

**AGREEMENT**

**BETWEEN**

**BOARD OF MANAGEMENT**

**AND**

**THE PROFESSIONAL INSTITUTE OF PUBLIC SERVICE OF CANADA**

**GROUP: AGRICULTURE  
VETERINARY  
ENGINEERING, LAND SURVEYING AND ARCHITECTURE**

**EXPIRATION DATE: February 28, 2005**

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THIS AGREEMENT made this 24th day of July 2002.

BETWEEN: THE PROFESSIONAL INSTITUTE OF PUBLIC SERVICE OF CANADA  
hereinafter referred to as the "Union", party to the first part;

AND: HER MAJESTY IN RIGHT OF THE PROVINCE OF NEW BRUNSWICK,  
as represented by Board of Management, hereinafter called the "Employer",  
party to the second part.

## **PREAMBLE:**

## **COMMON**

The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between the Employer, the employees and the Institute, to set forth certain terms and conditions of employment relating to remuneration, hours of work, employee benefits and general working conditions affecting employees covered by the Agreement.

The Parties to this agreement share a desire to improve the quality of the Public Service of New Brunswick, to maintain professional standards and to promote the well being and increased efficiency of its employees to the end that the people of New Brunswick will be well and effectively served. Accordingly, they are determined to establish within the framework provided by law, an effective working relationship at all levels of the Public Service in which members of the bargaining unit are employed.

## **ARTICLE 1 - DEFINITIONS**

## **COMMON**

For the purpose of this Agreement -

- 1.01 **"Institute"** means The Professional Institute of the Public Service of Canada;
- 1.02 **"Bargaining Unit"** means all the employees of the Employer in the Engineering, Land Surveying and Architecture Group, Agriculture Group and Veterinary Group in the Scientific and Professional Category;
- 1.03 **"Employee"** means a person employed by the Employer to carry out the functions normally performed by employees appointed to any of the Classifications assigned to this Unit, other than:
- (a) a person not ordinarily required to work more than one-third (1/3) the number of hours stipulated as the normal work week; and
  - (b) a person employed on a casual or temporary basis unless he/she has been so employed for a continuous period of six (6) months or more; and
  - (c) a person employed in a managerial or confidential capacity.
- 1.04 **"Employer"** means Her Majesty in right of the Province as represented by the Board of Management, and includes any person authorized to exercise the authority of the Board of Management;

1.05 “Layoff” means an employee whose employment has been terminated because of lack of work or because of the discontinuance of a function;

1.06 Approved “Leave of Absence” means permission to be absent from duty;

1.07 “Probationary Period” means the probationary period specified in the Civil Service Act.

1.08 Words used in this Agreement, if defined in the *Public Service Labour Relations Act*, have the same meaning as given to them in the *Public Service Labour Relations Act*.

1.09 “Control Point Maximum” - The point within a salary range representing the maximum base pay for a job.

1.10 “Discretionary Maximum” - The point within a salary range between the control point maximum and the maximum allowed for re-earnable increments. Notwithstanding article 1.09 an employee’s base pay may be in the discretionary maximum upon implementation of the revised pay plan.

1.11 “Merit Increase” - An adjustment to individual salary based on a documented assessment of performance as per attached guidelines for progression.

1.12 “Re-earnable Increments” - temporary payments authorized at the discretion of the Deputy Head.

1.13 “Pay Increment” - one step in the pay range.

1.14 “Hourly Rate of Pay” - means a full-time employee’s bi-weekly rate of pay, as specified in Schedule A, divided by 72.5.

1.15 “Time and one-half” - means one and one-half (1 1/2) times the employee’s hourly rate of pay.

## **ARTICLE 2 - APPLICATION**

### **COMMON**

2.01 This Agreement applies to and is binding on the Institute, the employees and the Employer.

## **ARTICLE 3 - FUTURE LEGISLATION**

### **COMMON**

3.01 In the event that any law passed by the Legislature of the Province applying to Public Servants covered by this Agreement, renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of this Agreement.

3.02 Where any provision of this Agreement conflicts with the provisions of any Public Statute or Regulation of the Province, the provisions of the Public Statute or Regulation shall prevail.

## **ARTICLE 4 - RECOGNITION**

### **COMMON**

4.01 The Employer recognizes the Institute as the exclusive Bargaining Agent for all employees described in New Brunswick Certification Order Numbers 009 PS 1j, 070 PS 1c 1a, 073 PS 1 c (2V), issued by the Labour and Employment Board, covering all of the employees of the Employer in the Engineering, Land Surveying and Architecture Group, the Agriculture Group, and the Veterinary Group in the Scientific and Professional Category.

## **ARTICLE 5 - PROVINCIAL SECURITY**

### **COMMON**

5.01 (a) Nothing in this agreement shall be construed to require the Employer to do or refrain from doing anything contrary to any instruction, direction or regulation given or made on behalf of the Government of the Province of New Brunswick in the interests of the health, safety or security of the people of the Province.

(b) For the purposes of (a) above, any order made by the Lieutenant-Governor in Council is conclusive proof of the matters stated therein in relation to the giving or making of any instruction, direction or regulation by or on behalf of the Government of the Province of New Brunswick in the interests of the health, safety or security of the people of the Province.

## **ARTICLE 6 - MANAGEMENT RIGHTS**

### **COMMON**

6.01 All the functions, rights, powers, and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are recognized by the Institute as being retained by the Employer.

## **ARTICLE 7 - INSTITUTE SECURITY**

### **COMMON**

7.01 The Employer shall, as a condition of employment deduct an amount equal to the regular monthly membership dues of the Institute from the monthly pay of all employees in the Bargaining Unit.

7.02 Clause 7.01 will be applied for present employees and the deductions from pay for each new employee in respect of each month will start with the first full month of employment.

7.03 The sums deducted pursuant to this Article shall be remitted to the Head Office of the Institute prior to the fifteenth (15th) of the month following the month in which the deductions were made. The Institute will keep the Employer advised of the address of its Head Office.

7.04 Before the Employer is obligated to deduct any amount under this Article, the Institute must advise the Employer in writing of the amount of its regular monthly dues. The amount so advised shall continue to be the amount to be deducted under this article until changed by a further written notice to the Employer signed by the President of the Institute, after which such

changed amount shall be the amount to be deducted, and so on from time to time. The written notice shall be provided at least thirty (30) days before the effective date of the changed amount.

7.05 The sums deducted under this Article shall be accepted by the Institute as the regular monthly dues of those employees who are or shall become members of the Institute and the sum so deducted from non-members of the Institute shall be treated as their contribution towards the expenses of maintaining the Institute.

7.06 The Institute agrees to indemnify and save the Employer harmless from any liability or action arising out of the operation of this Article.

7.07 The Institute assumes full responsibility for the disposition of any sums deducted from the wages of any employees and remitted to the Head Office of the Institute under this Article.

**ARTICLE 8 - COMMUNICATIONS**

**COMMON**

8.01 All correspondence arising out of the application, administration and/or interpretation of this collective agreement shall be given as follows:

To the Employer:  
The Director of Labour Relations Services  
Office of Human Resources  
P.O. Box 6000  
Fredericton, N.B.  
E3B 5H1

To the Institute:  
The Professional Institute of the Public Service of Canada  
1718 Argyle Street, Suite 730  
Halifax, N.S.  
B3J 3N6

8.02 The Employer shall have reproduced sufficient copies of the agreement in both official languages so that each employee in the bargaining unit may have a copy at a reasonable time after the execution of this agreement.

8.03 (a) The Employer shall prepare a list of employees in the Bargaining Unit and shall make this list available to the Institute during January of each year.

(b) The Employer shall provide the names and addresses of all new employees in the bargaining unit within 30 days of the start of employment.

8.04 The list of employees shall include the classification, pay step, the commencement date and work location of each employee and the number of sick leave days accumulated to the credit of each employee.

8.05 Upon request of the Institute, the Employer shall provide a copy of the classification specifications covering employees within this bargaining unit.

**8.06** The Employer acknowledges its obligation to make available any policy which has a bearing on employee terms and conditions of employment.

**8.07** (a) Statement of Duties - Upon written request, an employee shall be entitled to a current statement of the duties and responsibilities of his/her position.

(b) Job Descriptions - Each new employee shall be provided with a copy of the job description concerning the employee's position, and the organizational chart as well as a detailed description of the pension plan and the insurance plans. Changes made to the above documents shall be communicated in writing to each employee.

**8.08** Policies

(a) The Employer shall continue to provide the Institute with amendments to the Administration Manual System as policies are approved or revised.

(b) An employee shall upon request have access to view any policy approved by the Board of Management for distribution to the Administration Manual System.

**8.09** The Employer shall advise the Institute of any commencement and termination affecting the bargaining unit within 30 days of such a change.

**8.10** Bulletin Boards - The Employer shall provide bulletin board space for the use of the Institute at locations accessible to employees provided that the use of such boards by the Institute is limited to the posting of information relating to the business affairs, meetings, social events and reports of various committees of the Institute.

## **ARTICLE 9 - NO DISCRIMINATION**

### **COMMON**

**9.01** No discrimination shall be exercised against any employee by reason of race, colour, religion, national origin, ancestry, place of origin, age, physical disability, mental disability, marital status, sexual orientation, sex, Institute membership or non-membership, or political affiliation.

## **ARTICLE 10 - STRIKES AND LOCKOUTS**

### **COMMON**

**10.01** In accordance with the *Public Service Labour Relations Act*, there shall be no strikes, walkouts, lockouts, or slowdowns during the term of this Agreement.

## **ARTICLE 11 - LABOUR-MANAGEMENT CONSULTATION COMMITTEE**

### **COMMON**

**11.01** (a) There shall be a labour management consultation committee composed of at least **three** (3) representatives of the Institute and at least three (3) representatives of the Employer. Provided equal representation *is* maintained, the committee may be extended to include additional members where mutually agreed by the parties.



(b) When requested by either party, consultation committees shall be formed at departmental levels with equal representation for the Employer and the Institute.

11.02 Within 30 days of the date of signing of this agreement each party shall inform the other of the names of its members on the Labour Management Consultation Committee provided however that either party may add or substitute members.

11.03 The committee shall meet at the call of the members of either party at times and places which are mutually agreeable.

11.04 The committee shall establish its own procedure and each party shall bear the costs of its own representatives of the committee provided that where meetings are held during working hours no employee shall lose pay as a result of attending meetings of the committee.

11.05 The committee shall deal with matters of mutual interest and concern in an attempt to facilitate harmonious relations between the Employer and the Institute and its members.

## **ARTICLE 12 - GRIEVANCE PROCEDURE**

### **COMMON**

12.01 **Definition of a Grievance - A** grievance means a dispute or difference of opinion concerning any of the following:

(a) the interpretation or application with respect to an employee of a provision of this Collective Agreement or a related arbitral award;

(b) disciplinary action resulting in suspension, discharge or financial penalty under Article 14 of this Agreement;

(c) the interpretation or application of a provision of a statute, or a regulation, by-law, direction or other instrument made or issued by the Employer dealing with terms and conditions of employment;

(d) any occurrence or matter affecting terms and conditions of employment other than those terms and conditions of employment covered in the three preceding paragraphs and for which there is no administrative procedure for redress provided for in or under an Act of the Legislative Assembly.

12.02 Where an employee considers himself/herself to be aggrieved he/she shall discuss the matter with the Employer before the first step in the grievance procedure is implemented.

12.03 Where an employee alleges that he/she has a grievance as outlined under 12.01 above and where the employee has the written consent of the Institute or its delegates the following procedure shall apply:

#### **STEP ONE:**

Within twenty (20) scheduled working days after the alleged grievance has arisen, the employee may present a grievance in writing on the form provided by the Labour and Employment Board to the person designated by the Employer as the first level in the grievance procedure. If the employee receives no reply or does not receive satisfactory settlement within ten (10) scheduled working days from the date on which the griev-

ance was presented to the person designated as first level in the grievance procedure, the employee may proceed to Step Two.

**STEP TWO:** Within ten **(10)** scheduled working days from the expiration of the ten (10) day period referred to in Step One, the employee may present a grievance in writing either by personal service or by mailing by registered mail to the person designated by the Employer as the second level in the grievance procedure. If the employee does not receive a reply or satisfactory settlement of the grievance from the person designated by the Employer as the second level in the grievance process within ten **(10)** scheduled working days from the date on which the grievance was presented at the second level, the employee may proceed to Step Three.

**STEP THREE:** Within ten **(10)** scheduled working days from the expiration of the ten (10) day period referred to in Step Two, the employee may present a grievance in writing by mailing it by registered mail to the Deputy Minister of the Department in which he/she works. A proposed settlement of the grievance presented at Step One and Step Two and any replies must accompany the grievance when it is presented to the Deputy Minister. The Deputy Minister shall reply in writing to the employee within fifteen **(15)** scheduled working days from the date the grievance was presented to the Deputy Minister. If the employee does not receive a reply or satisfactory settlement for the grievance from the Deputy Minister within fifteen **(15)** scheduled working days from the date on which the grievance was presented to the Deputy Minister, the employee may refer the grievance to adjudication as provided in Article 13 hereof, within twenty **(20)** working days of the date on which the employee should have received a satisfactory reply from the Deputy Minister.

**12.04** Any difference or grievance arising directly between the Institute and the Employer may be submitted by the Institute at Step Three.

- (i) The Employer may present a grievance in accordance with Section **92(1)** of the *Public Service Labour Relations Act* by forwarding written notice by registered mail or personal service to the Regional Representative, Professional Institute of the Public Service of Canada.
- (ii) The parties shall immediately appoint an adjudicator to hear and determine the difference or allegation. If the parties fail to appoint an adjudicator within seven (7) days of the date of receipt of the grievance by the Institute, the appointment shall, in the written request of either party, be made by the Chairman of the Labour and Employment Board.
- (iii) The adjudicator shall hear and determine the difference or allegation and shall issue a decision. The decision is final and binding on the parties and on any employee affected by it.

**12.05** In any case where the employee presents a grievance or in any case in which a hearing is held on a grievance at any level, the employee may at his/her option, be accompanied by a representative of the Institute.

**12.06** In determining the time in which any step under the foregoing proceedings is to be taken, Saturdays and Sundays and recognized holidays shall be excluded. If advantage of the provisions of the Article has not been taken within the time specified herein the alleged grievance shall be deemed to have been abandoned and cannot be reopened.

12.07 All time limits specified in this Article can be extended through mutual agreement in writing by the Institute or its delegate, and the Employer or its delegate.

## **ARTICLE 13 - ADJUDICATION**

### **COMMON**

13.01 The provisions of the Public **Service** Labour Relations Act and Regulations governing the adjudication of grievances shall apply to grievances lodged under the terms of this Agreement.

**13.02** In any Reference to Adjudication, including cases arising from suspensions and discharges, the Adjudicator or Board of Adjudication, as the case may be, shall have the power to direct payment of compensation, vary penalties, direct reinstatement of a benefit or privilege, or order appropriate action to finally settle the issue(s) between the parties and may give retroactive effect to their decision.

13.03 An Adjudicator or Board of Adjudication shall not have the power to alter or change any of the provisions of this Agreement or to substitute any new provision for an existing provision nor to give any decision inconsistent with the terms thereof.

## **ARTICLE 14 - DISCIPLINE**

### **COMMON**

**14.01** No employee who has completed the probationary period as defined in Article 1 shall be disciplined except for just cause.

**14.02** Discipline for just cause includes:

- (a) written reprimand,
- (b) demotion resulting from a disciplinary action,
- (c) suspension with or without pay,
- (d) discharge.

**14.03** Prior to the disciplining of an employee, a meeting will be held. The employee will have the right to have an Institute representative present. The employee and the Institute shall receive reasonable prior notice of the meeting.

**14.04** The employee shall be informed in writing, of the nature of any disciplinary action against that employee at the time such action is taken. However, this clause is not intended to apply to oral reprimands that do not go in the employee's personnel file.

**14.05** Where an employee is suspended or discharged, the Employer shall, within ten (10) days of the suspension or discharge notify the employee in writing by registered mail or by personal service stating the reason for the suspension or discharge.

14.06 Where an employee alleges that he/she has been suspended or discharged in violation of Article **14.01** the employee may within ten (**10**) days of the date of which he/she was notified in writing or within twenty (20) days of the date of his/her suspension or discharge, whichever is later, invoke the grievance procedure including adjudication as set out in this

Agreement, and for the purpose of a grievance alleging violation of Article 14.01 he/she shall lodge a grievance at the final level of the grievance procedure.

14.07 Where it is determined that an employee has been suspended or discharged in violation of Article 14.01 that employee shall be immediately reinstated in his/her former position without loss of seniority or any other benefit which would have accrued to the employee if he/she had not been suspended or discharged. One of the benefits which the employee shall not lose is his/her regular pay during the period of suspension or discharge which shall be paid to the employee at the end of the next complete pay period following reinstatement.

## **ARTICLE 15 - EMPLOYEE PERSONNEL FILE**

### **COMMON**

**15.01 Employee Personnel File** - An employee's Personnel Record File shall be made available and open to the employee for inspection at a reasonable time established by mutual agreement between the employee and his/her immediate supervisor.

15.02 The Employer shall not introduce as evidence in a grievance or adjudication proceeding under this Agreement any document pertaining to disciplinary action the existence of which the employee was not aware.

**15.03** To ensure compliance under 15.02 above, employees shall be required to sign any written document pertaining to disciplinary action acknowledging that the employee has read such document.

15.04 A record of disciplinary action shall be removed from the employee's file and destroyed and not be used against an employee after the expiration of eighteen (18) months after the disciplinary action was taken provided no other disciplinary action for a similar offence occurs within this eighteen (18) month period.

## **ARTICLE 16 - COMPETITIONS AND APPOINTMENTS**

### **COMMON**

#### **16.01 (a) Posting of Competitions**

Subject to the provisions of the *Civil Service* Act and Regulations, where there is a competition to fill a vacancy or an anticipated vacancy in the bargaining unit, the Employer shall post notices of such competition on the bulletin board(s) in the buildings out of which the employees work, for a minimum of ten (10) working days. A copy of the notice of such competition shall be forwarded to the Institute.

(b) The notice referred to in clause 16.01(a) shall contain the following information;

- (i) description of the position;
- (ii) location of the position;
- (iii) required qualifications; and
- (iv) the wage rate or range.

16.02 Redress to appointments is provided for under the *Civil Service* Act.

16.03 **Vacancy and Promotion** - Subject to section 63(2) of the *Public Service Labour Relations Act*, the Employer will provide preference to employees in filling a vacancy within the bargaining unit where the employee has the qualifications, ability and suitability for the vacant position.

## ARTICLE 17 - LAYOFF AND RECALL

### COMMON

17.01 **Lay off Procedure** - In the event of a layoff the Employer shall lay off casual, temporary, ~~term~~, and part-time employees before a full-time employee is laid off. Where the qualifications and ability in respect to the work remaining to be accomplished are relatively equal for two or more employees, reverse order of seniority shall determine the order of layoff. The unit of operation for the application of this clause shall be by department and region or district.

17.02 **Notice of Lay off** - Where an employee is subject to a layoff as defined under 1.05, such employee shall be entitled to three (3) calendar months' notice prior to the effective day of the layoff or pay in lieu thereof

17.03 **Salary on Rehire** - On rehire, a laid-off person with seniority rights is to be paid at least the rate of pay being received at the time of layoff unless the employee agrees to accept an appointment at a lesser rate of pay.

17.04 The benefit provided in 17.02 is in addition to any rights or benefits provided under the *Civil Service Act* to the employee.

17.05 **No New Employees** - There shall be no new hiring into the bargaining unit until those laid off have been given an opportunity of employment, provided that they are qualified to perform the work available.

17.06 Where an employee has been notified that he/she shall be subject to a layoff, a copy of such notice shall be sent to the Institute. Prior to instituting the layoff, the Employer shall refer the matter to a committee composed of three (3) representatives of each party. This committee shall meet and discuss the status of such employee, suitable alternate employment available, and other relevant matters concerning the layoff. The parties agree that such discussion shall be held at least thirty (30) days prior to the effective date of layoff.

