820.70**	**$174,611.41**	**$188,644.64**	18
17	$72,249.22	$78,717.66	$86,903.71	$96,076.47	$104,920.33	$116,066.52	$128,784.14	$138,139.63	$148,189.46	$159,628.01	$172,272.54	$186,049.95	17
16	**$71,262.51**	**$77,694.40**	**$85,661.18**	**$94,687.77**	**$103,604.72**	**$114,531.63**	**$127,066.53**	**$136,239.29**	**$146,142.95**	**$157,508.41**	**$169,970.21**	**$183,601.45**	16
15	$70,348.88	$76,561.51	$84,601.38	$93,408.70	$102,106.38	$112,960.21	$125,312.37	$134,448.59	$144,096.44	$155,352.26	$167,594.79	$181,043.31	15
14	**$69,325.62**	**$75,538.26**	**$83,395.40**	**$92,019.99**	**$100,717.67**	**$111,388.78**	**$123,594.77**	**$132,475.17**	**$142,086.47**	**$153,159.57**	**$165,255.92**	**$178,521.71**	14
13	$68,338.92	$74,478.45	$82,225.97	$90,814.01	$99,328.97	$109,744.26	$121,804.06	$130,611.38	$140,149.59	$150,893.78	$162,843.96	$175,927.02	13
12	**$67,388.75**	**$73,382.11**	**$81,093.08**	**$89,608.03**	**$97,867.17**	**$108,209.37**	**$120,049.91**	**$128,747.59**	**$138,103.08**	**$148,774.18**	**$160,541.63**	**$173,478.52**	12
11	$66,548.22	$72,322.31	$79,887.09	$88,219.33	$96,478.47	$106,637.94	$118,259.21	$126,956.89	$136,020.02	$146,691.12	$158,275.85	$170,956.92	11
10	**$65,451.87**	**$71,262.51**	**$78,717.66**	**$86,940.25**	**$95,016.67**	**$105,029.97**	**$116,614.70**	**$125,056.56**	**$134,156.23**	**$144,498.43**	**$155,827.34**	**$168,325.69**	10
9	$64,465.16	$70,275.79	$77,584.77	$85,588.10	$93,554.88	$103,458.54	$114,824.00	$123,229.31	$132,073.17	$142,196.10	$153,488.47	$165,731.01	9
8	**$63,588.08**	**$69,179.45**	**$76,415.33**	**$84,418.66**	**$92,129.63**	**$101,960.20**	**$113,069.84**	**$121,292.44**	**$130,136.30**	**$140,149.59**	**$151,076.51**	**$163,355.59**	8
7	$62,564.83	$68,083.10	$75,099.72	$83,066.50	$90,777.47	$100,352.22	$111,388.78	$119,392.10	$128,053.24	$137,920.35	$148,774.18	$160,724.36	7
6	**$61,541.57**	**$67,059.84**	**$74,003.37**	**$81,787.43**	**$89,315.67**	**$98,780.80**	**$109,598.08**	**$117,528.31**	**$126,043.27**	**$135,764.21**	**$146,544.94**	**$158,275.85**	6
5	$60,664.49	$65,963.50	$72,870.48	$80,471.81	$87,926.97	$97,245.91	$107,843.92	$115,627.98	$123,996.76	$133,534.97	$144,059.89	$155,644.62	5
4	**$59,604.69**	**$64,976.79**	**$71,701.04**	**$79,156.20**	**$86,501.72**	**$95,637.94**	**$106,089.77**	**$113,727.65**	**$121,986.79**	**$131,415.37**	**$141,757.57**	**$153,159.57**	4
3	$58,617.98	$63,880.44	$70,531.61	$77,913.67	$85,076.47	$94,066.50	$104,372.16	$111,827.32	$119,976.82	$129,186.13	$139,345.60	$150,601.43	3
2	**$57,704.36**	**$62,820.64**	**$69,325.62**	**$76,561.51**	**$83,614.67**	**$92,421.99**	**$102,581.46**	**$109,963.53**	**$117,930.31**	**$127,103.07**	**$137,116.37**	**$148,043.28**	2
1	$56,717.65	$61,760.84	$68,192.74	$75,282.44	$82,225.97	$90,960.19	$100,827.31	$108,136.28	$115,920.34	$124,910.38	$134,740.95	$145,521.69	1

INTERN RATES	
YEAR 1	YEAR 2
$36,866.47	$39,702.35

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2019 SALARY SCHEDULE A-2 - Effective June 23, 2019 - 1.00% Increase

