

RATES OF PAY

- X) Effective June 21, 2007 (Conversion)
- A) Effective June 21, 2007
- B) Effective June 21, 2008
- Y) Effective June 21, 2009 (Conversion)
- C) Effective June 21, 2009
- D) Effective June 21, 2010

FB-1

From:	X	48046	49824	51667	
To:	A	49151	50970	52855	
	B	49888	51735	53648	
	Y	49888	51735	53648	55633
	C	50636	52511	54453	56468
	D	51396	53299	55270	57315

FB-2

From:	X	51539	53472	55477	
To:	A	52724	54702	56753	
	B	53515	55523	57604	
	Y	53515	55523	57604	59764
	C	54318	56356	58468	60661
	D	55133	57201	59345	61570

FB-3

From:	X	55637	57751	59946	
To:	A	56917	59079	61325	
	B	57771	59965	62245	
	Y	57771	59965	62245	64610
	C	58638	60864	63179	65580
	D	59518	61777	64127	66564

FB-4

From:	X	60426	62752	65168	
To:	A	61816	64195	66667	
	B	62743	65158	67667	
	Y	62743	65158	67667	70272
	C	63684	66135	68682	71326
	D	64639	67127	69712	72396

FB-5

From:	X	66098	66676	71354	
To:	A	67618	70256	72995	
	B	68632	71310	74090	
	Y	68632	71310	74090	76980
	C	69661	72380	75201	78134
	D	70706	73466	76329	79306

FB-6

From:	X	72838	75715	78706	
To:	A	74513	77456	80516	
	B	75631	78618	81724	
	Y	75631	78618	81724	84952
	C	76765	79797	82950	86227
	D	77916	80994	84194	87520

FB-7

From:	X	80897	84133	87498	
To:	A	82758	86068	89510	
	B	83999	87359	90853	
	Y	83999	87359	90853	94487
	C	85259	88669	92216	95905
	D	86538	89999	93599	97343

FB-8

From:	X	90686	94313	98086	
To:	A	92772	96482	100342	
	B	94164	97929	101847	
	Y	94164	97929	101847	105921
	C	95576	99398	103375	107510
	D	97010	100889	104926	109123

PAY NOTES

PAY INCREMENT FOR FULL-TIME AND PART-TIME EMPLOYEES

1. The pay increment period for employees at levels FB-1 to FB-8 is the anniversary date of such appointment. A pay increment shall be to the next rate in the scale of rates.

CONVERSION

2.
 - (a) Effective June 21, 2007, prior to any revision which occurs on that date, an employee shall be paid in the "X" line at the rate of pay which is closest to, but not less than the employee's rate of pay on June 20, 2007.
 - (b) Should there be no such rate, the employee's salary shall be protected at the rate of pay received on June 20, 2007.
 - (c) Effective June 21, 2009, prior to any other pay revision which occurs on that date, employees shall be paid in the "Y" scale of rates at the rate of pay which is immediately below the employee's former rate of pay which is closest to but not less than the employee's former rate of pay.
 - (d) Employees who have been at the maximum rate of pay for their level for twelve (12) months or more on June 21, 2009, will move to the new maximum rate of pay effective June 21, 2009.

PAY ADJUSTMENT

3. Subject to clause 64.03, all employees being paid in the FB levels 1 to 8 scales of rates shall, on the relevant effective dates in Appendix "A", be paid in the "A", "B", "C" and "D" scales of rates shown immediately below the employees former rate of pay.

Scenario for an employee at the maximum rate of the PM3 level converting to FB3 on June 21, 2007.
 Conversion rule is closest to, but not less than the employee's rate of pay on June 20, 2007.
 The current maximum rate PM-3 **55724**

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FB-3					
Conversion (June 21st 2007)	55837	57751	59946	Placement would be at step 2	
June 21st 2007	56917	59079	61325	+ 2,3% increase	
June 21st 2008	57771	59965	62245	+ one increment + 1,5% increase	
Conversion (June 21st 2009)	57771	59965	62245	64610	Conversion on "Y" scale at the same increment
June 21st 2009	58638	60864	63179	65580	+ one increment + 1,5% increase
June 21st 2010	59518	61777	64127	66564	+ 1,5% increase
				19,5% increase over the life of the collective agreement	