17.07 **Recall Rights** - Employees on layoff shall retain their position on the seniority list and shall have recall rights within a twelve (12) month period following their last day of employment.

17.08 **Recall Procedures:** Subject to Section 63(2) of the *Public Service Labour Relations Act*, employees shall be recalled in the reverse order that they were laid off. Recall shall be subject to the employee having the qualifications and ability to perform the duties of the position. Employees laid off shall be given preference to job opportunities, prior to hiring of new persons, in other classifications if they are qualified and able to perform the work available.

#### 17.09 **Continuation of Insurance Benefits**

The Employer agrees to pay the Employer's share of Group Insurance for employees who are laid off for two (2) months after the month in which the employees are laid off.

**17.10 Superannuation Benefits** - An employee who is laid off shall retain all superannuation rights held by him/her at the date of his/her lay-off. Should the employee request a refund of his/her superannuation contributions he/she shall cease to be an employee.

#### **17.11 Union Notification**

The Employer shall provide the Union with a list showing the seniority of laid off employees by classification.

### **AG.**

#### **17.12 Lay-off During Sick Leave**

In the event an employee is affected by a lay-off during sick leave, the effective lay-off date shall be the day following the termination of such leave.

### **COMMON**

**17.13** The parties recognize that pursuant to Section 63(2) of the *Public Service Labour Relations Act* that where a conflict occurs between the provision of the collective agreement and the *Civil Service Act* related to lay-off and recall, the *Civil Service Act* shall prevail.

### **ARTICLE 18 - HOURS OF WORK**

### **ENG.**

18.01 Full time employees are expected to work a normal work week of 36<sup>1/4</sup> hours. An employee may be required to work in excess of this amount, depending upon the nature of the employee's work.

### **ENG.**

18.02 (a) Notwithstanding 18.01 above, the Employer may designate an employee to work a normal work week of forty or forty-five hours during specified weeks within a calendar year. An employee may be required to work in excess of this amount depending upon the nature of the employee's work during such a specified week. During such a specified week, an employee shall be entitled to a bi-weekly salary rate on the basis of the employee's present classification and step in accordance with Schedules B or C.

(b) When an employee identifies a situation where the required work to be performed cannot be completed by the employee within a work week of thirty-six and one quarter (36 1/4) hours, the employee may request to be designated for a forty or forty five hour work week(s). Whenever possible, such requests should be made two weeks prior to the period requested for designated status. The employee request shall include a written rationale. The Employer shall respond to the request, in writing, within two weeks of the application.

(i) If the request is approved, the employee shall be entitled to a bi-weekly salary rate on the basis of the employee's present classification and step in accordance with Schedule B or C.

(ii) If the request is not approved as submitted, the Employer's response shall include an explanation for the decision.

## ENG.

18.03 (a) Where an employee is designated under 18.02 above, Schedule A shall not apply during the specified week(s); and any change in pay under the terms of this article does not constitute a promotion or demotion.

(b) Employees so designated shall be granted **5/12** of a day for each week of designation. It is understood that the above supplementary days of vacation are in addition to vacation leave granted under Article 23.

The Employer shall make every reasonable effort to schedule the accumulated vacation leave at such time and in such amount **as** are mutually acceptable to the Employer and employee. Where the Employer and employee are unable to agree to acceptable times, vacation shall be taken at a time scheduled by the Employer.

Where the supplementary days of vacation leave cannot be scheduled due **to** operational requirements, the employee shall be paid cash in lieu of.

Accumulation of such supplementary vacation shall not exceed 10 days per year.

## ENG.

18.04 Where a dispute arises with regard to the application of the provisions of Article 18.02, such dispute **may** be referred to a **departmental union-management consultation committee as described in 11.01 (b)**. The committee shall review the circumstances and make recommendation to the deputy minister of the applicable department regarding the resolution of the dispute.

## ENG.

18.05 Upon the request **of** an employee and subject to operational requirements variable or compressed hours of work may be established when mutually agreeable.

## AG. & VETS

18.06 The regular weekly hours of work shall be thirty-six and one-quarter(36-1/4) per week averaged over a four week period, excluding meal periods.

## AG.

18.07 Where an employee is required **to** work on a Saturday or Sunday or in excess of the hours of work specified in 18.06, that employee shall be entitled to time off equal to the number of such hours worked.

## AG.

18.08 Approval of time off under 18.07 shall be subject to receipt of a claim from the employee accompanied by an explanation, and shall cover the four week period immediately prior **to** the date of application.

# AG.

**18.09** Time off under this Article shall be scheduled at such time as can be mutually agreed, or if agreement cannot be reached, the time off will be scheduled by the Employer within thirty (30) working days of receipt of the application. Where, due to operational requirements, the Employer is unable to schedule the time off, the employee shall be paid at straight time for such excess hours worked.

## ARTICLE 19 - WAGES AND ALLOWANCES

### COMMON

19.01 The rates of pay for employees shall be in accordance with the rates set out in the attached applicable schedules which form part of this agreement.

19.02 (a) If a new classification comes into being during the life of this agreement, or there is a significant change in the level of duties, responsibilities, or qualification requirements of an existing classification, the pay shall be determined relative to the points allocated to the classification in the evaluation process as agreed between the Employer and the Institute. The Employer may set an interim wage rate for such classification.

(b) Appeal of classification: An employee who feels that his/her position has been unfairly or incorrectly classified or reclassified, shall have the right to appeal such classification or reclassification as per the classification appeal process and related procedures as amended from time to time.

#### 19.03 Merit Increases

(a) Subject to documented assessment and performance review undertaken pursuant to the Performance Management System, an employee, on anniversary date may be granted an increase of up to five pay increments in the pay scale, not to exceed the control point maximum.

(b) The Employer shall notify an employee when a pay increment of less than 2 steps is granted. Such notice shall contain the Employer's reason(s) as to why the employee's work performance was not satisfactory.

(c) Where an employee is not granted a pay increment(s) due to an omission or error the employee shall be granted the increase on a subsequent date, retroactive to his/her anniversary date for such increment(s).

(d) An employee who has not been granted his/her merit increase, shall have the right to refer their performance evaluation to the Director of Human Resources for review by the Review Committee that has been established in the employing department. The employee shall have the right to make written submission to the Review Committee.

#### 19.04 (1) Rate of Pay on Promotion, Demotion, Transfer

(a) a promotion, where the control point maximum of the new position is higher than the control point maximum of the old position. On promotion, an employee is paid at the nearest rate of pay that provides an increase of four (4) pay increments not to exceed the control point maximum of the pay range.



(b) a demotion, where the control point maximum of the new position is lower than the control point maximum of the old position and the employee is paid at a lower rate.

(c) a transfer, where the appointment is neither a promotion nor a demotion.

(2) The promotional increase for an employee who has been in receipt of acting pay for at least twelve (12) months is calculated based on the employee's rate of pay including acting pay.

(3) On transfer to a position having the same control point maximum as the employee's previous position, the employee shall be appointed on step without change in pay.

(4) Where an employee who is eligible for a merit increase is promoted on the anniversary date, the employee shall be granted both a merit increase and a promotional increase.

**19.05** (1) Where an employee is appointed to a position having a lower control point maximum, or an employee's duties are reclassified to a classification having a lower control point maximum and the employee's rate of pay is above the control point maximum of the new classification, the employee shall be retained at his/her current rate of pay for one (1) year after which the employee will be placed at the control point maximum of the new classification.

(2) If the employee's rate is below the control point maximum of the new pay range applicable to the employee, the employee shall be installed in the new pay range at the rate which is closest to the employee's present rate and which is not a decrease.

(3) If an employee requests and is granted a demotion and his/her current rate of pay is more than the control point maximum of the rates of pay for the classification to which the employee is demoted, the employee shall be paid at the control point maximum for the lower classification.

**19.06** (1) Where the practice of individual anniversary dates is retained, the anniversary date of an employee who is promoted or who commences work;

(i) in the first ten (10) working days of the month is the first of that month, and

(ii) after the tenth working day of the month is the first of the month next following the month in which the employee was promoted or commenced work.

(2) The anniversary date of an employee who is demoted or transferred shall not change.

### **19.07 Re-Earnable Increments**

(1) An employee paid at the Control Point Maximum may be granted on anniversary date re-earnable increments, not to exceed the Discretionary Maximum. Authorization must be based on performance as assessed pursuant to the Performance Management System.

(2) Re-earnable increments are not included in base pay, and do not constitute pensionable earnings.

(3) Re-earnable increments may be included with bi-weekly pay, paid out periodically or at one time, based on the amount and duration of increment authorized.

(4) Re-earnable increments refer to temporary payments equivalent to pay step increases, authorized at the discretion of the Deputy Head. Such re-earnable increments are not to exceed the equivalent of four pay steps.

**19.08 Professional Dues** - The Employer shall pay in each calendar year the annual (professional/licensing) dues of one professional organization or society on behalf of each employee. For clarification, the term “professional organization or society” shall be interpreted to mean:

(a) that organization or society, the membership in which is required as a condition of employment; or

(b) where no required membership is necessary for employment, such an organization or society as may be approved by the Employer.

### **19.09 Anniversary Dates**

(a) Anniversary dates for employees may remain unchanged; or at the discretion of the Deputy Head, the anniversary dates for employees in a department may be changed to a common date.

(b) Where the practice of individual anniversary dates is retained, Article 19.06 of the collective agreement will apply.

(c) Where a common anniversary date is chosen, the Deputy Head may, on the first anniversary date under the changed procedure, pro-rate or delay the number of pay steps granted to an employee for the purpose of equitable implementation. Such pro-rating procedures are to be established in consultation with the *Office of Human Resources*.

## **ARTICLE 20 - ACTING PAY**

### **COMMON**

**20.01 Acting Pay** - Where an employee is required to perform for a temporary period of five (5) days or more, the duties of a higher position than the one held by the employee, payment shall be made to that employee of acting pay including the five (5) days. It is understood that should a statutory holiday as listed in Article 22, fall within the designated temporary period it shall count towards determining the five (5) day qualification period.

**20.02** An employee shall be entitled to Acting Pay as follows:

The rate of acting pay shall be the minimum rate for the classification of the employee who is being replaced, or the equivalent of four (4) pay increments above the acting employee’s regular rate of pay, whichever is greater. An employee cannot be paid above the control point maximum for the position in which he/she acts.

## **ARTICLE 21 - TRAVEL DIRECTIVES**

### **COMMON**

21.01 **Travel Directives-** The Travel Directives as amended from time to time shall apply to the employees in the Bargaining Unit.

## **ARTICLE 22 - STATUTORY HOLIDAYS**

### **COMMON**

22.01 Paid holidays for employees are:

- (a) New Year's Day;
- (b) Good Friday;
- (c) Easter Monday;
- (d) the day fixed by proclamation of the Governor-in-Council for the celebration of the birthday of the Sovereign;
- (e) Canada Day;
- (f) New Brunswick Day;
- (g) Labour Day;
- (h) the day fixed by proclamation of the Governor-in-Council as a general day of Thanksgiving;
- (i) Remembrance Day;
- (j) Christmas Day;
- (k) Boxing Day; and
- (l) any other day duly proclaimed as a Provincial or National Holiday.

22.02 The following day(s) off shall be granted for Christmas and Boxing Day:

- (i) when Christmas Day is a Monday, the 25th, and 26th days of December, or
- (ii) when Christmas Day is a Tuesday, the 24th, 25th and 26th days of December, or
- (iii) when Christmas Day is a Wednesday or Thursday, the afternoon of the 24th day and the 25th and 26th days of December, or
- (iv) when Christmas Day is a Friday, a Saturday, or a Sunday, the 24th to 27th days of December, inclusive.

22.03 An employee who is entitled to pay on either the working day immediately preceding or following the holiday is entitled to the paid holiday.

22.04 When a holiday other than Christmas coincides with an employee's day of rest, the holiday shall be moved to the employee's first working day following the employee's day of rest.

22.05 Where a holiday occurs where an employee is on sick or vacation leave, the holiday is considered granted and no deduction is made from the employee's sick or vacation leave credits.

## ENG. & AG.

**22.06** Where an employee has been notified by the Employer and is required to work on a holiday listed under Article 22.01 such employee shall be paid  $1 \frac{1}{2}$  the regular hourly rate for all hours worked on the holiday in addition to the regular day's pay providing such holiday falls on a regular working day.

## VET.

**22.07** Where an employee is required to work on a holiday, the employee shall have the choice of a day off in lieu of the holiday at such time as can be mutually agreed between the Employer and the employee during the calendar year in which the holiday is worked. Such re-scheduled days shall not be carried from one calendar year to the next, except that re-scheduled days for work on Christmas and Boxing Day may be carried over to the next calendar year.

**22.08** In order to receive holiday pay an employee must have worked the workday before and the workday after the holiday, providing however the employee was not on authorized leave of absence with pay. If an employee is on sick leave the workday before or after the holiday the Employer may demand a doctor's certificate to satisfy the Employer as to whether or not the employee was legitimately absent.

## ARTICLE 23 - VACATION LEAVE

### COMMON

**23.01** Each employee with less than eight (8) years continuous service shall accumulate vacation leave credits at the rate of one and one-quarter ( $1 \frac{1}{4}$ ) days per calendar month of continuous service for which he/she receives pay for at least 11 days, excluding statutory holidays.

**23.02** Each employee with more than eight (8) years continuous service shall accumulate annual vacation leave credits at a rate of one and two-thirds ( $1 \frac{2}{3}$ ) days per calendar month of continuous service for which he/she receives pay for at least 11 days, excluding statutory holidays.

**23.03** Each employee with more than twenty (20) years continuous service shall accumulate annual vacation leave credits at a rate of two and one-twelfth ( $2 \frac{1}{12}$ ) days per calendar month of continuous service for which he/she receives pay for at least 11 days, excluding statutory holidays.

**23.04** (a) The Employer shall endeavor to schedule an employee's vacation at such times and in such amounts as are mutually acceptable to Employer and employee.

(b) Where the Employer and employee are unable to agree to acceptable times, vacation shall be taken at a time scheduled by the Employer.

**23.05** Every employee who has vacation credits which have not been used when he/she ceases to be an employee shall be given a cash settlement in lieu of vacation based on the rate of remuneration the employee was receiving at the time he/she ceased to be an employee.

**23.06** A person, upon ceasing to be an employee, shall compensate the Employer for vacation which was taken but which was not earned and the amount of compensation shall be calculated using the employee's rate of pay at termination.

23.07 When sick leave or other paid leave is granted for a period during which an employee was on vacation leave, the period of vacation leave covered is reinstated to the employee.

## **ENG.**

23.08 Carry-over and liquidation of vacation leave credits

Where, an employee has not been granted in a vacation year all earned vacation leave credits, the employee shall be entitled at the end of the vacation year:

(a) to carry over all earned but unused vacation leave credits into the following vacation year;

(b) if as a result of operational requirements an employee is unable to utilize his carried over vacation credits in the next calendar year, as specified in 23.08 (a), the employee shall be paid for such unused vacation credits at the end of the calendar year following that in which the vacation credits were earned. The rate of pay shall be that applicable to the employee at the time of payment. For the purposes of this article vacation credits carried over under 23.08 (a) shall be deemed to be the first credits used in the vacation year.

## **AG.**

23.09 (a) Where in a calendar year an employee has not been granted all of the vacation leave credited to him/her, the unused portion of his/her vacation leave, not to exceed the entitlement earned in the calendar year, shall be carried over to the next year.

(b) Where an employee has unused vacation credits in excess of (a) above, and where the Employer has been unable to schedule such excess entitlement during the calendar year, because of extenuating circumstances, the Employer shall authorize carry-over to the next calendar year of the excess entitlement, provided the employee submits written application for carry-over prior to November first, and provided the Employer cannot schedule such leave prior to the expiry of the calendar year.

## **VET.**

23.10 An employee who does not receive vacation during the calendar year in which it was earned may carry over to the next year vacation credits equivalent to the entitlement earned in the calendar year, provided the employee has obtained written permission to do so.

## **COMMON**

23.11 Employees who are receiving compensation benefits under the **Workers' Compensation Act** shall not earn vacation credits while receiving such compensation.

## ARTICLE 24 - SICK LEAVE

### COMMON

**24.01** Each employee shall accumulate sick leave credits at the rate of one and one-quarter ( $1\frac{1}{4}$ ) days per month for each calendar month of continuous employment for which he/she receives pay for at least ten (10) days, up to a maximum credit of two hundred and forty (240) working days.

**24.02** An employee who is absent from work on account of sickness or accident who wishes to use sick leave credits for such absence must notify his/her immediate Supervisor as soon as possible.

**24.03** A deduction shall be made from an employee's accumulated sick leave credits for each working day that the employee is absent on sick leave. Absence on sick leave for less than one-half ( $1/2$ ) day, may be deducted as one-quarter ( $1/4$ ) day, if the actual absence is closer in length to one-quarter ( $1/4$ ) day than it is to one-half ( $1/2$ ) day. This principle may similarly be applied in cases of absence of less than one (1) full day, but more than one-half ( $1/2$ ) day, where another quarter ( $1/4$ ) day unit may be added to the half ( $1/2$ ) day (i.e. a threequarter ( $3/4$ ) day deduction), if the absence is closer to one-half ( $1/2$ ) day than it is to one (1) full day.

**24.04** The Employer may require such proof of illness as it deems necessary for any illness for which sick leave is claimed. If, after such a request, proof of illness is not provided within ten (10) working days, absence shall be deducted from the employee's salary.

**24.05** The total amount of unrecovered advanced sick leave shall not exceed fifteen (15) working days at any one time.

**24.06** An employee who was advanced sick leave under **24.09** shall, upon ceasing to be an employee, compensate the Employer for sick leave, which has not been recovered and the amount of the compensation shall be calculated at the employee's rate of remuneration at the time he/she ceased to be an employee.

**24.07** The parties agree that failure to comply with **24.06** above is grounds for the Employer to withhold until compliance:

- (1) any wages or other monetary benefits owing,
- (2) any credit transfers in terms of vacations.

**24.08** The Employer may grant leave with pay to an employee for periods of up to one-half ( $1/2$ ) day for medical and dental appointments when it is not possible for the employee to arrange such appointments outside the hours of work.

**24.09** Where an employee does not have sick leave credits equal to the period of absence caused by sickness or accident, he/she may, on request, be advanced up to 15 working days of sick leave credit, which shall be deducted from future credits accumulated upon his/her return to work. Such requests shall not be unreasonably denied.

## ARTICLE 25 - MATERNITY LEAVE

### COMMON

#### 25.01 (a) Notification

Not later than the fifth (5th) month of her pregnancy, an employee will inform the Employer of the anticipated delivery date.

(b) An employee is entitled to maternity leave of up to seventeen (17) weeks without pay.

**25.02** An employee requesting maternity leave shall submit the required Request for Leave Form to the Employer at least fifteen (15) weeks prior to the anticipated delivery date. **The Employer may also request that a medical certificate be submitted at that time**

**25.03** Duration of Leave - Maternity leave shall **upon request, be granted for a period of seventeen (17) weeks beginning before, on, or after the termination of pregnancy.**

**25.04** During the period of maternity leave of up to seventeen (17) weeks only specified in clause **25.01 (b)** hereof:

(a) an employee continues to earn seniority and continuous service credits on the basis of what her normal regular hours would have been;

(b) where the employee participates in group insurance plans of the Employer, the employee and Employer shall continue their contributions to premiums as required by and subject to the terms of such plans.

**25.05** Employees do not accrue sick leave or vacation leave benefits while on maternity leave.

#### 25.06 Return to Work

An employee returning from maternity leave shall give the Employer written notice of the fact at least ten (10) working days prior to returning to work. Such employee shall be placed in her previously held classification at her work location (city, town or village). **The Employer may also request that a medical certificate be submitted at that time.**

#### 25.07 Supplementary Unemployment Benefit

An employee with one year's seniority who agrees to return to work for a period of at least six (6) months and who provides the Employer with proof that she has applied for and is eligible to receive Employment Insurance Benefits pursuant to the *Employment Insurance Act*, shall be eligible to be paid a maternity leave allowance in accordance with the Supplementary Unemployment Benefit Plan for a period not to exceed fifteen (15) continuous weeks immediately following the minimum waiting period for Employment Insurance Benefit eligibility.