BI-WEEKLY RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$3,889.22	$4,257.48	$4,705.86	$5,223.11	$5,602.61	$6,008.82	$6,474.06	$6,985.69	$7,546.52	21
20				**$3,841.43**	**$4,199.85**	**$4,644.01**	**$5,158.45**	**$5,529.52**	**$5,932.92**	**$6,392.54**	**$6,892.93**	**$7,452.34**	20
19			$3,433.81	$3,792.23	$4,147.84	$4,586.38	$5,088.17	$5,457.84	$5,855.61	$6,309.61	$6,807.19	$7,355.36	19
18			**$3,387.43**	**$3,744.44**	**$4,091.62**	**$4,524.54**	**$5,020.70**	**$5,387.56**	**$5,778.31**	**$6,223.87**	**$6,715.82**	**$7,255.56**	18
17			$3,342.45	$3,695.25	$4,035.40	$4,464.10	$4,953.24	$5,313.06	$5,699.59	$6,139.54	$6,625.87	$7,155.77	17
16			**$3,294.66**	**$3,641.84**	**$3,984.80**	**$4,405.06**	**$4,887.17**	**$5,239.97**	**$5,620.88**	**$6,058.02**	**$6,537.32**	**$7,061.59**	16
15			$3,253.90	$3,592.64	$3,927.17	$4,344.62	$4,819.71	$5,171.10	$5,542.17	$5,975.09	$6,445.95	$6,963.20	15
14		**$2,905.32**	**$3,207.52**	**$3,539.23**	**$3,873.76**	**$4,284.18**	**$4,753.64**	**$5,095.20**	**$5,464.86**	**$5,890.75**	**$6,356.00**	**$6,866.22**	14
13		$2,864.56	$3,162.54	$3,492.85	$3,820.34	$4,220.93	$4,684.77	$5,023.51	$5,390.37	$5,803.61	$6,263.23	$6,766.42	13
12	**$2,591.87**	**$2,822.39**	**$3,118.96**	**$3,446.46**	**$3,764.12**	**$4,161.90**	**$4,617.30**	**$4,951.83**	**$5,311.66**	**$5,722.08**	**$6,174.68**	**$6,672.25**	12
11	$2,559.55	$2,781.63	$3,072.58	$3,393.05	$3,710.71	$4,101.46	$4,548.43	$4,882.96	$5,231.54	$5,641.97	$6,087.53	$6,575.27	11
10	**$2,517.38**	**$2,740.87**	**$3,027.60**	**$3,343.86**	**$3,654.49**	**$4,039.61**	**$4,485.18**	**$4,809.87**	**$5,159.86**	**$5,557.63**	**$5,993.36**	**$6,474.06**	10
9	$2,479.43	$2,702.92	$2,984.03	$3,291.85	$3,598.26	$3,979.17	$4,416.31	$4,739.59	$5,079.74	$5,469.08	$5,903.40	$6,374.27	9
8	**$2,445.70**	**$2,660.75**	**$2,939.05**	**$3,246.87**	**$3,543.45**	**$3,921.55**	**$4,348.84**	**$4,665.09**	**$5,005.24**	**$5,390.37**	**$5,810.63**	**$6,282.91**	8
7	$2,406.34	$2,618.58	$2,888.45	$3,194.87	$3,491.44	$3,859.70	$4,284.18	$4,592.00	$4,925.12	$5,304.63	$5,722.08	$6,181.71	7
6	**$2,366.98**	**$2,579.22**	**$2,846.28**	**$3,145.67**	**$3,435.22**	**$3,799.26**	**$4,215.31**	**$4,520.32**	**$4,847.82**	**$5,221.70**	**$5,636.34**	**$6,087.53**	6
5	$2,333.25	$2,537.06	$2,802.71	$3,095.07	$3,381.81	$3,740.23	$4,147.84	$4,447.23	$4,769.11	$5,135.96	$5,540.77	$5,986.33	5
4	**$2,292.49**	**$2,499.11**	**$2,757.73**	**$3,044.47**	**$3,326.99**	**$3,678.38**	**$4,080.38**	**$4,374.14**	**$4,691.80**	**$5,054.44**	**$5,452.21**	**$5,890.75**	4
3	$2,254.54	$2,456.94	$2,712.75	$2,996.68	$3,272.17	$3,617.94	$4,014.31	$4,301.05	$4,614.49	$4,968.70	$5,359.45	$5,792.36	3
2	**$2,219.40**	**$2,416.18**	**$2,666.37**	**$2,944.67**	**$3,215.95**	**$3,554.69**	**$3,945.44**	**$4,229.37**	**$4,535.78**	**$4,888.58**	**$5,273.71**	**$5,693.97**	2
1	$2,181.45	$2,375.42	$2,622.80	$2,895.48	$3,162.54	$3,498.47	$3,877.97	$4,159.09	$4,458.47	$4,804.25	$5,182.34	$5,596.99	1

INTERN RATES	
YEAR 1	YEAR 2
$1,417.94	$1,527.01

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

2019 SALARY SCHEDULE A-2 - Effective June 23, 2019 - 1.00% Increase

ANNUAL RATES

In accordance with Article 4, employees hired on or after October 21, 2001 will be placed on Salary Schedule A-2. Salary Schedule A-1 employees will become Salary Schedule A-2 employees if they are the successful applicant to a position at a higher Administrative Salary Level (Grade) or they (or the Association on their behalf) initiate a successful reclassification to a higher Administrative Salary Level (Grade).

