

SUBSIDIARY AGREEMENT #012

BETWEEN

THE

GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE

ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING

TECHNICAL, GENERAL AND FIELD SERVICES

NOVEMBER 27, 2001

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ARTICLE 1

PREAMBLE

- 1.01 This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement pursuant to Clause 3.01 of the Master Agreement.
- 1.02 In the event there is a conflict other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.
- 1.03 The purpose of this Agreement is to set forth the specific terms and conditions of employment and rates of compensation for those classes assigned by the Parties to Schedules "A" and "C" of the Technical, General and Field Services Subsidiary Agreement.

ARTICLE 2

EFFECTIVE DATE

- 2.01 This Agreement shall be effective from the beginning of the month following the date of signing and shall remain in effect thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, regular rates of pay as outlined in Schedules "A", "B", "C" and "D" shall be effective from the dates set out in the Schedules.

ARTICLE 3

PROBATIONARY PERIOD

- 3.01 Pursuant to Article 27 of the Master Agreement, the probationary period for classifications covered in this Agreement shall be twelve (12) months except as provided in Clause 3.02 of this Subsidiary Agreement.
- 3.02 The probationary period for the following classifications shall be six (6) months:

<u>Class Number</u>	<u>Class Title</u>
0603	Illustrator
0702	Museum Technician I
0716	Archives Technician I
0779	Computer Operator I
0780	Computer Operator II
1308	Technical Aide
1309	Technologist I
1310	Technologist II
2213	Electronics Technician I
2303	Projectionist
2540	Chauffeur
2544	Mobile Drill Operator
2560	Equipment Operator I
3002	Light Duty Caretaker
3003	Caretaker
3017	Guide
3101	Groundsworker
3103	Gardener I
3111	Farm Worker I
6203	Driver Examiner I
9531	Laboratory Assistant
9534	Laboratory Technician I

ARTICLE 4

HOURS OF WORK

- 4.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "A" shall be:
- (a) thirty-six and one-quarter (36 1/4) hours per week, seven and one-quarter (7 1/4) hours per day; or
 - (b) forty (40) hours per week, eight (8) hours per day, for Employees assigned to field services.
- 4.02 Employees coming under Sub-Clause 4.01(b) above shall receive, in addition to the specified salary for the respective classifications, a differential of ten point thirty-four (10.34) percent. This additional amount shall be considered part of their annual salary.

4.03 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees in classes listed in Schedule "C" shall be:

- (a) forty (40) hours per week for those classes listed in Schedule "E"; or
- (b) thirty-six and one-quarter (36 1/4) hours per week for all other classes in Schedule "C"; or
- (c) the equivalent of (a) or (b) above on a monthly, quarterly, or annual basis, and

where the normal work week is Monday to Friday, the hours of work shall be scheduled so that Employees work seven and one-quarter (7 1/4) or eight (8) hours per working day, exclusive of lunch periods.

4.04 Subject to Clause 4.03 above, when, because of operational requirements, hours of work are scheduled on a rotating or irregular basis, they shall be scheduled so that Employees:

- (a) on a daily basis, work seven and one-quarter (7 1/4) or eight (8) hours per day; and
- (b) on a weekly basis, work thirty-six and one-quarter (36 1/4) or forty (40) hours per week; and
- (c) normally receive two (2) consecutive days of rest every seven (7) calendar day period. However, where such days are split due to operational requirements, they shall not be split more than once in any three (3) consecutive calendar weeks, except by mutual agreement.

ARTICLE 5

OVERTIME

5.01 Pursuant to Article 17.03 of the Master Agreement all Employees in classes listed in Schedule "A" of this Agreement are eligible for premium overtime as follows:

- (a) for Employees working the hours under Sub-Clause 4.01(a) of this Agreement, after seven and one-quarter (7 1/4) hours of work per day; or
- (b) for Employees working the hours under Sub-Clause 4.01(b) of this Agreement, after eight (8) hours of work per day.

- 5.02 Pursuant to Article 17 of the Master Agreement Employees in classes listed in Schedule "C" of this Agreement will be compensated for authorized overtime hours worked in accordance with the provisions contained in Sub-Clause 17.03(a) of the Master Agreement.

ARTICLE 6

SHIFT DIFFERENTIAL

- 6.01 All Employees in the Technical, General and Field Services Subsidiary Agreement shall be eligible for shift differential payments as governed by Article 18 of the Master Agreement.

ARTICLE 7

UNIFORMS AND PROTECTIVE CLOTHING

- 7.01 Where the Deputy Head determines that uniforms, coveralls, smocks or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, replaced and cleaned upon approval by the Deputy Head of the Department.
- 7.02 Protective clothing and safety equipment shall be provided in accordance with the Occupational Health and Safety Act and the Regulations pursuant thereto, and the Radiation Protection Act.
- 7.03 Where the Deputy Head determines that safety footwear should be provided, the Employer shall either provide suitable safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of ninety dollars (\$90.00) per annum.
- 7.04 An annual shoe allowance of seventy dollars (\$70.00) shall be provided to Employees who are required to wear a uniform when shoes or boots are not provided as part of the uniform.

