

THIS MEMORANDUM OF AGREEMENT MADE THIS 25th day of February, 1999

Between the negotiating committees of:

THE REGION OF HAMILTON-WENTWORTH
(hereafter referred to as the Region)

and

THE CORPORATION OF THE CITY OF HAMILTON
(hereafter referred to as the City)

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 5
(REGION AND CITY BARGAINING UNITS)

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 167
(REGION ADMINISTRATIVE AND CITY BARGAINING UNITS)

1. The parties herein agree to the terms of the Memorandum as constituting full settlement of all matters at issue between the parties.
2. The undersigned representatives of the parties agree to recommend unanimously acceptance of all the terms of this Memorandum to their respective parties.
3. The parties herein agree that the term of the Collective Agreement shall be April 1, 1999 to March 31, 2001.
4. The parties agree that all provisions of the Collective Agreements covering the period April 1, 1996 to March 31, 1999 (City CUPE Local 5 and 167), shall continue in effect except as amended by the following provisions.
5. The terms and conditions of the City CUPE Local 5 and 167 Collective Agreements, will be deemed to govern relations between the parties, except that provisions contained in the expired Regional CUPE Local 5 and 167 Collective Agreements, will be deemed to be renewed, and will form part of the City Collective Agreements, to the extent necessary to meet operational requirements.
6. The Collective Agreements shall be amended in accordance with the following, including attachments and such amendments shall become effective upon ratification by both parties whose proper officers have appended their signatures hereto unless specifically provided otherwise.

The following are the amendments referred to in item 5 above:

SENIORITY

1. With respect to seniority, City Local 5 and Region Local 5 lists will be dovetailed insofar as, Regional employees shall carry service and seniority and be placed within the City list at the appropriate position.
2. With respect to seniority, City Local 167 and Region Local 167 (Administrative) lists will be dovetailed insofar as, Regional employees shall carry service and seniority and be placed within the City list at the appropriate position.
3. Non-union employees who are included in unionized positions will be ascribed seniority, equivalent to their current service with the Employer and will be dovetailed insofar as, employees shall carry service and seniority and be placed within the City list at the appropriate position.
4. Whenever any non.-union position is transferred into a bargaining unit and there is an incumbent in the position, the incumbent will be transferred with the position and the position will not be posted.
5. With respect to seniority, employees transferred from one bargaining unit to another bargaining unit, will be dovetailed insofar as, employees shall carry service and seniority and be placed within the new bargaining unit list at the appropriate position. The parties agree that members who have posted or transferred between bargaining units and suffered a loss in seniority shall be made whole, It is understood that the union shall identify such members to the employer.
6. Amend Article 14.4 of the City Local 5 Collective Agreement, for lay-off , in accordance with the following:
 - In all cases of lay-off and recall from lay-off, such lay-off or recall shall be made with seniority being the governing factor provided the employee retained or recalled can, in management's opinion, perform the work in a satisfactory manner. The employees retained must possess the skills, abilities and necessary qualifications to perform the work required, regardless of their regular classification. In the event employees exercise their seniority rights, in the context of a lay-off, to "bump up", they must return to their former position upon recall. It is expressly understood that, in the exercise of its rights under this clause, management will not act in a manner that is arbitrary or discriminatory,

DURATION OF AGREEMENTS

April 1, 1999 to March 31, 2001

WAGES AND BENEFITS

1. Effective January 15, 1998, a general increase of \$0.20 per hour for all Local 5 (Region) classifications.
2. Effective April 1, 1998, adjust all Local 167 (Region Administrative) salary schedule rates to reflect the City 167 salary schedule rates .
3. Effective April 1, 1999, a general increase of 1.5% for all Local 5 and all Local 167 classifications.
4. Effective April 1, 2000, a general increase of 1.5% for all Local 5 and all Local 167 classifications.
5. All employees, union and non-union, at all levels of the organization, will be required to make the necessary arrangements to receive their pay via direct deposit.
6. Extended Health and Dental Plans shall all be administered to ensure that employees will not suffer any overall reduction in benefit value and coverage.
7. Income Protection shall be in accordance with the current Region plan. Changes will be as noted.:
 - Local 5 (City) shall have their penalty day converted from the second occurrence to the third occurrence.
 - Local 5 (City) shall be required to submit a properly completed claim form (long form) without reimbursement.
 - Local 5 (City) the 70% benefit level shall be converted to 66 2/3%.
 - Local 167 (City) shall have their 90% benefit level increased to 100% and their 70% benefit level converted to 66 2/3%.
 - Freeze current 100% entitlement for existing City employees as existing on the date of ratification.

- Accrual of 100% entitlements for all employees to be dependent upon employees not incurring any absence for a 12 month period, with one week of 100% benefit to be accrued per 12 month absence-free period. The twelve month periods will be based on a rolling calendar beginning initially on the date of ratification and subsequently from the date of return to work from each and every successive absence. (All City employees entitled to Income Protection)
- Bridging Local 5 and 167: The Employer agrees that the first occasion of an injury or illness will be bridged so that income replacement commences 14 days after the absence begins. Any subsequent new claim or re-occurrence will be bridged **so that** income replacement commences 28 days after the absence begins. At such time as the claim is decided by W.S.I.B. or L.T.D. payment will revert to direct payment from W.S.I.B. or L.T.D.
- The Sick Leave By-law (City) shall be amended in order that non-paid days will be drawn to the nearest ½ day from the current 1/10th day.

HARMONIZING COLLECTIVE AGREEMENT PROVISIONS

CUPE LOCAL 167

Article 1.3

Will be as updated by the parties and will form a Schedule “E” of the Collective Agreement.

Article 4.1

delete the reference to “in City Hall Departments”

Article 5.14

add a new article to read as follows: Construction Inspectors required on the job for a period of nine and three quarters (9 ¾) continuous working hours (including meal periods) shall be paid a meal allowance of \$5.50.

Article 8.1 (housekeeping)

Correct to read as follows:

7 weeks + 2 days	14.4%
6 weeks + 2 days	12.8%
6 weeks + 1 day	12.4%
6 weeks	12.0%
5 weeks + 4 days	11.6%
5 weeks + 3 days	11.2%
5 weeks + 2 days	10.8%
4 weeks + 2 days	8.8%
3 weeks + 2 days	6.8%
2 weeks + 2 days	4.8%

Article 11.2 amend the language to include reference for “common law relationship”, in accordance with the current language in **the** Region 167 Collective Agreement.