STEP	GRADE												STEP
	1	2	3	4	5	6	7	8	9	10	11	12	
21				$101,119.67	$110,694.42	$122,352.24	$135,800.75	$145,667.87	$156,229.34	$168,325.69	$181,628.02	$196,209.43	21
20				**$99,877.14**	**$109,196.09**	**$120,744.27**	**$134,119.69**	**$143,767.53**	**$154,255.92**	**$166,206.09**	**$179,216.06**	**$193,760.92**	20
19			$89,279.13	$98,598.07	$107,843.92	$119,245.92	$132,292.45	$141,903.74	$152,245.94	$164,049.94	$176,986.82	$191,239.33	19
18			**$88,073.15**	**$97,355.55**	**$106,382.13**	**$117,637.95**	**$130,538.29**	**$140,076.50**	**$150,235.98**	**$161,820.70**	**$174,611.41**	**$188,644.64**	18
17			$86,903.71	$96,076.47	$104,920.33	$116,066.52	$128,784.14	$138,139.63	$148,189.46	$159,628.01	$172,272.54	$186,049.95	17
16			**$85,661.18**	**$94,687.77**	**$103,604.72**	**$114,531.63**	**$127,066.53**	**$136,239.29**	**$146,142.95**	**$157,508.41**	**$169,970.21**	**$183,601.45**	16
15			$84,601.38	$93,408.70	$102,106.38	$112,960.21	$125,312.37	$134,448.59	$144,096.44	$155,352.26	$167,594.79	$181,043.31	15
14		**$75,538.26**	**$83,395.40**	**$92,019.99**	**$100,717.67**	**$111,388.78**	**$123,594.77**	**$132,475.17**	**$142,086.47**	**$153,159.57**	**$165,255.92**	**$178,521.71**	14
13		$74,478.45	$82,225.97	$90,814.01	$99,328.97	$109,744.26	$121,804.06	$130,611.38	$140,149.59	$150,893.78	$162,843.96	$175,927.02	13
12	**$67,388.75**	**$73,382.11**	**$81,093.08**	**$89,608.03**	**$97,867.17**	**$108,209.37**	**$120,049.91**	**$128,747.59**	**$138,103.08**	**$148,774.18**	**$160,541.63**	**$173,478.52**	12
11	$66,548.22	$72,322.31	$79,887.09	$88,219.33	$96,478.47	$106,637.94	$118,259.21	$126,956.89	$136,020.02	$146,691.12	$158,275.85	$170,956.92	11
10	**$65,451.87**	**$71,262.51**	**$78,717.66**	**$86,940.25**	**$95,016.67**	**$105,029.97**	**$116,614.70**	**$125,056.56**	**$134,156.23**	**$144,498.43**	**$155,827.34**	**$168,325.69**	10
9	$64,465.16	$70,275.79	$77,584.77	$85,588.10	$93,554.88	$103,458.54	$114,824.00	$123,229.31	$132,073.17	$142,196.10	$153,488.47	$165,731.01	9
8	**$63,588.08**	**$69,179.45**	**$76,415.33**	**$84,418.66**	**$92,129.63**	**$101,960.20**	**$113,069.84**	**$121,292.44**	**$130,136.30**	**$140,149.59**	**$151,076.51**	**$163,355.59**	8
7	$62,564.83	$68,083.10	$75,099.72	$83,066.50	$90,777.47	$100,352.22	$111,388.78	$119,392.10	$128,053.24	$137,920.35	$148,774.18	$160,724.36	7
6	**$61,541.57**	**$67,059.84**	**$74,003.37**	**$81,787.43**	**$89,315.67**	**$98,780.80**	**$109,598.08**	**$117,528.31**	**$126,043.27**	**$135,764.21**	**$146,544.94**	**$158,275.85**	6
5	$60,664.49	$65,963.50	$72,870.48	$80,471.81	$87,926.97	$97,245.91	$107,843.92	$115,627.98	$123,996.76	$133,534.97	$144,059.89	$155,644.62	5
4	**$59,604.69**	**$64,976.79**	**$71,701.04**	**$79,156.20**	**$86,501.72**	**$95,637.94**	**$106,089.77**	**$113,727.65**	**$121,986.79**	**$131,415.37**	**$141,757.57**	**$153,159.57**	4
3	$58,617.98	$63,880.44	$70,531.61	$77,913.67	$85,076.47	$94,066.50	$104,372.16	$111,827.32	$119,976.82	$129,186.13	$139,345.60	$150,601.43	3
2	**$57,704.36**	**$62,820.64**	**$69,325.62**	**$76,561.51**	**$83,614.67**	**$92,421.99**	**$102,581.46**	**$109,963.53**	**$117,930.31**	**$127,103.07**	**$137,116.37**	**$148,043.28**	2
1	$56,717.65	$61,760.84	$68,192.74	$75,282.44	$82,225.97	$90,960.19	$100,827.31	$108,136.28	$115,920.34	$124,910.38	$134,740.95	$145,521.69	1

INTERN RATES	
YEAR 1	YEAR 2
$36,866.47	$39,702.35

STEP	INCREMENT
1 - 6	3 Steps
7 - 13	2 Steps
14 - 20	1 Step

NOTE: Actual rates are calculated to six decimal places. Rates shown are rounded for ease of reference.

SCHEDULE B of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers.

LETTER OF UNDERSTANDING: RECRUITMENT AND RETENTION

The City of Winnipeg and the Winnipeg Association of Public Service Officers (WAPSO) agree that the provision of effective public services is dependent on the City's ability to recruit and retain critical skills in an employee driven market.