**25.08** In respect of the period of maternity leave, maternity leave allowance payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:

(a) where an employee is subject to a waiting period of two (2) weeks before receiving Employment Insurance maternity benefits, an allowance of seventy-five per cent (75%) of the regular rate of pay for each week of the two (2) week waiting period less any other monies earned during this period;

(b) payments equivalent to the difference between the EI benefits the employee is eligible to receive and seventy-five per cent (75%) of her regular rate of pay, at the time maternity leave commences, less any other monies received during the period which may result in a decrease in EI benefits to which the employee would have been eligible if no extra monies had been earned during this period; and.

(c) the provisions of articles 25.07 and 25.08 are not available to casual employees.

25.09 'Regular rate of pay' shall mean the rate of pay the employee was receiving at the time maternity leave commenced, but does not include retroactive adjustment of rate of pay, acting pay, overtime, or any other form of supplementary compensation.

25.10 An applicant under Clause 25.05 above shall return to work and remain in the Employer's employ for a period of at least six (6) months after her return to work. Should the employee fail to return to work and remain at work for a period of six (6) months the employee shall reimburse the Employer for the amount received as maternity leave allowance received pursuant to 25.08 (a) and (b) on a pro rata basis.

## **ARTICLE 26 – PARENTAL LEAVE**

### **COMMON**

26.01 Upon application in writing, an employee who becomes a parent through the birth or adoption of a child shall be granted a leave of absence without pay for a period of up to thirty-seven (37) weeks upon the birth or placement of the child or, in the case of the natural mother, immediately upon the expiry of the seventeen (17) weeks of maternity leave. An employee shall be granted a total of one (1) day leave of absence without loss of pay to be taken on the day of the birth or placement of the child or prior to such date for matters relating directly to the birth or adoption. Seniority continues to accrue during the leave at the same rate as if the employee would have worked.

#### Child Care Leave

26.02 (a) A leave of absence granted under 26.01 shall commence no earlier than the date on which the newborn or adopted child comes into the employee's care and custody and end no later than 52 weeks after that date. The employee who is the natural mother of a child must commence the parental leave immediately upon expiry of maternity leave. If the newborn child is hospitalized when maternity leave expires, the taking of the leave may be delayed. If the natural father intends to take parental leave, he shall give four (4) weeks' written notice to the Employer of the commencement date and duration of the leave.

(b) Where operational requirements permit, the Employer may approve a period of return to work following the maternity leave and prior to the parental leave for the natural mother.

26.03 If both parents are employees, the thirty-seven (37) week parental leave may be taken by one parent or shared by the two parents provided the combined leave period does not exceed thirty-seven (37) weeks.



**26.04** During the period of parental leave of up to thirty-seven (37) weeks only specified in clause **26.01** hereof:

(a) an employee continues to earn seniority and continuous service credits on the basis of what the employee's normal regular hours would have been:

(b) an employee may, if permissible under the relevant plan, continue contributions, including that of the Employer, to group insurance plans of the Employer.

**26.05** An employee returning from parental leave shall give the Employer written notice of the fact at least ten (10) working days prior to returning to work. Such employee shall be placed in his or her previously held classification at his or her work location (city, town or village).

## **ARTICLE 27 - COURT LEAVE**

### **COMMON**

**27.01** (a) An employee is entitled to leave with pay when he/she is required to serve on a jury or to attend as a witness in any legal proceeding where the attendance of witnesses is compelled by law.

(b) An employee is not entitled to leave with pay where he/she is on leave of absence without pay or under suspension, or when the court or similar proceedings have been initiated by himself or with respect to attending court or proceedings not associated with his employment to which he/she is made a party.

(c) Any fees received by an employee for attendance as a juror or witness shall be remitted to the Employer.

## **ARTICLE 28 - EMERGENCY/BEREAVEMENT LEAVE**

### **COMMON**

**28.01** "Immediate Family" is defined as spouse, father, mother, stepfather, stepmother, foster parent, son, daughter, brother, sister, grandmother, grandfather, grandson, granddaughter, father-in-law, mother-in-law, brother-in-law, sister-in-law, stepchild or ward of the employee, and other persons living in the household of the employee. "For clarification purposes of this article spouse shall mean a husband or a wife. It shall also mean an individual who has been residing with the employee for a period of not less than one year and has been publicly represented as the employee's partner."

**28.02** An employee shall be granted bereavement leave without loss of pay:

(a) in the event of the death of the employee's mother, father, stepfather, stepmother, foster parent, spouse, son, daughter, brother, sister, mother-in-law, father-in-law, grandchild, stepchild or ward of the employee for seven (7) consecutive calendar days which shall include the day of the funeral.

(b) in the event of the death of employee's uncle, aunt, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, spouse's grandparents or other relative living in the immediate household, for five (5) consecutive calendar days which shall include the day of the funeral.

(c) an employee shall be granted bereavement leave in the event of the death of the employee's ex-spouse, niece or nephew, without loss of pay, for a maximum of one (1) calendar day which must be date of the funeral.

28.03 Emergency leave not exceeding five (5) working days may be granted

(a) to accompany a child or spouse in a medical emergency, or to be with a member of the immediate family in the crisis of a serious illness;

(b) where circumstances not directly attributable to the employee prevent him/her reporting for duty; or

(c) under such other circumstances as the Employer may approve.

28.04 An employee may be granted up to three (3) additional working days' leave without loss of pay at the discretion of the Employer for the purpose of travel to attend the funeral of a relative set out in 28.01 or to **carry out** executor/ administrator of estate duties which the employee may be obliged to perform following the death of such relative.

## **ARTICLE 29 - PALLBEARER LEAVE**

### **COMMON**

29.01 One-half (1/2) day leave shall be granted to attend a funeral as pallbearer plus traveling time if necessary. The total leave is not to exceed one day.

## **ARTICLE 30 - LEAVE FOR INSTITUTE BUSINESS**

### **COMMON**

30.01 (a) **Leave With Pay for Stewards - A** steward shall obtain the permission of his/her immediate supervisor before leaving work to investigate with fellow employees complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend local meetings called by management. Such permission shall not be unreasonably withheld.

(b) **Employee Presenting a Grievance -** Where operational requirements permit, the Employer will grant leave to an employee presenting a grievance to meet with the Employer. Where such meeting takes place within the employee's region, leave shall be with pay. Where such meeting takes place outside the employee's region, leave shall be without pay. Where a hearing is held at the final level of the Grievance Process, the grieving employee shall be granted time off with pay to attend that hearing.

#### **30.02 Preparatory Contract Negotiations Meetings**

Where operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend preparatory contract negotiations meetings.

#### **30.03 Contract Negotiations Meetings**

Where operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees for the purpose of attending contract negotiations meetings. However, employees will submit notification for such leave to their immediate

supervisor as soon as the employees have become aware of the appropriate dates. The Employer shall maintain the full salary and benefits of an employee on leave of absence under this clause and the Union shall then reimburse the Employer within ten (10) days of billing, provided the Employer submits such billing within 30 days of signing of this Agreement.

30.04 (a) Institute Meetings and Conventions - Where operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend meetings and conventions of the Institute.

(b) Stewards' Training Course - Where operational requirements permit, the Employer will grant leave without pay to an employee appointed as a steward in accordance with this Article to undertake training related to the duties of a steward.

#### 30.05 Appointment of Stewards

The Employer acknowledges the right of the Institute to appoint Stewards from amongst members of the bargaining units for which the Institute is the certified bargaining agent.

30.06 The Institute shall notify the Employer in writing of the names of the Stewards.

## ARTICLE 31 - EDUCATION LEAVE

### COMMON

31.01 Educational leave shall be governed by the provisions of Board of Management Education Leave Policy as amended from time to time. (Schedule D)

31.02 Subject to operational requirements and the needs of the Department, the Employer shall endeavour to ensure that attendance at conferences and seminars will be distributed in a fair and reasonable manner.

(a) The parties to this Agreement recognize that attendance or participation at conferences, conventions, symposia, workshops and other gatherings of a similar nature contributes to the maintenance of high professional standards.

(b) In order to benefit from an exchange of knowledge and experience, an employee may have the opportunity on occasion to attend conferences and conventions which are related to the employee's field of specialization, subject to operational constraints and financial limitations.

(c) The Employer may deem an employee to be on duty status and, as required, in travel status to permit attendance at such gatherings. Reasonable expenses, including registration fees which arise from such attendance, may be granted.

(d) An employee who attends a conference or convention at the request of the Employer to represent the interests of the Employer shall be deemed to be on duty and, as required, in travel status. The Employer shall pay the registration fees of the convention or conference the employee is required to attend.

(e) An employee invited to participate in a conference or convention in an official capacity, such as to present a formal address or to give a course related to his/her field of

employment, may be deemed on duty and, as required in travel status. In addition, the employee may be reimbursed for this payment of convention or conference registration fees.

### 31.03 Professional Development

(a) The parties to this agreement share a desire to improve professional standards. The Employer shall endeavour to provide employees the opportunity on occasion:

- (i) to attend continuing education courses recognized by licensing boards which are necessary to acquire credits required to complete or maintain licensure standards.
- (ii) to participate in workshops, short courses or similar out-service programs to keep up-to-date with knowledge and skills in their respective fields,
- (iii) to conduct research or perform work related to their normal research programs in institutions or locations other than those of the Employer,
- (iv) to carry out research in the employee's field of specialization not specifically related to his/her assigned work projects when in the opinion of the Employer such research is needed to enable the employee to fill his/her present role more adequately.

(b) Where the Employer approves, an employee shall receive leave without loss of pay in order to participate in the activities described in clause 31.03 (a).

(c) An employee may apply at any time for professional development under this clause, and the Employer may select an employee at any time for such professional development.

(d) When an employee is selected by the Employer for professional development under this clause, the Employer will consult with the employee before determining the location and duration of the program of work or studies to be undertaken.

(e) An employee selected for professional development by the Employer under this clause shall continue to receive his/her normal compensation.

(f) An employee on professional development approved under this clause shall be reimbursed for reasonable travel expenses and such other additional expenses as the Employer deems reasonable.

## **ARTICLE 32 - OTHER LEAVES OF ABSENCE COMMON**

**32.01** Upon application by an employee, the Employer may grant leave of absence with or without pay.

## ARTICLE 33 - HEALTH AND SAFETY

### COMMON

33.01 Where the Employer deems it desirable in the interests of safety or health for employees to wear protective clothing or equipment, the wearing of such protective clothing or equipment shall be a condition of employment.

### ENG.

33.02 The Employer shall provide:

- (i) protective helmets;
- (ii) plain safety glasses;
- (iii) half the cost of lens and frames for one pair of approved prescription safety glasses during a two year period, where safety glasses are required. The total reimbursement by the Employer and Blue Cross shall not exceed the actual cost of the glasses.

### COMMON

33.03 An employee required by the Employer to wear approved safety boots or safety shoes shall be reimbursed by the Employer the cost of one pair of safety boots or safety shoes up to a maximum of ninety-five dollars (\$95.00) Der fiscal year, or one hundred and fifty dollars (\$150.00) every two (2) years; provided proof of purchase is produced by the employee.

### COMMON

33.04 Where an employee is required by the Employer to use or wear special equipment or apparel not already covered under this article for reasons of safety or health, the Employer shall supply the required equipment or protective apparel. The Employer shall make all reasonable provisions for the occupational safety and health of employees.

## ARTICLE 34 - EMPLOYEE BENEFIT PROGRAMS

### COMMON

34.01 **Group Life Insurance** - The Employer shall continue to participate in the existing group life insurance plan in force for employees on the same basis as at present.

34.02 Blue Cross

(a) The Employer shall pay seventy-five percent (**75%**) of the cost of premiums of Blue Cross/Blue Shield Plan TD129 or its equivalent for all participating employees. Employee enrollment in this Plan shall be on a voluntary basis. The Employer shall deduct the employee's share of the cost of the premium of the Plan when so authorized by the employee.

(b) The Employer shall pay fifty percent (**50%**) of the cost of the Basic Blue Cross Dental Plan or its equivalent, as agreed between the parties, for all participating employees.

Employee enrollment in this Plan shall be on a voluntary basis. The Employer shall deduct the employee's share of the cost of the premium of the Plan when so authorized by the employee.

### **34.03 Coverage on Retirement**

Employees shall have the option to transfer their health care coverage on retirement to the Group Blue Cross Plan applicable or equivalent coverage as administered by the Employer for retired employees.

**34.04 Workers' Compensation Leave** - An employee receiving compensation benefits under the *Workers' Compensation* Act for injury on the job shall receive the difference between the net salary\* and the benefit that is paid by the Workers' Compensation Board for the disability. For the purpose of this Article, where the Workers' Compensation Board benefits are reduced by any Canada Pension Plan payments such payment shall be deemed to form part of the Workers' Compensation Board benefits.

\*Net salary - Gross income less tax deductions, E.I., and C.P.P. deductions.

**34.05** The absence of an employee who is receiving compensation benefits under the *Workers' Compensation* Act shall not be charged against the employee's sick or vacation leave credits.

**34.06 Long Term Disability** - The Employer shall administer for the employees of this bargaining unit the L.T.D. plan in effect for non-bargaining employees. It is understood that the insurance carriers retain the rights to require a **75%** participation and to assess the risk factor of this group in determining the premium rate.

**34.07** An employee who is deemed disabled and qualifies for benefits under the LTD Plan may be granted appropriate leaves to reconcile absence from work during his/her period of total disability up to 28 months. Such leave shall not be unreasonably withheld. Such leave of absence shall expire if the employee receives a permanent disability pension or accepts alternate employment. The Employer agrees to meet with the employee during the period of absence to discuss the alternate employment opportunities within the civil service.

**34.08 Employee and Family Assistance Program** - The parties recognize the benefits of an Employee and Family Assistance Program and where established on a departmental basis agree to recommend the use of its services to members of the bargaining unit.

## **ARTICLE 35 - RETIREMENT ALLOWANCE**

### **COMMON**

#### **35.01 Retirement Allowance**

(a) When an employee having continuous service of five (5) years or more retires due to disability, death or age, or is laid off, the Employer shall pay such employee or beneficiary a retirement allowance equal to five (5) days' pay for each full year of service but not exceeding one hundred and twenty-five (125) days' pay, which when granted will be paid in a lump sum upon retirement at the employee's regular rate of pay. When an employee is laid off, the retirement allowance shall be paid in a lump sum twelve (12) months after the date he/she was laid off. At the request of the employee payment of this allowance shall be:

- (i) A lump sum payment at the time of retirement, or
- (ii) Held over to the next **two (2)** taxation years, or any other year, following termination of employment.

(b) When an employee has a permanent disability and requests to retire, or when the Employer requires an employee to retire due to a permanent disability, or an employee terminates his/her employment due to permanent disability and in the absence of mutual agreement, a Board of Doctors, whose decision shall be final and binding on the parties to this Agreement, shall be composed as follows: one doctor appointed by the Institute, one doctor appointed by the Employer and one doctor selected by the two so appointed, who shall be the Chairman. If the decision of the Board is that the employee has a permanent disability the said employee shall receive pay for any accumulative severance leave entitled to under this Article. The expenses of this Board shall be paid for in the same manner as if it were an Adjudication Board. If the permanent disability of an employee has been established under the *Workers' Compensation Act* or the *Canada Pension Act*, a further Board decision under this Article shall not be required.

(c) Employees taking early retirement as provided for under the provisions of this Article and the Public Service Superannuation Plan shall be entitled to their retirement allowance.

**35.02** An employee may retire at age sixty or later.

**35.03** An employee may retire earlier than age sixty if he/she is granted under the *Public Service Superannuation Act*:

- (i) an annual allowance (an actuarially reduced pension);
- (ii) an immediate pension.

**35.04** During the five (5) year period prior to an employee's anticipated retirement, the Employer shall provide pre-retirement counselling.

**35.05** At the option of the employee, retirement allowance may be taken in the form of pre-retirement leave in accordance with Schedule E.

## **ARTICLE 36 - TRANSFER OF BENEFITS**

### **COMMON**

**36.01** **Transfer of Benefits** - Upon transfer from Parts II, III or IV of the Public Service

(a) an employee is entitled to transfer unused sick leave credits up to a maximum of 240 days credit,

(b) an employee is entitled to transfer unused vacation leave credits or to take cash in lieu, at the employee's option,

(c) an employee is entitled to include the number of years continuous employment in the Public Service for purposes of calculating vacation leave and retirement allowance entitlements. The total number of years of continuous employment cannot be included when the employee's terms and conditions of employment immediately prior to transfer did not include a retirement allowance provision.

## **ARTICLE 37 - HARASSMENT**

### **COMMON**

37.01 The Institute and the Employer recognize the right of employees to work in an environment free from harassment.

## **ARTICLE 38 - PART-TIME EMPLOYEE PROVISIONS**

### **COMMON**

38.01 (a) A part-time employee shall accumulate the following on a pro-rated basis; the pro-ratio being the hours regularly worked in relation to the normal hours worked for full-time employees:

- (i) vacation credits,
- (ii) sick leave credits,
- (iii) service credits for retirement allowance.

(b) **All** other leaves are applicable on a pro-rated basis.

38.02 Notwithstanding Article 22, where a holiday falls on a part-time employee's scheduled workday, the employee shall receive the holiday without loss of pay. Where a holiday falls on a part-time employee's regular day off, the holiday shall not be rescheduled nor shall the part-time employee be otherwise compensated.

38.03 Notwithstanding Article 19, a part-time employee shall be eligible for an anniversary pay increment only after completion of each total annual hours of work normally worked by full-time employees and provided his work performance is satisfactory to the Employer.

38.04 Participation of a part-time employee in any group benefit plan is subject to the terms of such plan.

## **ARTICLE 39 - TECHNOLOGICAL CHANGE**

### **COMMON**

39.01 **Definition -** A change in the Employer's operation directly related to the introduction of equipment or material which will result in changes in the employment status or significant change in working conditions of employees.

39.02 **Introduction -** The Employer agrees to introduce technological change in a manner which, as much as possible, will minimize the disruptive effects on employees and services to the public.

Where technological change is to be implemented the Employer will seek ways and means of minimizing adverse effects on employees which might result from such changes.



### 39.03 Notice

(a) The Employer will give the Institute written notice of technological change at least (four) 4 months prior to the date the change is to be implemented. During this period the parties will meet to discuss the steps to be taken to assist employees who could be affected.

(b) The written notice provided for in clause 39.03(a) will provide the following information:

- (i) the nature and degree of change;
- (ii) the anticipated date or dates on which the Employer plans to effect change;
- (iii) the location or locations involved.

(c) As soon as reasonably practicable after notice is given, the Employer shall consult with the Institute concerning the effects of technological change referred to in clause 39.01 on each group of employees. Such consultation will include but not necessarily be limited to the following:

- (i) the approximate number, class and location of employees likely to be affected by the change;
- (ii) the effect the change may be expected to have on working conditions or terms and conditions of employment on employees.

39.04 **Training** - If, as a result of a change in technology, the Employer requires an employee to undertake additional training, the training will be provided to the employee. Such training shall be given during the hours of work whenever possible. Any training due to technological change shall be at the Employer's expense without loss of pay to the employee. Time spent on such training shall be considered hours worked.

## **ARTICLE 40 - CONTRACTING OUT**

### **ENG.**

40.01 The Institute recognizes the right of the Employer to contract out work and services and in the event the Employer decides to contract out, the Employer agrees to give the Institute notice in writing at least nine (9) months prior to contracting out any work which may result in the layoff of an employee in the bargaining unit. Discussion will commence between the parties within ten (10) days of such notice and every reasonable effort will be made to provide continuing employment with the Employer for those affected.

### **ENG.**

40.02 Where an employee is designated for layoff as a result of the Employer contracting out work of the bargaining unit and where that employee possesses the required qualifications for an identifiable vacant position of the same or lower level, the employee designated for layoff shall be given preference for the vacant position.