Article 12.1 (housekeeping)
Delete paragraphs 3,4,5.

Article 13.12 (Region 13.11 periodic postings)
Add to City Collective Agreement

Article 16.3 add: The President of Local 167, (or designate), shall attend 1st step grievance meetings with the Steward.

Article 19.2, 2nd paragraph amend by adding the word “annual” before the word anniversary

Article 22.1 and 22.2: applicable to part-time agreement.

Article 22.5: delete article

Article 23.2 (add a new paragraph)
Add. to read as follows: Protective clothing will be provided to cooking and housekeeping staff at the Day Care Centre. This clothing shall include art smocks for the teachers.

Article 23.3 (add a new paragraph)
Add. to read as follows: Construction Inspectors shall be provided with commuter boots.

Schedule “B” (Region)

Update and Include

Schedule “E” (both)

Delete

Letters of Understanding: Add Region letter on article 14.1 as amended by deleting reference to the Regional, add Recall letter, add. MCSS letter from Region, replace current letter on full time President with current Region letter on full time President; 18 month provision in MCSS letter to be applicable to City 167.

CUPE LOCAL 5

Article 2.6
delete

Article 5.4
Replace clause with Regional Local 5 clause

Article 6.9
Include Regional Sections 1-1 1 to this clause

Article 6.9 (a)

Include Regional sewer & water section in continuation overtime,
Subsection v) include reference to Regional Garage

Article 6.9 (b)

Include Regional sewer & water section in scheduled overtime

Article 6.9 (c)

Include Regional maintenance investigators in call-out overtime
Include Regional sewer & water in call-out overtime

Article 6.9 (d) v)

Include Regional waterworks in the stand-by duty

Article 14.13(housekeeping)

Revise language to mirror the language in the Region Agreement

Letters of Understanding

Add: Region winter operations letter

The parties agree that a meeting will be convened, prior to the start of the 1999-2000 winter operations, to discuss possible modifications to the winter operations letter based on changing requirements.

Add: letter of understanding regarding unique equipment

Delete letter of understanding -- temporary modified work (4)

Letter of Understanding (new) Reference to overtime in accordance with the sections, as stated in the Collective Agreement Article 6, will. be subject to revisions, following discussion with the Union, in accordance with the operational changes made necessary due to restructuring.

BILL 136

The parties agree that this memorandum of settlement satisfies the negotiations aspects arising out of Bill 136 (after a merger or amalgamating event) with respect to negotiating a replacement, compromise, or first collective agreement.

SINGLE BARGAINING UNIT

The parties agree to the establishment of a single bargaining unit for all CUPE Local 5 and Local 167 employees (new local to be established through internal union process) under the employer. This will necessitate the negotiation. of a single collective agreement based on the parameters established by the above-noted inside and outside collective agreements.

The parties further agree that in the negotiation of the single collective agreement, lay-off procedures, and overtime procedures are issues that will not be bargained to impasse. Failing agreement on either lay-off or overtime procedures, these issues would remain status quo as expressed in the predecessor Local 5 and Local 167 agreements. It is understood that as a minimum the job evaluation plans shall be modified to the extent necessary to meet the requirements of Pay Equity Legislation, Additional clarification on job evaluation is attached as Appendix "A". Should any other items result in a bargaining impasse, it would be open to the parties to resolve those differences through the strike/lock-out procedures currently available to them. The parties acknowledge that, in any event, the term of the predecessor Local 167 and Local 5 Collective Agreements will be respected.

With respect to the Single Bargaining Unit Single Collective Agreement issue the parties agree to the following:-

In the event the parties are unable to complete negotiations for a new single collective agreement as contemplated by this memorandum, notwithstanding their best efforts to do so, it is expressly agreed this memorandum and its terms and conditions, except as modified by mutual agreement, shall be recognized as the new collective agreement effective no later than March 1, 2001 and expiring March 31, 2001. On the effective date of the new collective agreement the bargaining units will be merged into a single bargaining unit.

Amend Appendix "D" Article 4.2 (a) to read as follows:

- a) Requests for re-evaluation under the job evaluation plans may be initiated by either the incumbent or by management. Such requests may only be made once annually and, subject to the provisions of 'The Pay Equity Act, may only be made upon the following conditions being present:-
 - i. A departmental restructuring plan approved by the City Manager, the Council of the City of Hamilton or the Council of the Regional Municipality of Hamilton-Wentworth;
 - ii. The transfer of duties to or from another level of government;
 - iii. Programme, policy or procedural changes directed by either Council;
 - iv. New, revised or repealed legislation which affects job content.
 - v. Additional duties and/or responsibilities are assigned by the employer on a permanent basis.

Dated this 25th day of February 1999, at Hamilton, Ontario.

FOR THE UNION

[Signature]
[Signature]
Ernest Eddie Thomas
Amy Gasser
Michael Stone
[Signature]

