

CUPE Local 4700 (Haldimand)
Hourly Wage Rates - Schedule A
Schedule A

Position	Division	Hours/Week		January 1 2020 HRLY RATE	January 1 2021 HRLY RATE	January 1 2022 HRLY RATE	January 1 2023 HRLY RATE
GRADE A							
Facilities and Parks Helper	Facilities, Parks, Cemeteries & Forestry Operations	40	Ontario Minimum Wage	\$14.00	\$14.25	\$15.00	TBD
GRADE 1							
Custodian	Facilities, Parks, Cemeteries & Forestry Operations	40					
			Start Rate 0 mths.	\$18.209	\$18.528	\$18.880	\$19.238
			12 mths.	\$19.119	\$19.454	\$19.824	\$20.200
			24 mths.	\$20.075	\$20.427	\$20.815	\$21.210
			Job Rate 36 mths.	\$21.079	\$21.448	\$21.856	\$22.271
GRADE 2							
Division Support	Facilities, Parks, Cemeteries & Forestry Operations	35					
Weigh Scale Attendant	Environmental Operations	36					
			Start Rate 0 mths.	\$19.119	\$19.454	\$19.823	\$20.200
			12 mths.	\$20.075	\$20.427	\$20.814	\$21.210
			24 mths.	\$21.079	\$21.448	\$21.855	\$22.270
			Job Rate 36 mths.	\$22.133	\$22.520	\$22.948	\$23.384
GRADE 3							
Division Support	Economic Development & Tourism	35					
Site Attendant *	Environmental Operations	Up to 24					
			Start Rate 0 mths.	\$20.074	\$20.427	\$20.814	\$21.210
			12 mths.	\$21.078	\$21.448	\$21.855	\$22.270
			24 mths.	\$22.132	\$22.520	\$22.948	\$23.384
			Job Rate 36 mths.	\$23.239	\$23.646	\$24.095	\$24.553
GRADE 4							
Accounting / Tax Clerk	Finance	35					
Accounts Receivable Clerk	Finance	35					
Division Support	Clerks	35					
Division Support	Emergency Services	35					
Division Support	Fleet Operations	35					
Division Support	Roads Operations	35					
Division Support	Solid Waste Operations	35					
Division Support	Water and Wastewater Operations	35					
Facilities Clerk	Facilities, Parks, Cemeteries & Forestry Operations	35					
Labourer *	Roads Operations (vacant - 2008)	40					
Parks & Recreation Maintenance Assistant *	Facilities, Parks, Cemeteries & Forestry Operations	40					
Tax Clerk	Finance	35					
			Start Rate 0 mths.	\$21.078	\$21.448	\$21.855	\$22.270
			12 mths.	\$22.132	\$22.520	\$22.948	\$23.384
			24 mths.	\$23.239	\$23.646	\$24.095	\$24.553
			Job Rate 36 mths.	\$24.401	\$24.828	\$25.300	\$25.781
GRADE 5							
Accounts Payable Clerk	Finance	35					
Customer Service Representative	Customer Experience & Communications	35					
Election Assistant	CAO Office	35					
Facility Booking Clerk	Community Development & Partnerships	35					
Licensing Officer	Customer Experience & Communications	35					
Parks & Recreation Maintenance *	Facilities, Parks, Cemeteries & Forestry Operations	40					
Planning Technician	Planning & Development	35					
Purchasing Clerk	Legal and Support Services	35					
			Start Rate 0 mths.	\$22.133	\$22.521	\$22.948	\$23.384
			12 mths.	\$23.240	\$23.647	\$24.095	\$24.553
			24 mths.	\$24.402	\$24.829	\$25.300	\$25.781
			Job Rate 36 mths.	\$25.622	\$26.070	\$26.565	\$27.070

