

Effective April 1, 2022 with 6.0 % increase

Year 1

Classification	A	B	C	D	E	F
	Sanitation Warehouse Labourer	Shpr/Rcvr Packaging Operator Instant Mfg Office Clerical-1 Lab Tech Elevator Assistant Sanitation II Forklift Operator	CPO Lead Hands Maintenance Office Clerical- 2 FMO Shipper II	Assistant Miller	Miller	Supervisors
Start	\$ 21.94	\$ 24.39	\$ 26.90	\$ 27.96	\$ 29.73	\$ 31.52
500 hours	\$ 22.47	\$ 25.29	\$ 27.32	\$ 28.38	\$ 30.19	\$ 31.95
2080 hours	\$ 23.24	\$ 26.08	\$ 28.20	\$ 29.29	\$ 31.05	\$ 32.83
3120 hours	\$ 23.81	\$ 26.79	\$ 28.73	\$ 29.81	\$ 31.60	\$ 33.35
4160 hours	\$ 24.77	\$ 27.59	\$ 29.54	\$ 31.05	\$ 33.02	\$ 34.76

Note 1

Labour	
General	\$ 17.72
Temp/Casual	\$ 17.72
Students	\$ 17.72

Power Engineers	
Start	\$ 33.44
90 day	\$ 34.32
6 mos	\$ 35.23
1 year	\$ 36.10
2 year	\$ 36.83

PE Supervisor add \$4.00

Classification	Trades	Trades	Trades Supervisor
Start apprenticeship		\$ 39.73	
1st level	1yr experience and with passing grade in school	\$ 41.96	
2nd level	2 years experience and with passing grade in school	\$ 44.17	
3rd level	3 years experience and with passing grade in school	\$ 46.38	
Journeyman Status	4 years experience and with passing grade in school	\$ 48.59	\$ 51.49

**Effective April 1, 2023 with 5.0 % increase**

**Year 2**

<b>Classification</b>	<b>A</b> Sanitation	<b>B</b> Shpr/Rcvr Packaging Operator Instant Mfg Office Clerical-1 Lab Tech Elevator Assistant Sanitation II Forklift Operator	<b>C</b> CPO Lead Hands Maintenance Office Clerical- 2 FMO Shipper II	<b>D</b> Assistant Miller	<b>E</b> Miller	<b>F</b> Supervisors
Start	\$ 23.04	\$ 25.61	\$ 28.25	\$ 29.36	\$ 31.22	\$ 33.10
500 hours	\$ 23.59	\$ 26.55	\$ 28.69	\$ 29.80	\$ 31.70	\$ 33.55
2080 hours	\$ 24.40	\$ 27.38	\$ 29.61	\$ 30.75	\$ 32.60	\$ 34.47
3120 hours	\$ 25.00	\$ 28.13	\$ 30.17	\$ 31.30	\$ 33.18	\$ 35.02
4160 hours	\$ 26.01	\$ 28.97	\$ 31.02	\$ 32.60	\$ 34.67	\$ 36.50

**Note 1**

<b>Labour</b>	
General	\$ 18.61
Temp/Casual	\$ 18.61
Students	\$ 18.61

<b>Power Engineers</b>	
Start	\$ 35.11
90 day	\$ 36.04
6 mos	\$ 36.99
1 year	\$ 37.91
2 year	\$ 38.67

PE Supervisor add \$4.00

<b>Classification</b>	<b>Trades</b>	<b>Trades</b>	<b>Trades Supervisor</b>
Start apprenticeship		\$ 41.72	
1st level	1yr experience and with passing grade in school	\$ 44.06	
2nd level	2 years experience and with passing grade in school	\$ 46.38	
3rd level	3 years experience and with passing grade in school	\$ 48.70	
Journeyman Status	4 years experience and with passing grade in school	\$ 51.02	\$ 54.06

Effective April 1, 2024 with 4.0 % increase

Year 3

Classification	A	B	C	D	E	F
	Sanitation	Shpr/Rcvr Packaging Operator Instant Mfg Office Clerical-1 Lab Tech Elevator Assistant Sanitation II Forklift Operator	CPO Lead Hands Maintenance Office Clerical- 2 FMO Shipper II	Assistant Miller	Miller	Supervisors
Start	\$ 23.96	\$ 26.63	\$ 29.37	\$ 30.53	\$ 32.47	\$ 34.42
500 hours	\$ 24.54	\$ 27.62	\$ 29.83	\$ 30.99	\$ 32.97	\$ 34.89
2080 hours	\$ 25.38	\$ 28.48	\$ 30.79	\$ 31.98	\$ 33.91	\$ 35.85
3120 hours	\$ 26.00	\$ 29.25	\$ 31.37	\$ 32.55	\$ 34.51	\$ 36.42
4160 hours	\$ 27.05	\$ 30.13	\$ 32.26	\$ 33.91	\$ 36.06	\$ 37.96

Note 1

Labour	
General	\$ 19.35
Temp/Casual	\$ 19.35
Students	\$ 19.35

Power Engineers	
Start	\$ 36.52
90 day	\$ 37.48
6 mos	\$ 38.47
1 year	\$ 39.42
2 year	\$ 40.22

PE Supervisor add \$4.00

Classification	Trades	Trades	Trades Supervisor
Start apprenticeship		\$ 43.39	
1st level	1yr experience and with passing grade in school	\$ 45.82	
2nd level	2 years experience and with passing grade in school	\$ 48.23	
3rd level	3 years experience and with passing grade in school	\$ 50.65	
Journeyman Status	4 years experience and with passing grade in school	\$ 53.06	\$ 56.23