FOR THE EMPLOYER

[Signature]
Annie Holmes

CITY OF HAMILTON/REGION OF HAMILTON-WENTWORTH CUPE 167 SALARY SCHEDULE

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
1	RSS117	CHEQUE WRITER	1	F	35	4	13,038
1	CCR062	ATTENDANT II	1	F	32	4	13,605
1	CCR181	CLEANER	2	F	17.5	4	14,171
1	CORP052	CLEANER	14	F	17.5	4	
1	RSS119	CARETAKER	1	M	33-3/4	4	
1	RFS131	CARETAKER	4	F	33-3/4	4	
1	RFS132	CLEANER	3	F	25	4	
1	RFN129	MAIL CLERK	1	F		5	13,671
1	CCR068	MARKET CLEANER	1	M	40	5	14,267
1	CCR180	CARETAKER	16	M	38.75	5	14,660
1	CORP051	CARETAKER	6	M	38.75	5	
1	CCL122	INFORMATION CLK - CITY CLERK'S	1	F	35	5	
1	RCL109	RECORDS CLERK OFF SITE	1	M	35	6	14,305
1	RDS235	TECHNICAL SERVICES CLERK	1	M	35	6	14,927
1	RSS114	NURSERYAIDE HOUSEKEEPER	1	F	33-3/4	6	15,550
1	RSS114	NURSERY AIDE HOUSEKEEPER (T/P/T)	1	F	38-3/4	6	
1	CBL114A	BUILDING FILE CLERK	1	F	35	6	
1	CTR143	CLERK/RECEPTIONIST	1	F	35	6	
1	CORP053	CITY HALL CARETAKER	1	M	38.75	6	
1	RSS110F	SOCIAL POLICY & PING DEV CLERK I	1	F		7	14,939
1	RCL105	MAIL CLERK	1	M	35	7	15,588
1	RSS104CB	SUBSIDY PROGRAM CLERK II	0.5	F	35	7	16,238
1	RCL103	SWITCHBOARD OPERATOR	1	F	35	7	
1	RHS116C	ENVIRONMENTAL HEALTH CLERICAL ASST	1	F	35	7	
1	CBL110	BUILDING FILE/MICROFILM CLERK	1	F	35	7	
1	CTR127	REALTY TAX COUNTER CLERK	2	F	35	7	
1	CBL114B	TELEPHONE RECEPTIONIST	1	F	35	7	
1	CPL107A	LOCAL ADMIN SUPPORT CLERK	1	F	35	7	
1	CTR162	RECEPTIONIST/PURCHASING	2	F	35	7	
1	CCR126	PROPERTY MAINTENANCE CLERK	1	F	35	7	
1	CBL112A	FIELD SERVICES CLERK (I)	1	F	35	7	
1	CTR133	REALTY TAX CLERK/TYPIST MARKET COLLECTOR (WAS M.C.)	1	F	35	7	

T-794 P.15

FROM:

MAY 05 '99 16:32 TO: 019 953 9582

CITY OF HAMILTON/REGION OF HAMILTON-WENTWORTH CUPE 187 SALARY SCHEDULE

UNION WP NO CODE	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99	
1	REC118	ECONOMIC DEVELOPMENT CLK II	1	F	35	8	15.573
1	RFN140B	FINANCIAL SERVICES SUPPORT CLK	1	F	35	8	16.249
1	RFN140A	FINANCIAL FUNNING SUPPORT UK	1	F	35	8	16.927
1	RSS111	ONT WKRS SWITCHBOARD OPR/RECEP	3	F	35	8	
1	CTF116	TRAFFIC CHECKER	5	M	38.75	8	
1	CPW120	CEMETERY SUPPORT CLERK II	1	F	35	8	
1	CFR109	SECRETARY II (FIRE PREVENTION)	1	F	35	8	
1	CCR101B	DUNDURN CASTLE CLEANER	1	F	38.75	8	
1	CCR148	DUNDURN CASTLE HOUSEKEEPER	1	M	38.75	8	
1	RHS123	RECEPTIONIST (CHILD & ADOL)	1	F	21	9	16.208
1	RSS104CA	SUBSIDY PROGRAM CLERK I	1	F	35	9	16.911
1	RSS161	ACCOUNTING & SYSTEMS CLERK	1	F	35	9	17.616
1	REC113	RECEPTIONIST	1	F	35	9	
1	RSS108CB	SUPPORT SERVICES CLERK II	1	F	35	9	
1	RFN128	METERED WATERWORKS CLERK	1	F	38-3/4	9	
1	RCL104	COURIER	1	F	35	9	
1	RHS118C	ENVIRONMENTAL HEALTH SUPPORT CLK II	1	F	35	9	
1	RHS111HEA	HEALTHY SEXUALITY PROGRAM RECEPTIONIS (DUNDAS & STONEY CREEK)	2	F	11.5 17.5	9	
1	REC111A	ECONOMIC DEVELOPMENT CLERK I	2	F	35	9	
1	RDS110	VAULTKEEPER/PRINT ROOM OPR	1	M	35	9	
1	CPW179	MAINTENANCE MANAGEMENT TECHNICIAN	1	F	35	9	
1	CBL115	BUILDING PERMIT ADMIN CLERK	1	F	35	9	
1	CTR115	REALTY TAX CERTIFICATES CLERK	1	F	35	9	
1	CTR138	CASHIER	5	F	35	9	
1	CCL115B	LEGISLATIVE STENO II	1	F	35	9	
1	CCR125C	COMMUNITY RENTALS CLERK	1	F	35	9	
1	CCR060	LOADING DOCK ATTENDANT	1	M	38.75	9	
1	CCR101A	WHITEHERN MUSEUM CARETAKER	1	F	38.75	9	
1	CTF139	RECEIPTS CLERK II	3	F	35	9P	16.370
1	CTF138	LABOURER	5	M	35	9AP	17.081 17.792
1	RSS109	FILE CLERK	8	F	35	10	18.841
1	RDS246	CONSTRUCTION CLERK		F	35	10	18.305
1	RDS109	PUBLIC UTILITIES CLERK		F	35	10	

T-794 P.06

FROM:

TO: 819 953 9582

MAY 05 '99 16:33

UNION WP NO CODE	POSITION TITLE	NV. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DA-i-E April 1/99
1	RHS117		M	24	10	
1	REC111C		F	35	10	
1	CCL123		F	35	10	
1	CCR125A	1	F	35	10	
1	CPW121		F	35	10	
1	CTF105		F	35	10	
1	CFR103		F	35	10	
1	CCL116	1	F	35	10	
1	CFR102	1	F	35	10	
1	CFR108	1	F	35	10	
1	CTR132	1	F	35	10	
1	CFR107	1	F	35	10	
1	CTR124	1	F	35	10	
1	CTF128	1	F	35	10	
1	CBL113B	1	F	35	10	
1	CTF138	3	M	35	10P	17,009 17,749 18,488
1	RFN123	1	F	35	11	17,474
1	REN234	1	F	35	11	18,234
1	REN125	1	F	35	11	18,895
1	REN230	1	M	35	11	
1	REN105A	1	F	35	11	
1	RFN146	1	F	35	11	
1	RFN134	1	F	35	11	
1	CIS115	1	F	35	11	
1	RCL102	1	F	35	11	
1	RSS108A/B	10	F	35	11	
1	RSS112	1	F	33-3/4	11	
1	RFN107	1	F	38-3/4	11	
1	RSS116	1	F	35	11	
1	RHS115A	1	F	35	11	
1	RHS115B	1	F	35	11	
1	RHS116HB	1	F	35	11	
1	RHS149	1	F	35	11	
1	REN217	1	M	35	11	
1	RFN109	3	F	35	11	
1	CTR114B	3	F	35	11	
1	CBL113A	1	F	35	11	
1	CCR123	1	F	35	11	
1	CCL117	1	F	35	11	

