

**CUPE 815 Updated Wage Grids**

520		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b>Rate Effective September 29, 2024</b>	\$ 26.50	\$ 26.76	\$ 27.01
	<b>HELPER</b>			
	<b>PORTER</b>			
	<b>WARD AIDE</b>			
	<b>New Rate Effective September 29, 2025</b>	\$ 27.10	\$ 27.36	\$ 27.62
	<b>New Rate Effective September 29, 2026</b>	\$ 27.64	\$ 27.91	\$ 28.17
<b>New Rate Effective September 29, 2027</b>	\$ 28.12	\$ 28.40	\$ 28.66	

521		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b>Rate Effective September 29, 2024</b>	\$ 28.62	\$ 28.88	\$ 29.13
	<b>UNIT ASSISTANT</b>			
	<b>New Rate Effective September 29, 2025</b>	\$ 29.26	\$ 29.53	\$ 29.79
	<b>New Rate Effective September 29, 2026</b>	\$ 29.85	\$ 30.12	\$ 30.38
<b>New Rate Effective September 29, 2027</b>	\$ 30.37	\$ 30.65	\$ 30.91	

525		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b>Rate Effective September 29, 2024</b>	\$ 29.38	\$ 29.68	\$ 29.98
	<b>CHIEF BOOKING CLERK</b>			
	<b>COOK</b>			
	<b>GENERAL MAINTENANCE TECHNICIAN</b>			
	<b>RECEIVER/STOREKEEPER</b>			
	<b>UNIT CLERK</b>			
	<b>New Rate Effective September 29, 2025</b>	\$ 30.04	\$ 30.35	\$ 30.65
	<b>New Rate Effective September 29, 2026</b>	\$ 30.64	\$ 30.95	\$ 31.27
<b>New Rate Effective September 29, 2027</b>	\$ 31.18	\$ 31.50	\$ 31.81	

		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b>Rate Effective September 29, 2024</b>	\$ 30.38	\$ 30.69	\$ 31.00
	<b>MDR TECHNICIAN</b>			
	<b>New Rate Effective September 29, 2025</b>	\$ 31.06	\$ 31.38	\$ 31.70

526				
	<b>New Rate Effective September 29, 2026</b>	\$ 31.68	\$ 32.01	\$ 32.33
	<b>New Rate Effective September 29, 2027</b>	\$ 32.24	\$ 32.57	\$ 32.90

530		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b>Rate Effective September 29, 2024</b>	\$ 30.81	\$ 32.57	\$ 34.29
	<b>PLANT TECHNICIAN</b>			
	<b>New Rate Effective September 29, 2025</b>	\$ 31.50	\$ 33.30	\$ 35.06
	<b>New Rate Effective September 29, 2026</b>	\$ 32.13	\$ 33.97	\$ 35.76
	<b>New Rate Effective September 29, 2027</b>	\$ 32.70	\$ 34.56	\$ 36.39

535		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b>Rate Effective September 29, 2024</b>	\$ 35.29	\$ 35.87	\$ 38.16
	<b>REG PRACTICAL NURSE</b>			
	<b>New Rate Effective September 29, 2025</b>	\$ 36.08	\$ 36.68	\$ 39.02
	<b>New Rate Effective September 29, 2026</b>	\$ 36.81	\$ 37.41	\$ 39.80
	<b>New Rate Effective September 29, 2027</b>	\$ 37.45	\$ 38.07	\$ 40.50

540		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
	<b>Rate Effective September 29, 2024</b>	\$ 37.99	\$ 38.64	\$ 41.12
	<b>MILLWRIGHT</b>			
	<b>New Rate Effective September 29, 2025</b>	\$ 38.84	\$ 39.51	\$ 42.05
	<b>New Rate Effective September 29, 2026</b>	\$ 39.62	\$ 40.30	\$ 42.89
	<b>New Rate Effective September 29, 2027</b>	\$ 40.32	\$ 41.00	\$ 43.64

**Shift Premiums**

Evening (Where the majority of their scheduled hours fall between 1500 and 2300 hours)

\$2.26

Night (where the majority of their scheduled hours fall between 2300 and 0700 hours)

\$2.98

Weekend (for all hours worked  
between 2400 hours Friday and 2400  
Sunday)

\$3.14

**For clarity, employees will be paid both shift and weekend premiums  
when working hours eligible for both premiums.**