ARTICLE 8

MEDICAL EXAMINATIONS

- 8.01 Employees who are exposed to health hazards due to the nature of their work may be required to undergo periodic medical examinations. The cost of such medical examinations shall be paid by the Employing Department.
- 8.02 Where the Employing Department requires an Employee to undergo compulsory medical examinations, the cost of such examination shall be paid by the Employing Department.
- 8.03 This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

ARTICLE 9

LONG SERVICE INCREMENT

- 9.01 An Employee shall be eligible for the long service increment (L.S.I.) provided he:
- (a) has completed seven (7) years of current continuous service; and
 - (b) has been paid at the maximum salary of his classification during the immediately preceding period of two (2) years*; and
 - (c) is recommended for the increase by his Deputy Head.
- (Note: * Effective September 1, 2002 the period in 9.01(b) above will be one (1) year.)
- 9.02 An Employee who meets the provisions of Clause 9.01 shall be eligible for the L.S.I. effective from the first (1st) day of the following month.
- 9.03 An Employee who has qualified for L.S.I. pursuant to Clause 9.01 in a classification during his current period of employment, shall not be required to re-qualify with respect to Sub-Clause 9.01(b), when placed in another classification. The L.S.I. period of the new classification shall in these circumstances be considered the maximum salary in his new pay range.

ARTICLE 10

SPLIT SHIFTS

10.01 An Employee shall not be required, without his agreement, to work a split shift.

ARTICLE 11

HIGH RIGGING ALLOWANCE

11.01 Employees who work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres from the floor or ground level shall be paid an allowance of fifty (50) cents per hour for each hour or portion thereof while performing the following work:

- (a) the erecting or dismantling of scaffold when such scaffolding will exceed a height of ten feet six inches (10' 6") or three point two (3.2) metres; or
- (b) working on a swing stage or scaffold at a height in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
- (c) high rigging on skeleton erection work at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
- (d) working from a bosun's chair at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres; or
- (e) bridge construction and/or bridge maintenance work on a scaffold at heights in excess of ten feet six inches (10' 6") or three point two (3.2) metres.

SCHEDULE "A"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"

EFFECTIVE SEPTEMBER 1, 2001

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
0603	Illustrator	41
0607	Artist	51
0657	Library Technician I	44
0658	Library Assistant	51
0662	Library Technician II	48
0702	Museum Technician I	50
0703	Museum Technician II	54
0705	Museum Display Artist I	56
0706	Museum Display Artist II	60
0708	Museologist I	61
0709	Museologist II	67
0716	Archives Technician I	47
0717	Archives Technician II	54
0779	Computer Operator I	42
0780	Computer Operator II	49
0781	Computer Operator III	58
0782	Computer Operator IV	62
0783	Computer Operator V	66
0787	Programmer	50
1108	Specification Writer	65
1109	Accommodation Officer I	56
1110	Accommodation Officer II	61
1302	Environmental Engineering Technician	61
1307	Audio Visual Aids Technician	51
1308	Technical Aide	37
1309	Technologist I	42
1310	Technologist II	54
1311	Technologist III	60
1312	Technologist IV	66
1320	Educational Laboratory Technologist I	40
1321	Educational Laboratory Technologist II	50-52
1322	Educational Laboratory Technologist III	58
2060	Interior Designer I	57
2061	Interior Designer II	61
2062	Interior Designer III	67
2208	Communications Technician	55
2213	Electronics Technician I	51

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
2214	Electronics Technician II	56
2216	Electronics Technician III	61
2217	Electronics Technician IV	64
2310	Photographer I	46
2311	Photographer II	50
9531	Laboratory Assistant	30
9534	Laboratory Technician I	40
9535	Laboratory Technician II	48
9536	Laboratory Technician III	52
9537	Laboratory Technician IV	58
9538	Laboratory Technician V	62
9542	Laboratory Research Technician	64

SCHEDULE "C"

ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "D"

EFFECTIVE SEPTEMBER 1, 2001

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
2066	Building Superintendent I	40
2067	Building Superintendent II	46
2068	Building Superintendent III	52
2303	Projectionist	44
2530	Field Supervisor I	50
2531	Field Supervisor II	54*2
2532	Field Supervisor III	58*2
2533	Field Supervisor IV	60*2
2540	Chauffeur	40*3
2544	Mobile Drill Operator	49*5
2548	Deep Mobile Drill Operator	51*5
2560	Equipment Operator I	39*5
2561	Equipment Operator II	47*5
2562	Equipment Operator III	51*5
2563	Equipment Operator IV	55*5
3002	Light Duty Caretaker	29*4
3003	Caretaker	33*4
3008	Caretaker Foreman	39*3
3009	Caretaker Supervisor	43*3
3017	Guide	31*3
3021	Custodial Consultant	55
3101	Groundsworker	35*4
3103	Gardener I	39*2
3104	Gardener II	43
3105	Gardener III	47
3106	Gardener IV	51
3111	Farm Worker I	33
3112	Farm Worker II	37

* Indicates Starting Period in the Grade.

<u>Class Number</u>	<u>Class Title</u>	<u>Pay Grade</u>
4041	Land Conservation and Reclamation Council Member	64
4401	Agricultural Officer I	39
4402	Agricultural Officer II	45
4403	Agricultural Officer III	52
4420	Meat Inspector I	56
4421	Meat Inspector II	59
6203	Driver Examiner I	40-44
6204	Driver Examiner II	48
6205	Driver Examiner III	52
6220	Safety Education Representative I	50
6221	Safety Education Representative II	54

SCHEDULE "E"

(40 Hours Per Week)

<u>Class Number</u>	<u>Class Title</u>
2066	Building Superintendent I
2067	Building Superintendent II
2068	Building Superintendent III
2530	Field Supervisor I
2531	Field Supervisor II
2532	Field Supervisor III
2533	Field Supervisor IV
2540	Chauffeur
2560	Equipment Operator I
2561	Equipment Operator II
2562	Equipment Operator III
2563	Equipment Operator IV
3101	Groundsworker
3103	Gardener I
3104	Gardener II
3105	Gardener III
3106	Gardener IV
3111	Farm Worker I
3112	Farm Worker II

LETTER OF UNDERSTANDING

It is understood by the Parties to this Agreement that Wage Employees who work less than twelve (12) consecutive months from their date of hire or last increment but who return in the next season in the same classification within the same Department shall be eligible for an increment effective the first of the month following the completion of a total of twelve months worked provided he is recommended for the increase by his Deputy Head.