T-794 P.07

FROM:

953582

TO819

MAY05 99 16:33

CITY OF HAMILTON/REGION OF HAMILTON-WENTWORTH CUPE 167 SALARY SCHEDULE

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
1	CPL105B	ZONING CLERK	1	F	35	11	
1	CPW178	FLEET SERVICES ACCOUNTING CLERK II	1	F	35	11	
1	CBL119	LICENCE CLERK	3	F	35	11	
1	CCR123	CUSTOMER SERVICE CLERK	1	F	35	11	
1	CBL111B	CUSTOMER SERVICES ADMIN CLERK	1	F	35	11	
1	CTR139	ACCOUNTS RECEIVABLE PROCESSING CLERK	1	F	35	11	
1	CTR164	TAXATION APPEALS PROCESSING CLERK	1	F	35	11	
1	CPW126	FLEET SERVICES SUPPORT CLERK	1	F	35	11	
1	CPW136	PUBLIC WORKS SUPPORT CLERK	1	F	35	11	
1	CTF135	PROSECUTIONS CLERK	2	F	35	11	
1	CCR123	CUSTOMER SERVICE CLERK	1	F	35	11	
1	CCR143	STEAM MUSEUM CARETAKER	1	M	38.75	11	
1	CCR053	MILITARY MUSEUM CARETAKER	1	M	38.75	11	
1	CCR123	CUSTOMER SERVICE CLERK	1	F	35	11	
1	RDS259	DISBURSEMENT CLERK	3	F	35	12	18.109
1	RHS137	LIBRARY TECHNICIAN - THU	1	F	35	12	18.895
1	RDS231	STRUCTURES CLERK	1	F	35	12	19.683
1	REN256	ENVIRONMENTAL CONTROL CLK	1	F	35	12	
1	RSS108I	SPECIAL INCOME CTRL CLK	4	F	35	12	
1	RHS115G	ADMIN & INFO SYS CLK-THU	1	F	35	12	
1	RDS260	ADMINISTRATIVE CLERK	1	F	35	12	
1	RFN103	UTILITY ACCTG & COLLECTIONS CLK	3	F	35	12	
1	RHS146	HEALTHY LIFESTYLES SECRETARY	1	F	35	12	
1	RFN127	CASHIER UTILITY CLERK	1	F	35	12	
1	RSS108I	SPECIAL INCOME CTRL CLK	2	F	35	12	
1	RDS241	CLERK/RECEPTIONIST	2	F	35	12	
1	REN122B	ENV SRVC RECEPTIONIST/SECTY	1	F	35	12	
1	REN117B	LABORATORY CLERK	1	F	35	12	
1	RCL106	PRINTING CLERK	1	M	35	12	
1	RSS108H	ELIGIBILITY REVIEW CLERK	2	F	35	12	
1	RSS108CA	SUPPORT SERVICES CLERK I	1	F	35	12	
1	RHS111HB	HEALTHY SEXUALITY PROG SEC	1	F	35	12	
1	RHS111C	ENVIRONMENTAL HEALTH SECRETARY	1	F	35	12	
1	RHS110	NRSR PROGRAM SECRETARY	9	F	35	12	
7	RHS111D	ADAS SECRETARY/RECEPTIONIST	1	F	35	12	
1	RHS116F	NUTRITION SUPPORT CLERK	1	F	21	12	
1	RHS143	PROGRAM SECTY/DATA CTRL CLK	1	F	35	12	
1	RSS119	CLIENT RECORDS CLERK	5	F	35	12	
1	REN130	ENVIRONMENTAL SRVCS PERSONNEL CLK	1	F	35	12	
1	RSS108I	SPECIAL INCOME CTRL CLK	1	F	35	12	
1	RDS106	PROPERTY CLERK	1	F	35	12	

T-794 P. 08

FROM:

