

UFCW Hope Service Workers

<u>Job Title</u>	<u>Step</u>	<u>Progression</u>	01-Jan-20	01-Jan-21	01-Jan-22	01-Jan-23
RPN	1	Start	28.859	29.362	29.922	30.490
	2	After 1 year / 1900 hours	29.151	29.659	30.224	30.798
	3	After 2 years / 3800 hours	29.445	29.959	30.529	31.109
	4	After 3 years / 5700 hours	29.742	30.262	30.837	31.423
RAI-MDS Coordinator	1	Start	28.711	29.214	29.768	30.335
	2	After 1 year / 1900 hours	29.001	29.509	30.069	30.641
	3	After 2 years / 3800 hours	29.294	29.807	30.373	30.950
	4	After 3 years / 5700 hours	29.590	30.108	30.680	31.263
Personal Support Worker / Health Care Aide	1	Start	23.406	23.815	24.267	24.728
	2	After 1 year / 1900 hours	23.642	24.056	24.512	24.978
	3	After 2 years / 3800 hours	23.881	24.299	24.760	25.230
	4	After 3 years / 5700 hours	24.122	24.544	25.010	25.485
Laundry Aide	1	Start	21.514	21.891	22.307	22.731
	2	After 1 year / 1900 hours	21.731	22.112	22.532	22.961
	3	After 2 years / 3800 hours	21.951	22.335	22.760	23.193
	4	After 3 years / 5700 hours	22.173	22.561	22.990	23.427
Dietary Aide	1	Start	21.289	21.661	22.073	22.492
	2	After 1 year / 1900 hours	21.504	21.880	22.296	22.719
	3	After 2 years / 3800 hours	21.721	22.101	22.521	22.948
	4	After 3 years / 5700 hours	21.940	22.324	22.748	23.180
Housekeeping Aide	1	Start	21.204	21.575	21.984	22.401
	2	After 1 year / 1900 hours	21.418	21.793	22.206	22.627
	3	After 2 years / 3800 hours	21.634	22.013	22.430	22.856
	4	After 3 years / 5700 hours	21.853	22.235	22.657	23.087
Cook	1	Start	23.017	23.419	23.865	24.317
	2	After 1 year / 1900 hours	23.249	23.656	24.106	24.563
	3	After 2 years / 3800 hours	23.484	23.895	24.349	24.811
	4	After 3 years / 5700 hours	23.721	24.136	24.595	25.062
Maintenance	1	Start	23.017	23.419	23.865	24.317
	2	After 1 year / 1900 hours	23.249	23.656	24.106	24.563
	3	After 2 years / 3800 hours	23.484	23.895	24.349	24.811
	4	After 3 years / 5700 hours	23.721	24.136	24.595	25.062
Van Attendant / Maintenance	1	Start	23.017	23.419	23.865	24.317
	2	After 1 year / 1900 hours	23.249	23.656	24.106	24.563
	3	After 2 years / 3800 hours	23.484	23.895	24.349	24.811
	4	After 3 years / 5700 hours	23.721	24.136	24.595	25.062
On Call Rate for Designated Positions			1.700	1.750	1.800	1.850

NOTES:

1. For the purpose of wage progression, the "Progression" column, "year" refers to a full-time employee's and "hours" refers to part-time employee's work within the position.
2. Employees hired into positions which are posted as "Dietary Aide / Cook" shall be paid as a Dietary Aide for days scheduled / assigned as a Dietary Aide and shall be paid as a Cook for days scheduled / assigned as a Cook.
3. Maintenance position is Male Comparator for Personal Support Worker and Cook positions for Pay Equity purposes.