## **ENG.**

**40.03** Where an employee is designated for layoff as a result of the Employer contracting out work of the bargaining unit and there is an identifiable vacant position at the same or lower level for which the employee is required to take training in order to qualify for the position, such training shall be provided to the employee and the employee shall be given preference for the position.

## **ENG.**

**40.04** If after a reasonable period of time, not to exceed 18 months, the employee is unable or unwilling to acquire sufficient competence in the new position referred to in Article 40.03, the Employer shall make every reasonable effort to retain the employee in such position as may be available within the competence of the employee.

## **ENG.**

**40.05** Should contracting out of work result in the layoff of an employee, the affected employee shall be laid off in accordance with the layoff provisions of this agreement.

## **AG.**

**40.06 Contracting Out** - The Institute recognizes the right of the Employer to contract out work and services, and in the event the Employer decides to contract out the Employer agrees to give the union notice in writing at least six (6) months prior to contracting out any work which may result in the lay off of any employee in the bargaining unit. Discussion will commence between the parties within ten (10) days of such notice and every reasonable effort will be made to provide continuing employment for those affected within the Government.

## **VET.**

**40.07** In the event the Employer decides to contract out, the Employer agrees to give the Institute notice in writing, at least six (6) months prior to contracting out any work, which may result in the lay off of any employee in the bargaining unit. Discussions will commence between the parties within ten (10) days of such notice and every reasonable effort will be made to provide continuing employment for affected employees with the contractor.

## **ARTICLE 41- SENIORITY**

### **COMMON**

**41.01** Seniority for the purpose of this agreement is defined as the length of service, subject to Article **41.04** (a) and (b), from date of hiring as an employee as defined in the collective agreement.

**41.02** A seniority list showing name, classification, total days of seniority, commencement date and work location shall be posted on appropriate bulletin boards during February of each year; the list shall be by order of seniority.

**41.03 Calculation of Seniority** - When an employee has been employed on a casual or temporary basis and is subsequently appointed to a position in the Bargaining Unit such employee

shall have his/her seniority dated back to the date of hiring on a casual or temporary basis, provided he/she has not had a break in service for more than 30 working days.

41.04 (a) An employee will retain previous seniority but will not accumulate additional seniority when on a continuous period of absence from work due to:

- (i) leave of absence without pay;
- (ii) suspension from duty; or
- (iii) lay off not in excess of 12 months

exceeding one half (1/2) the number of working days in any one month.

(b) An employee shall lose seniority rights and cease to be an employee in the event:

- (i) he/she tenders his written resignation or retires;
- (ii) he/she is discharged and not reinstated;
- (iii) he/she has been laid off for a period in excess of twelve (12) continuous months;
- (iv) he/she is absent from work for five (5) consecutive working days without notifying his/her immediate supervisor giving a satisfactory reason for such leave;
- (v) when called back from layoff, he/she fails to report to work within fourteen (14) calendar days of notice sent by registered mail to the address on record with the Employer except in the case of an employee called back for work of a casual or short term duration at a time when he/she is employed elsewhere in which case refusal of employment will not result in loss of seniority rights,

41.05 Where an employee is excluded from the Bargaining Unit by the Labour and Employment Board and later returns to the Bargaining Unit, the employee will have seniority calculated as if he/she never left the Bargaining Unit.

## **ARTICLE 42 - PROFESSIONAL LIABILITY**

### **COMMON**

42.01 The Employer assumes the responsibility to defend, negotiate or settle claims in which an employee's negligence is concerned, and also to pay damages when necessary provided the employee has acted within the scope of his employment. The Employer agrees that this undertaking to defend and hold harmless will survive this Collective Agreement and continue to bind the Employer in the future, notwithstanding that an employee hereunder has ceased to be an employee.

## **ARTICLE 43 - OVERTIME**

### **VET.**

43.01 Where an employee responds to an emergency call he/she shall be paid for time expended in response to the emergency call at the overtime rate. An emergency call is defined for the purpose of this Article to be any call received and responded to by an employee during the following periods:

- (a) ~~On~~ Saturdays, Sundays, or Holidays, or
- (b) Prior to 7:30 a.m. on any weekday, or
- (c) Subsequent to 4:00 p.m. on any weekday.

## **VET.**

43.02 Time expended by an employee in response to an emergency call shall include his/her travel time.

## **VET.**

43.03 Overtime shall be compensated for in the following manner:

The employee shall be paid overtime at the rate of time and one-half (1 1/2) the employee's regular hourly rate and for a minimum of two (2) hours per emergency call-out. Any additional emergency calls attended subsequent to the initial emergency call but handled during a single call-out shall not be eligible for the two (2) hours minimum payment. In calculating overtime entitlement, time expended in excess of two (2) hours shall be rounded off to the next half (1/2) hour.

## **VET.**

43.04 Upon application by the employee and at the discretion of the Employer compensation earned under this article may be taken in the form of compensatory leave, which will be calculated at the applicable premium rate laid down in this article. Compensatory leave earned in a fiscal year must be taken in that same fiscal year.

## **ARTICLE 44 - STANDBY**

## **VET.**

44.01 Where an employee is designated to standby during a specific week (7 consecutive days for a total of 131.75 hours standby) on the instruction of management, such employee so designated for standby duty shall be compensated at the rate of:

~~\$1.35 per hour for each hour of standby for the first twenty-five hundred (2500) hours for the year. and~~

~~\$2.35 per hour for each hour of standby for all hours above twenty-five hundred (2500) hours for the year.~~

Such rates shall increase by the same percentage and be effective on the same dates as the negotiated wage settlements of this collective agreement.

44.02 An employee designated for standby under 44.01 above, shall be available during his/her period of standby duty at a known telephone number, and be able to report for duty as quickly as possible if called. Standby duty shall encompass all hours during a week that are outside of the employee's normal working hours.

**ARTICLE 45 - DURATION AND TERMINATION**

**COMMON**

45.01 This agreement shall be for a term commencing March 1, 2002, and ending February 28, 2005, unless otherwise specifically provided for in this agreement.

45.02 This Agreement shall remain in full force and effect until such time as an Agreement has been signed **in** respect of a renewal, amendment, or substitution thereof, or until such time as a deadlock is declared under the *Public Service Labour Relations Act*.

45.03 **Pay Entitlement of Former Employees-** Where the parties have negotiated a retroactive pay increase, persons who ceased **to** be employees during the retroactive **period** are entitled to the retroactive pay except in the case where an employee is discharged or abandons his position.

45.04 When an employee who is entitled **to** receive pay or retirement allowance dies, the amount owed is paid to the spouse or if there is no spouse, the estate of the deceased employee.

IN WITNESS WHEREOF THE PARTIES HAVE SIGNED THIS 24th DAY OF July 2002

FOR THE INSTITUTE:

FOR THE EMPLOYER:

*D. Simpson*  
*Damen Kateros*  
*M. MacDonald*  
*P. D. Stinson*  
*Conrad Braden*  
*D. L. Lee*  
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**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
 EFFECTIVE **MARCH 1, 2001 (1.5%)**  
 (36.25 HOURS/WEEK)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Group 1	1251.51	1266.71	1282.09	1297.68	1313.43	1329.38	1345.53	1361.88	1378.42	1395.16	1412.10	1429.25	1446.61	1464.18	1481.96	1499.96	1518.19
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1536.61	1555.28	1574.17	1593.29	1612.63	1632.22	1652.06	1672.12	1692.43	<del>1713.00</del>	1733.56	1754.36	1775.40	1796.71			
Group 2	1508.18	1526.51	1545.04	1563.81	1582.80	1602.03	1621.49	1641.17	1661.10	1681.29	1701.71	1722.37	1743.28	1764.47	1785.88	1807.57	1829.53
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	1851.76	1874.25	1897.01	<del>1920.06</del>	1943.09	1966.42	1990.01	2013.88									
Group 3	1571.69	1590.77	1610.10	1629.65	1649.45	1669.47	1689.76	1710.29	1731.05	1752.08	1773.36	1794.91	1816.70	1838.77	1861.11	1883.72	1906.62
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	1929.76	1953.19	1976.92	2000.92	2025.24	2049.83	2074.73	<del>2099.92</del>	2125.14	2150.63	2176.44	2202.57					
Group 4	1679.39	1699.78	1720.43	1741.32	1762.47	1783.86	1805.54	1827.47	1849.66	1872.13	1894.86	1917.88	1941.16	1964.75	1988.61	2012.78	2037.22
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2061.96	2087.01	2112.35	2138.00	2163.97	2190.26	2216.87	2243.80	2271.04	<del>2298.63</del>	2326.21	2354.13	2382.37	2410.96			
Group 5	1847.46	1869.90	1892.62	1915.60	1938.86	1962.43	1986.25	2010.37	2034.80	2059.51	2084.53	2109.84	2135.47	2161.40	2187.64	2214.21	2241.12
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2268.34	2295.88	2323.76	2352.00	2380.57	<del>2409.49</del>	2438.40	2467.67	2497.28	2527.25							
Group 6	2053.57	2078.51	2103.75	2129.30	2155.16	2181.33	2207.82	2234.63	2261.78	2289.24	2317.06	2345.20	2373.68	2402.52	2431.69	2461.22	2491.11
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2521.37	2551.98	2582.98	2614.36	2646.11	<del>2678.25</del>	2710.40	2742.91	2775.81	2809.13							

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Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Agriculturist 1	Agriculturist 2	Engineer 2	Engineer 3	Agriculturist 4	Engineer 4
Engineer 1	Architect 1	Land Surveyor 2	Veterinarian 2	Veterinarian 3	Veterinarian 4
Home Economist 1	Home Economist 2	Naval Architect	Land Survey Supervisor		
Land Surveyor 1	Veterinarian 1		Home Economist 3		
				Architect 2	
				Agriculturist 3	

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE MARCH 1, 2001 (2%)**  
**(3625 HOURS/WEEK)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Group 1	1276.54	1292.04	1307.73	1323.63	1339.70	1355.97	1372.44	1389.12	1405.99	1423.06	1440.34	1457.84	1475.54	1493.46	1511.60	1529.96	1548.55
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1567.34	1586.39	1605.65	1625.16	1644.88	1664.86	1685.10	1705.56	1726.28	<del>1747.26</del>	1768.23	1789.45	1810.91	1832.64			
Group 2	1538.34	1557.04	1575.94	1595.09	1614.46	1634.07	1653.92	1673.99	1694.32	1714.92	1735.74	1756.82	1778.15	1799.76	1821.60	1843.72	1866.12
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	1888.80	1911.74	1934.95	<del>1958.46</del>	1981.95	2005.75	2029.81	2054.16									
Group 3	1603.12	1622.59	1642.30	1662.24	1682.44	1702.86	1723.56	1744.50	1765.67	1787.12	1808.83	1830.81	1853.03	1875.55	1898.33	1921.39	1944.75
	<b>18</b>	<b>19</b>	<i>to</i>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	1968.36	1992.25	2016.46	2040.94	2065.74	2090.83	2116.22	<del>2141.92</del>	2167.64	2193.64	2219.97	2246.62					
Group 4	1712.98	1733.78	1754.84	1776.15	1797.72	1819.54	1841.65	1864.02	1886.65	1909.57	1932.76	1956.24	1979.98	2004.05	2028.38	2053.04	2077.96
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2103.20	2128.75	2154.60	2180.76	2207.25	2234.07	2261.21	2288.68	2316.46	<del>2344.60</del>	2372.73	2401.21	2430.02	2459.18			
Group 5	1884.41	1907.30	1930.47	1953.91	1977.64	2001.68	2025.98	2050.58	2075.50	2100.70	2126.22	2152.04	2178.18	2204.63	2231.39	2258.49	2285.94
	<b>18</b>	<b>19</b>	<i>to</i>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2313.71	2341.80	2370.24	2399.04	2428.18	<del>2457.68</del>	2487.17	2517.02	2547.23	2577.80							
Group 6	2094.64	2120.08	2145.83	2171.89	2198.26	2224.96	2251.98	2279.32	2307.02	2335.02	2363.40	2392.10	2421.15	2450.57	2480.32	2510.44	2540.93
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2571.80	2603.02	2634.64	2666.65	2699.03	<del>2731.82</del>	2764.61	2797.77	2831.33	2865.31							

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**Group 1**  
 Agriculturist I  
 Engineer I  
 Home Economist I  
 Land Surveyor I

**Group 2**  
 Agriculturist 2  
 Architect I  
 Home Economist 2  
 Veterinarian 1

**Group 3**  
 Engineer 2  
 Land Surveyor 2  
 Naval Architect

**Group 4**  
 Engineer 3  
 Veterinarian 2  
 Land Survey Supervisor  
 Home Economist 3

Architect 2  
 Agriculturist 3

**Group 5**  
 Agriculturist 4  
 Veterinarian 3

**Group 6**  
 Engineer 4  
 Veterinarian 4

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE SEPTEMBER 1, 2001 (.5%)**  
(3625 HOURS/WEEK)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Group 1	1282.92	1298.50	1314.27	1330.25	1346.40	1362.75	1379.30	1396.07	1413.02	1430.18	1447.54	1465.13	1482.92	1500.93	1519.16	1537.61	1556.29
	18	19	20	21	22	U	24	25	26	27	28	29	30	31			
	1575.18	1594.32	1613.68	1633.29	1653.10	1673.18	1693.53	1714.09	1734.91	1756.00	1777.07	1798.40	1819.96	1841.80			
Group 2	1546.03	1564.83	1583.82	1603.07	1622.53	1642.24	1662.19	1682.36	1702.79	1723.49	1744.42	1765.60	1787.04	1808.76	1830.71	1852.94	1875.45
	18	19	20	21	22	23	24	25									
	1898.24	1921.30	1944.62	1968.23	1991.86	2015.78	2039.96	2064.43									
Group 3	1611.14	1630.70	1650.51	1670.55	1690.85	1711.37	1732.18	1753.22	1774.50	1796.06	1817.87	1839.96	1862.30	1884.93	1907.82	1931.00	1954.47
	18	19	20	21	22	U	24	25	26	27	28	29					
	1978.20	2002.21	2026.54	2051.14	2076.07	2101.28	2126.80	2152.63	2178.48	2204.61	2231.07	2257.85					
Group 4	1721.54	1742.45	1763.61	1785.03	1806.71	1828.64	1850.86	1873.34	1896.08	1919.12	1942.42	1966.02	1989.88	2014.07	2038.52	2063.31	2088.35
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	2113.72	2139.39	2165.37	2191.66	2218.29	2245.24	2272.52	2300.12	2328.04	2356.32	2384.59	2413.22	2442.17	2471.48			
Group 5	1893.83	1916.84	1940.12	1963.68	1987.53	2011.69	2036.11	2060.83	2085.88	2111.20	2136.85	2162.80	2189.07	2215.65	2242.55	2269.78	2297.37
	18	19	20	21	22	23	24	25	26	27							
	2325.28	2353.51	2382.09	2411.04	2440.32	2469.97	2499.61	2529.61	2559.97	2590.69							
Group 6	2105.11	2130.68	2156.56	2182.75	2209.25	2236.08	2263.24	2290.72	2318.56	2346.70	2375.22	2404.06	2433.26	2462.82	2492.72	2522.99	2553.63
	18	19	20	21	22	23	24	25	26	27							
	2584.66	2616.04	2647.81	2679.98	2712.53	2745.48	2778.43	2811.76	2845.49	2879.64							
<b>Group 1</b>	<b>Group 2</b>		<b>Group 3</b>		<b>Group 4</b>		<b>Group 5</b>		<b>Group 6</b>								
Agriculturist 1	Agriculturist 2		Engineer 2		Engineer 3		Architect 2		Agriculturist 4		Architect 3		Agriculturist 4		Engineer 4		
Engineer 1	Architect 1		Land Surveyor 2		veterinarian 2		Agriculturist 3		Veterinarian 3		Architect 3		Agriculturist 4		Veterinarian 4		
Home Economist 1	Home Economist 2		Naval Architect		Land Survey Supervisor		Home Economist 3										
Land Surveyor 1	Veterinarian 1																



**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE MARCH 1, 2002 (1.5%)**  
**(3625 HOURS/WEEK)**

Group 1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	1598.81	1618.23	1637.89	1657.79	1677.90	1698.28	1718.93	1739.80	1760.93	1782.34	1803.73	1825.38	1847.26	1869.43			
Group 2	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24	25									
	1926.71	1950.12	1973.79	1997.77	2021.74	2046.02	2070.56	2095.40									
Group 3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24	25	26	27	28	29					
	2007.87	2032.24	2056.94	2081.91	2107.21	2132.80	2158.70	2184.92	2211.16	2237.68	2264.54	2291.72					
Group 4	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	2145.43	2171.48	2197.85	2224.53	2251.56	2278.92	2306.61	2334.62	2362.96	2391.66	2420.36	2449.42	2478.80	2508.55			
Group 5	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24	25	26	27							
	2360.16	2388.81	2417.82	2447.21	2476.92	2507.02	2537.10	2567.55	2598.37	2629.55							
Group 6	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24	25	26	27							
	2623.43	2655.28	2687.53	2720.18	2753.22	2786.66	2820.11	2853.94	2888.17	2922.83							

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**Group 1**  
 Agriculturist 1  
 Engineer 1  
 Home Economist 1  
 Land Surveyor 1

**Group 2**  
 Agriculturist 2  
 Architect 1  
 Home Economist 2  
 Veterinarian 1

**Group 3**  
 Engineer 2  
 Land Surveyor 2  
 Naval Architect

**Group 4**  
 Engineer 3  
 veterinarian 2  
 Land Survey Supervisor  
 Home Economist 3

Architect 2  
 Agriculturist 3

**Group 5**  
 Agriculturist 4  
 Veterinarian 3

**Group 6**  
 Engineer 4  
 Veterinarian 4

**SCHEDULE A**  
 BIWEEKLY RATES OF PAY  
 EFFECTIVE DATE OF SIGNING  
 TEMPORARY MARKET ADJUSTMENT (1.5%)  
 (36.25 HOURS/WEEK)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Group 1	1321.69	1337.75	1353.99	1370.45	1387.10	1403.94	1420.99	1438.27	1455.73	1473.40	1491.29	1509.42	1527.74	1546.29	1565.08	1584.08	1603.32
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	1622.79	1642.50	1662.46	1682.66	1703.07	1723.75	1744.71	1765.90	1787.34	1809.06	1830.79	1852.76	1874.97	1897.47			
Group 2	1592.76	1612.12	1631.69	1651.53	1671.57	1691.87	1712.43	1733.21	1754.25	1775.58	1797.15	1818.96	1841.06	1863.43	1886.04	1908.94	1932.13
	18	19	20	21	2 2	2 3	2 4	2 s									
	1955.61	1979.37	2003.40	2027.74	2052.07	2076.71	2101.62	2126.83									
Group 3	1659.84	1679.99	1700.40	1721.04	1741.95	1763.10	1784.53	1806.21	1828.14	1850.35	1872.82	1895.57	1918.58	1941.90	1965.49	1989.37	2013.55
	18	19	20	21	22	23	24	25	26	27	28	29					
	2037.99	2062.72	2087.79	2113.14	2138.82	2164.79	2191.08	2217.69	2244.33	2271.25	2298.51	2326.10					
Group 4	1773.57	1795.12	1816.91	1838.99	1861.32	1883.91	1906.80	1929.96	1953.39	1977.13	2001.13	2025.44	2050.03	2074.94	2100.14	2125.67	2151.48
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	2177.61	2204.05	2230.82	2257.90	2285.33	2313.10	2341.21	2369.64	2398.40	2427.33	2456.67	2486.16	2515.98	2546.18			
Group 6	2168.74	2195.08	2221.74	2248.72	2276.03	2303.66	2331.65	2359.96	2388.64	2417.63	2447.01	2476.72	2506.81	2537.26	2568.06	2599.24	2630.81
	18	19	20	21	22	23	24	25	26	27							
	2662.78	2695.11	2727.84	2760.98	2794.52	2828.46	2862.41	2896.75	2931.49	2966.67							
	<b>Group 1</b>		<b>Group 2</b>		<b>Group 3</b>		<b>Group 4</b>		<b>Group 6</b>								
	Engineer 1		Architect 1		Engineer 2		Engineer 3		Engineer 4								
	Land Surveyor 1				Land Surveyor 2		Architect 2		Land Survey Supervisor								
					Naval Architect												