TO: 819 953 9582

MAY 05 '99 16:34

CITY OF HAMILTON/REGION OF HAMILTON-WENTWORTH CUPE 187 SALARY SCHEDULE

UNION WP NO CODE	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99	
f	RSS171	ONT WRKS PROGRAM SECTY	1	F	35	12	
l	CCL128	PRINT & MAIL CLERK	3	F	35	12	
f	CBL109	ARCHITECTURAL SUPPORT TECHNICIAN	1	M	35	12	
f	CCL120	ELECTIONS AND RECORDS CLERK	1	F	35	12	
f	CTF112	RECEIVER/SHIPPER & STOCK CLERK	2	M	38.75	12	
5	CIS104	DATA ENTRY OPERATOR	5	F	35	12	
f	CCL121	DISPATCHER	4	M	40	12	
f	CCR111	LIFEGUARD II	7.1	F	38.75	12	
f	CTR123	SENIOR PAYROLL CLERK	1	M	35	12	
l	CPW142	SECRETARY (PARKS/DEV/MTCE)	1	F	35	12	
i	CPW160	SECRETARY (HORTICULTURE/PARKS)	1	F	35	12	
l	CPW215	COMMUNITY RENEWAL CLERK	1	F	35	12	
f	CORP054	LOTTERY LICENCE CLERK II	1	F	35	12	
l	CCL128	PRINT & MAIL CLERK	2	F	35	12	
l	CCL128	PRINT & MAIL CLERK	1	F	35	12	
f	CTF104	TRAFFIC ADMINISTRATIVE CLERK I	2	F	35	12	
	REN210	SEWER & WATER MTCE CLK III	1	M	35	12	
f	RDS113	ADMIN SECRETARY (DESIGN & CONSTRUCT)	1	F	35	13	17.927
f	RDS254	ADMIN SECRETARY (PROGRAM & DEVT)	1	F	35	13	18.742
l	REN231	LABORATORY FIELD ASSISTANT	1	M	35	13	19.557
f	RFN121	WATER DEMAND CONTROL CLERK	1	M	35	13	20.371
l	REN104	INFRASTRUCTURE MTCE MGMT CLK	4	F	35	13	
f	REN108	ADMIN SECRETARY (INFRASTRUCTURE OPS)	1	F	35	13	
f	RHS111G	ADMIN & BOOKKEEPING CLK-THU	1	F	35	13	
f	RSS168	DATA CLK/CHEQUE WRITER	1	F		13	
l	RDS174A	RODPERSON (ALSO MC FOR 14)	5	M	35	13	
l	RDS174A	RODPERSON	1	F	35	13	
l	RDS174B	RODPERSON	6	M		13	
l	RDS174A	RODPERSON	3	M	35	13	
f	RDS174B	RODPERSON (LEGAL)				13	
l	RDS157A	MANAGEMENT SERVICES CLERK	1	F	35	13	
f	REN108AB	INFORMATION CLK/CASHIER	1	F	35	13	
f	RFN108	ACCOUNTING SERVICES CLERK I	1	F	35	13	
f	RHS108HB	PRE-NATAL PROGRAM SECRETARY	1	F	35	13	
l	RHS135	DENTAL ASSISTANT	9	F	35	13	
f	RFN148	ACCOUNTING SERVICES CLERK II	1	F	35	13	
l	RFN168	EXTERNAL DISBURSEMENTS CLK II	3	F		13	
l	REN105G	ADMINISTRATIVE SECRETARY	1	F		13	
f	RDS112	SPECIFICATIONS CLERK	1	F	35	13	
f	REN118A	SEWER & WATER MTCE CLK II	1	F	35	13	
f	REN121B	WASTE MANAGEMENT SECRETARY	1	F	35	13	

T-794 P. 09

FROM:

TO: 819 953 9582

MAY 05 '99 16:34

T-794 P. 10

FROM:

TO: 819 953 9582

MAY 05 '99 16:35

UNION WP NO CODE	POSITION TITLE	MO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
1	RFN118	4	F		13	
1	RSS103	1	F	30	13	
1	RSS104EA	6	F	35	13	
1	CTR135	1	F	35	13	
1	CBL111A	1	F	35	13	
1	CCR057	1	F	36	13	
1	CPW125A	1	F	35	13	
1	CTF101	26	M	38.75	13	
1	CTR121	2	F	35	13	
1	GTR120	1	F	35	13	
1	CTR131			35	13	
1	CTR137	1	M	35	13	
1	CTR130	1	M	35	13	
1	CTF127			35	13P	18.107 18.929 19.752 20.575
1	RFN104A			35	14	18.533
1	REN254A			35	14	19.376
1	REN235		F	35	14	20.218
1	REN157A		F	35	14	21.061
1	RFN159		F	35	14	
1	RHS111HA		F	35	14	
1	RHS111A		F	35	14	
1	RFS117A		F	35	14	
1	CPW111	1	F	35	14	
1	CTF108A		F	35	14	
1	CTF108B		F	35	14	
1	CTR125		F	35	14	
1	CCR061		M	35	14	
1	CTR129		M	35	14	
1	CTF119	24	M	35	14	
1	REC118			35	15	19.141
1	RHS128		F	35	15	20.010
1	RHS142		F	35	15	20.880
1	RFN104D		F	35	15	21.749
1	REN116		F	35	15	
1	RFN121		F	35	15	



UNION	WP NO	POSITION TITLE	NO.	GENDER	HOURS	SALARY	EFFECTIVE
CODE			INC.		OF	GRADE	DATE
					WORK		April 1/99

T-794 P. 11

FROM:

TO: 819 953 9582

MAY 05 '99 16:35

1	REN117	CARTOGRAPHIC TECHNICIAN	2	M	35	15	
1	CIS114	COMPUTER OPS COORD	1	F	35	15	
1	RFN139	UTILITY BILLINGS CO-ORDINATOR	1	M	35	15	
1	REN114	RECORDS & PERMITS CLERK	1	F	35	15	
1	RHS108BA	CHILD & ADOLESCENT SECRETARY	4	F	35	15	
1	RHS115H	SCHOOL PROGRAM SECRETARY	1	F	35	15	
		POSITION DELETED WAS MC	2	M	35	15	
1	RFN135	PAYROLL RECONCILIATION CLERK	1	F	35	15	
1	RSS102B	ADMINISTRATIVE SECTY (EMP & INC SUPP)	1	F	35	15	
1	RSS102C	ADMINISTRATIVE SECTY (CHILD/HOME SUPP)	1	F	35	15	
1	CTR113	COLLECTIONS CLERK-TAXATION	1	F	35	15	
1	CTR122	PENSIONS & BENEFITS CLERK	1	F	35	15	
1	CPL115	CARTOGRAPHIC TECHNICIAN	1	F	35	15	
1	CIS114	COMPUTER OPERATIONS CO-ORDINATOR	1	F	35	15	
1	CPW175	AUTOMOTIVE PARTS CLERK	2	F	40	15	
1	CPL119	HERITAGE CLERK	1	F	35	15	
1	CCR110	LIFEGUARD I	14	F	38.75	15	
1	CTF134	MAINTENANCE PERSON	3	M	35	15P	19,328 20,207 21,088 21,964
1	RDS114	ROADS FINANCIAL CLERK	1	F	35	16	19,746
1	RDS186	MAINTENANCE SCRUB TECHNICIAN	3			16	20,644
1	REN233	ASST POLLUTION ABATEMENT FIELD OFCR	1			16	21,540
1	RSS107	DISPATCHER	2	F	35	16	22,440
1	RFN111	EXTERNAL DISBURSEMENTS CLK I	1	F	35	16	
1	RSS118	BILLINGS CLERK	2	F	35	16	
1	RDS192	DRAFTSPERSON II	2	M	35	16	
1	RFN115	CORP REPORTING CLK II	1	F		16	
1	RHS108HA	NURSING SECRETARY I (ADOM)	1	F	35	16	
1	RDS232	ROAD PROGRAMMING CLERK	1	F	35	16	
1	CPW218	PARKS DRAFTSPERSON	1	M	35	16	
1	CPL103B	BRANCH SECRETARY (LOCAL)	1	F	35	16	
1	CPW119	ACCOUNTS PAYABLE TECHNICIAN	1	F	35	16	
1	CCL139	IMAGING COORDINATOR	1	F	35	16	
1	CPW156	FLEET SERVICES ACCOUNTING CLERK I	1	F	35	16	
1	CPW118	CLAIMS CLERK	1	F	35	16	
1	CTF114	COLLISION ANALYST	1	F	35	16	
1	CPW221	RESEARCH/COPYWRITER	1	F	35	16	
1	CTF120	BY-LAW INVESTIGATIONS OFFICER	1	M	35	16	