The parties further agree that maintaining critical organizational skills will require effective recruitment and retention strategies. Such strategies may include efforts to recruit or retain specific individual skill sets or broader efforts to address professional classifications where there is significant risk and impact of loss.

The parties agree the City may rely on one or more of the initiatives included herein as part of its recruitment and retention strategy.

1. Placement on Salary Scale

   The parties acknowledge that in accordance with its Policy, the City retains the right to place a newly hired or promoted employee on any step of the applicable scale for the Grade. Any increase given upon promotion shall result in but not be limited to a minimum increase of five percent (5%).

   Further, in the case of employees hired from outside the civic service, the City may grant vacation and sick leave credits as may be necessary to attract and recruit new employees to the civic service. Additionally, the City may waive waiting periods for commencement of benefits for employees hired from outside the civic workforce.

2. Accelerated Progression

   The City may accelerate the progression of an employee on the salary scale for his or her grade beyond the step progression contemplated by the Collective Agreement. Where such accelerated progression is implemented, WAPSO shall be notified.

3. Special Market Adjustments

   Where the City has experienced difficulties in retaining and recruiting employees within a category of employees with particular skill or qualification, it shall provide WAPSO with notice to discuss the implementation of a special adjustment. The notice shall include available recruitment data and market information. Any available market information shall be compared to Step 21 of the Grade(s) under consideration.

   The City may implement an adjustment for a category of employees (technical or professional group) subject to the following conditions:

   - The City shall discuss the rationale for the adjustment with WAPSO and shall provide available recruitment, retention and market comparison information.

- The City shall consult WAPSO on the appropriate adjustment under the circumstances and shall give due consideration to any information or feedback from WAPSO.

- Any adjustment, if applied, shall remain in effect for a period of up to two (2) years.

- Prior to the expiry of the adjustment period, the parties shall review the continuance of the market adjustment subject to the same considerations based on available recruitment and market data.

- The City shall act fairly and reasonably and shall not be arbitrary in considering and applying market adjustments and shall only do so following discussion and consultation with WAPSO.

4. Individual Adjustments

The City may apply an adjustment in individual cases where the specific skills and experience of an employee are deemed critical. Such adjustments would most often be considered for employees who are not subject to accelerated advancement in accordance with Part 2 herein. Prior to extending a special adjustment to any individual employee, the City shall provide its rationale to WAPSO. Individual adjustments shall be subject to consent of WAPSO which shall not be unreasonably delayed or withheld.

DATED THIS 17th DAY OF DECEMBER, 2008

SCHEDULE C of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers.

LETTER OF UNDERSTANDING: PROFESSIONAL FEES

Effective January 1, 2004 the City shall pay the cost of licenses and accreditations, including membership in professional organizations incurred on or after January 1, 2004, that are required by the City as a condition of employment. It is understood and agreed that the City may undertake a review of all conditions of employment relating to licenses and accreditations and, at its sole discretion, may delete such requirements from job specifications and job descriptions. Deletion of such requirements shall be deemed to be effective when the City provides the Association written notice specifying the job classification affected and the license or other accreditation that is no longer considered a condition of employment. It is understood that the City shall not exercise its discretion in an arbitrary, discriminatory or unfair manner.

DATED THIS 9th DAY OF JANUARY, 2004

SCHEDULE D of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: MANAGERIAL RECOGNITION CLAUSE

Five (5) additional days relief from duty shall be granted as additional recognition of the nature of and the responsibilities of the positions within the scope of this Agreement which commonly involve variable work schedules and additional work hours. These days are to be taken in the calendar year in which they are granted and cannot be accumulated. The time at which these days are to be taken will be at the discretion of the Department Head. If the number of months worked by an employee during the calendar year is less than twelve (12) months, then the five (5) days shall be reduced proportionately to the number of months worked, calculated to the nearest half (½) day.

This provision is a subject of a separate Letter of Understanding re: Overtime – Schedule J.

SCHEDULE E of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: NOTICE OF CHANGE TO POSITION QUALIFICATIONS

Inasmuch as the pre-planning of changes to position qualifications would provide an opportunity for employees to upgrade their qualifications prior to the posting of a bulletin, where the required qualifications for existing positions covered by this Agreement are to be changed, the City agrees to give to the Association, so far in advance as is practicable, notice, in writing, of the proposed changes. Notwithstanding the foregoing, this shall not preclude the City from making changes upon short notice where circumstances require it.

SCHEDULE F of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: SELF-FUNDED LEAVE PROGRAM

Employees who have successfully completed their probationary period shall be entitled to participate in a Deferred Salary Leave Plan.

This Plan allows for employees to defer a portion of their salary to fund a leave of absence from the City of Winnipeg. The leave of absence shall not be less than six (6) months and not more than twelve (12) months. The only exception is for full-time attendance as a student at a designated educational institution where the leave shall not be less than three (3) consecutive months.

The terms and conditions of the Plan are as outlined in the Salary Deferral Leave Plan as amended from time to time. The Union shall be advised of any changes. Upon request employees may receive a copy from either the Association or the Human Resource Services Section of the Corporate Support Services Department of the City.