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE SEPTEMBER 1, 2002 (5%)**  
**(36.25 HOURS/WEEK)**

Group 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1308.67	1324.57	1340.65	1356.95	1373.43	1390.11	1406.99	1424.10	1441.39	1458.89	1476.60	1494.55	1512.69	1531.06	1549.66	1568.47	1587.53
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1606.80	1626.32	1646.08	1666.08	1686.29	1706.77	1727.52	1748.50	1769.73	1791.25	1812.75	1834.51	1856.50	1878.78			
Group 2	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1577.07	1596.24	1615.62	1635.26	1655.10	1675.20	1695.56	1716.14	1736.97	1758.09	1779.44	1801.04	1822.92	1845.07	1867.46	1890.13	1913.10
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	1936.34	1959.87	1983.66	2007.76	2031.85	2056.25	2080.91	2105.88									
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1643.49	1663.44	1683.65	1704.09	1724.79	1745.73	1766.95	1788.42	1810.13	1832.12	1854.37	1876.90	1899.68	1922.77	1946.12	1969.77	1993.71
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2017.91	2042.40	2067.22	2092.32	2117.75	2143.46	2169.49	2195.84	2222.22	2248.87	2275.86	2303.18					
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1756.10	1777.43	1799.01	1820.87	1842.98	1865.35	1888.01	1910.95	1934.14	1957.65	1981.42	2005.49	2029.83	2054.50	2079.45	2104.73	2130.28
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2156.16	2182.34	2208.84	2235.65	2262.82	2290.31	2318.14	2346.29	2374.77	2403.62	2432.46	2461.67	2491.19	2521.09			
Group 5	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1931.85	1955.32	1979.07	2003.11	2027.43	2052.08	2076.98	2102.20	2127.76	2153.58	2179.74	2206.22	2233.02	2260.12	2287.57	2315.35	2343.49
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2371.96	2400.75	2429.91	2459.45	2489.30	2519.56	2549.79	2580.39	2611.36	2642.70							
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2147.37	2173.45	2199.85	2226.57	2253.60	2280.97	2308.68	2336.71	2365.11	2393.81	2422.90	2452.32	2482.11	2512.26	2542.76	2573.63	2604.89
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2636.55	2668.56	2700.97	2733.78	2766.99	2800.59	2834.21	2868.21	2902.61	2937.44							

**Group 1**  
 Agriculturist 1  
 Home Economist 1

**Group 2**  
 Agriculturist 2  
 Home Economist 2  
 Veterinarian 1

**Group 4**  
 Veterinarian 2  
 Agriculturist 3  
 Home Economics 3

**Group 5**  
 Agriculturist 4  
 Veterinarian 3

**Group 6**  
 Veterinarian 4

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE SEPTEMBER 1, 2002 (5%)\***  
**(36.25 HOURS/WEEK)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
<b>Group 1</b>	1328.30	1344.44	1360.76	1377.30	1394.04	1410.96	1428.09	1445.46	1463.01	1480.77	1498.75	1516.97	1535.38	1554.02	1572.91	1592.00	1611.34	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	1630.90	1650.71	1670.77	1691.07	1711.59	1732.37	1753.43	1774.73	1796.28	<del>1818.15</del>	1839.94	1862.02	1884.34	1906.96				
<b>Group 2</b>	1600.72	1620.18	1639.85	1659.79	1679.93	1700.33	1720.99	1741.88	1763.02	1784.46	1806.14	1828.05	1850.27	1872.75	1895.47	1918.48	1941.79	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>										
	1965.39	1989.27	2013.42	<del>2037.85</del>	2062.33	2087.09	2112.13	2137.46										
<b>Group 3</b>	1668.14	1688.39	1708.90	1729.65	1750.66	1771.92	1793.45	1815.24	1837.28	1859.60	1882.18	1905.05	1928.17	1951.61	1975.32	1999.32	2023.62	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>						
	2048.18	2073.03	2098.23	2123.71	2149.51	2175.61	2202.04	<del>2228.76</del>	2255.55	2282.61	2310.00	2337.73						
<b>Group 4</b>	1782.44	1804.10	1825.99	1848.18	1870.63	1893.33	1916.33	1939.61	1963.16	1987.02	2011.14	2035.57	<b>2060.28</b>	2085.31	2110.64	2136.30	2162.24	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	2188.50	2215.07	2241.97	2269.19	2296.76	2324.67	2352.92	2381.49	2410.39	<del>2439.61</del>	2468.95	2498.59	2528.56	2558.91				
<b>Group 6</b>	2179.58	2206.06	2232.85	2259.96	2287.41	2315.18	2343.31	2371.76	2400.58	2429.72	2459.25	2489.10	2519.34	2549.95	2580.90	2612.24	2643.96	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>								
	2676.09	2708.59	2741.48	2774.78	2808.49	<del>2842.60</del>	2876.72	2911.23	2946.15	2981.50								
	<b>Group 1</b>			<b>Group 2</b>			<b>Group 3</b>			<b>Group 4</b>			<b>Group 6</b>					
	Engineer 1			Architect 1			Engineer 2			Engineer 3			Engineer 4					
	Land Surveyor 1						Land Surveyor 2			Architect 2								
							Naval Architect			Land Survey Supervisor								

\* Includes Temporary Market Adjustment

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE MARCH 1, 2003 (15%)**  
**(3625 HOURS/WEEK)**

Group 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1328.30	1344.44	1360.76	1377.30	1394.03	1410.96	1428.09	1445.46	1463.01	1480.77	1498.75	1516.97	1535.38	1554.03	1572.90	1592.00	1611.34
Group 2	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1630.90	1650.71	1670.77	1691.07	1711.58	1732.37	1753.43	1774.73	1796.28	1818.12	1839.94	1862.03	1884.35	1906.96			
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1600.73	1620.18	1639.85	1659.79	1679.93	1700.33	1720.99	1741.88	1763.02	1784.46	1806.13	1828.06	1850.26	1872.75	1895.47	1918.48	1941.80
Group 4	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	1965.39	1989.27	2013.41	2037.83	2062.33	2087.09	2112.12	2137.47									
Group 5	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1668.14	1688.39	1708.90	1729.65	1750.66	1771.92	1793.45	1815.25	1837.28	1859.60	1882.19	1905.05	1928.18	1951.61	1975.31	1999.32	2023.62
Group 6	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2048.18	2073.04	2098.23	2123.70	2149.52	2175.61	2202.03	2228.76	2255.55	2282.60	2310.00	2337.73					
Group 7	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1782.44	1804.09	1826.00	1848.18	1870.62	1893.33	1916.33	1939.61	1963.15	1987.01	2011.14	2035.57	2060.28	2085.32	2110.64	2136.30	2162.23
Group 8	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2188.50	2215.08	2241.97	2269.18	2296.76	2324.66	2352.91	2381.48	2410.39	2439.67	2468.95	2498.60	2528.56	2558.91			
Group 9	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1960.83	1984.65	2008.76	2033.16	2057.84	2082.86	2108.13	2133.73	2159.68	2185.88	2212.44	2239.31	2266.52	2294.02	2321.88	2350.08	2378.64
Group 10	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2407.54	2436.76	2466.36	2496.34	2526.64	2557.33	2588.04	2619.10	2650.53	2682.34							
Group 11	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2179.58	2206.05	2232.85	2259.97	2287.40	2315.18	2343.31	2371.76	2400.59	2429.72	2459.24	2489.10	2519.34	2549.94	2580.90	2612.23	2643.96
Group 12	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2676.10	2708.59	2741.48	2774.79	2808.49	2842.60	2876.72	2911.23	2946.15	2981.50							

**Group 1**  
 Agriculturist 1  
 Home Economist 1

**Group 2**  
 Veterinarian 2  
 Home Economist 2  
 Veterinarian 1

**Group 4**  
 Veterinarian 2  
 Agriculturist 3  
 Home Economics 3

**Group 5**  
 Agriculturist 4  
 Veterinarian 3

**Group 6**  
 Veterinarian 4

SCHEDULE A  
BIWEEKLY RATES OF PAY  
EFFECTIVE MARCH 1, 2003 (1.5%)\*  
(3625 HOURS/WEEK)

Group 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1348.22	1364.61	1381.17	1397.96	1414.95	1432.12	1449.51	1467.14	1484.96	1502.98	1521.23	1539.72	1558.41	1577.33	1596.50	1615.88	1635.51
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1655.36	1675.47	1695.83	1716.44	1737.26	1758.36	1779.73	1801.35	1823.22	1845.40	1867.54	1889.95	1912.61	1935.56			
Group 2	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1624.73	1644.48	1664.45	1684.69	1705.13	1725.83	1746.80	1768.01	1789.47	1811.23	1833.23	1855.47	1878.02	1900.84	1923.90	1947.26	1970.92
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	1994.87	2019.11	2043.62	2068.45	2093.26	2118.40	2143.81	2169.52									
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1693.16	1713.72	1734.53	1755.59	1776.92	1798.50	1820.35	1842.47	1864.84	1887.49	1910.41	1933.63	1957.09	1980.88	2004.95	2029.31	2053.97
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2078.90	2104.13	2129.70	2155.57	2181.75	2208.24	2235.07	2262.21	2289.38	2316.85	2344.65	2372.80					
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1809.18	1831.16	1853.38	1875.90	1898.69	1921.73	1945.07	1968.70	1992.61	2016.83	2041.31	2066.10	2091.18	2116.59	2142.30	2168.34	2194.67
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2221.33	2248.30	2275.60	2303.23	2331.21	2359.54	2388.21	2417.21	2446.55	2476.27	2505.98	2536.07	2566.49	2597.29			
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2212.27	2239.15	2266.34	2293.86	2321.72	2349.91	2378.46	2407.34	2436.59	2466.17	2496.14	2526.44	2557.13	2588.20	2619.61	2651.42	2683.62
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2716.23	2749.22	2782.60	2816.40	2850.62	2885.21	2919.87	2954.90	2990.34	3026.22							

**Group 1**  
Engineer 1  
Land Surveyor I

**Group 2**  
Architect I

**Group 3**  
Engineer 2  
Land Surveyor 2  
Naval Architect

**Group 4**  
Engineer 3  
Architect 2  
Land Survey Supervisor

**Group 6**  
Engineer 4

\* Includes Temporary Market Adjustment

SCHEDULE A  
BIWEEKLY RATES OF PAY  
EFFECTIVE SEPTEMBER 1, 2003 (.5%)  
(36.25 HOURS/WEEK)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Group 1	1334.94 18 1639.05	1351.16 19 1658.96	1367.56 20 1679.12	1384.19 21 1699.53	1401.00 22 1720.14	1418.01 23 1741.03	1435.23 24 1762.20	1452.69 25 1783.60	1470.33 26 1805.26	1488.17 27 <del>1827.21</del>	1506.24 28 1849.14	1524.55 29 1871.34	1543.06 30 1893.77	1561.80 31 1916.49	1580.76	1599.96	1619.40
Group 2	1608.73 18 1975.22	1628.28 19 1999.22	1648.05 20 2023.48	1668.09 21 <del>2048.07</del>	1688.33 22 2072.64	1708.83 23 2097.53	1729.59 24 2122.68	1750.59 25 2148.16	1771.84	1793.38	1815.16	1837.20	1859.51	1882.11	1904.95	1928.07	1951.51
Group 3	1676.48 18 2058.42	1696.83 19 2083.41	1717.44 20 2108.72	1738.30 21 2134.32	1759.41 22 2160.27	1780.78 23 2186.49	1802.42 24 2213.04	1824.33 25 <del>2239.92</del>	1846.47 26 2266.83	1868.90 27 2294.01	1891.60 28 2321.55	1914.58 29 2349.42	1937.82	1961.37	1985.19	2009.32	2033.74
Group 4	1791.35 18 2199.44	1813.11 19 2226.16	1835.13 20 2253.18	1857.42 21 2280.53	1879.97 22 2308.24	1902.80 23 2336.28	1925.91 24 2364.67	1949.31 25 2393.39	1972.97 26 2422.44	1996.95 27 <del>2451.87</del>	2021.20 28 2481.29	2045.75 29 2511.09	2070.58 30 2541.20	2095.75 31 2571.70	2121.19	2146.98	2173.04
Group 5	1970.63 18 2419.58	1994.57 19 2448.94	2018.80 20 2478.69	2043.33 21 2508.82	2068.13 22 2539.27	2093.27 23 <del>2570.14</del>	2118.67 24 2600.98	2144.40 25 2632.20	2170.48 26 2663.78	2196.81 27 2695.75	2223.50	2250.51	2277.85	2305.49	2333.49	2361.83	2390.53
Group 6	2190.48 18 2689.48	2217.08 19 2722.13	2244.01 20 2755.19	2271.27 21 2788.66	2298.84 22 2822.53	2326.76 23 <del>2856.81</del>	2355.03 24 2891.10	2383.62 25 2925.79	2412.59 26 2960.88	2441.87 27 2996.41	2471.54	2501.55	2531.94	2562.69	2593.80	2625.29	2657.18
	Group 1 Agriculturist 1 Home Economist 1		Group 2 Agriculturist 2 Home Economist 2 Veterinarian 1		Group 4 Veterinarian 2 Agriculturist 3 Home Economics 3		Group 5 Agriculturist 4 Veterinarian 3		Group 6 Veterinarian 4								

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE SEPTEMBER 1, 2003 (.5%)\***  
**(3625 HOURS/WEEK)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Group 1</b>	1354.96	1371.43	1388.08	1404.95	1422.02	1439.28	1456.76	1474.48	1492.38	1510.49	1528.84	1547.42	1566.20	1585.22	1604.48	1623.96	1643.69
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1663.64	1683.85	1704.31	1725.02	1745.95	1767.15	1788.63	1810.36	1832.34	1854.63	1876.88	1899.40	1922.17	1945.24			
<b>Group 2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1632.85	1652.70	1672.77	1693.11	1713.66	1734.46	1755.53	1776.85	1798.42	1820.29	1842.40	1864.75	1887.41	1910.34	1933.52	1957.00	1980.77
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	2004.84	2029.21	2053.84	2078.79	2103.73	2128.99	2154.53	2180.37									
<b>Group 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1701.63	1722.29	1743.20	1764.37	1785.80	1807.49	1829.45	1851.68	1874.16	1896.93	1919.96	1943.30	1966.88	1990.78	2014.97	2039.46	2064.24
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2089.29	2114.65	2140.35	2166.35	2192.66	2219.28	2246.25	2273.52	2300.83	2328.43	2356.37	2384.66					
<b>Group 4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1818.23	1840.32	1862.65	1885.28	1908.18	1931.34	1954.80	1978.54	2002.57	2026.91	2051.52	2076.43	2101.64	2127.17	2153.01	2179.18	2205.64
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2232.44	2259.54	2286.98	2314.75	2342.87	2371.34	2400.15	2429.30	2458.78	2488.63	2518.51	2548.75	2579.32	2610.28			
<b>Group 6</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2223.33	2250.35	2277.67	2305.33	2333.33	2361.66	2390.35	2419.38	2448.77	2478.50	2508.62	2539.07	2569.92	2601.14	2632.71	2664.68	2697.04
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2729.81	2762.97	2796.51	2830.48	2864.87	2899.67	2934.47	2969.67	3005.29	3041.35							

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**Group 1**  
 Engineer 1  
 Land Surveyor 1

**Group 2**  
 Architect 1

**Group 3**  
 Engineer 2  
 Land Surveyor 2  
 Naval Architect

**Group 4**  
 Engineer 3  
 Architect 2  
 Land Survey Supervisor

**Group 6**  
 Engineer 4

\*Includes Temporary Market Adjustment



**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
 EFFECTIVE MARCH 1, 2004 (1.5%)  
 (3625 HOURS/WEEK)

46

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Group 1	1354.96	1371.43	1388.07	1404.95	1422.02	1439.28	1456.76	1474.48	1492.38	1510.49	1528.83	1547.42	1566.21	1585.23	1604.47	1623.96	1643.69
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1663.64	1683.84	1704.31	1725.02	1745.94	1767.15	1788.63	1810.35	1832.34	<del>1854.62</del>	1876.88	1899.41	1922.18	1945.24			
Group 2	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1632.86	1652.70	1672.77	1693.11	1713.65	1734.46	1755.53	1776.85	1798.42	1820.28	1842.39	1864.76	1887.40	1910.34	1933.52	1956.99	1980.78
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	2004.85	2029.21	2053.83	<del>2078.75</del>	2103.73	2128.99	2154.52	2180.38									
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1701.63	1722.28	1743.20	1764.37	1785.80	1807.49	1829.46	1851.69	1874.17	1896.93	1919.97	1943.30	1966.89	1990.79	2014.97	2039.46	2064.25
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2089.30	2114.66	2140.35	2166.33	2192.67	2219.29	2246.24	<del>2273.52</del>	2300.83	2328.42	2356.37	2384.66					
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1818.22	1840.31	1862.66	1885.28	1908.17	1931.34	1954.80	1978.55	2002.56	2026.90	2051.52	2076.44	2101.64	2127.19	2153.01	2179.18	2205.64
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2232.43	2259.55	2286.98	2314.74	2342.86	2371.32	2400.14	2429.29	2458.78	<del>2488.65</del>	2518.51	2548.76	2579.32	2610.28			
Group 5	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2000.19	2024.49	2049.08	2073.98	2099.15	2124.67	2150.45	2176.57	2203.04	2229.76	2256.85	2284.27	2312.02	2340.07	2368.49	2397.26	2426.39
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2455.87	2485.67	2515.87	2546.45	2577.36	<del>2608.69</del>	2639.99	2671.68	2703.74	2736.19							
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2223.34	2250.34	2277.67	2305.34	2333.32	2361.66	2390.36	2419.37	2448.78	2478.50	2508.61	2539.07	2569.92	2601.13	2632.71	2664.67	2697.04
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2729.82	2762.96	<b>2796.52</b>	2830.49	2864.87	<del>2899.66</del>	2934.47	2969.68	3005.29	3041.36							
<b>Group 1</b>	<b>Group 2</b>			<b>Group 4</b>				<b>Group 5</b>				<b>Group 6</b>					
Agriculturist 1	Agriculturist 2			Veterinarian 2				Agriculturist 4				Veterinarian 4					
Home Economist 1	Home Economist 2			Agriculturist 3				veterinarian 3									
	Veterinarian 1			Home Economics 3													

SCHEDULE A  
 BIWEEKLY RATES OF PAY  
 EFFECTIVE MARCH 1, 2004 (1.5%)\*  
 (36.25 HOURS/WEEK)

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Group 1	1375.28	1392.00	1408.90	1426.02	1443.35	1460.87	1478.61	1496.60	1514.77	1533.15	1551.77	1570.63	1589.69	1609.00	1628.55	1648.32	1668.35
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1688.59	1709.11	1729.87	1750.90	1772.14	1793.66	1815.46	1837.52	1859.83	1882.45	1905.03	1927.89	1951.00	1974.42			
Group 2	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1657.34	1677.49	1697.86	1718.51	1739.36	1760.48	1781.86	1803.50	1825.40	1847.59	1870.04	1892.72	1915.72	1939.00	1962.52	1986.36	2010.48
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	2034.91	2059.65	2084.65	2109.97	2135.29	2160.92	2186.85	2213.08									
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1727.15	1748.12	1769.35	1790.84	1812.59	1834.60	1856.89	1879.46	1902.27	1925.38	1948.76	1972.45	1996.38	2020.64	2045.19	2070.05	2095.20
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2120.63	2146.37	2172.46	2198.85	2225.55	2252.57	2279.94	2307.62	2335.34	2363.36	2391.72	2420.43					
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1845.50	1867.92	1890.59	1913.56	1936.80	1960.31	1984.12	2008.22	2032.61	2057.31	2082.29	2107.58	2133.16	2159.08	2185.31	2211.87	2238.72
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2265.93	2293.43	2321.28	2349.47	2378.01	2406.91	2436.15	2465.74	2495.66	2525.96	2556.29	2586.98	2618.01	2649.43			
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2256.68	2284.11	2311.84	2339.91	2368.33	2397.08	2426.21	2455.67	2485.50	2515.68	2546.25	2577.16	2608.47	2640.16	2672.20	2704.65	2737.50
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2770.76	2804.41	2838.46	2872.94	2907.84	2943.17	2978.49	3014.22	3050.37	3086.97							
	<b>Group 1</b>		<b>Group 2</b>		<b>Group 3</b>		<b>Group 4</b>		<b>Group 6</b>								
	Engineer 1		Architect 1		Engineer 2		Engineer 3		Engineer 4								
	Land Surveyor 1				Land Surveyor 2		Architect 2										
					Naval Architect		Land Survey Supervisor										