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
1	CTR112	SUBDIVISION/FINANCIAL ANALYST	1	M	35	16	
1	CTR118	ACCOUNTING ANALYST	1	M	35	16	
1	CCL012	DEPUTY DIVISIONAL REGISTRAR	1	F	35	16	
1	RFN153	REVENUES OFFICER	1	F	35	17	20.359
1	RFN104B	COLLECTIONS OFFICER	1	M	35	17	21.277
1	RAR102	AIRPORT LEASE/INVOICE CO-ORD	1	F	35	17	22.202
1	RSS056	ASSISTANT TEACHER	10	F	30	17	23.128
1	RDS237	CONSTRUCTION TECHNICIAN	5	M	38.75	17	
1	REN102	ASSISTANT SEC LAND DIVISION CTEE	1	F	35	17	
1	REN211	WATER LAB TECHNICIAN	1	M	38.75	17	
1	RHS136	REGISTERED PRACTICAL NURSE	2	F	35	17	
1	RFN145	LOCAL IMPROVEMENTS CLERK	1	F	35	17	
1	REN122	INVESTMENTSCLERK	1	F	35	17	
1	CTF117	TRAFFIC LEGISLATIVE SPECIALIST	1	M	35	17	
1	CTR138	RENTS/LOANS CLERK	1	M	35	17	
1	CTF106	DRIVEWAY INVESTIGATOR	1	M	35	17	
1	CCR063	CHILDREN'S MUSEUM TECHNICIAN	1	M	38.75	17	
1	CPW125B	PAYROLL RECONCILIATION CO-ORDINATOR	1	M	35	17	
1	RFN113	ACCOUNT MAINTENANCE CO-ORDINATOR	1		35	18	20.859
1	RDS238	SPECIAL PROJECTS TECHNICIAN	1	M	35	18	21.911
1	RSS169	SYSTEM SUPPORT TECHNICIAN	1			18	22.864
1	RFN162	PAYROLL ANALYST	1	F	35	18	23.616
1	RFN152	ACCOUNTING SRVCS OFFICER	1	F		18	
1	REN188A	WASTEREDUCTIONTECHNICIAN	1	M	35	18	
1	REC114	TRAVEL SERVICES CO-ORDINATOR	1	F	35	18	
1	REN121EA	PLANNING TECHN II-STRATEG. PLNG	1	F	35	18	
1	RPL121E	POSITION DELETED - WAS MALE COMP	1	M		18	
1	RFN105	JOURNAL VOUCHER OFFICER	1	F	35	18	
1	RFN108	EXTERNAL DISBURSEMENTS OFFICER	1	F		18	
1	RFN190	PENSIONS ANALYST	1	M	35	18	
1	CTR142	BUYER	2	F	35	18	
1	CPW124	MAINTENANCE MANAGEMENT ANALYST	1	F	35	18	
1	CTF124	TRAFFIC SIGNAL SPECIALIST	2	M	38.75	18	
1	CTF123	TRAFFIC SIGNAL SPECIALIST	7	M	38.75	18	
1	CCL125	LICENCE INSPECTOR II	1		35	18	
1	CBL108	LICENCE INSPECTOR II	3		35	18	
1	CIS101	ACCOUNTING ANALYST	1	F	35	18	
1	CPL121DA	JUNIOR LANDSCAPE ARCHITECT	1	M		18	

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
1	CPL121F	PLANNING TECHN II - LOCAL NEIGHBOURHOOD	1	M		18	
1	CIS120	JUNIOR PROGRAMMER			35	18	
1	CTF 103	MAINTENANCE MANAGEMENT ANALYST	1	F	35	18	
1	REN288	WASTE REDUCTION OFFICER	1	F	35	19	21.565
1	RDS182	INSTRUMENT PERSON	4	M	35	19	22.546
1	REN 113	SENIOR CARTOGRAPHIC TECHNICIAN	1	M	35	19	23.526
1	RSS051B	ONTARIO WORKS WORKER II	88	F	35	19	24.506
1	RSS051CC	SUBSIDY ELIGIBILITY WORKER	10		35	19	
1	RDS256	GRAPHICS TECHNICIAN	1			19	
1	RHS134	DENTAL HYGIENIST	2	F	35	19	
7	RAR106	AIRPORT FINANCIAL ANALYST	1	F	35	19	
1	RFN157	CORPORATE REPORTING OFFICER	1	F	35	19	
1	CTR117	CAPITAL ACCOUNTING ANALYST	1	M	35	19	
1	CBL107	HOUSE PLAN EXAMINER	1	F	35	19	
1	CCR054	PROGRAM ORGANIZER	17		35	19	
1	CPL113	SR CARTOGRAPHIC TECHNICIAN	1		35	19	
1	CTR144	INTERMEDIATE BUYER	1	M	35	19	
1	CIS103	CONSOLE OPERATOR	4	M	35	19	
1	CCL126B	LOTTERY LICENCE CLERK I	1	F	35	19	
1	CTF102	TOWING OFFICER	2	M	38 3/4	19	
1	REN190	WASTE MGMT/SOLID WASTE OPS ANALYST	1	M	35	20	22.172
1	CAO104	RADIO TECHNICIAN	1	M		20	23.179
1	RHS121	INTAKE COUNSELLOR (CHILD & ADOL)	1	F		20	24.187
1	RHS131	CHILD CARE WORKER (CHILD & ADOL)	3	F		20	25.194
1	REN162A	POLLUTION ABATEMENT SURVEY OFCR	3	M		20	
1	RDS116	ROADS FINANCIAL ANALYST	1	F		20	
1	RSS170	TRAINER - ONTARIO WORKS	4			20	
1	RSS052KA	FAMILY SUPPORT WORKER				20	
1	RDS190	DRAFTSPERSON I	5	M	35	20	
1	RDS181	DESIGN TECHNICIAN	1	M	35	20	
1	RSS051GB	LODGING HOME CASE WORKER	3	F	35	20	
1	RSS051GA	LODGING HOME CASE WORKER	3	F		20	
1	RDS191	DRAFTSPERSON I	3	M	35	20	
1	RSS054	TEACHER	2	F	30	20	
1	RSS054	TEACHER (SUPPLY)	1	F		20	
1	REN247	INORGANIC TECHNICIAN	5			20	
1	CBL105	ZONING EXAMINER & CODE CORRELATOR	4	M	35	20	
1	CTF125	SIGN FABRICATOR	2	M	35	20	
1	CTF110	TRAFFIC DRAFTING TECHNICIAN II	2	M	35	20	