DATED THIS 17th DAY OF JULY, 2013

SCHEDULE G of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: INTERN PROGRAM AND RATES

It is understood and agreed that the City may implement a City of Winnipeg Internship Program following consultation with the Association. A Joint Committee comprised of an equal number of representatives of the City and Association shall meet during the term of this Agreement to review the status of persons employed as Interns, their positions and the nature of work to be performed under the Program. The Joint Committee shall review the Program and make recommendations to the City prior to renewal of the Program thereafter.

The purpose of the Program is to provide meaningful training and development opportunities for various groups including recent graduates of recognized post-secondary programs. It is hereby agreed that:

- The work to be performed by interns is additional to the work regularly performed by members of the Association.

- It will not result in any reduction in the number of WAPSO rated positions.

- Such work necessarily involves a significantly lower level of responsibility than that required in the performance of current WAPSO rated work.

- The intern rate of pay shall be sixty-five percent (65%) of the lowest rate provided in the WAPSO Collective Agreement in the first year of employment and seventy percent (70%) in the second year.

- Article 7-16 (Sick Pay Regulations – Severance Pay), Schedule H (Reduction in Staffing Levels – formerly Schedule J), **Schedule D (Managerial Recognition Clause) and Schedule J (Overtime)** shall not apply with respect to Interns. **[2017]**

- The Collective Agreement provisions respecting posting and promotions will apply.

- No person who is employed in the Internship Program and has received the Intern rate will be guaranteed continued employment with the City.

- In no instance will the term employment of an Intern exceed two (2) years unless otherwise agreed to by the City and Association.

- In the event that there is a dispute between the City and Association with respect to administration of the Program, the matter may be referred to a Senior Steering Committee comprised of the **Chief Operating Officer (COO), the Director of Corporate Support Services** and the President or designate of the Association for resolution. **[2017]**

- Notwithstanding the preceding, any member of the Association may grieve according to Article 15 of the Collective Agreement, any matter relating to this Program.

DATED THIS 23rd^{h} DAY OF FEBRUARY, 2016

SCHEDULE H of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: REDUCTION IN STAFFING LEVELS

When a position within the WAPSO bargaining unit is eliminated, is planned to be eliminated, or is or will not be funded by the City, such as that a reduction in staffing levels in the WAPSO bargaining unit may occur, the City agrees to do all that it is reasonably able to do to avoid a declaration of redundancy of employees in the Association's bargaining unit, including wherever reasonably possible, accommodating it through attrition, and including the steps outlined below.

1. Notice of Proposed Elimination or Non-Funding of Position(s) to Be Provided to WAPSO

The City shall notify WAPSO of any proposal to eliminate or not to fund a position that might result in a reduction in staffing levels, specifying job title, number of employees, and the reasons for which the positions are being eliminated. Such notice shall be given at least forty-five (45) working days prior to the proposed implementation, and no elimination of any position or reduction in staffing levels, and/or notice under Section 4, can take place until this notice provision has been complied with. The Joint Alternative Employment Committee created in Section 2 of this Letter of Agreement may, by majority decision, extend the notice period by a maximum of fifteen (15) further working days.

2. Joint Alternative Employment Process

The City and WAPSO have established a Joint Alternative Employment Committee, comprised of three (3) representatives from WAPSO (which may include WAPSO staff) and three (3) representatives from the City. The Committee may examine all reasonable alternatives to reductions in staffing levels and may recommend to the City within the notice period actions such as:

- Voluntary early retirement or voluntary termination of the affected employee with or without incentives.

- Reassignment of an affected employee to a vacant position for which the employee is reasonably suited, or can reasonably be trained within a short period of time, and provision of appropriate training.

- Creation of a vacancy to which an affected employee may be reassigned as above, through such methods as:

    - voluntary redeployment without loss of pay or benefits;
    - voluntary early retirement with or without incentives;
    - voluntary termination with or without incentives; and
    - **returning an acting or temporary appointee to their original position. [2017]**

- Provision of career counselling and alternative career planning services for an affected employee.

- Retraining of an affected employee to facilitate reassignment to a vacant position, or an anticipated vacancy, where the training can be accomplished within one (1) year, and where the employee undertakes to remain in the employ of the City for a minimum of two (2) years upon completion of the training.

The City agrees to provide to the Committee the information the Committee requires to perform its function, including a list of any employees engaged by the City into a WAPSO position who have come from outside the Civic Service within the previous twelve (12) months.

The City agrees that WAPSO will be given reasonable notice of, and may be present at, any and all meetings with any individual employee where any of the above matters are discussed. Notwithstanding the above, the City need not give notice to WAPSO of any meeting held with an employee or employees to inquire on a strictly preliminary basis as to initial interest in pursuing any one (1) of the above options.

Any incentives offered to an employee over and above that provided by this Agreement require the consent of WAPSO, which will not be unreasonably withheld.