99,3% percent of CX-2 on a hourly basis
 Max CX-2 Rate in 2009: 66072

Scenario for an employee entering the unit after June 21st 2007
 Conversion rule is closest to, but not less than the employee's rate of pay

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FB-3					
Conversion (June 21st 2007)	55637	57751	59946	Placement would be at step 1	
June 21st 2007	56917	59079	61325	+ 2,3% increase	
June 21st 2008	57771	59965	62245	+ one increment + 1,5% increase	
Conversion (June 21st 2009)	57771	59965	62245	64610	Conversion on "Y" scale at the same increment
June 21st 2009	58638	60864	63179	65580	+ one increment + 1,5% increase
June 21st 2010	59518	61777	64127	66564	+ one increment + 1,5% increase

Scenario for an employee at the max. rate of the PM3 level converting to FB4 on June 21, 2007.

Conversion rule is closest to, but not less than the employee's rate of pay on June 20, 2007.

The current maximum rate PM-3 55724



FB-4

Conversion (June 21st 2007)	60426	62752	65168		Placement would be at step 1
		8,4%			
June 21st 2007	61816	64196	66667		+ 2,3% increase
		10,9%			
June 21st 2008	62743	65158	67667		+ one increment + 1,5% Increase
		16,9%			
Conversion (June 21st 2009)	62743	65158	67667	70272	Conversion on "Y" scale at the same increment
			21,4%		
June 21st 2009	63684	66135	68682	71326	+ one increment + 1,5% increase
			23,3%		
June 21st 2010	64639	67127	69712	72396	+ one increment + 1,5% increase
				29,9%	increase over the life of the collective agreement

Scenario for an employee at the max. rate of the PM4 level converting to FB4 on June 21, 2007.
 Conversion rule is closest to, but not less than the employee's rate of pay on June 20, 2007.
 The current maximum rate PM-4 61047



FB-4

Conversion (June 21st 2007)	60426	62752	65168		Placement would be at step 2
				2,8%	
June 21st 2007	61816	64195	66667		+ 2,3% increase
				5,2%	
June 21st 2008	62743	65158	67667		+ one increment + 1,5% increase
				10,8%	
Conversion (June 21st 2009)	62743	65158	67667	70272	Conversion on "Y" scale at the same increment
					15,1%
June 21st 2009	63684	66135	68682	71326	+ one increment + 1,5% increase
					16,8%
June 21st 2010	64639	67127	69712	72396	+ 1,5% increase
					18,6% increase over the life of the collective agreement

Scenario for an employee at the maximum rate of the PM4 level converting to FB5 on June 21, 2007.
 Conversion rule is closest to, but not less than the employee's rate of pay on June 20, 2007.
 The current maximum rate PM-4 61047

FB-5

Conversion (June 21st 2007)	66098	68676	71354		Placement would be at step 1
		8,3%			
June 21st 2007	67618	70256	72995		+ 2.3% increase
		10,8%			
June 21st 2008	68632	71310	74090		+ one increment + 1,5% increase
		16,8%			
Conversion (June 21st 2009)	68632	71310	74090	76980	Conversion on "Y" scale at the same increment
			21,4%		
June 21st 2009	69661	72380	75201	78134	+ one increment + 1,5% increase
			23,2%		
June 21st 2010	70706	73466	76329	79306	+ one increment + 1,5% increase
				29,9%	Increase over the life of the collective agreement

Scenario for an employee at the max. rate of the PM5 level converting to FB5 on June 21, 2007

Conversion rule is closest to, but not less than the employee's rate of pay on June 20, 2007.

The current maximum rate PM-5 72919



FB-5

Conversion (June 21st 2007)	66098	68676	71354	72919	Employee's would be salary protected
June 21st 2007	67618	70256	72995	74596	+ 2,3% increase
June 21st 2008	68632	71310	74090	75715	+1,5% increase
Conversion (June 21st 2009)	68632	71310	74090	76980	Conversion on "Y" closest to, but not less
				5,6%	
June 21st 2009	69661	72380	75201	78134	+1,5% increase
				7,2%	
June 21st 2010	70706	73466	76329	79306	+1,5% Increase
				8,8%	Increase over the life of the collective agreement