T-794 P.13

FROM:

TO: 819 953 9582

MAY 05 '99 16:36

CITY OF HAMILTON/REGION OF HAMILTON-WENTWORTH CUPE 167 SALARY SCHEDULE

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
1	RFN143	CORPORATE REPORTING ANALYST	1	F	35	21	22.778
1	REN162B	POLLUTION ABATEMENT FIELD OFCR	3	M	35	21	23.813
1	RDS223	ROAD PROGRAMMING TECHNICIAN	1	M		21	24.847
1	RSS051CB	HOME MANAGEMENT WORKER		F	35	21	25.884
1	CPW220	PARKS OPERATION TECHNICAL ASSISTANT	1	F	40	21	
1	CPL112CB	SR PLNG TECHN (LOCAL LAND USE)	1	M	35	21	
1	CTF122	TRAFFIC SIGNAL TECHNICIAN	1	M	38.75	21	
1	CTF121	TRAFFIC SIGNAL TECHNICIAN	1	M	38.75	21	
1	CBL118	HOUSING LOANS OFFICER	2		35	21	
1	CTR118	SENIOR ACCOUNTS PAYABLE CLERK	1	F	35	21	
1	CPL121DB	HERITAGE RESEARCHER	1	F	35	21	
1	RHS011	TOBACCO USE PREVENTION PROMOTER	2		35	22	23.385
1	RHS119	SUBSTANCE ABUSE PREVENTION PRIMTR	1		35	22	24.447
1	RDS139	PARCIL SYSTEMS ADMINISTRATOR	1		35	22	25.509
1	REN264A	ENVIRON SRVCS FINANCIAL ANALYST	1		35	22	26.573
1	REN264B	ENVIRON SRVCS FINANCIAL ANALYST	2		35	22	
1	REN226I	COIP ANALYST (T)	4		35	22	
1	REN112G	SR PLANNING TECHN (REGION LAND-USE)	1	M		22	
1	RDS225	TRANSPORTATION DEVELOPMENT TECHL	1	M		22	
1	REN119	OPERATIONS ENGINEERING TECHNOLOGIST	3	M		22	
1	REN122	PLANNING INFORMATION PROGRAMMER	1	F	35	22	
1	RSS052B	ONT WRKS WORKER I	35	F	35	22	
1	RSS051EA	EMPLOYMENT DEVELOPMENT COUNSELLOR	15	F	35	22	
1	RSS086	RECOVERY OFFICER	1	M	35	22	
1	CGL124	LICENCE INSPECTOR I	1	M	35	22	
1	CPL112CA	SR PLANNING TECHN (ZONING ADMIN)	1	M	35	22	
1	CBL110	LICENCE INSPECTOR/MECHANIC	1	M	35	22	
1	CTF111	TRAFFIC DRAFTING TECHNICIAN I	1	F	35	22	
1	CBL106	CUSTOMER SERVICE REP/PLAN EXAMINER	9	F	35	22	
1	CIS105	SUPPORT SERVICES TECHN	7		35	22	
1	CPW180	HORTICULTURAL TECHNICAL ASSISTANT	1	M	40	22	
1	RDS243	LANDBASE DEVELOPMENTTECHNOLOGIST	1		35	23	23.991
1	RDS115	ROADS BUDGET ANALYST	1	F	35	23	25.081
1	RHS012	HEALTH PROMOTION PROJECTS COORD	1	F	35	23	26.171
1	REN115	TECHNICAL SERVICES TECHNOLOGIST	1	M	35	23	27.262

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
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1	REN277	DISTRICT TECHNOLOGIST (WATER MTCE)	5		40	23	
1	REN278	OPERATIONS TECHNOLOGIST (WASTEWATER)	2		40	23	
1	REN215	LAND DEVELOPMENT TECHL	3	M	35	23	
1	REN214	SOLID WASTE FIELD TECHN	2	M	35	23	
1	RDS222B	ROAD MAINTENANCE TECHNOLOGIST	1	M	35	23	
1	RFN156B	BUDGETS OFFICER	3	M	35	23	
1	RFN156A	BUDGETS OFFICER	1	F	35	23	
1	RSS083	SOCIAL POLICY ANALYST	3	F	35	23	
1	RDS212	CONSTRUCTION SRVCS TECHNICIAN	1	M	38.75	23	
1	RDS185	CONSTRUCTION INSPECTOR	9	M	38.75	23	
1	REN135	CONSTRUCTION INSPECTOR	3	M	38.75	23	
1	RDS222A	ROAD PROGRAMMING TECHNOLOGIST	1	F	35	23	
1	RFN132	ACCOUNTING SERVICES ANALYST	1	M	35	23	
1	REN124	PLANNING INFORMATION CO-ORDINATOR	1	M	35	23	
1	RHS133	PUBLIC HEALTH INSPECTOR	19		35	23	
1	CCL134	PROPERTY RENTAL AGENT	1	M	35	23	
1	CTF109	TRAFFIC OPERATIONS TECHNOLOGIST	2	M	35	23	
1	CIS108A	INTERMEDIATE PROGRAMMER-BAS	6	M	35	23	
1	CIS108B	INTERMEDIATE PROGRAMMER-TECH SRVCS	1	M	35	23	
1	CCL119	PROPERTY CONTROL OFFICER	1	M	35	23	
1	CTF113	TRAFFIC PLANNING TECHNOLOGIST	1	M	35	23	
1	CTF107	TRAFFIC LEGISLATIVE TECHNOLOGIST	1	M	35	23	
1	CTF115	TRAFFIC STUDIES TECHNOLOGIST	1	M	35	23	