3. Conditions of Reassignment or Appointment

a) When an employee whose position is being eliminated is offered and accepts reassignment to a position with a lower salary grade, and WAPSO waives the posting of that position, the employee shall be reassigned on an “incumbent only” basis for three (3) years, and red circled thereafter. The effective date of the “incumbent only” status shall be the date upon which the incumbent is assigned the duties and responsibilities of the new position. An employee accepting reassignment to a position with the same salary grade shall be placed at the same step within that grade, and with the same annual increment date.

b) Notwithstanding any other provision of this Collective Agreement, the City has the right to reassign a WAPSO rated employee, whose position has been eliminated, to a vacant WAPSO position that has been rated and is in the same salary grade, and for which the employee is reasonably suited or can reasonably be trained within a short period of time, at no less than the same step within that grade, and with the same annual increment date. In such circumstances, the employee has no right to refuse that reassignment and WAPSO shall waive the posting of that position.

If, within six (6) months of appointment or reassignment, the employee is subsequently found to be unsuitable for that position, then the employee’s position will be deemed “about to be eliminated” such that the normal processes, rights and obligations set out in this Letter of Agreement apply.

c) Article 11-2(a) applies to an employee whose position is being eliminated and who either is offered and accepts reassignment or who applies for and obtains a posted position. In such case, since the original position was eliminated, this right means that the employee can access the normal processes, rights and obligations set out in this Letter of Agreement.

4. Severance Package for Redundant Employees

If the City, after having considered the recommendations (if any) of the Committee, decides that it is necessary to reduce staffing levels in the WAPSO bargaining unit, an employee may be declared redundant subject to the following.

- Forty-five (45) working days' notice of termination, or payment in lieu thereof, shall be provided to the employee, in writing, a copy to be provided to the Association. The said notice must run consecutively following the expiry of the notice period required in Section 1, notwithstanding the date on which the City decides to declare the employee redundant. The notice period, but not the payment in lieu thereof, may be extended by mutual agreement.

- Where an employee expresses an interest in pursuing other employment, the employee shall be provided at his or her option with reasonable relocation consulting services.

- Severance pay in addition to the forty-five (45) working days' notice (and in addition to any other payable benefits under this Collective Agreement) shall be provided to the employee based on the rate applicable on the date the employee ceases to be employed by the City in the following amount.

    - An employee will receive three (3) weeks' pay for each year of employment to a maximum of fifty-four (54) weeks.

    - In addition to the above, an employee within ten (10) years of eligibility for pension (either by virtue of age or years of service, whichever is closest), will receive a prorated sick pay cash out payment based on the formula of {[11 – (years from eligibility)] divided by 10} multiplied by sick pay cash out (computed according to the formula in existence at the time of the declaration of redundancy) provided they are eligible for payment of unused sick leave credits pursuant to Article 7-15, otherwise they are eligible for payment of severance payments pursuant to Article 7-16 of this Agreement.

    - At the employee's option, severance pay may be broken into two (2) payments paid so as to maximize, within the law, the employee's tax treatment, provided the payment period does not exceed thirteen (13) months.

    - The employee will receive Dental and Vision Care coverage from the City for a period of three (3) years from the actual date of termination.

5. Rights Relating to Vacancies After Declaration of Redundancy

Employees declared redundant as a result of elimination of their position shall be eligible to apply and be considered for vacancies within the WAPSO bargaining unit for a period of twelve (12) months beyond the date the employee ceased to be employed by the City. Such applicants will be considered in advance of other external candidates.

In the event such an applicant is re-employed in a vacancy posted within that twelve (12) month period, he or she will be considered as a new employee for all purposes except for those listed below:

- **Probation:**
  A returning employee will be required to serve the normal probation period unless he or she returns to a similar position in the department where he or she was previously employed.

- **Rate of Pay:**
  Will be assigned as to any new employee, unless the employee is hired into the same or similar position in the department where he or she was previously employed.

- **Rate of Vacation Accumulation:**
  For purposes of vacation accumulation, the employee's severance shall be treated as an unpaid leave of absence.

- **Eligibility for Dental and Vision Care:**
  For purposes of eligibility for Dental and Vision Care, the employee's severance shall be treated as an unpaid leave of absence.

- **Sick Leave:**
  Sick leave accumulation will continue as if the employee had been on an unpaid leave of absence. The amount of sick leave credit will be adjusted to reflect any cash out received by the employee under Section 4 of this Letter such that credits used to produce said cash out will be no longer available.

- **Various Leaves:**
  For entitlement to bereavement, funeral, maternity and parental leaves, the employee's severance shall be treated as an unpaid leave of absence.

- **Long Service Recognition Bonus:**
  For entitlement to the long service recognition bonus, the employee's severance shall be treated as an unpaid leave of absence.

6. City Retains Right to Determine Size of Workforce

Nothing in this Letter of Agreement is intended to limit the City's right to determine the size of the workforce, nor shall any terms of this Letter have any bearing on the termination of an employee for cause.

7. Letter of Agreement Forms Part of Collective Agreement

This Letter of Agreement forms part and parcel of the Collective Agreement between the parties in force from time to time.

DATED THIS 9th DAY OF JANUARY, 2004

SCHEDULE I of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: PROFESSIONAL DEVELOPMENT FUND

During the term of this Agreement, the City will create a Professional Development Fund to be used for education, training, and professional development of members of the WAPSO bargaining unit as follows:

January 1, 2016 - $30,000.00
January 1, 2017 - $30,000.00
January 1, 2018 - $30,000.00
January 1, 2019 - $30,000.00

The Fund is to be allocated to individual Departments by a Joint Committee having equal representation from the City and the Association.

