Appendix 5 – Classifications in City of Winnipeg Collective Agreements with a Wage Rate Below $19.21 an hour as of September 1, 2024

CUPE = Canadian Union of Public Employees, Local 500 (Rates Effective September 1, 2024)
WPA = Winnipeg Police Association (Rates Effective December 31, 2024)
UFFW = United Fire Fighters of Winnipeg (Rates Effective December 31, 2023)

JOB CLASSIFICATION DESCRIPTION	JOB SUMMARY
311 Customer Service Representative 1 (CUPE)	(311 Contact Centre) Deal directly with the public by responding to incoming calls, emails, mail and social media interactions. Majority are part-time hours (12 – 32 hours per week). Employees may move into full-time positions over time.
Cashier/Clerk – Aquatic and Recreation Facilities (CUPE)	(Aquatic Facilities) Respond to general inquiries from the public, perform cash transactions and general office duties. Primarily part-time hours (Shifts packages can greatly differ in hours per week due to operational requirements).
Clerk A (40 Hour Work Week) (CUPE)	(Winnipeg Parking Authority) Parking Service Representative, either at the front counter or over the phone, process ticket payments, direct customers on process to contest or review tickets, process payment for Residential/Meter/Parking permits. Full-time hours.
Step 1 $15.92* Step 2 $17.23* Step 3 $18.87* Step 4 $20.47 Step 5 $22.13 Step 6 $22.68 (311 Customer Service Representative I only) Eligibility for annual increments for temporary employees whose service is interrupted due to lay off and subsequent recall, and for seasonal and part-time employees, is considered upon the accumulation of the equivalent of 252 days worked. For other employees a year will be the beginning of the pay period in which their annual anniversary date of hire or promotion occurs.	

JOB CLASSIFICATION DESCRIPTION	JOB SUMMARY
Clerk A (35 Hour Work Week) (CUPE) Step 1 $17.85* Step 2 $19.70 Step 3 $21.57 Step 4 $23.40 Step 5 $25.29	(All departments except Winnipeg Police Service) Routine clerical and administrative assignments. Primarily full-time positions.
By Law Support Worker (CUPE) Step 1 $17.87	Conduct property inspections for compliance with the Neighbourhood Liveability By-law and provide support to a team of Bylaw Enforcement Officers. Primarily full-time temporary positions from May to October.
Custodial (40 hour work week) (CUPE) Step 1 $18.27	Clean civic buildings, furnishing and fixtures; ground maintenance work, and building operations duties such as locking and unlocking doors. Primarily full-time positions.
Instructor – Aquatics (CUPE) Step 1 $17.47 $18.10 $18.76	Instruct Learn to Swim programs, maintain a safe environment for the swimming pool patrons, complete progress cards. Primarily part-time positions ranging from 9 – 20 hours a week.
Recreation Technician B (CUPE) Step 1 $15.92	Children's Leader for Free Play and What's Up Programs Wading Pool Attendants Preschool Leader for L'il Critters & Cartown Recreation Programs Building Supervisor & Facility Monitor (Recreation Facilities and/or weight rooms) Primarily part-time positions (0 - 32 hours per week). Some positions full-time, 40 hours a week, from May to September long weekend.
Recreation Technician C (CUPE) Step 1 $18.76	Children's Leader for Free Play and What's Up Programs Preschool Leader for L'il Critters & Cartown Recreation Programs Building Supervisor & Facility Monitor (Recreation Facilities and/or weight rooms) Primarily part-time positions (0 - 32 hours per week). Some positions full-time, 40 hours a week, from May to September long weekend.

JOB CLASSIFICATION DESCRIPTION	JOB SUMMARY
Library Shelver (CUPE) Step 1 $15.92 Step 2 $16.45	Organize and shelve library materials. Primarily part-time positions (8 – 12 hours per week).
Library Service Assistant (LSA) 1 (CUPE) Step 1 $17.00* Step 2 $17.85* Step 3 $19.70 Step 4 $21.57 Step 5 $23.40 Step 6 $25.29	Assist customers with memberships and library accounts as well as physical library materials. Full and part time positions. This position is combined with Library Service Assistant 2 with progression to LSA 2 after LSA 1 Step 3.
Locker Room Attendant (CUPE) Step 1 $18.27	Assist patrons with the lockers and ensure the locker room and related equipment is clean. Part-time positions (weekends). Pan Am Pool and Cindy Klassen Recreation Complex.
Kennel Assistant (CUPE) Step 1 $18.91* $19.57 $20.25 $20.96 $21.70	Provide the daily care, cleaning, feeding, medication, exercise and enrichment activities to shelter dogs and other species as needed. Primarily full-time positions.
Student (40 Hour Work Week) (CUPE) Step 1 $15.92	Assist traffic control and barricade/sign removal. Preparation and clean-up of worksites. Grounds maintenance, shoveling materials (including gravel, concrete and asphalt) and painting. Operate, clean, and maintain various types of hand and power tools including lawn mowers, weed eaters, saws and drills. Students are generally hired on a full-time basis for a term starting and ending sometime between April 15th and September 15th on the understanding the employee intends to return to school at the end of the season.
Student (35 Hour Work Week) (CUPE) Step 1 $17.38	Generally routine clerical and administrative work. Students are generally hired on a full-time basis for a term starting and ending sometime between April 15th and September 15th on the understanding the employee intends to return to school at the end of the season.

JOB CLASSIFICATION DESCRIPTION	JOB SUMMARY
Print Machine Operator – Grade 1 (CUPE) Step 1 $17.00* Step 2 $17.85* Step 3 $19.90 Step 4 $22.04	Training level position to operate offset printing and bindery equipment. Classification has not been utilized since before 2018.
Labourer 1 (CUPE) Step 1 $18.95	Perform a variety of manual tasks in the construction and maintenance of roads, pavements, sidewalks, parks. Classification is used rarely. Entry position is generally Labourer 2.
Utility 1 – First 4 Months (CUPE) Step 1 $18.95	(Parks, Golf Services, Cemeteries) Perform routine manual work of an unskilled nature. Primarily full-time seasonal work. Progresses to Utility 1 – After 4 Months classification after 4 months.
Internships (CUPE) Intern rate of pay is 80% of the first step of the classification the intern is assigned to or the current minimum wage for the Province of Manitoba, whichever is greater.	There may be occasional internships where rate of pay may be below $19.21.
Public Education Intern (UFFW) Step 1 $18.97	Deliver Fire Prevention and Public Education programming at various community events and locations throughout Winnipeg (Fire Safety House Trailer & Sparky mascot). Full-time temporary positions from May to August. (wage not shown in schedule schedule)
Caretaker – Intern (WPA) Step 1 $16.00	General cleaning duties. Approximate 3 month term position may be staffed on a year by year basis.