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GRADE 6							
Fleet Coordinator (Parts and Service)	Fleet Operations	40	Start Rate 0 mths.	\$23.238	\$23.646	\$24.094	\$24.552
POA Administration Clerk / Court Monitor	Legal and Support Services	35	12 mths.	\$24.400	\$24.828	\$25.299	\$25.780
Roadway Maintenance Worker *	Roads Operations	40	24 mths.	\$25.620	\$26.069	\$26.564	\$27.069
Secretary Treasurer, Committee of Adjustment	Planning & Development	35	Job Rate 36 mths.	\$26.901	\$27.372	\$27.892	\$28.422
Senior Accounting Clerk	Finance	35					
Tax Collector	Finance	35					
Transportation Engineering Technologist	Engineering Services	40					
GRADE 7							
Accessibility Coordinator	Customer Experience & Communications	24	Start Rate 0 mths.	\$25.561	\$26.009	\$26.503	\$27.006
Building Technician	Building & Municipal Enforcement	35	12 mths.	\$26.839	\$27.309	\$27.828	\$28.356
Facilities Maintenance	Facilities, Parks, Cemeteries & Forestry Operations	40	24 mths.	\$28.181	\$28.674	\$29.219	\$29.774
Heavy Equipment Operator *	Roads Operations	40	Job Rate 36 mths.	\$29.590	\$30.108	\$30.680	\$31.263
Lead Hand *	Facilities, Parks, Cemeteries & Forestry Operations	40					
Lead Hand, Cemeteries	Facilities, Parks, Cemeteries & Forestry Operations	40					
Mapping & Graphics Technologist	Planning & Development	35					
Research Technician	Economic Development & Tourism	35					
Senior Site Attendant	Environmental Operations	40					
GRADE 8							
Community Recreation Programmer	Community Development & Partnerships	35	Start Rate 0 mths.	\$28.119	\$28.611	\$29.154	\$29.708
Development Technologist **	Planning & Development	35	12 mths.	\$29.525	\$30.042	\$30.612	\$31.193
Fleet Coordinator (Training & Safety)	Fleet Operations	40	24 mths.	\$31.001	\$31.544	\$32.143	\$32.753
Senior Municipal Enforcement Officer	Building & Municipal Enforcement	35	Job Rate 36 mths.	\$32.551	\$33.121	\$33.750	\$34.391
Water & Waste Water Operator	Environmental Operations	40					
			Operator in Training	\$24.401	\$24.828	\$25.300	\$25.781
			Operator 1	\$29.590	\$30.108	\$30.680	\$31.263
			* Operator 2	\$32.551	\$33.121	\$33.750	\$34.391
Out of Schedule Premium Rates							
Development Technologist	Planning & Development	35	LMWA**	\$0.000	\$0.000	\$8.000	\$8.000
GRADE 9							
Automotive Technician *	Fleet Operations	40	Start Rate 0 mths.	\$30.930	\$31.471	\$32.069	\$32.678
Building Inspector (I) / Plumber	Building & Municipal Enforcement	35	12 mths.	\$32.476	\$33.045	\$33.672	\$34.312
Engineering Technologist	Engineering Services	40	24 mths.	\$34.100	\$34.697	\$35.356	\$36.028
Facilities Technologist	Facilities Capital and Asset Management	40	Job Rate 36 mths.	\$35.805	\$36.432	\$37.124	\$37.829
Fire Prevention Officer	Emergency Services	35					
Foreperson	Roads Operations	40					
Foreperson, Waste Management	Environmental Operations	40					
Municipal Technologist	Engineering Services	40					
Operations Technologist / Contracts Administrator	Roads Operations	40					
Plumbing Inspector	Building & Municipal Enforcement	35					
Senior GIS Technologist	Planning & Economic Development	35					
Solid Waste Operations Technologist	Environmental Operations	40					
Water & Waste Water Engineering Technologist	Engineering & Capital Works	40					
Water & Waste Water Technologist	Environmental Operations	40					

Note: ** Incumbents in this position as of June 21, 2010 are grandfathered at 40 hours / week

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Note: For Automotive Technician Apprentice wage treatment refer to Letter of Understanding Re: Fleet Restructuring							
GRADE 10							
Building Inspector	Building & Municipal Enforcement	35	Start Rate 0 mths.	\$34.026	\$34.621	\$35.278	\$35.949
Chief Operator in Charge, Water & Waste Water	Environmental Operations	40	12 mths.	\$35.727	\$36.352	\$37.042	\$37.746
Fleet Foreperson	Fleet Operations	40	24 mths.	\$37.513	\$38.170	\$38.894	\$39.633
Senior Planner	Planning & Economic Development	35	Job Rate 36 mths.	\$39.389	\$40.078	\$40.839	\$41.615
Senior Economic Development Officer	Economic Development & Tourism	35					
Out of Schedule Premium Rates							
Building Inspector	Building & Municipal Enforcement	35	LMWA**	\$4.000	\$4.000	\$4.000	\$4.000
Senior Planner	Planning & Economic Development	35	LMWA**	\$10.000	\$10.000	\$10.000	\$10.000
GRADE 11							
Senior Building Inspector	Building & Municipal Enforcement	35	Start Rate 0 mths.	\$37.428	\$38.083	\$38.807	\$39.544
			12 mths.	\$39.299	\$39.987	\$40.747	\$41.521
			24 mths.	\$41.264	\$41.986	\$42.784	\$43.597
			Job Rate 36 mths.	\$43.327	\$44.085	\$44.923	\$45.777
Out of Schedule Premium Rates							
Senior Building Inspector	Building & Municipal Enforcement	35	LMWA**	\$4.000	\$4.000	\$4.000	\$4.000

NOTES:

- Positions identified with "*" are male positions used for the purpose of Pay Equity for CUPE and other employee groups.
- LMWA** - refers to an approved Labour Market Wage Adjustment, which is an approved hourly premium applied to identified positions, in addition to the approved hourly rate for the grade, to address a temporary shortage or recruitment issues in the immediate labour market. The amount shown as "out of schedule" is the hourly premium which is added to the applicable rate to determine the full salary.