LETTER OF UNDERSTANDING

- A. Pursuant to Clause 2.01(b) of the Master Agreement dated November 27, 2001 and notwithstanding Supplement III of the same Agreement, the Parties shall administer Article 4, Hours of Work, of Subsidiary Agreement #012 to allow Government Services, Alberta Corporate Service Centre to implement modified shifts, as detailed in Appendix "A" for Computer Operators I-V (classes 0779 to 0783 inclusive), at the Data Centres.
- B. The Parties also agree that:
- (1) Clause 4.01(a) of Subsidiary Agreement #012 dated November 27, 2001 shall be administered so as to require the equivalent hours of work as would be required of an employee who works a normal 36 1/4 hours per week and occupying a position or as a full-time wage employee performing the work of a Computer Operator and who is required to work the normal hours of work.
 - (2) Notwithstanding Clause 16.05 of the Master Agreement dated November 27, 2001, time worked during meal breaks shall contribute towards the fulfillment of normal hours of work.
 - (3) Notwithstanding Clauses 16.03, 16.04 and 16.05 of the Master Agreement dated November 27, 2001, and Clause 2 above, employees who work extended shifts (12.08 hours per shift) shall normally receive 50 minutes of paid rest periods.
 - (4) Article 18 of the Master Agreement dated November 27, 2001, shall be administered so as to provide shift differential for employees required to work extended shifts (12.08 hours per shift). Such employees shall be paid shift differential for hours worked between 4:00 p.m. and 8:00 a.m., exclusive of any hours for which the employee receives overtime compensation.
 - (5) Articles 4.03(a), 4.04, 4.05(a), 14, 23, 30, 31, 32, 36, 37 and 38 of the Master Agreement dated November 27, 2001, shall be administered so as to provide benefits and entitlements which are expressed in terms of daily or weekly entitlements, converted to produce the equivalent hours of benefits and entitlements as they would have if the work week had not been modified.
 - (6) All of the above shall be effective from December 1, 2001, until the expiry of the current Collective Agreement between the Parties and any subsequent Collective Agreements, unless opened by either Party by notice to the other Party not less than (90) ninety days prior to the expiry of Subsidiary Agreement #012. Notwithstanding the above this Letter of Understanding shall remain in effect thereafter until a replacement Agreement is established. If the Parties do not reach a new Letter of Understanding within the 90 day notice period, this Letter of Understanding shall become null and void. The

Employing Department shall then have a further 90 days to re-establish operations under the terms and conditions identified in the Master and Subsidiary #012 Agreements. The time periods stated above may be extended by mutual agreement.

Signed this 27th day of November, 2001 at Edmonton, Alberta.

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

DATA CENTRES OPERATIONS

MODIFIED 12 HOUR SHIFT SCHEDULE

	<u>Standard Schedule</u>	<u>Modified Schedule</u>
Annual requirement in hours	1892 hours	1892 hours
Overall length of work day	8.25 hours	12.08 hours
Meal period	1 hour	None
Hours credited per work day	7.25 hours	12.08 hours
Paid rest periods per work day	2 @ 15 minutes	50 minutes total
Weekly work days	5 @ 7.25 hours	3 @ 12.08 hours
Hours worked per week	36.25 hours	36.25 hours
Paid Holidays Taken (PHT)	13 @ 7.25 hours	94.25 hours
Annual Vacation Leave days		
After 12 months' service	15 @ 7.25 hours	9 @ 12.08 hours
After 8 years' service	20 @ 7.25 hours	12 @ 12.08 hours
After 16 years' service	25 @ 7.25 hours	15 @ 12.08 hours
After 25 years' service	30 @ 7.25 hours	18 @ 12.08 hours
Shift Differential	Not Applicable	16:00 to 08:00
Casual Illness days	10 @ 7.25 hours	6 @ 12.08 hours
General Illness days	80 @ 7.25 hours	48 @ 12.08 hours
LTD Qualifying Period in days	80 @ 7.25 hours	48 @ 12.08 hours
WCB Supplement in days	80 @ 7.25 hours	48 @ 12.08 hours
Special Leave	10 @ 7.25 hours	Individually pro-rated on an hourly basis

Dated this 27th day of November, 2001

Witness

SHIRLEY R. HOWE
Acting Public Service Commissioner

Witness

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING

EMPLOYEE RELATIONS COMMITTEE

The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #012, Technical, General and Field Services. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.

The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

SHIRLEY R. HOWE
Acting Public Service Commissioner

DAN MacLENNAN
President, Alberta Union of
Provincial Employees

November 29, 2001
Date

November 27, 2001
Date

*** THIS LETTER OF UNDERSTANDING IS PRINTED WITH SUBSIDIARY AGREEMENT #012 FOR INFORMATION PURPOSES ONLY AND DOES NOT FORM PART OF THE AGREEMENT**

EMPLOYEE RELATIONS COMMITTEE*

TECHNICAL, GENERAL AND FIELD SERVICES - SUBSIDIARY #012

TERMS OF REFERENCE

1.0 PREAMBLE

- 1.1 The Parties agree to establish a joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by the Technical, General and Field Services, Subsidiary #012. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both parties on matters of mutual interest.
- 1.2 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- 1.3 Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement. The Parties acknowledge that action with respect to issues addressed are neither mandatory nor necessarily expected.