The purpose of the Fund is to provide reimbursement to WAPSO members of some portion of costs related to courses taken by the member at accredited post-secondary institutions or such other courses as may be agreed to by the member's Department. Individual members may make application to the Department for consideration of funding. It is understood that the Department shall not unreasonably withhold such agreement.

The Joint Committee shall meet at least once annually to review expenditures. In the event that there are monies held by the Fund at the end of any calendar year, those monies shall be returned to the City.

SIGNED THIS 17th DAY OF JULY, 2013

SCHEDULE J of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: OVERTIME

The total annual salary paid to employees covered by the WAPSO Collective Agreement and five (5) days of compensatory time off granted each calendar year shall be deemed compensation for all regular annual hours of work as defined by this Agreement and up to a maximum of one hundred (100) hours of overtime worked in each calendar year. In cases where employees work less than the equivalent of full time annual hours as defined by the Agreement, the maximum overtime limit shall be prorated to the nearest number of full time months of service.

Pursuant to this Letter of Understanding, no additional compensation, monetary or otherwise, shall be required for the first one hundred (100) hours of overtime worked in any calendar year by any employee covered by this Agreement.

This Letter of Understanding shall not be construed to mean that employees covered by this Agreement have an absolute requirement to work any predetermined number of overtime hours on a calendar year basis but as an extension of the Letter of Understanding: Managerial Recognition whereby it is understood that the nature of and the responsibilities of the positions

within the scope of this Agreement may involve variable work schedules and additional work hours.

SIGNED THIS 30th DAY OF APRIL, 2007

SCHEDULE K of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: PROFESSIONAL ENGINEER DESIGNATE (IN TRAINING)

1. Positions with this title are entry and junior working level and require a Bachelor's Degree in Engineering from a recognized Engineering Program and further attainment of a Professional Engineer (P. Eng.) while in the position. These positions are intended to provide Graduate Engineers the work experience to develop the necessary engineering skills to become a Registered Professional Engineer in Manitoba. These positions shall be in addition to the regular complement of Engineers and shall not be used as a replacement for functions performed by qualified Engineers.

2. Working under the supervision of a Senior Engineer, the Engineer Designate will be required to demonstrate satisfactory performance in a progressively higher level of engineering skill development in order to remain in the position.

3. Attainment of the Association of Professional Engineers and Geoscientists of the Province of Manitoba (A.P.E.G.M.) "P. Eng." designation is mandatory within one (1) year following completion of the minimum number of years of experience recognized and required by the Association. Failure to obtain the designation will result in termination of the Designate's employment with the City. Designates who successfully obtain the P. Eng. designation will remain in the Development Program until they are successful in obtaining a permanent engineering position.

4. The creation and continuation of positions with this title shall be at the discretion of the Department Head with WAPSO being informed of any change in the number of designated positions, in accordance with Article IX. Positions with this title shall be exempt from any employment guarantee.

5. Movement between areas, functions, projects etc. is required and at the discretion of the Department Head. Incumbents shall not have rights to any specific duties or position; however the incumbent will be given assignments and projects that expose them to various branches of Engineering. Assignments will be given to incumbents in various areas such as: field survey, field inspection, construction supervision, preliminary design and tender preparation, and other areas (including management training and computer experience) as appropriate and associated with the area of specialization.

6. Individuals in these positions shall be paid and progress in accordance with the following salary scale.

STEP	AS PER SALARY SCHEDULE A-2
1	Grade 2, Step 1
2	Grade 2, Step 4
3	Grade 3, Step 1
4	Grade 3, Step 4

Pay increments will occur on an annual basis on the anniversary of the date of hire, subject to satisfactory Training Progress Reports as described in Point #8.

Salary movement beyond Step 4 as noted above will be within Grade 3 in accordance with established rules for progressing through the steps and shall be dependent upon attainment of a P. Eng. designation.

7. Positions with this title shall not be individually rated.

8. Initial placement of individuals on the progression shall be dependent on recognized related experience at time of entry as determined by the Department Head.

Unless specified at time of filling, advancement beyond Grade 3 requires successful competition for higher level positions.

Upon the completion of approximately every six (6) months' work experience the Trainee's Mentor, the Program Coordinator, and the Employee will convene and complete a Training Progress Report. The Report will summarize the activities and assignments completed by the Trainee and address the strengths of the assignments and suggestions to improve. The Report will detail the Trainee's work experience, growth and progress in each of the applications of theory, practical experience, management, communications skills, professional and ethical responsibilities and the social implications of engineering. The Training Progress Report will also include a summary of professional development activities and volunteer service activities. Trainees should document and record all assignments and activities related to their work experience in order to assist their Mentor and the Coordinator, as well as themselves, in preparing accurate Progress Reports. WAPSO will be advised and may attend any Progress Report meetings. Such Reports shall be of a nature and detail sufficient to meet the APEGM requirements to determine acceptability for registration within that Association.

Positions with this title shall be covered by the WAPSO Collective Agreement amended only by the aforementioned provisions.