\* Includes Temporary Market Adjustment

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE SEPTEMBER 1, 2004 (5%)**  
(36.25 HOURS/WEEK)

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Group 1	1361.73	1378.29	1395.01	1411.97	1429.13	1446.48	1464.04	1481.85	1499.84	1518.04	1536.47	1555.16	1574.04	1593.16	1612.49	1632.08	1651.91
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1671.96	1692.26	1712.83	1733.65	1754.67	1775.99	1797.57	1819.40	1841.50	<del>1863.89</del>	1886.26	1908.91	1931.79	1954.97			
Group 2	1641.02	<b>1660.96</b>	1681.13	1701.58	1722.22	1743.13	1764.31	1785.73	1807.41	1829.38	1851.60	1874.08	1896.84	1919.89	1943.19	1966.77	1990.68
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	2014.87	2039.36	2064.10	<del>2089.18</del>	2114.25	2139.63	2165.29	2191.28									
Group 3	1710.14	1730.89	1751.92	1773.19	1794.73	1816.53	1838.61	1860.95	1883.54	1906.41	1929.57	1953.02	1976.72	2000.74	2025.04	2049.66	2074.57
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2099.75	2125.23	2151.05	2177.16	2203.63	2230.39	2257.47	<del>2284.89</del>	U1233	2340.06	2368.15	2396.58					
Group 4	1827.31	1849.51	1871.97	1894.71	1917.71	1941.00	1964.57	1988.44	2012.57	2037.03	2061.78	2086.82	2112.15	2137.83	2163.78	2190.08	2216.67
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2243.59	2270.85	2298.41	2326.31	2354.57	2383.18	2412.14	2441.44	2471.07	<del>2501.09</del>	2531.10	2561.50	2592.22	2623.33			
Group 5	2010.19	2034.61	2059.33	2084.35	2109.65	2135.29	2161.20	2187.45	2214.06	2240.91	2268.13	2295.69	2323.58	2351.77	2380.33	2409.25	2438.52
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2468.15	2498.10	2528.45	2559.18	2590.25	<del>2621.73</del>	2653.19	2685.04	2717.26	2749.87							
Group 6	2234.46	2261.59	2289.06	2316.87	2344.99	2373.47	2402.31	2431.47	2461.02	2490.89	2521.15	2551.77	2582.77	2614.14	2645.87	2677.99	2710.53
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2743.47	2776.77	2810.50	2844.64	2879.19	<del>2914.16</del>	2949.14	2984.53	3020.32	3056.57							

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**Group 1**  
Agriculturist 1  
Home Economist 1

**Group 2**  
Agriculturist 2  
Home Economist 2  
Veterinarian 1

**Group 4**  
Veterinarian 2  
Agriculturist 3  
Home Economics 3

**Group 5**  
Agriculturist 4  
Veterinarian 3

**Group 6**  
Veterinarian 4

**SCHEDULE A**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE SEPTEMBER 1, 2004 (.5%)\***  
(3625 HOURS/WEEK)

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Group 1	1382.16	1398.96	1415.94	1433.15	1450.57	1468.17	1486.00	1504.08	1522.34	1540.82	1559.53	1578.48	1597.64	1617.05	1636.69	1656.56	1676.69
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1697.03	1717.66	1738.52	1759.65	1781.00	1802.63	1824.54	1846.71	1869.13	1891.86	1914.56	1937.53	1960.76	1984.29			
Group 2	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1665.63	1685.88	1706.35	1727.10	1748.06	1769.28	1790.77	1812.52	1834.53	1856.83	1879.39	1902.18	1925.30	1948.70	1972.33	1996.29	2020.53
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>									
	2045.08	2069.95	2095.07	2120.52	2145.97	2171.72	2197.78	2224.15									
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1735.79	1756.86	1778.20	1799.79	1821.65	1843.77	1866.17	1888.86	1911.78	1935.01	1958.50	1982.31	2006.36	2030.74	2055.42	2080.40	2105.68
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2131.23	2157.10	2183.32	2209.84	2236.68	2263.83	2291.34	2319.16	2347.02	2375.18	2403.68	2432.53					
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1854.73	1877.26	1900.04	1923.13	1946.48	1970.11	1994.04	2018.26	2042.77	2067.60	2092.70	2118.12	2143.83	2169.88	2196.24	2222.93	2249.91
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2277.26	2304.90	2332.89	2361.22	2389.90	2418.94	2448.33	2478.07	2508.14	2538.61	2569.07	2599.91	2631.10	2662.68			
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2267.96	2295.53	2323.40	2351.61	2380.17	2409.07	2438.34	2467.95	2497.93	2528.26	2558.98	2590.05	2621.51	2653.36	2685.56	2718.17	2751.19
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2784.61	2818.43	2852.65	2887.30	2922.38	2957.89	2993.38	3029.29	3065.62	3102.40							

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\* Includes Temporary Market Adjustment

**SCHEDULE B**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE MARCH 1, 2001 (15%)**  
**(40 HOURS/WEEK)**

Group 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	1380.64	1397.40	1414.37	1431.56	1448.95	1466.54	1484.37	1502.38	1520.63	1539.11	1557.81	1576.72	1595.87	1615.26	1634.86	1654.72	1674.84	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	1695.17	1715.77	1736.61	1757.71	1779.04	1800.66	1822.51	1844.65	1867.05	<del>1889.73</del>	1912.39	1935.35	1958.57	1982.07				
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	1734.51	1755.57	1776.89	1798.48	1820.32	1842.43	1864.81	1887.45	1910.38	1933.60	1957.07	1980.85	2004.91	2029.27	2053.92	2078.86	2104.10	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>						
	2129.65	2155.53	2181.70	2208.19	2235.02	2262.17	2289.64	<del>2317.45</del>	2345.27	2373.40	2401.88	2430.69						
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	1853.59	1876.12	1898.90	1921.95	1945.30	1968.93	1992.84	2017.05	2041.55	2066.35	2091.44	2116.84	2142.55	2168.57	2194.91	2221.56	2248.54	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	2275.85	2303.49	2331.47	2359.78	2388.45	2417.46	2446.83	2476.55	2506.62	<del>2537.07</del>	2567.50	2598.33	2629.49	2661.05				
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	2266.02	2293.54	2321.41	2349.61	2378.13	2407.02	2436.26	2465.85	2495.79	2526.12	2556.81	2587.85	2619.29	2651.09	2683.29	2715.88	2748.86	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>								
	2782.27	2816.05	2850.24	2884.87	2919.91	<del>2955.39</del>	2990.84	3026.74	3063.05	3099.81								
	<b>Group 1</b> Engineer 1			<b>Group 3</b> Engineer 2			<b>Group 4</b> Engineer 3			<b>Group 6</b> Engineer 4								

**SCHEDULE B**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE MARCH 1, 2001 (2%)**  
**(40 HOURS/WEEK)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Group 1	1408.25	1425.35	1442.66	1460.19	1477.93	1495.87	1514.06	1532.43	1551.04	1569.89	1588.97	1608.25	1627.79	1647.57	1667.56	1687.81	1708.34
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	1729.07	1750.09	1771.34	1792.86	1814.62	1836.67	1858.96	1881.54	1904.39	1927.52	1950.64	1974.06	1997.74	2021.71			
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1769.20	1790.68	1812.43	1834.45	1856.73	1879.28	1902.11	1925.20	1948.59	1972.27	1996.21	2020.47	2045.01	2069.86	2095.00	2120.44	2146.18
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2172.24	2198.64	2225.33	2252.35	2279.72	2307.41	2335.43	2363.80	2392.18	2420.87	2449.92	2479.30					
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1890.66	1913.64	1936.88	1960.39	1984.21	2008.31	2032.70	2057.39	2082.38	2107.68	2133.27	2159.18	2185.40	2211.94	2238.81	2265.99	2293.51
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2321.37	2349.56	2378.10	2406.98	2436.22	2465.81	2495.77	2526.08	2556.75	2587.81	2618.85	2650.30	2682.08	2714.27			
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2311.34	2339.41	2367.84	2396.60	2425.69	2455.16	2484.99	2515.17	2545.71	2576.64	2607.95	2639.61	2671.68	2704.11	2736.96	2770.20	2803.84
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2837.92	2872.37	2907.24	2942.57	2978.31	3014.50	3050.66	3087.27	3124.31	3161.81							
	<b>Group 1</b>			<b>Group 3</b>			<b>Group 4</b>			<b>Group 6</b>							
	Engineer 1			Engineer 2			Engineer 3			Engineer 4							

**SCHEDULE B**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE SEPTEMBER 1, 2001 (5%)**  
**(40 HOURS/WEEK)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
Group1	1415.29	1432.48	1449.87	1467.49	1485.32	1503.35	1521.63	1540.09	1558.80	1577.74	1596.91	1616.29	1635.93	1655.81	1675.90	1696.25	1716.88	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	1737.72	1758.84	1780.20	1801.82	1823.69	1845.85	1868.25	1890.95	1913.91	1937.16	1960.39	1983.93	2007.73	2031.82				
Group3	1778.05	1799.63	1821.49	1843.62	1866.01	1888.68	1911.62	1934.83	1958.33	1982.13	2006.19	2030.57	2055.24	2080.21	2105.48	2131.04	2156.91	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>						
	2183.10	2209.63	2236.46	2263.61	2291.12	2318.95	2347.11	2375.62	2404.14	2432.97	2462.17	2491.70						
Group4	1900.11	1923.21	1946.56	1970.19	1994.13	2018.35	2042.86	2067.68	2092.79	2118.22	2143.94	2169.98	2196.33	2223.00	2250.00	2277.32	2304.98	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	2332.98	2361.31	2389.99	2419.01	2448.40	2478.14	2508.25	2538.71	2569.53	2600.73	2631.94	2663.55	2695.49	2727.84				
Group 6	2322.90	2351.11	2379.68	2408.58	2437.82	2467.44	2497.41	2527.75	2558.44	2589.52	2620.99	2652.81	2685.04	2717.63	2750.64	2784.05	2817.86	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>								
	2852.11	2886.73	2921.78	2957.28	2993.20	3029.57	3065.91	3102.71	3139.93	3177.62								
	<b>Group 1</b>			<b>Group 3</b>			<b>Group 4</b>			<b>Group 6</b>								
	Engineer 1			Engineer 2			Engineer 3			Engineer 4								

**SCHEDULE B**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE MARCH 1, 2002 (15%)**  
(40 HOURS/WEEK)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>Group 1</b>	1436.52	1453.97	1471.62	1489.50	1507.60	1525.90	1544.45	1563.19	1582.18	1601.41	1620.86	1640.53	1660.47	1680.65	1701.04	1721.69	1742.63
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1763.79	1785.22	1806.90	1828.85	1851.05	1873.54	1896.27	1919.31	1942.62	<del>1966.22</del>	1989.80	2013.69	2037.85	2062.30			
<b>Group 3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1804.72	1826.62	1848.81	1871.27	1894.00	1917.01	1940.29	1963.85	1987.70	2011.86	2036.28	2061.03	2086.07	2111.41	2137.06	2163.01	2189.26
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2215.85	2242.77	2270.01	2297.56	2325.49	2353.73	2382.32	<del>2411.25</del>	2440.20	2469.46	2499.10	2529.08					
<b>Group 4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1928.61	1952.06	1975.76	1999.74	2024.04	2048.63	2073.50	2098.70	2124.18	2149.99	2176.10	2202.53	2229.27	2256.35	2283.75	2311.48	2339.55
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2367.97	2396.73	2425.84	2455.30	2485.13	2515.31	2545.87	2576.79	2608.07	<del>2639.76</del>	2671.42	2703.50	2735.92	2768.76			
<b>Group 6</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2357.74	2386.38	2415.38	2444.71	2474.39	2504.45	2534.87	2565.67	2596.82	2628.36	2660.30	2692.60	2725.32	2758.39	2791.90	2825.81	2860.13
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2894.89	2930.03	2965.61	3001.64	3038.10	<del>3075.01</del>	3111.90	3149.25	3187.03	3225.28							
	<b>Group 1</b>			<b>Group 3</b>			<b>Group 4</b>			<b>Group 6</b>							
	Engineer 1			Engineer 2			Engineer 3			Engineer 4							



**SCHEDULE B**  
**BIWEEKLY RATES OF PAY**  
**EFFECTIVE DATE OF SIGNING**  
**TEMPORARY MARKET ADJUSTMENT (15%)**  
**(40 HOURS/WEEK)**

54

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Group 1	1458.07	1475.78	1493.69	1511.84	1530.21	1548.79	1567.62	1586.64	1605.91	1625.43	1645.17	1665.14	1685.38	1705.86	1726.56	1747.52	1768.77
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1790.25	1812.00	1834.00	1856.28	1878.82	1901.64	1924.71	1948.10	1971.76	<del>1995.71</del>	2019.65	2043.90	2068.42	2093.23			
Group 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1831.79	1854.02	1876.54	1899.34	1922.41	1945.77	1969.39	1993.31	2017.52	2042.04	2066.82	2091.95	2117.36	2143.08	2169.12	2195.46	2222.10
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2249.09	2276.41	<b>2304.06</b>	2332.02	2360.37	2389.04	2418.05	<del>2447.42</del>	2476.80	2506.50	2536.59	2567.02					
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1957.54	1981.34	<b>2005.40</b>	2029.74	2054.40	2079.36	2104.60	2130.18	2156.04	2182.24	2208.74	2235.57	2262.71	2290.20	2318.01	2346.15	2374.64
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2403.49	2432.68	2462.23	2492.13	2522.41	2553.04	2584.06	2615.44	2647.19	<del>2679.36</del>	2711.49	2744.05	2776.96	2810.29			
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2393.11	2422.18	2451.61	2481.38	2511.51	2542.02	2572.89	2604.16	2635.77	2667.79	2700.20	2732.99	2766.20	2799.77	2833.78	2868.20	2903.03
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	2938.31	2973.98	3010.09	<b>3046.66</b>	3083.67	<del>3121.14</del>	3158.58	3196.49	3234.84	3273.66							
	<b>Group 1</b>			<b>Group 3</b>			<b>Group 4</b>			<b>Group 6</b>							
	Engineer 1			Engineer 2			Engineer 3			Engineer 4							

**ANNEXE B**  
**SALAIRES À LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>ER</sup> SEPTEMBRE 2002 (.5%)\***  
**(40 HEURES/SEMAINE)**

Groupe 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	1465,36	1483,16	1501,16	1519,40	1537,86	1556,53	1575,46	1594,57	1613,94	1633,56	1653,40	1673,47	1693,81	1714,39	1735,19	1756,26	1777,61	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>						
	1799,20	1821,06	1843,17	1865,56	1888,21	1911,15	1934,33	1957,84	1981,62	2005,69	2029,75	2054,12	2078,76	2103,70				
Groupe 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	1840,95	1863,29	1885,92	1908,84	1932,02	1955,50	1979,24	2003,28	2027,61	2052,25	2077,15	2102,41	2127,95	2153,80	2179,97	2206,44	2233,21	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>						
	2260,34	2287,79	2315,58	2343,68	2372,17	2400,99	2430,14	2459,66	2489,18	2519,03	2549,27	2579,86						
Groupe 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	1967,33	1991,25	2015,43	2039,89	2064,67	2089,76	2115,12	2140,83	2166,82	2193,15	2219,78	2246,75	2274,02	2301,65	2329,60	2357,88	2386,51	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	2415,51	2444,84	2474,54	2504,59	2535,02	2565,81	2596,98	2628,52	2660,43	2692,76	2725,05	2757,77	2790,84	2824,34				
Groupe 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	2405,08	2434,29	2463,87	2493,79	2524,07	2554,73	2585,75	2617,18	2648,95	2681,13	2713,70	2746,65	2780,03	2813,77	2847,95	2882,54	2917,55	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>								
	2953,00	2988,85	3025,14	3061,89	3099,09	3136,75	3174,37	3212,47	3251,01	3290,03								
	<b>Groupe 1</b>			<b>Groupe 3</b>			<b>Groupe 4</b>			<b>Groupe 6</b>								
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4								

\* Comprend l'ajustement temporaire au marché

**ANNEXE B**  
**SALAIRES A LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>ER</sup> MARS 2003 (1,5%)\***  
**(40 HEURES/SEMAINE)**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Groupe 1	1487,34	1505,41	1523,68	1542,19	1560,93	1579,88	1599,09	1618,49	1638,15	1658,06	1678,20	1698,57	1719,22	1740,11	1761,22	1782,60	1804,27	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	1826,19	1848,38	1870,82	1893,54	1916,53	1939,82	1963,34	1987,21	2011,34	2035,78	2060,20	2084,93	2109,94	2135,26				
Groupe 3	1868,56	1891,24	1914,21	1937,47	1961,00	1984,83	2008,93	2033,33	2058,02	2083,03	2108,31	2133,95	2159,87	2186,11	2212,67	2239,54	2266,71	
	18	19	20	21	22	23	24	25	26	27	28	29						
	2294,25	2322,11	2350,31	2378,84	2407,75	2437,00	2466,59	2496,55	2526,52	2556,82	2587,51	2618,56						
Groupe 4	1996,84	2021,12	2045,66	2070,49	2095,64	2121,11	2146,85	2172,94	2199,32	2226,05	2253,08	2280,45	2308,13	2336,17	2364,54	2393,25	2422,31	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	2451,74	2481,51	2511,66	2542,16	2573,05	2604,30	2635,93	2667,95	2700,34	2733,13	2765,93	2799,14	2832,70	2866,71				
Groupe 6	2441,16	2470,80	2500,83	2531,20	2561,93	2593,05	2624,54	2656,44	2688,68	2721,35	2754,41	2787,85	2821,73	2855,98	2890,67	2925,78	2961,31	
	18	19	20	21	22	23	24	25	26	27								
	2997,30	3033,68	3070,52	3107,82	3145,58	3183,80	3221,99	3260,66	3299,78	3339,38								
	<b>Groupe 1</b>			<b>Groupe 3</b>			<b>Groupe 4</b>			<b>Groupe 6</b>								
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4								

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\* Comprend l'ajustement temporaire au marché

**ANNEXE B**  
**SALAIRES A LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>er</sup> SEPTEMBRE 2003 (5%)\***  
**(40 HEURES/SEMAINE)**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Groupe 1	1494,78	1512,94	1531,30	<b>1549,90</b>	1568,73	1587,78	1607,09	1626,58	1646,34	1666,35	1686,59	1707,06	1727,82	1748,81	1770,03	1791,51	1813,29	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	1835,32	1857,62	1880,17	1903,01	1926,11	1949,52	1973,16	1997,15	2021,40	<del>2045,96</del>	2070,50	2095,35	2120,49	2145,94				
Groupe 3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	25	26	27	28	29						
	1877,90	1900,70	1923,78	1947,16	1970,81	1994,75	2018,97	2043,50	2068,31	2093,45	2118,85	2144,62	2170,67	2197,04	2223,73	<b>2250,74</b>	2278,04	
	2305,72	2333,72	2362,06	2390,73	2419,79	2449,19	2478,92	<del>2509,03</del>	2539,15	2569,60	<b>2600,45</b>	2631,65						
Groupe 4	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	2006,82	<b>2031,23</b>	2055,89	<b>2080,84</b>	2106,12	2131,72	2157,58	2183,80	2210,32	2237,18	2264,35	2291,85	2319,67	2347,85	2376,36	2405,22	2434,42	
	2464,00	2493,92	2524,22	2554,87	2585,92	2617,32	2649,11	2681,29	2713,84	<del>2746,82</del>	2779,76	2813,14	<b>2846,86</b>	2881,04				
Groupe 6	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
	18	19	20	21	22	23	24	25	26	27								
	2453,37	2483,15	2513,33	2543,86	2574,74	2606,02	2637,66	2669,72	2702,12	<b>2734,96</b>	2768,18	2801,79	2835,84	2870,26	2905,12	2940,41	2976,12	
	3012,29	<b>3048,85</b>	3085,87	3123,36	3161,31	<del>3199,72</del>	3238,10	3276,96	3316,28	3356,08								
	Groupe 1			Groupe 3			Groupe 4			Groupe 6								
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4								