2.0 NAME OF COMMITTEE

- 2.1 The name of the Committee shall be: "Employee Relations Committee".

3.0 OBJECTIVE(S)

- 3.1 To promote and maintain effective communications in the areas of:
 - (a) working conditions;
 - (b) policies and procedures;
 - (c) staff development;
 - (d) suggestions for improved efficiency;
 - (e) information exchange relative to proposed operational changes;
 - (f) other matters as agreed to mutually by the Committee;
 - (g) class series.

- 3.2 It is agreed that the Committee will not deal with
- (i) issues for which there exist avenues for discussion or resolution which have not been explored,
 - (ii) pending or potential grievances,
 - (iii) terms and conditions of the Master Agreement.

4.0 MEMBERSHIP

- 4.1 The Committee shall be composed of equal representatives from Subsidiary #012 and Management.
- 4.2 Employee representatives will be members of the A.U.P.E. Subsidiary #012 employed by the Government of the Province of Alberta.
- 4.3 Employee representatives will be chosen by A.U.P.E. Subsidiary #012.
- 4.4 The Employee Co-Chairperson shall be appointed from and elected by the Employee representatives of the Committee. The Management Co-Chairperson will be appointed by the Public Service Commissioner.
- 4.5 Participation by Departments in providing Management representatives shall be voluntary.
- 4.6 Ideally the Co-Chairperson will serve for a period of at least one year.

5.0 GENERAL

- 5.1 All members of the Committee will have equal authority to advise, recommend and vote.
- 5.2 The two Co-Chairpersons will alternate in chairing the meetings.
- 5.3 A recording secretary will be provided by the assigned Co-Chairperson. Minutes will be approved and signed by the Co-Chairpersons and distributed to all members within one (1) week from any meeting.
- 5.4 Meetings will be held a minimum of two (2) times a year - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.

- 5.5 An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-Chairpersons. The final agenda will be set by mutual agreement of the Co-Chairpersons.
- 5.6 Individuals who are not representatives on the Committee may make presentations at meetings with the agreement of the Co-Chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.
- 5.7 The Committee shall be entitled to have, upon approval of the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information.
- 5.8 These terms of reference may be amended at any regular meeting of the Committee, providing that a proper notice to amend was made at the preceding regular meeting.

For Employer

For A.U.P.E., Local #012

*** NOT TO BE INCLUDED IN SUBSIDIARY AGREEMENT #012**

SCHEDULE "B"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2001

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
28	20,928	21,588	22,368	23,112	23,952	24,852	25,884
	1,744	1,799	1,864	1,926	1,996	2,071	2,157
29	21,252	21,888	22,704	23,508	24,348	25,416	26,352
	1,771	1,824	1,892	1,959	2,029	2,118	2,196
30	21,588	22,368	23,112	23,952	24,852	25,884	26,868
	1,799	1,864	1,926	1,996	2,071	2,157	2,239
31	21,888	22,704	23,508	24,348	25,416	26,352	27,324
	1,824	1,892	1,959	2,029	2,118	2,196	2,277
32	22,368	23,112	23,952	24,852	25,884	26,868	27,888
	1,864	1,926	1,996	2,071	2,157	2,239	2,324
33	22,704	23,508	24,348	25,416	26,352	27,324	28,428
	1,892	1,959	2,029	2,118	2,196	2,277	2,369
34	23,112	23,952	24,852	25,884	26,868	27,888	28,932
	1,926	1,996	2,071	2,157	2,239	2,324	2,411
35	23,508	24,348	25,416	26,352	27,324	28,428	29,544
	1,959	2,029	2,118	2,196	2,277	2,369	2,462
36	23,952	24,852	25,884	26,868	27,888	28,932	30,084
	1,996	2,071	2,157	2,239	2,324	2,411	2,507
37	24,348	25,416	26,352	27,324	28,428	29,544	30,744
	2,029	2,118	2,196	2,277	2,369	2,462	2,562
38	24,852	25,884	26,868	27,888	28,932	30,084	31,344
	2,071	2,157	2,239	2,324	2,411	2,507	2,612
39	25,416	26,352	27,324	28,428	29,544	30,744	32,004
	2,118	2,196	2,277	2,369	2,462	2,562	2,667
40	25,884	26,868	27,888	28,932	30,084	31,344	32,580
	2,157	2,239	2,324	2,411	2,507	2,612	2,715
41	26,352	27,324	28,428	29,544	30,744	32,004	33,228
	2,196	2,277	2,369	2,462	2,562	2,667	2,769
42	26,868	27,888	28,932	30,084	31,344	32,580	33,924
	2,239	2,324	2,411	2,507	2,612	2,715	2,827
43	27,324	28,428	29,544	30,744	32,004	33,228	34,524
	2,277	2,369	2,462	2,562	2,667	2,769	2,877