1	RDS217	PRE-DESIGN TECHNOLOGIST	1	M	35	24	24.598
1	RDS239	ENVIRONMENTAL PLANNER	1			24	25.745
1	REN120	INFRASTRUCTURE PLANNING CO-ORD	1			24	26.833
1	REN221	WATER QUALITY TECHNOLOGIST	1			24	27.951
1	RSS053	EMPLOYT & INCOME SUPP PROG ANALYST	2			24	
1	RSS052EA	JOB DEVELOPER	2	F	35	24	
1	RSS095	RESEARCH ANALYST	1	F		24	
1	REN110G	PLANNER (REGION LAND-DEVELOPMENT)	1	F	35	24	
1	RDS218	SURVEY TECHNOLOGIST	3	M	35	24	
1	REN216	LAND DRAINAGE TECHL	1	M		24	
1	RDS224	PROJECT DESIGN TECHL	1	M		24	
1	REN111G	PLANNER (REGION LAND-USE)	2	M		24	
1	HSR084	CO-ORD TRAFFIC FORECASTING	3	M		24	
1	RDS227	STRUCTURAL/MECH'L INSPECTOR	1	M	38.75	24	
1	RSS051EF	TRAINING CO-ORD (HELPING HANDS)	3	F	35	24	
1	CCL137	SENIOR PROPERTY OFFICER	1	F	35	24	
1	CPW209	LANDSCAPE ARCHITECT	2	M	35	24	

T-794 P. 15

FROM:

TO: 819 953 9582

MAY 05 '99 16:37

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
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1	CPL111C	PLANNER (LOCAL DEVELOPMENT)	1	F	35	24	
1	CPL110C	PLANNER (LOCAL LAND USE)	1	F	35	24	
1	CPL111D	PLANNER (SECONDARY PLAN) - CONTRACT	1		35	24	
1	RDS271	STRUCTURAL/MECHANICAL TECHNL	1	M	35	25	25.202
1	RDS230	PARCIL APPLICATION DEVELOPMENT TECHNL	1	M		25	26.347
1	REN219	CHEMIST/TECHNOLOGIST	2	M	38.75	25	27.494
1	INV105	INVESTMENTS ANALYST	1	F	35	25	28.639
1	RSS075	ELIGIBILITY REVIEW OFCR	4	F	35	25	
1	RSS052	SPECIAL INCOME WORKER	1	F		25	
1	RSS051	SPECIAL INCOME WORKER	2	F	35	25	
1	CBL103	BUILDING INSPECTOR	28	M	35	25	

1	REN270	QA/QC OFFICER (LAB)	1	F	35	26	25.868
1	RDS060	CONTRACTS CO-ORDINATOR	1	M	35	26	26.963
1	CPW216	COMMUNITY RENEWAL OFFICER	2		35	26	28.155
1	CPW150	PARKS DESIGNER	1	M	35	26	29.328

1	RHS132	PSYCHOMETRIST M.A.	4		35	27	26.416
1	RHS129	CLINICAL THERAPIST M.A.	6			27	27.515
1	RDS220	ELECT'L & INSTRUMENT TECHL		M	35	27	28.816
1	CIS112	JR. SYSTEMS ANALYST	2	F	35	27	30.018
1	CIS112	JUNIOR SYSTEMS ANALYST	2	F	35	27	

1	REN128	POLICY ANALYST	4	M	35	28	27.022
1	CPL128	SR LANDSCAPE ARCHITECT	1	M	35	28	28.250 29.478 30.707

1	REN127	INTERMEDIATE POLICY ANALYST		F	35	29	27.627
1	CIS107A	SENIOR PROGRAMMER-BAS	3		35	29	28.885
1	CIS107B	SENIOR PROGRAMMER-TECH SRVC			35	29	30.139
1	CCL143	APPRAISER COORDINATOR	1		35	29	31.395

T-794 P. 16

FROM:

TO: 819 953 9582

MAY 05 '99 16:38

UNION CODE	WP NO	POSITION TITLE	NO. INC.	GENDER	HOURS OF WORK	SALARY GRADE	EFFECTIVE DATE April 1/99
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1	REN109G	PLANNER I (REGIONAL AND USE)	1	M	35	30	28.234
1	REN128A	SR. POLICY ANALYST (STRATEGIC PLNG)	1	M	35	30	29.517
1	CPL109E	PLANNER I (LOCAL PLANNING POLICY)	1	M	35	30	30.801
1	CPL109F	PLANNER I (LOCAL NEIGHBOURHOOD)	1	M	35	30	32.084
1	CPL110F	PLANNER (LOCAL NEIGHBOURHOOD)	1	M	35	30	
1	CIS106C	SYSTEMS ANALYST	1	F	35	30	

1	REN123	SR. PLANNER (DEVELOPMENT)	1		35	31	28.840
1	REN128	SR POLICY ANALYST (DEVELOPMENT)	1		35	31	30.152
1	CPL116D	HERITAGE PLANNER I	1		35	31	31.462
1	CPL109C	DEVELOPMENT PLANNER I (LOCAL)	1		35	31	32.773

1	CIS106B	SYSTEMS ANALYST-TCH SRVCS	5		35	33	30.053
1	CIS106A	SYSTEMS ANALYST-BAS	2		35	33	31.419
							32.785
							34.152

TO BE INCLUDED IN LOCAL 187							
1	CBL102	TRADES LICENCE OFFICER	2	F	35		

STUDENT RATES				APRIL 1/99
ASST TRAFFIC SERVICE MAN/MIN (STUDENTS)	38.75	A1A		12.790
	35	A1		13.185
				13.659
				14.255

T-794 P. 17

FROM:

T0:819 953 9582

MAY 05 '99 16:38