\* Comprend l'ajustement temporaire au marché

**ANNEXE B**  
**SALAIRES A LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>er</sup> MARS 2004 (1,5%)\***  
**(40 HEURES/SEMAINE)**

Groupe 1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	1517,20	1535,63	1554,27	1573,15	1592,26	1611,60	1631,20	1650,98	1671,04	1691,35	1711,89	1732,67	1753,74	1775,04	1796,58	1818,38	1840,49
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	1862,85	1885,48	1908,37	1931,56	1955,00	1978,76	2002,76	2027,11	2051,72	2076,66	2101,56	2126,78	2152,30	2178,13			
Groupe 3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	1906,07	1929,21	1952,64	1976,37	2000,37	2024,67	2049,25	2074,15	2099,33	2124,85	2150,63	2176,79	2203,23	2230,00	2257,09	2284,50	2312,21
	18	19	20	21	22	23	24	25	26	27	28	29					
	2340,31	2368,73	2397,49	2426,59	2456,09	2485,93	2516,10	2546,67	2577,24	2608,14	2639,46	2671,12					
Groupe 4	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	2036,92	2061,70	2086,73	2112,05	2137,71	2163,70	2189,94	2216,56	2243,47	2270,74	2298,32	2326,23	2354,47	2383,07	2412,01	2441,30	2470,94
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	2500,96	2531,33	2562,08	2593,19	2624,71	2656,58	2688,85	2721,51	2754,55	2788,02	2821,46	2855,34	2889,56	2924,26			
Groupe 6	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	2490,17	2520,40	2551,03	2582,02	2613,36	2645,11	2677,22	2709,77	2742,65	2775,98	2809,70	2843,82	2878,38	2913,31	2948,70	2984,52	3020,76
	18	19	20	21	22	23	24	25	26	27							
	3057,47	3094,58	3132,16	3170,21	3208,73	3247,72	3286,67	3326,11	3366,02	3406,42							
	Groupe 1			Groupe 3			Groupe 4			Groupe 6							
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4							

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\* Comprend l'ajustement temporaire au marché

**ANNEXE B**  
**SALAIRES À LA QUINZAINE**  
 EN VIGUEUR LE 1<sup>er</sup> SEPTEMBRE 2004 (5%)\*  
 (40 HEURES/SEMAINE)

Groupe 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1524,79	1543,31	1562,04	1581,02	1600,22	1619,66	1639,36	1659,23	1679,40	1699,81	1720,45	1741,33	1762,51	1783,92	1805,56	1827,47	1849,69
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	1872,16	1894,91	1917,91	1941,22	1964,78	1988,65	2012,77	2037,25	2061,98	2087,00	2112,07	2137,41	2163,06	2189,02			
Groupe 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1915,60	1938,86	1962,40	1986,25	2010,37	2034,79	2059,50	2084,52	2109,83	2135,47	2161,38	2187,67	2214,25	2241,15	2268,38	2295,92	2323,77
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2352,01	2380,57	2409,48	2438,72	2468,37	2498,36	2528,68	2559,40	2590,13	2621,18	2652,66	2684,48					
Groupe 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2047,10	2072,01	2097,16	2122,61	2148,40	2174,52	2200,89	2227,64	2254,69	2282,09	2309,81	2337,86	2366,24	2394,99	2424,07	2453,51	2483,29
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2513,46	2543,99	2574,89	2606,16	2637,83	2669,86	2702,29	2735,12	2768,32	2801,96	2835,57	2869,62	2904,01	2938,88			
Groupe 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2502,62	2533,00	2563,79	2594,93	2626,43	2658,34	2690,61	2723,32	2756,36	2789,86	2823,75	2858,04	2892,77	2927,88	2963,44	2999,44	3035,86
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	3072,76	3110,05	3147,82	3186,06	3224,77	3263,96	3303,10	3342,74	3382,85	3423,45							
	Groupe 1 Ingénieur 1			Groupe 3 Ingénieur 2			Groupe 4 Ingénieur 3			Groupe 6 Ingénieur 4							

\* Comprend l'ajustement temporaire au marché

**ANNEXE C**  
**SALAIRES A LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>ER</sup> MARS 2001 (15%)**  
**(45 HEURES/SEMAINE)**

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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Groupe 1	1553,31	1572,17	1591,28	1610,59	1630,16	1649,96	1670,00	1690,29	1710,82	1731,60	1752,62	1773,93	1795,46	1817,28	1839,34	1861,68	1884,30	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	1907,17	1930,34	1953,77	1977,50	2001,54	2025,84	2050,45	2075,35	2100,56	<del>2126,08</del>	2151,59	2177,40	2203,54	2229,98				
Groupe 3	1951,32	1975,03	1999,01	2023,30	2047,87	2072,74	2097,90	2123,39	2149,18	2175,28	2201,70	2228,44	2255,51	2282,91	2310,64	2338,69	2367,10	
	18	19	20	21	22	23	24	25	26	27	28	29						
	2395,85	2424,97	2454,40	2484,22	2514,39	2544,93	2575,85	<del>2607,14</del>	2638,42	2670,09	2702,13	2734,56						
Groupe 4	2085,10	2110,42	2136,06	2162,00	2188,27	2214,85	2241,75	2268,97	2296,53	2324,41	2352,66	2381,22	2410,15	2439,43	2469,04	2499,05	2529,39	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	2560,11	2591,20	2622,68	2654,53	2686,77	2719,39	2752,43	2785,86	2819,69	<del>2853,94</del>	2888,19	2922,84	2957,91	2993,40				
Groupe 6	2549,06	2580,04	2611,37	2643,08	2675,19	2707,69	2740,57	2773,85	2807,56	2841,65	2876,18	2911,11	2946,45	2982,25	3018,48	3055,13	3092,24	
	18	19	20	21	22	23	24	25	26	27								
	3129,79	3167,82	3206,28	3245,23	3284,64	<del>3324,54</del>	3364,44	3404,82	3445,67	3487,02								
	<b>Group 1</b>			<b>Group 3</b>			<b>Group 4</b>			<b>Group 6</b>								
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4								

**ANNEXE C**  
**SALAIRES À LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>ER</sup> MARS 2001 (2%)**  
(45 HEURES/SEMAINE)

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
Groupe 1	1584,38	1603,61	1623,11	1642,80	1662,76	<b>1682,96</b>	1703,40	1724,10	1745,04	1766,23	1787,67	1809,41	1831,37	1853,63	1876,13	1898,91	1921,99	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	1945,31	1968,95	1992,85	2017,05	<b>2041,57</b>	2066,36	2091,46	2116,86	2142,57	<del>2168,60</del>	2194,62	2220,95	2247,61	2274,58				
Groupe 3	1990,35	2014,53	2038,99	2063,77	2088,83	2114,19	2139,86	2165,86	2192,16	2218,79	2245,73	2273,01	2300,62	2328,57	2356,85	2385,46	2414,44	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>						
	2443,77	2473,47	2503,49	2533,90	2564,68	2595,83	2627,37	<del>2659,28</del>	2691,19	2723,49	2756,17	2789,25						
Groupe 4	2126,80	2152,63	2178,78	2205,24	2232,04	2259,15	2286,59	2314,35	2342,46	2370,90	2399,71	2428,84	2458,35	2488,22	2518,42	2549,03	2579,98	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	2611,31	2643,02	2675,13	2707,62	2740,51	2773,78	2807,48	2841,58	2876,08	<del>2910,92</del>	2945,95	2981,30	3017,07	3053,27				
Groupe 6	2600,04	2631,64	2663,60	2695,94	2728,69	2761,84	2795,38	2829,33	2863,71	2898,48	2933,70	2969,33	3005,38	3041,90	3078,85	3116,23	3154,08	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	3192,39	3231,18	3270,41	3310,13	3350,33	<del>3391,01</del>	3431,73	3472,92	3514,58	3556,76								
	<b>Groupe 1</b>			<b>Groupe 3</b>			<b>Groupe 4</b>			<b>Groupe 6</b>								
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4								



ANNEXE C  
SALAIRES A LA QUINZAINE  
EN VIGUEUR LE 1<sup>er</sup> SEPTEMBRE 2001 (5%)  
(45 HEURES/SEMAINE)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Group 1	1592,30	1611,63	1631,23	1651,01	1671,07	1691,37	1711,92	1732,72	1753,77	1775,06	1796,61	1818,46	1840,53	1862,90	1885,51	1908,40	1931,60
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	1955,04	1978,79	2002,81	2027,14	2051,78	2076,69	2101,92	2127,44	2153,28	2179,44	2205,59	2232,05	2258,85	2285,95			
Groupe 3	2000,30	2024,60	2049,18	2074,09	2099,27	2124,76	2150,56	2176,69	2203,12	2229,88	2256,96	2284,38	2312,12	2340,21	2368,63	2397,39	2426,51
	18	19	20	21	22	23	24	25	26	27	28	29					
	2455,99	2485,84	2516,01	2546,57	2577,50	2608,81	2640,51	2672,58	2704,65	2737,11	2769,95	2803,20					
Group 4	2137,43	2163,39	2189,67	2216,27	2243,20	2270,45	2298,02	2325,92	2354,17	2382,75	2411,71	2440,98	2470,64	2500,66	2531,01	2561,78	2592,88
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	2624,37	2656,24	2688,51	2721,16	2754,21	2787,65	2821,52	2855,79	2890,46	2925,58	2960,68	2996,21	3032,16	3068,54			
Groupe 6	2613,04	2644,80	2676,92	2709,42	2742,33	2775,65	2809,36	2843,48	2878,03	2912,97	2948,37	2984,18	3020,41	3057,11	3094,24	3131,81	3169,85
	18	19	20	21	22	23	24	25	26	27							
	3208,35	3247,34	3286,76	3326,68	3367,08	3407,99	3448,89	3490,28	3532,15	3574,54							
	Group I			Groupe 3			Groupe 4			Groupe 6							
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4							

**ANNEXE C**  
**SALAIRES À LAQUINZAINÉ**  
 EN VIGUEUR LE 1<sup>er</sup> MARS 2002 (1,5%)  
 (45 HEURES/SEMAINE)

Group 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	1616,18	1635,80	1655,70	1675,78	1696,14	1716,74	1737,60	1758,71	1780,08	1801,69	1823,56	1845,74	1868,14	1890,84	1913,79	1937,03	1960,57	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	1984,37	2008,47	2032,85	2057,55	2082,56	2107,84	2133,45	2159,35	2185,58	2212,13	2238,67	2265,53	2292,73	2320,24				
Groupe 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	2030,30	2054,97	2079,92	2105,20	2130,76	2156,63	2182,82	2209,34	2236,17	2263,33	2290,81	2318,65	2346,80	2375,31	2404,16	2433,35	2462,91	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>						
	2492,83	2523,13	2553,75	2584,77	2616,16	2647,94	2680,12	2712,67	2745,22	2778,17	2811,50	2845,25						
Group 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	2169,49	2195,84	2222,52	2249,51	2276,85	2304,51	2332,49	2360,81	2389,48	2418,49	2447,89	2477,59	2507,70	2538,17	2568,98	2600,21	2631,77	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>				
	2663,74	2696,08	2728,84	2761,98	2795,52	2829,46	2863,84	2898,63	2933,82	2969,46	3005,09	3041,15	3077,64	3114,57				
Group 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	
	2652,24	2684,47	2717,07	2750,06	2783,46	2817,28	2851,50	2886,13	2921,20	2956,66	2992,60	3028,94	3065,72	3102,97	3140,65	3178,79	3217,40	
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>								
	3256,48	3296,05	3336,06	3376,58	3417,59	3459,11	3500,62	3542,63	3585,13	3628,16								
	<b>Groupe 1</b> Ingénieur 1			<b>Groupe 3</b> Ingénieur 2			<b>Group 4</b> Ingénieur 3				<b>Groupe 6</b> Ingénieur 4							

**ANNEXE C**  
**SALAIRES À LA QUINZAINE**  
**EN VIGUEUR A LA DATE DE SIGNATURE**  
**AJUSTEMENT TEMPORAIRE AU MARCHÉ (1,5%)**  
**(45 HEURES/SEMAINE)**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Groupe 1	1640,42	1660,34	1680,54	1700,92	1721,58	1742,49	1763,66	1785,09	1806,78	1828,72	1850,91	1873,43	1896,16	1919,20	1942,50	1966,09	1989,98
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	2014,14	2038,60	2063,34	2088,41	2113,80	2139,46	2165,45	2191,74	2218,36	2245,31	2272,25	2299,51	2327,12	2355,04			
Groupe 3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	2060,75	2085,79	2111,12	2136,78	2162,72	2188,98	2215,56	2242,48	2269,71	2297,28	2325,17	2353,43	2382,00	2410,94	2440,22	2469,85	2499,85
	18	19	20	21	22	23	24	25	26	27	28	29					
	2530,22	2560,98	2592,06	2623,54	2655,40	2687,66	2720,32	2753,36	2786,40	2819,84	2853,67	2887,93					
Groupe 4	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	2202,03	2228,78	2255,86	2283,25	2311,00	2339,08	2367,48	2396,22	2425,32	2454,77	2484,61	2514,75	2545,32	2576,24	2607,51	2639,21	2671,25
	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
	2703,70	2736,52	2769,77	2803,41	2837,45	2871,90	2906,80	2942,11	2977,83	3014,00	3050,17	3086,77	3123,80	3161,29			
Groupe 6	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	2692,02	2724,74	2757,83	2791,31	2825,21	2859,54	2894,27	2929,42	2965,02	3001,01	3037,49	3074,37	3111,71	3149,51	3187,76	3226,47	3265,66
	18	19	20	21	22	23	24	25	26	27							
	3305,33	3345,49	3386,10	3427,23	3468,85	3511,00	3553,13	3595,77	3638,91	3682,58							
	Group 1			Group 3			Group 4			Group 6							
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4							

**ANNEXE C**  
**SALAIRES A LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>ER</sup> SEPTEMBRE 2002 (.5%)\***  
**(45 HEURES/SEMAINE)**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
Groupe 1	1648,62	1668,64	1688,94	1709,42	1730,19	1751,20	1772,48	1794,02	1815,81	1837,86	1860,16	1882,80	1905,64	1928,80	1952,21	1975,92	1999,93
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2024,21	2048,79	2073,66	2098,85	2124,37	2150,16	2176,28	2202,70	2229,45	2256,54	2283,61	2311,01	2338,76	2366,82			
Groupe 3	2071,05	2096,22	2121,68	2147,46	2173,53	2199,92	2226,64	2253,69	2281,06	2308,77	2336,80	2365,20	2393,91	2422,99	2452,42	2482,20	2512,35
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2542,87	2573,78	2605,02	2636,66	2668,68	2701,10	2733,92	2767,13	2800,33	2833,94	2867,94	2902,37					
Groupe 4	2213,04	2239,92	2267,14	2294,67	2322,56	2350,78	2379,32	2408,20	2437,45	2467,04	2497,03	2527,32	2558,05	2589,12	2620,55	2652,41	2684,61
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2717,22	2750,20	2783,62	2817,43	2851,64	2886,26	2921,33	2956,82	2992,72	3029,07	3065,42	3102,20	3139,42	3177,10			
Groupe 6	2705,48	2738,36	2771,62	2805,27	2839,34	2873,84	2908,74	2944,07	2979,85	3016,02	3052,68	3089,74	3127,27	3165,26	3203,70	3242,60	3281,99
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	3321,86	3362,22	3403,03	3444,37	3486,19	3528,56	3570,90	3613,75	3657,10	3700,99							
	<b>Groupe 1</b>																
	Ingénieur 1																
		<b>Groupe 3</b>															
		Ingénieur 2															
			<b>Groupe 4</b>														
			Ingénieur 3														
				<b>Groupe 6</b>													
				Ingénieur 4													

\* Comprend l'ajustement temporaire au marché

ANNEXE C  
SALAIRES A LA QUINZAINE  
EN VIGUEUR LE 1<sup>ER</sup> MARS 2003 (1,5%)\*  
(45 HEURES/SEMAINE)

Groupe 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1673,35	1693,67	1714,27	1735,06	1756,14	1777,47	1799,07	1820,93	1843,05	1865,43	1888,06	1911,04	1934,22	1957,73	1981,49	2005,56	2029,93
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2054,57	2079,52	2104,76	2130,33	2156,24	2182,41	2208,92	2235,74	2262,89	<del>2290,39</del>	2317,86	2345,68	2373,84	2402,32			
Groupe 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2102,12	2127,66	2153,51	2179,67	2206,13	2232,92	2260,04	2287,50	2315,28	2343,40	2371,85	2400,68	2429,82	2459,33	2489,21	2519,43	<b>2550,04</b>
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2581,01	2612,39	2644,10	2676,21	2708,71	2741,62	2774,93	<del>2808,64</del>	2842,33	2876,45	2910,96	2945,91					
Groupe 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2246,24	2273,52	2301,15	2329,09	2357,40	2386,04	2415,01	2444,32	2474,01	2504,05	2534,49	2565,23	2596,42	2627,96	2659,86	2692,20	2724,88
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2757,98	2791,45	2825,37	2859,69	2894,41	2929,55	2965,15	3001,17	3037,61	<del>3074,51</del>	3111,40	3148,73	3186,51	3224,76			
Groupe 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2746,06	2779,44	2813,19	2847,35	2881,93	2916,95	2952,37	2988,23	3024,55	3061,26	3098,47	3136,09	3174,18	3212,74	3251,76	3291,24	3331,22
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	3371,69	3412,65	3454,08	<b>3496,04</b>	3538,48	<del>3581,49</del>	3624,46	3667,96	3711,96								
	<b>Groupe 1</b> Ingénieur 1			<b>Groupe 3</b> Ingénieur 2			<b>Groupe 4</b> Ingénieur 3			<b>Groupe 6</b> Ingénieur 4							

\* Comprend l'ajustement temporaire au marché

**ANNEXE C**  
**SALAIRES À LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>ER</sup> SEPTEMBRE 2003 (.5%)\***  
**(45 HEURES/SEMAINE)**

Groupe 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1681,72	1702,14	1722,84	1743,74	1764,92	1786,36	1808,07	1830,03	1852,27	1874,76	1897,50	1920,60	1943,89	1967,52	1991,40	2015,59	2040,08
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2064,84	2089,92	2115,28	2140,98	2167,02	2193,32	2219,96	2246,92	2274,20	2301,84	2329,45	2357,41	2385,71	2414,33			
Groupe 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2112,63	2138,30	2164,28	2190,57	2217,16	2244,08	2271,34	2298,94	2326,86	2355,12	2383,71	2412,68	2441,97	2471,63	2501,66	2532,03	2562,79
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2593,92	2625,45	2657,32	2689,59	2722,25	2755,33	2788,80	2822,68	2856,54	2890,83	2925,51	2960,64					
Groupe 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2257,47	2284,89	2312,66	2340,74	2369,19	2397,97	2427,09	2456,54	2486,38	2516,57	2547,16	2578,06	2609,40	2641,10	2673,16	2705,66	2738,50
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2771,77	2805,41	2839,50	2873,99	2908,88	2944,20	2979,98	3016,18	3052,80	3089,84	3126,96	3164,47	3202,44	3240,88			
Groupe 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2759,79	2793,34	2827,26	2861,59	2896,34	2931,53	2967,13	3003,17	3039,67	3076,57	3113,96	3151,77	3190,05	3228,80	3268,02	3307,70	3347,88
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	3388,55	3429,71	3471,35	3513,52	3556,17	3599,40	3642,58	3686,30	3730,52	3775,28							
	<b>Groupe 1</b>			<b>Groupe 3</b>			<b>Groupe 4</b>			<b>Groupe 6</b>							
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4							