DATED THIS 19th DAY OF DECEMBER, 2007

SCHEDULE L of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: ENGAGEMENT OF PART-TIME EMPLOYEES

The parties agree that this Letter of Understanding outlines the terms and conditions of employment for part-time employees including retired City of Winnipeg employees who are rehired on a part-time basis. They will be referred to as "employees" in this Letter of Understanding.

The parties further agree that in situations where a permanent full-time employee is being accommodated by working part-time, the provisions of the General Agreement apply.

The parties further agree that all clauses of the Collective Agreement apply to part-time employees except as follows:

1. **Definitions**

   a) "Service" means the length of employment with the City commencing with the part-time engagement. It does not include any previous service with the City of Winnipeg.

2. **Hours of Work**

   a) The hours of work shall be by mutual agreement between the City and the employee, and weekly hours of work shall be less than thirty-five (35) hours per week.

3. **Vacations**

   a) Employees shall receive six percent (6%) vacation pay on their biweekly paycheques.

4. **Public Holidays**

   a) The public holidays observed are listed in Article 6 of the General Agreement.

   b) Part-time employees will receive holiday pay and time off in accordance with the Employment Standards Code. [2017]

   c) An employee who works on a public holiday shall be granted, in addition to the holiday pay in (b) above, compensation in pay at the rate of double time (2x) for all hours worked.

5. **Sick Pay Regulations**

   a) Employees will receive sick leave credits on the same basis as permanent full-time employees, except prorated based on hours worked. The calculation used to determine the biweekly credits is as follows:

1¼ days per month x 12 months = 15 days divided by 26 pay periods = .057690 per pay period x total hours worked.

b) A deduction shall be made for all absences due to illness, including absences of two (2) hours or less.

c) Employees are neither eligible nor entitled to any cash out of unused sick credits or any severance payments.

6. **Promotion**

a) There is no requirement to bulletin or post part-time positions.

b) Employees will be eligible to receive an increment upon the completion of two hundred and fifty-two (252) days worked (one thousand seven hundred and sixty-four [1,764] hours).

7. **Overtime and Standby**

a) These articles of the General Agreement do not apply to part-time employees.

8. Long Service Recognition Bonus

a) This Article of the General Agreement does not apply to part-time employees.

9. **Dental Plan**

a) Eligible employees shall receive fifty percent (50%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg Dental Plan.

10. **Vision Care**

a) Eligible employees shall receive fifty percent (50%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg Vision Care Plan.

11. **Schedules to the Collective Agreement**

The following Schedules to the Collective Agreement do not apply part-time employees:

a) Schedule C - Letter of Understanding – Professional Fees

b) Schedule D - Letter of Understanding – Managerial Recognition Clause

c) Schedule J – Letter of Understanding – Overtime

12. **Schedule H – Letter of Understanding – Reduction in Staffing Levels**

a) This Letter of Understanding does not apply to part-time employees.

b) Employees may be laid off at any time. The City of Winnipeg agrees to provide as much notice as possible to employees scheduled for layoff.

DATED THIS 17th DAY OF JULY, 2013

SCHEDULE M of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: FLEXIBLE WORKING HOURS

The City and the Union recognize the need of employees for flexibility in work schedules while recognizing and acknowledging that operational requirements must be met and maintained. Accordingly, flexible working hours may be established by mutual agreement between the employee and the City without committing either party to permanent change or any additional cost to the City. Requests shall not be unreasonably denied. In the event of disagreement related to an employee request to establish flexible working hours, the matter shall, at the employee's request, be referred to the Management Relations Committee as per Article 12 for final resolution. It is mutually agreed that Article 15 shall not be utilized to resolve any disagreement arising in relation to this Letter of Understanding.

DATED THIS 21st DAY OF MARCH, 2016 [2017]

SCHEDULE N of the Collective Agreement between the City of Winnipeg and the Winnipeg Association of Public Service Officers

LETTER OF UNDERSTANDING: INDIGENOUS RELATIONS

The indigenous Relations Division was established in March, 2013 in response to a growing demand from City departments and the community to engage in a broader and more collaborative approach to programs, services and initiatives. The Indigenous Relations Division amalgamated existing Civic Aboriginal focused initiatives including the Oshki Annishinabe Nigaaniwak (OAN) and the City of Winnipeg's Aboriginal Youth Strategy and the Intergovernmental Strategic Aboriginal Alignment's Memorandum of Collaboration.

Vision:	**To build success between the Aboriginal community and City of Winnipeg.**
Mandate:	**To provide leadership and experience from an Aboriginal perspective on programs, services and initiatives that support and address the needs of Winnipeg's Aboriginal community, now and in the future.**
Role:	**To develop initiatives and partnerships based on community and corporate priorities.**

Commitment: **The City and the Association are committed to the vision, mandate role of Indigenous Relations Division.**

During the life of the Collective Agreement the parties agree to discuss any initiative of the Indigenous Relations Division with a view to making the necessary provisions to enable the specific initiative to be carried out. The parties may mutually modify any provision of the Collective Agreement, deemed necessary or desirable to facilitate the accomplishment of the vision, mandate or role of the Indigenous Relations Division.

DATED THIS 21st DAY OF MARCH, 2016 [2017]

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