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
44	27,888	28,932	30,084	31,344	32,580	33,924	35,280
	2,324	2,411	2,507	2,612	2,715	2,827	2,940
45	28,428	29,544	30,744	32,004	33,228	34,524	36,036
	2,369	2,462	2,562	2,667	2,769	2,877	3,003
46	28,932	30,084	31,344	32,580	33,924	35,280	36,780
	2,411	2,507	2,612	2,715	2,827	2,940	3,065
47	29,544	30,744	32,004	33,228	34,524	36,036	37,428
	2,462	2,562	2,667	2,769	2,877	3,003	3,119
48	30,084	31,344	32,580	33,924	35,280	36,780	38,280
	2,507	2,612	2,715	2,827	2,940	3,065	3,190
49	30,744	32,004	33,228	34,524	36,036	37,428	39,084
	2,562	2,667	2,769	2,877	3,003	3,119	3,257
50	31,344	32,580	33,924	35,280	36,780	38,280	40,044
	2,612	2,715	2,827	2,940	3,065	3,190	3,337
51	32,004	33,228	34,524	36,036	37,428	39,084	40,920
	2,667	2,769	2,877	3,003	3,119	3,257	3,410
52	32,580	33,924	35,280	36,780	38,280	40,044	41,796
	2,715	2,827	2,940	3,065	3,190	3,337	3,483
53	33,228	34,524	36,036	37,428	39,084	40,920	42,792
	2,769	2,877	3,003	3,119	3,257	3,410	3,566
54	33,924	35,280	36,780	38,280	40,044	41,796	43,836
	2,827	2,940	3,065	3,190	3,337	3,483	3,653
55	34,524	36,036	37,428	39,084	40,920	42,792	44,796
	2,877	3,003	3,119	3,257	3,410	3,566	3,733
56	35,280	36,780	38,280	40,044	41,796	43,836	45,948
	2,940	3,065	3,190	3,337	3,483	3,653	3,829
57	36,036	37,428	39,084	40,920	42,792	44,796	46,944
	3,003	3,119	3,257	3,410	3,566	3,733	3,912
58	36,780	38,280	40,044	41,796	43,836	45,948	47,976
	3,065	3,190	3,337	3,483	3,653	3,829	3,998
59	37,428	39,084	40,920	42,792	44,796	46,944	49,092
	3,119	3,257	3,410	3,566	3,733	3,912	4,091
60	38,280	40,044	41,796	43,836	45,948	47,976	50,148
	3,190	3,337	3,483	3,653	3,829	3,998	4,179
61	39,084	40,920	42,792	44,796	46,944	49,092	51,372
	3,257	3,410	3,566	3,733	3,912	4,091	4,281
62	40,044	41,796	43,836	45,948	47,976	50,148	52,596
	3,337	3,483	3,653	3,829	3,998	4,179	4,383

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
63	40,920	42,792	44,796	46,944	49,092	51,372	53,760
	3,410	3,566	3,733	3,912	4,091	4,281	4,480
64	41,796	43,836	45,948	47,976	50,148	52,596	55,032
	3,483	3,653	3,829	3,998	4,179	4,383	4,586
65	42,792	44,796	46,944	49,092	51,372	53,760	56,196
	3,566	3,733	3,912	4,091	4,281	4,480	4,683
66	43,836	45,948	47,976	50,148	52,596	55,032	57,552
	3,653	3,829	3,998	4,179	4,383	4,586	4,796
67	44,796	46,944	49,092	51,372	53,760	56,196	58,824
	3,733	3,912	4,091	4,281	4,480	4,683	4,902
68	45,948	47,976	50,148	52,596	55,032	57,552	60,228
	3,829	3,998	4,179	4,383	4,586	4,796	5,019
69	46,944	49,092	51,372	53,760	56,196	58,824	61,644
	3,912	4,091	4,281	4,480	4,683	4,902	5,137
70	47,976	50,148	52,596	55,032	57,552	60,228	63,156
	3,998	4,179	4,383	4,586	4,796	5,019	5,263

* Indicates Long Service Increment Only

SCHEDULE "B"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2002

GRADE	<u>Salary Periods</u>						*LSI
	1	2	3	4	5	6	
28	21,768	22,452	23,268	24,036	24,912	25,848	26,916
	1,814	1,871	1,939	2,003	2,076	2,154	2,243
29	22,104	22,764	23,616	24,444	25,320	26,436	27,408
	1,842	1,897	1,968	2,037	2,110	2,203	2,284
30	22,452	23,268	24,036	24,912	25,848	26,916	27,948
	1,871	1,939	2,003	2,076	2,154	2,243	2,329
31	22,764	23,616	24,444	25,320	26,436	27,408	28,416
	1,897	1,968	2,037	2,110	2,203	2,284	2,368
32	23,268	24,036	24,912	25,848	26,916	27,948	29,004
	1,939	2,003	2,076	2,154	2,243	2,329	2,417
33	23,616	24,444	25,320	26,436	27,408	28,416	29,568
	1,968	2,037	2,110	2,203	2,284	2,368	2,464
34	24,036	24,912	25,848	26,916	27,948	29,004	30,084
	2,003	2,076	2,154	2,243	2,329	2,417	2,507
35	24,444	25,320	26,436	27,408	28,416	29,568	30,720
	2,037	2,110	2,203	2,284	2,368	2,464	2,560
36	24,912	25,848	26,916	27,948	29,004	30,084	31,284
	2,076	2,154	2,243	2,329	2,417	2,507	2,607
37	25,320	26,436	27,408	28,416	29,568	30,720	31,968
	2,110	2,203	2,284	2,368	2,464	2,560	2,664
38	25,848	26,916	27,948	29,004	30,084	31,284	32,592
	2,154	2,243	2,329	2,417	2,507	2,607	2,716
39	26,436	27,408	28,416	29,568	30,720	31,968	33,288
	2,203	2,284	2,368	2,464	2,560	2,664	2,774
40	26,916	27,948	29,004	30,084	31,284	32,592	33,888
	2,243	2,329	2,417	2,507	2,607	2,716	2,824
41	27,408	28,416	29,568	30,720	31,968	33,288	34,560
	2,284	2,368	2,464	2,560	2,664	2,774	2,880
42	27,948	29,004	30,084	31,284	32,592	33,888	35,280
	2,329	2,417	2,507	2,607	2,716	2,824	2,940
43	28,416	29,568	30,720	31,968	33,288	34,560	35,904
	2,368	2,464	2,560	2,664	2,774	2,880	2,992