\* Comprend l'ajustement temporaire au marché

**ANNEXE C**  
**SALAIRES A LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>er</sup> MARS 2004 (1,5%)\***  
**(45 HEURES/SEMAINE)**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Groupe 1	1706,95	1727,67	1748,68	1769,90	1791,39	1813,16	1835,19	1857,48	1880,05	1902,88	1925,96	1949,41	1973,05	1997,03	2021,27	2045,82	2070,68	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	2095,81	2121,27	2147,01	2173,09	2199,53	2226,22	2253,26	2280,62	2308,31	2336,37	2364,39	2392,77	2421,50	2450,54				
Groupe 3	2144,32	2170,37	2196,74	2223,43	2250,42	2277,74	2305,41	2333,42	2361,76	2390,45	2419,47	2448,87	2478,60	2508,70	2539,18	2570,01	2601,23	
	18	19	20	21	22	23	24	25	26	27	28	29						
	2632,83	2664,83	2697,18	2729,93	2763,08	2796,66	2830,63	2865,02	2899,39	2934,19	2969,39	3005,05						
Groupe 4	2291,33	2319,16	2347,35	2375,85	2404,73	2433,94	2463,50	2493,39	2523,68	2554,32	2585,37	2616,73	2648,54	2680,72	2713,26	2746,24	2779,58	
	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
	2813,35	2847,49	2882,09	2917,10	2952,51	2988,36	3024,68	3061,42	3098,59	3136,23	3173,86	3211,94	3250,48	3289,49				
Groupe 6	2801,19	2835,24	2869,67	2904,51	2939,79	2975,50	3011,64	3048,22	3085,27	3122,72	3160,67	3199,05	3237,90	3277,23	3317,04	3357,32	3398,10	
	18	19	20	21	22	23	24	25	26	27								
	3439,38	3481,16	3523,42	3566,22	3609,51	3653,39	3697,22	3741,59	3786,48	3831,91								
	Groupe 1			Groupe 3			Groupe 4			Groupe 6								
	Ingénieur 1			Ingénieur 2			Ingénieur 3			Ingénieur 4								

\* Comprend l'ajustement temporaire au marché

**ANNEXE C**  
**SALAIRES À LA QUINZAINE**  
**EN VIGUEUR LE 1<sup>ER</sup> SEPTEMBRE 2004 (.5%)\***  
**(45 HEURES/SEMAINE)**

Groupe 1	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	1715,48	1736,31	1757,42	1778,75	1800,35	1822,23	1844,37	1866,77	1889,45	1912,39	1935,59	1959,16	1982,92	2007,02	2031,38	2056,05	2081,03
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2106,29	2131,88	2157,75	2183,96	2210,53	2237,35	2264,53	2292,02	2319,85	2348,05	2376,21	2404,73	2433,61	2462,79			
Groupe 3	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2155,04	2181,22	2207,72	2234,55	2261,67	2289,13	2316,94	2345,09	2373,57	2402,40	2431,57	2461,11	2490,99	2521,24	2551,88	2582,86	2614,24
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>U</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>					
	2645,99	2678,15	2710,67	2743,58	2776,90	2810,64	2844,78	2879,35	2913,89	2948,86	2984,24	3020,08					
Groupe 4	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>U</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2302,79	2330,76	2359,09	2387,73	2416,75	2446,11	2475,82	2505,86	2536,30	2567,09	2598,30	2629,81	2661,78	2694,12	2726,83	2759,97	2793,48
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>U</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			
	2827,42	2861,73	2896,50	2931,69	2967,27	3003,30	3039,80	3076,73	3114,08	3151,83	3189,73	3228,00	3266,73	3305,94			
Groupe 6	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
	2815,20	2849,42	2884,02	2919,03	2954,49	2990,38	3026,70	3063,46	3100,70	3138,33	3176,47	3215,05	3254,09	3293,62	3333,63	3374,11	3415,09
	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>							
	3456,58	3498,57	3541,04	3584,05	3627,56	3671,66	3715,71	3760,30	3805,41	3851,07							
	<b>Groupe 1</b>																
	Ingénieur 1																
		<b>Groupe 3</b>															
		Ingénieur 2															
			<b>Groupe 4</b>														
			Ingénieur 3														
				<b>Groupe 6</b>													
				Ingénieur 4													

\* Comprend l'ajustement temporaire au marché



# LETTRE D'INFORMATION

Date : le 17 ~~mars~~ 1999

Monsieur Walter Belyea  
Négociateur du représentant régional  
L'Institut professionnel de la fonction publique du Canada  
1718, rue Argyle, pièce 730  
Halifax (Nouvelle-Écosse)  
B3J 3N6

## **Objet : Regime de congé avec traitement différé**

Monsieur,

Par la présente, nous confirmons que le regime de congé avec traitement différé élaboré et implanté par la voie de la décision **89-0548** du Conseil de gestion s'appliquera aux membres des groupes des ingénieurs, arpenteurs-géomètres et architectes; de l'agriculture et des vétérinaires à compter de la date de signature de la nouvelle convention collective,

La présente lettre accompagne la convention collective à titre d'information,

Veuillez agréer, Monsieur, l'expression de nos sentiments les meilleurs,

Rend Fournier,  
agent des relations de travail

**RF/sfh**

# ANNEXE D

## DISPOSITIONS RELATIVES AUX CONGÉS D'ÉTUDES

**.01** Un employé doit avoir terminé son stage avant de demander un congé d'études,

**.02** (1) Une aide financière peut être accordée à un employé en congé d'études, Cette aide financière peut comprendre la totalité ou une partie des frais suivants : le traitement de l'employé, les frais de scolarité, les frais de voyage, les repas et le logement, les manuels, les frais d'inscription et d'examen, et toutes les autres dépenses connexes justifiées,

(2) Un employé qui se voit accorder un congé d'études à long terme ou spécial doit signer un billet à ordre sans intérêt pour le montant de l'aide financière reçue, le traitement d'un employé substitut n'étant pas compris, ainsi qu'un engagement de service compensatoire,

(3) La période de service compensatoire définie dans l'engagement de service compensatoire doit être d'au moins 12 mois ou l'équivalent de la durée du congé d'études accordé, si cette période est plus longue,

(4) Lorsqu'un employé ne respecte pas l'engagement de service compensatoire, le billet à ordre sera crédité d'une somme qui équivaut par rapport au **coût** de la formation à ce que la période de service complétée équivaut par rapport au total de la période de service compensatoire prévue dans l'engagement. Le solde du billet à ordre sera recouvré à moins qu'il ne soit radié,

(5) Un employé qui ne termine pas le cours ou le programme de formation de façon satisfaisante n'a plus droit à l'aide financière, mais doit respecter l'engagement financier et l'engagement de service compensatoire sur une base proportionnelle. Cette exigence peut être annulée si le défaut de terminer le cours ou le programme de formation de façon satisfaisante n'est pas imputable à l'employé,

**.03** (1) Un employé en congé d'études a le droit d'accumuler des crédits de congés de maladie et de congés annuels, Il est interdit de différer les crédits de congés annuels lorsque le congé d'études est accordé pour une période de 12 mois ou plus,

(2) Un employé en congé d'études à long terme ou spécial ne peut obtenir une augmentation au mérite, mais il peut la recevoir à compter du premier jour du mois où il retourne au travail,

**.04** (1) Pour déterminer le montant d'aide financière que l'Employeur doit verser, le pourcentage obtenu du système de points ci-annexé peut être appliqué à la totalité ou à une partie des articles inclus dans le total de l'aide financière demandée, Le système de points doit servir à calculer la partie du traitement à rembourser lorsque l'employé est en congé d'études à long terme ou spécial,

(2) Lorsqu'un employé en **congé** d'études reçoit une autre forme d'aide financière de la province qu'il n'est pas tenu de rembourser, les sommes allouées en vertu de la présente politique de congé d'études peuvent être réduites en conséquence,

**.05** (1) Un congé d'études à court terme peut être accordé pour permettre à un employé de suivre un programme de formation professionnelle, technique ou pratique, lorsque l'employé s'absente du travail pour une période de 30 jours ouvrables ou moins,

(2) Les frais de déplacement, de repas et de logement ne peuvent pas dépasser l'indemnité maximale prescrite par la Directive sur les déplacements,

**.06** (1) Un employé peut obtenir un remboursement des frais de scolarité après avoir terminé avec succès des cours qui ne l'obligent pas à s'absenter du travail ou qui n'exigent que de brèves absences,

(2) Lorsqu'un employé a droit au remboursement des frais de scolarité, il peut également obtenir :

- a) un conge payé pour passer des examens,
- b) le remboursement des dépenses occasionnées par les examens,
- c) le remboursement des frais de déplacement conformément aux règlements sur les voyages,

**.07** (1) On peut accorder un conge d'études à long terme à un employé pour lui permettre de suivre un programme de formation professionnelle, technique ou pratique, lorsque l'employé s'absente du travail pour une période dépassant 30 jours ouvrables,

(2) On peut accorder à un employé une aide financière pour l'aider à payer les dépenses suivantes :

- a) les frais de scolarité, si la demande est appuyée d'un **reçu**,
- b) les frais d'un voyage aller et retour au lieu de formation pendant la période du conge d'études, conformément aux règlements sur les voyages,
- c) les manuels,
- d) les autres dépenses autorisées et rattachées directement au cours ou à la formation proposées,

**.08** (1) Un employé peut obtenir un conge spécial quand il est choisi par le gouvernement en vue de fréquenter l'École nationale d'administration, l'École nationale d'administration publique, le Collège de la défense nationale ou un établissement semblable,

(2) **Sous** réserve de la disposition .04, on peut accorder à un employé une aide financière pour l'aider à payer les dépenses suivantes :

- a) les frais de scolarité, si la demande est appuyée d'un **reçu**,
- b) les frais d'un voyage aller et retour au lieu de formation pendant le conge d'études, conformément aux règlements sur les voyages,
- c) les autres dépenses autorisées et rattachées directement au cours ou à la formation,

# SYSTÈME DE POINTS

Le tableau suivant doit servir de guide pour déterminer le montant d'aide financière reçu par l'employé, On peut accorder 1, 2 ou 3 points dans chacune des trois colonnes de la demande de congé, Les points accordés dans chaque colonne sont additionnés pour donner le nombre total de points applicables à la demande, On calcule l'aide financière maximale reçue par l'employé en appliquant le pourcentage approprié du tableau au coût total de la formation proposée, par exemple, si une demande avait reçu 2, dans chacune des colonnes 1, 2 et 3 respectivement, ceci donnerait un total de 6 points;. Si le système de pourcentage est utilisé, l'employé aura droit à un maximum de 60 % du traitement et de toutes les autres dépenses auxquelles le ministère ou le Conseil de gestion appliqueront la formule. Un exemplaire de la formule de points remplie doit être annexé à chaque demande de congé d'études,

Lorsqu'une demande présentée vise le perfectionnement de l'employé selon un projet de carrière, les critères du système de points peuvent être interprétés comme se rapportant à l'emploi ou aux fonctions proposés plutôt qu'à l'emploi actuel de l'employé.

Rapport entre les fonctions de l'emploi et la formation proposée	Principal bénéficiaire de la formation proposée	Nécessité de la formation proposée
1. Utile sans avoir un rapport direct	Surtout l'employé	L'employé doit répondre aux normes minimales d'éducation de l'emploi actuel
2. Généralement rattachée aux fonctions de l'employé	L'employé et l'organisation sont bénéficiaires à part égale	L'employé doit se tenir au courant des nouvelles connaissances et techniques
3. Très particulièrement rattachée à la plupart des fonctions de l'employé	L'organisation surtout	Des fonctions ou responsabilités nouvelles ou éventuelles exigent cette formation pour le bon fonctionnement du programme

Points	% du traitement
0 - 3	0%
4	40%
5	50%
6	60%
7	80%
8	90%
9	100%

## ANNEXE E

**RÉGIME DE CONGÉS PRÉRETRAITE**  
**NOMBRE DE JOURS CRÉDITÉS AU TITRE DE L'ALLOCATION DE RETRAITE**  
**QUI PEUVENT ÊTRE UTILISÉS COMME CONGÉS PRÉRETRAITE AU LIEU DE**  
**FAIRE L'OBJET D'UN PAIEMENT AU COMPTANT AU DÉPART À LA RETRAITE**  
**• AU CHOIX DE L'EMPLOYÉ**

NOMBRE DE JOURS CRÉDITÉS AU DÉPART À LA RETRAITE	NOMBRE D'ANNÉES AVANT LA RETRAITE				
	5	4	3	2	1
25	2	3	4	6	10
30	2	4	5	7	12
35	3	4	<b>6</b>	8	14
<b>40</b>	3	5	6	10	<b>16</b>
45	4	<b>5</b>	7	<b>11</b>	<b>18</b>
50	4	6	<b>8</b>	12	20
55	4	7	<b>9</b>	13	22
<b>60</b>	5	7	<b>10</b>	14	24
65	5	<b>8</b>	<b>10</b>	16	26
70	6	8	<b>11</b>	17	28
75	6	9	12	<b>18</b>	30
80	6	<b>10</b>	13	<b>19</b>	32
85	7	<b>10</b>	14	20	34
<b>90</b>	7	<b>11</b>	14	22	36
95	<b>8</b>	<b>11</b>	15	23	38
<b>100</b>	8	12	16	24	40
105	<b>8</b>	13	17	25	42
110	9	13	18	26	44
115	9	14	<b>18</b>	28	46
120	<b>10</b>	14	<b>19</b>	<b>29</b>	48
125	10	15	20	30	50

1. On peut reporter à une année subséquente les jours crédités au titre de l'allocation de retraite qui ne sont pas pris au cours de l'année où ils auraient pu être utilisés.
2. Les jours au titre de l'allocation de retraite inutilisés au départ de la retraite feront l'objet d'un paiement au comptant.
3. Afin de permettre l'établissement d'un horaire de travail systématique, il faut présenter une demande visant à utiliser les jours crédités au titre de l'allocation de retraite au surveillant de l'employé sur préavis correspondant à deux fois le nombre de jours ouvrables visés par la demande. Par exemple, si on veut utiliser 25 jours, il faut présenter la demande au moins 50 jours à l'avance.
4. Une personne doit indemniser la province des congés de retraite qu'elle aura utilisés sans y avoir droit, et le montant de l'indemnité doit se calculer en fonction du taux de traitement de l'employé au moment de la cessation d'emploi.
5. On peut prendre les jours crédités au titre de l'allocation de retraite au cours de l'année civile pendant laquelle s'applique la disposition concernant les jours crédités.

## LIGNES DIRECTRICES RELATIVES A L'AVANCEMENT

Les lignes directrices relatives à l'avancement établies par l'employeur sont annexées à la présente à des fins d'information,

Lignes directrices relatives à l'avancement dans l'échelle salariale (à compter de la date anniversaire de l'employé) :

### INGÉNIEUR I (GROUPE 1)

- jeune diplômé universitaire en génie
- premier échelon
- après un an
- peut avancer de quatre échelons au maximum
- après 2 ans
- peut avancer de quatre échelons au maximum; à la discrétion du sous-ministre ou d'une personne désignée, une autre augmentation de quatre échelons peut être accordée
- après 3 ans
- peut avancer de quatre échelons au maximum
- après 4 ans
- peut avancer de quatre échelons au maximum; à la discrétion du sous-ministre ou d'une personne désignée, une autre augmentation de quatre échelons peut être accordée
- après 5 ans
- peut avancer de deux échelons au maximum; à la discrétion du sous-ministre ou d'une personne désignée, une promotion à ingénieur 2 - groupe 3 peut être accordée, comportant une augmentation de quatre échelons

### AGRONOME I / ÉCONOMISTE FAMILIALE I (GROUPE 1)

- jeune diplômé universitaire avec majeure en agriculture/économie familiale
- premier échelon
- après un an
- peut avancer de quatre échelons au maximum
- après 2 ans
- peut avancer de quatre échelons au maximum
- après 3 ans
- peut avancer de quatre échelons au maximum; à la discrétion du sous-ministre ou d'une personne désignée, une autre augmentation de quatre échelons peut être accordée
- après 4 ans
- peut avancer de quatre échelons au maximum
- après 5 ans
- peut avancer de deux échelons: à la discrétion du sous-ministre ou d'une personne désignée, une promotion à agronome 2 - groupe 2 peut être accordée, comportant une augmentation de quatre échelons

## ARPENTEUR-GÉOMÈTRE I (GROUPE 1)

- posséder un diplôme d'une école d'arpentage reconnue, avoir terminé la formation et posséder de l'expérience comme arpenteur-géomètre stagiaire
- premier echelon
- après un an
- peut avancer de quatre echelons au maximum
- après 2 ans
- peut avancer de quatre echelons au maximum; à la discretion du sous-ministre ou d'une personne designee, une autre augmentation de quatre echelons peut être accordée
- après 3 ans
- peut avancer de quatre echelons au maximum
- après 4 ans
- peut avancer de quatre échelons au maximum; à la discrétion du sous-ministre ou d'une personne désignée, ne autre augmentation de quatre echelons peut être accordée
- après 5 ans
- peut avancer de deux échelons au maximum: à la discretion du sous-ministre ou d'une personne désignée, une promotion à arpenteur-géomètre 2 - groupe 3 peut être accordée, comportant une augmentation de quatre echelons

## ARCHITECTE I (GROUPE 2)

- recent diplômé ayant de l'expérience
- quatrième echelon
- après un an
- peut avancer de quatre echelons au maximum
- après 2 ans
- peut avancer de quatre echelons au maximum
- après 3 ans
- peut avancer de quatre echelons dans l'échelle de salaire; à la discretion du sous-ministre ou d'une personne désignée, une promotion à architectee 2 - groupe 4 peut être accordée, comportant une augmentation de quatre échelons

## ARCHITECTE NAVAL (GROUPE 3)

- débutant
- dixième echelon

## VÉTÉRINAIRE I (GROUPE 2)



- récent diplômé d'une université agréée en médecine vétérinaire
- dixième échelon
- après un an
- peut avancer de quatre échelons au maximum
- après 2 ans
- peut avancer de quatre échelons au maximum; à la discrétion du sous-ministre ou d'une personne désignée, une promotion à vétérinaire 2 - groupe 4 **peut** être accordée, comportant une augmentation de quatre **(4)** échelons

## **VÉTÉRINAIRE II (GROUPE 4)**

- après trois ans  
(2 en tant **que** vétérinaire 1)
- peut avancer de quatre échelons au maximum

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## ANNEXE A

### FORMULE DE MAJORATION DU SALAIRE A LA DATE ANNIVERSAIRE COMMUNE

Les lignes directrices ci-dessous, établies par l'employeur, sont annexées à titre d'information seulement, elles ne font **pas** partie de la convention collective.

NOTES :

- La formule de majoration est basée **sur** une augmentation au mérite de deux échelons (2,4 %).
- Le taux de rémunération des employés doit correspondre à un échelon du régime de rémunération (**pas** de rémunération entre **deux** échelons).
- Si l'augmentation au mérite annuelle **est** de 2,4 %, on présume que l'augmentation s'accumule au rythme de 0,2 % **par** mois.
- Comme les employés doivent recevoir un échelon précis, la formule majore **le** montant de 0,2 % par mois de manière à faire correspondre **le** taux de rémunération à un échelon.

Dans l'exemple de formule, **la** date anniversaire commune **est** le 1er avril.

Date anniversaire précédente de l'employé	Nombre de mois depuis la dernière augmentation au mérite	Majoration graduelle de 0,2 % par mois	Augmentation d'échelon réelle au 1 <sup>er</sup> avril
Avril	12	2,4	2,4
Mai	11	2,2	2,4
Juin	10	2,0	2,4
Juillet	9	1,8	2,4
Août	8	1,6	1,2
Septembre	7	1,4	1,2
Octobre	6	1,2	1,2
Novembre	5	1,0	1,2
Decembre	4	0,8	0
Janvier	3	0,6	0
Fevrier	2	0,4	0
Mars	1	0,2	0