Hourly Rates below $19.21

CLASSIFICATION DESCRIPTION (All in CUPE Collective Agreement)	CLASS CODE	RATES EFFECTIVE Sept 1, 2024 HOURLY 35 work week	RATES EFFECTIVE Sept 1, 2024 HOURLY 40 hour work week	2024 Adopted Budget FTE	New Rate	Budget Impact to increase wage to $19.21	Budget Impact for cascading costs	Salary Schedule Changes
ATTENDANT - LOCKER ROOM	**122**							
1			*18.27*	6.00	19.21	11,806		**Adjust Rate**
BYLAW SUPPORT WORKER	**1794**							
1		*17.87*		2.77	19.21	6,783		**Adjust Rate**
CASHIER/CLERK -	**360**							
AQUATIC AND RECREATION FACILITIES								
1			*15.92*		19.21			**Eliminate first 2 steps**
2			*17.23*		19.21			**New first step $19.21**
3			*18.87*		19.21			**Three step classification**
4			20.47					
5			22.13	20.87				
CLERK A - 40HR	**361**							
0								
1			*15.92*		19.21			**Eliminate first 2 steps**
2			*17.23*		19.21			**New first step $19.21**
3			*18.87*		19.21			**Three step classification**
4			20.47					
5			22.13	1.00				
CLERK A - 35HR								
1		*17.85*		4.78	19.21	11,902		
2		19.70		1.57				**Adjust Step 1 to $19.21**
3		21.57		6.74				
4		23.40		3.43				
5		25.29		78.62				
311 CUSTOMER SERVICE REPRESENTATIVE I	**391**							
1			*15.92*		19.21			
2			*17.23*		19.21			**Eliminate first 2 steps**
3			*18.87*		19.21			**New first step $19.21**
4			20.47					**Four step classification**
5			22.13					
6			22.68	69.58				
CUSTODIAL - 40 HR	**357**							
1			*18.27*	23.00	19.21	45,256		**Adjust Rate**
INSTRUCTOR - AQUATICS (IA)	**1218**							
1			*17.47*		19.21			**IA: One step at $19.21 .**
2			*18.10*		19.21			**Use top step to calculate $**
3			*18.76*	1.34	19.21	1,273		**difference to be applied**
INSTRUCTOR GUARD	**1219**							**throughout progression to**
1			21.00		21.45			**maintain differential**
2			23.51	118.85	23.97		112,905	
INSTRUCTOR GUARD - HEAD	**1221**							
1			26.41		26.86			
2			27.16		27.61			
3			27.93		28.39			
4			28.73	22.00	29.18		20,900	
INSTRUCTOR GUARD - IN CHARGE	**1220**							
1			23.86		24.31			
2			25.01		25.46			
AQUATIC DEVELOPMENT SUPERVISOR	**1230**							
1			28.52		28.98			
2			29.85		30.30			
3			31.33	2.28	31.78		2,170	
POOL SUPERVISOR	**2363**							
1			31.33		31.78			
2			32.89		33.34			
3			34.37		34.83			
4			35.92	6.00	36.37		5,700	
KENNEL ASSISTANT	**117**							
1			*18.91*		19.21			
2			19.57					**Delete Step 1**
3			20.25					**Four step classification**

CLASSIFICATION DESCRIPTION (All in CUPE Collective Agreement)	CLASS CODE	RATES EFFECTIVE Sept 1, 2024 HOURLY 35 work week	RATES EFFECTIVE Sept 1, 2024 HOURLY 40 hour work week	2024 Adopted Budget FTE	New Rate	Budget Impact to increase wage to $19.21	Budget Impact for cascading costs	Salary Schedule Changes
4			20.96					
5			21.70	3.00				
STUDENT - 35HR	1415							Adjust Rate
1		*17.38*		1.04	19.21	3,479		
STUDENT - 40HR	1415							Adjust Rate
1			15.92	26.17	19.21	179,751		
LABOURER 1	1411							Adjust Rate
1			18.95	0.43	19.21			
LIBRARY SHELVER	2021							Maintain 53 cents differential between Step 1 & 2
1		*15.92*			19.21			
2		*16.45*		22.45	19.74	113,158	21,766	
LIBRARY - SERVICE ASSISTANT 1	1453							Maintain 55 cents differential between Library Shelver and first step of LSA 1 Combine LSA 1/2 into one classification and eliminate steps not used. Reduces step progression from entry level (LSA 1, Step 1) to top step (LSA 2 Step 5) to 6 steps from 8 steps.
1		*17.00*			20.29			
2		*17.85*						
3		19.70						
4		21.57	Step not used					
5		23.40	"					
6		25.29	"					
LIBRARY - SERVICE ASSISTANT 2	1454	*20.29*	new					
1		21.63						
2		23.17						
3		24.98						
4		26.67						
5		28.34		74.62				
OPERATOR - PRINTING MACHINE - GRADE 1	1931							Eliminate first 2 steps New first step $19.21 Three step classification
1		*17.00*			19.21			
2		17.85			19.21			
3		19.90						
4		22.04						
TECHNICIAN - RECREATION B	2502							
1			*15.92*	44.25	19.21	303,934		
TECHNICIAN - RECREATION C	2503							
1			*18.76*	41.88	22.04	39,785	247,871	
TECHNICIAN - RECREATION D	2504							Adjust rate for Recreation Technician B Maintain differential throughout progression.
1			20.28		23.57			
2			21.39		24.68			
3			22.52		25.81			
4			23.69	18.44	26.98		126,657	
TECHNICIAN - RECREATION E	2509							
1			25.01		28.30			
2			26.24		29.53			
3			27.51		30.80			
4			28.83		32.12			
5			30.39	22.00	33.68		151,109	
UTILITY 1 - FIRST 4 MONTHS	2651							Adjust Rate
1			*18.95*		19.21			

		Living Wage Costs	Cascading Costs	Total Living Wage & Cascading Costs
Total Salaries Increase		$ 717,127	$ 689,077	$ 1,406,205
Estimate Benefit and Other Salary Related Costs	24.69%	$ 177,066	$ 170,140	$ 347,206
Total Salaries and Benefits Increase		**$ 894,193**	**$ 859,217**	**$ 1,753,411**

Estimate Benefit and Other Salary Related Cost Calculation:

Civic Pension	10.00%
Group Insurance	0.05%
Employment Insurance	2.19%
Canada Pension Plan	5.95%
Statutory (Public Holidays) Pay	5.40%
Factor for Increase in Overtime Costs	1.10%
	24.69%

NOTES:

Costs represent financial impact on budget based on 2024 Full Time Equivalent (FTEs) in 2024 - 2027 Multi-year budget. Projected 2025 FTE in multi-year budget varies slightly.

For classifications where no budget impact is shown, the cost associated with the movement to $19.21 per hour, or a 'cascading cost', is covered by the current budgeted amount for the classification.

No FTE's are budgeted for Public Education Intern (UFFW) and Caretaker Intern (WPA), therefore these positions are not shown above.

The living wage rate of $19.21 may increase when Manitoba's Living Wage is updated for 2024.

September 1, 2024 is the final general wage increase in the CUPE collective agreement which expires February 28, 2025.