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
44	29,004	30,084	31,284	32,592	33,888	35,280	36,696
	2,417	2,507	2,607	2,716	2,824	2,940	3,058
45	29,568	30,720	31,968	33,288	34,560	35,904	37,476
	2,464	2,560	2,664	2,774	2,880	2,992	3,123
46	30,084	31,284	32,592	33,888	35,280	36,696	38,256
	2,507	2,607	2,716	2,824	2,940	3,058	3,188
47	30,720	31,968	33,288	34,560	35,904	37,476	38,928
	2,560	2,664	2,774	2,880	2,992	3,123	3,244
48	31,284	32,592	33,888	35,280	36,696	38,256	39,816
	2,607	2,716	2,824	2,940	3,058	3,188	3,318
49	31,968	33,288	34,560	35,904	37,476	38,928	40,644
	2,664	2,774	2,880	2,992	3,123	3,244	3,387
50	32,592	33,888	35,280	36,696	38,256	39,816	41,640
	2,716	2,824	2,940	3,058	3,188	3,318	3,470
51	33,288	34,560	35,904	37,476	38,928	40,644	42,552
	2,774	2,880	2,992	3,123	3,244	3,387	3,546
52	33,888	35,280	36,696	38,256	39,816	41,640	43,464
	2,824	2,940	3,058	3,188	3,318	3,470	3,622
53	34,560	35,904	37,476	38,928	40,644	42,552	44,508
	2,880	2,992	3,123	3,244	3,387	3,546	3,709
54	35,280	36,696	38,256	39,816	41,640	43,464	45,588
	2,940	3,058	3,188	3,318	3,470	3,622	3,799
55	35,904	37,476	38,928	40,644	42,552	44,508	46,584
	2,992	3,123	3,244	3,387	3,546	3,709	3,882
56	36,696	38,256	39,816	41,640	43,464	45,588	47,784
	3,058	3,188	3,318	3,470	3,622	3,799	3,982
57	37,476	38,928	40,644	42,552	44,508	46,584	48,816
	3,123	3,244	3,387	3,546	3,709	3,882	4,068
58	38,256	39,816	41,640	43,464	45,588	47,784	49,896
	3,188	3,318	3,470	3,622	3,799	3,982	4,158
59	38,928	40,644	42,552	44,508	46,584	48,816	51,060
	3,244	3,387	3,546	3,709	3,882	4,068	4,255
60	39,816	41,640	43,464	45,588	47,784	49,896	52,152
	3,318	3,470	3,622	3,799	3,982	4,158	4,346
61	40,644	42,552	44,508	46,584	48,816	51,060	53,424
	3,387	3,546	3,709	3,882	4,068	4,255	4,452
62	41,640	43,464	45,588	47,784	49,896	52,152	54,696
	3,470	3,622	3,799	3,982	4,158	4,346	4,558

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
63	42,552	44,508	46,584	48,816	51,060	53,424	55,908
	3,546	3,709	3,882	4,068	4,255	4,452	4,659
64	43,464	45,588	47,784	49,896	52,152	54,696	57,228
	3,622	3,799	3,982	4,158	4,346	4,558	4,769
65	44,508	46,584	48,816	51,060	53,424	55,908	58,440
	3,709	3,882	4,068	4,255	4,452	4,659	4,870
66	45,588	47,784	49,896	52,152	54,696	57,228	59,856
	3,799	3,982	4,158	4,346	4,558	4,769	4,988
67	46,584	48,816	51,060	53,424	55,908	58,440	61,176
	3,882	4,068	4,255	4,452	4,659	4,870	5,098
68	47,784	49,896	52,152	54,696	57,228	59,856	62,640
	3,982	4,158	4,346	4,558	4,769	4,988	5,220
69	48,816	51,060	53,424	55,908	58,440	61,176	64,104
	4,068	4,255	4,452	4,659	4,870	5,098	5,342
70	49,896	52,152	54,696	57,228	59,856	62,640	65,688
	4,158	4,346	4,558	4,769	4,988	5,220	5,474

* Indicates Long Service Increment Only

SCHEDULE "D"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2001

Salary Periods

GRADE	1	2	3	4	5	*LSI
23	23,028	23,568	24,132	24,660	25,332	25,980
	1,919	1,964	2,011	2,055	2,111	2,165
24	23,328	23,892	24,384	24,984	25,656	26,340
	1,944	1,991	2,032	2,082	2,138	2,195
25	23,568	24,132	24,660	25,332	25,980	26,640
	1,964	2,011	2,055	2,111	2,165	2,220
26	23,892	24,384	24,984	25,656	26,340	27,036
	1,991	2,032	2,082	2,138	2,195	2,253
27	24,132	24,660	25,332	25,980	26,640	27,408
	2,011	2,055	2,111	2,165	2,220	2,284
28	24,384	24,984	25,656	26,340	27,036	27,780
	2,032	2,082	2,138	2,195	2,253	2,315
29	24,660	25,332	25,980	26,640	27,408	28,164
	2,055	2,111	2,165	2,220	2,284	2,347
30	24,984	25,656	26,340	27,036	27,780	28,584
	2,082	2,138	2,195	2,253	2,315	2,382
31	25,332	25,980	26,640	27,408	28,164	28,968
	2,111	2,165	2,220	2,284	2,347	2,414
32	25,656	26,340	27,036	27,780	28,584	29,412
	2,138	2,195	2,253	2,315	2,382	2,451
33	25,980	26,640	27,408	28,164	28,968	29,844
	2,165	2,220	2,284	2,347	2,414	2,487
34	26,340	27,036	27,780	28,584	29,412	30,336
	2,195	2,253	2,315	2,382	2,451	2,528
35	26,640	27,408	28,164	28,968	29,844	30,792
	2,220	2,284	2,347	2,414	2,487	2,566
36	27,036	27,780	28,584	29,412	30,336	31,260
	2,253	2,315	2,382	2,451	2,528	2,605
37	27,408	28,164	28,968	29,844	30,792	31,716
	2,284	2,347	2,414	2,487	2,566	2,643
38	27,780	28,584	29,412	30,336	31,260	32,352
	2,315	2,382	2,451	2,528	2,605	2,696

Salary Periods

GRADE	1	2	3	4	5	*LSI
39	28,164	28,968	29,844	30,792	31,716	32,904
	2,347	2,414	2,487	2,566	2,643	2,742
40	28,584	29,412	30,336	31,260	32,352	33,468
	2,382	2,451	2,528	2,605	2,696	2,789
41	28,968	29,844	30,792	31,716	32,904	34,068
	2,414	2,487	2,566	2,643	2,742	2,839
42	29,412	30,336	31,260	32,352	33,468	34,668
	2,451	2,528	2,605	2,696	2,789	2,889
43	29,844	30,792	31,716	32,904	34,068	35,340
	2,487	2,566	2,643	2,742	2,839	2,945
44	30,336	31,260	32,352	33,468	34,668	36,000
	2,528	2,605	2,696	2,789	2,889	3,000
45	30,792	31,716	32,904	34,068	35,340	36,744
	2,566	2,643	2,742	2,839	2,945	3,062
46	31,260	32,352	33,468	34,668	36,000	37,356
	2,605	2,696	2,789	2,889	3,000	3,113
47	31,716	32,904	34,068	35,340	36,744	38,004
	2,643	2,742	2,839	2,945	3,062	3,167
48	32,352	33,468	34,668	36,000	37,356	38,796
	2,696	2,789	2,889	3,000	3,113	3,233
49	32,904	34,068	35,340	36,744	38,004	39,576
	2,742	2,839	2,945	3,062	3,167	3,298
50	33,468	34,668	36,000	37,356	38,796	40,380
	2,789	2,889	3,000	3,113	3,233	3,365
51	34,068	35,340	36,744	38,004	39,576	41,268
	2,839	2,945	3,062	3,167	3,298	3,439
52	34,668	36,000	37,356	38,796	40,380	42,120
	2,889	3,000	3,113	3,233	3,365	3,510
53	35,340	36,744	38,004	39,576	41,268	42,984
	2,945	3,062	3,167	3,298	3,439	3,582
54	36,000	37,356	38,796	40,380	42,120	43,944
	3,000	3,113	3,233	3,365	3,510	3,662
55	36,744	38,004	39,576	41,268	42,984	44,868
	3,062	3,167	3,298	3,439	3,582	3,739
56	37,356	38,796	40,380	42,120	43,944	45,948
	3,113	3,233	3,365	3,510	3,662	3,829
57	38,004	39,576	41,268	42,984	44,868	46,896
	3,167	3,298	3,439	3,582	3,739	3,908

Salary Periods

GRADE	1	2	3	4	5	*LSI
58	38,796	40,380	42,120	43,944	45,948	47,892
	3,233	3,365	3,510	3,662	3,829	3,991
59	39,576	41,268	42,984	44,868	46,896	48,912
	3,298	3,439	3,582	3,739	3,908	4,076
60	40,380	42,120	43,944	45,948	47,892	49,992
	3,365	3,510	3,662	3,829	3,991	4,166
61	41,268	42,984	44,868	46,896	48,912	51,132
	3,439	3,582	3,739	3,908	4,076	4,261
62	42,120	43,944	45,948	47,892	49,992	52,224
	3,510	3,662	3,829	3,991	4,166	4,352
63	42,984	44,868	46,896	48,912	51,132	53,352
	3,582	3,739	3,908	4,076	4,261	4,446
64	43,944	45,948	47,892	49,992	52,224	54,528
	3,662	3,829	3,991	4,166	4,352	4,544
65	44,868	46,896	48,912	51,132	53,352	55,644
	3,739	3,908	4,076	4,261	4,446	4,637
66	45,948	47,892	49,992	52,224	54,528	56,952
	3,829	3,991	4,166	4,352	4,544	4,746
67	46,896	48,912	51,132	53,352	55,644	58,140
	3,908	4,076	4,261	4,446	4,637	4,845

* Indicates Long Service Increment Only

SCHEDULE "D"

TECHNICAL, GENERAL AND FIELD SERVICES - SALARY GRID

EFFECTIVE SEPTEMBER 1, 2002

Salary Periods

GRADE	1	2	3	4	5	*LSI
23	23,952	24,516	25,092	25,644	26,340	27,024
	1,996	2,043	2,091	2,137	2,195	2,252
24	24,264	24,852	25,356	25,980	26,688	27,396
	2,022	2,071	2,113	2,165	2,224	2,283
25	24,516	25,092	25,644	26,340	27,024	27,708
	2,043	2,091	2,137	2,195	2,252	2,309
26	24,852	25,356	25,980	26,688	27,396	28,116
	2,071	2,113	2,165	2,224	2,283	2,343
27	25,092	25,644	26,340	27,024	27,708	28,500
	2,091	2,137	2,195	2,252	2,309	2,375
28	25,356	25,980	26,688	27,396	28,116	28,896
	2,113	2,165	2,224	2,283	2,343	2,408
29	25,644	26,340	27,024	27,708	28,500	29,292
	2,137	2,195	2,252	2,309	2,375	2,441
30	25,980	26,688	27,396	28,116	28,896	29,724
	2,165	2,224	2,283	2,343	2,408	2,477
31	26,340	27,024	27,708	28,500	29,292	30,132
	2,195	2,252	2,309	2,375	2,441	2,511
32	26,688	27,396	28,116	28,896	29,724	30,588
	2,224	2,283	2,343	2,408	2,477	2,549
33	27,024	27,708	28,500	29,292	30,132	31,032
	2,252	2,309	2,375	2,441	2,511	2,586
34	27,396	28,116	28,896	29,724	30,588	31,548
	2,283	2,343	2,408	2,477	2,549	2,629
35	27,708	28,500	29,292	30,132	31,032	32,028
	2,309	2,375	2,441	2,511	2,586	2,669
36	28,116	28,896	29,724	30,588	31,548	32,508
	2,343	2,408	2,477	2,549	2,629	2,709
37	28,500	29,292	30,132	31,032	32,028	32,988
	2,375	2,441	2,511	2,586	2,669	2,749
38	28,896	29,724	30,588	31,548	32,508	33,648
	2,408	2,477	2,549	2,629	2,709	2,804

Salary Periods

GRADE	1	2	3	4	5	*LSI
39	29,292	30,132	31,032	32,028	32,988	34,224
	2,441	2,511	2,586	2,669	2,749	2,852
40	29,724	30,588	31,548	32,508	33,648	34,812
	2,477	2,549	2,629	2,709	2,804	2,901
41	30,132	31,032	32,028	32,988	34,224	35,436
	2,511	2,586	2,669	2,749	2,852	2,953
42	30,588	31,548	32,508	33,648	34,812	36,060
	2,549	2,629	2,709	2,804	2,901	3,005
43	31,032	32,028	32,988	34,224	35,436	36,756
	2,586	2,669	2,749	2,852	2,953	3,063
44	31,548	32,508	33,648	34,812	36,060	37,440
	2,629	2,709	2,804	2,901	3,005	3,120
45	32,028	32,988	34,224	35,436	36,756	38,208
	2,669	2,749	2,852	2,953	3,063	3,184
46	32,508	33,648	34,812	36,060	37,440	38,856
	2,709	2,804	2,901	3,005	3,120	3,238
47	32,988	34,224	35,436	36,756	38,208	39,528
	2,749	2,852	2,953	3,063	3,184	3,294
48	33,648	34,812	36,060	37,440	38,856	40,344
	2,804	2,901	3,005	3,120	3,238	3,362
49	34,224	35,436	36,756	38,208	39,528	41,160
	2,852	2,953	3,063	3,184	3,294	3,430
50	34,812	36,060	37,440	38,856	40,344	42,000
	2,901	3,005	3,120	3,238	3,362	3,500
51	35,436	36,756	38,208	39,528	41,160	42,924
	2,953	3,063	3,184	3,294	3,430	3,577
52	36,060	37,440	38,856	40,344	42,000	43,800
	3,005	3,120	3,238	3,362	3,500	3,650
53	36,756	38,208	39,528	41,160	42,924	44,700
	3,063	3,184	3,294	3,430	3,577	3,725
54	37,440	38,856	40,344	42,000	43,800	45,696
	3,120	3,238	3,362	3,500	3,650	3,808
55	38,208	39,528	41,160	42,924	44,700	46,668
	3,184	3,294	3,430	3,577	3,725	3,889
56	38,856	40,344	42,000	43,800	45,696	47,784
	3,238	3,362	3,500	3,650	3,808	3,982
57	39,528	41,160	42,924	44,700	46,668	48,768
	3,294	3,430	3,577	3,725	3,889	4,064

Salary Periods

GRADE	1	2	3	4	5	*LSI
58	40,344	42,000	43,800	45,696	47,784	49,812
	3,362	3,500	3,650	3,808	3,982	4,151
59	41,160	42,924	44,700	46,668	48,768	50,868
	3,430	3,577	3,725	3,889	4,064	4,239
60	42,000	43,800	45,696	47,784	49,812	51,996
	3,500	3,650	3,808	3,982	4,151	4,333
61	42,924	44,700	46,668	48,768	50,868	53,172
	3,577	3,725	3,889	4,064	4,239	4,431
62	43,800	45,696	47,784	49,812	51,996	54,312
	3,650	3,808	3,982	4,151	4,333	4,526
63	44,700	46,668	48,768	50,868	53,172	55,488
	3,725	3,889	4,064	4,239	4,431	4,624
64	45,696	47,784	49,812	51,996	54,312	56,712
	3,808	3,982	4,151	4,333	4,526	4,726
65	46,668	48,768	50,868	53,172	55,488	57,864
	3,889	4,064	4,239	4,431	4,624	4,822
66	47,784	49,812	51,996	54,312	56,712	59,232
	3,982	4,151	4,333	4,526	4,726	4,936
67	48,768	50,868	53,172	55,488	57,864	60,468
	4,064	4,239	4,431	4,624	4,822	5,039

* Indicates Long Service Increment Only