The Effective Date Of This Collective Agreement Is January 1, 2012 Unless Otherwise Stated.

BETWEEN:

CITY OF TORONTO,

herein called "The City",

OF THE FIRST PART,

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL UNION NO. 79

herein called "Local 79",

OF THE SECOND PART.

WHEREAS Local 79 is an organization of employees formed for purposes that include the regulation of relations between employees and employers; and

WHEREAS the by-laws of Local 79 as approved provide that membership in Local 79 shall be open to those employees of the City as hereinafter set forth; and

WHEREAS the City and Local 79 have mutually agreed to enter into and execute this Collective Agreement commencing from January 1st, 2012, to remain in force until and including the 31st day of December, 2015, and from year to year thereafter as hereinafter provided;

NOW, THEREFORE, THIS AGREEMENT WITNESSETH that in consideration of the premises the City and Local 79 hereby mutually covenant and agree as follows:

Article 1
PURPOSE

1.01 The purpose of this Agreement is to provide for an effective collective bargaining process, in order to provide mutually satisfactory employment relations between the Employer and Local 79 and an amicable method of settling differences with respect to general working conditions and the interpretation, application and administration of this Agreement.

Article 2
RECOGNITION

2.01 The City recognizes Local 79 as the sole bargaining agent for all full-time employees of the City of Toronto who may occupy positions set forth in Schedule 1 annexed hereto and forming part of this Agreement, such group of employees being referred to as "the Local 79 Unit".

CLARITY NOTE 1: All employees grandparented by Article 10(a) and (b) of the Agreement incorporated into paragraph 13 of the Board Order dated November 19, 1998, under OLRB File No. 1202-98-PS shall be included in the Bargaining Unit described in clause 2.01.

CLARITY NOTE 2: Employees covered by the following part-time projects shall be included in the Bargaining Unit described in clause 2.01.

(a) Employees covered by the former City of Etobicoke ONA Local 29 Collective Agreement who, pursuant to a Letter of Understanding on Job Sharing, work part-time hours;

(b) Employees covered by the former City of Etobicoke Health Unit, CUPE Local 3431 Collective Agreement who, pursuant to a Letter of Understanding on Job Sharing, work part-time hours;

(c) Employees covered by the former Municipality of Metropolitan Toronto CUPE Local 79 Collective Agreement who, pursuant to a Supplementary Memorandum of Agreement with respect to a Part-Time Pilot Project, work part-time hours;

(d) Employees covered by the former City of North York ONA Local 41 Collective Agreement who, pursuant to a Memorandum of Understanding on Job Sharing, work part-time hours;

(e) Employees covered by the former City of Toronto CUPE Local 79 Collective Agreement who, pursuant to a Supplementary Memorandum of Agreement with respect to a Part-Time Pilot Project, work part-time hours;

(f) Employees covered by the former Board of Health for the City of York ONA Local 59 Collective Agreement who, pursuant to a Letter of Understanding with respect to job sharing, work part-time hours;

(g) Employees covered by the former City of Scarborough CUPE Local 3752 Collective Agreement who pursuant to the Collective Agreement applied for part-time work and now work part-time hours;

(h) Employees covered by the former Board of Health for the Borough of East York, ONA Local 5 Collective Agreement who pursuant to a Letter of Understanding with respect to job sharing, work part-time hours.

CLARITY NOTE 3: All temporary employees who work full-time hours on a seasonal basis and who work within a position set forth in Schedule 1 of both this Collective Agreement and the Part-Time Unit "B" Collective Agreement shall be included in the Bargaining Unit described in clause 2.01.

CLARITY NOTE 4: Those employees covered by the former Board of Health for the Borough of East York Collective Agreement with CUPE Local 114 and who, as at the date of ratification of this Agreement, worked a regular weekly schedule of 33 ¾ hours per week are included in the Bargaining Unit described in clause 2.01 and are covered for all purposes by the main body of this Agreement.

NOTE: Immediately following ratification of this Collective Agreement, the parties will meet to identify those employees and positions who fall under Clarity Note 1, Clarity Note 2, Clarity Note 3, and Clarity Note 4 and mutually agree as to where the employees and positions should fall.

LETTER OF INTENT
TEMPORARY EMPLOYEES WORKING FULL-TIME HOURS ON A SEASONAL BASIS

The parties agree to meet immediately following ratification to confirm and identify employees that fall under Clarity Note 3. The parties shall meet to develop and establish criteria for identifying such employees. Any disputes that may arise may be the subject of a grievance at Step 3.

The City and the Union shall meet immediately following ratification to review the status of all temporary employees including those under Clarity Note 3 who work full-time hours for less than a full year to review the feasibility of making them permanent, and where there is agreement of the parties, the City shall make such employees permanent. Any disputes that may arise may be the subject of a grievance at Step 3.

2.02 The parties hereto agree that all persons occupying positions in the office of the Mayor of the City of Toronto shall be excluded from this Bargaining Unit.

2.03(a) In this Agreement the word "employee" means a person hired by the City for either the Permanent or Temporary Service for a position which comes within the Bargaining Unit described in clause 2.01 hereof and who is on the active payroll of the City.

2.03(b) A temporary employee is one who is employed for any of the following reasons:

(i) to replace an employee who is absent for any reason;
(ii) to work on a special project or undertaking;
(iii) to work on a seasonal basis to meet seasonal needs; or
(iv) to meet unexpected and/or peak workload demands.

2.03(c) Nothing in the foregoing shall be deemed to prohibit the City from using volunteers provided such volunteers do not perform bargaining unit work and shall not displace any bargaining unit employee.

2.03(d) Unless otherwise specified in this Agreement, no employee shall be required or permitted to make written or verbal agreements with the Employer which would conflict with the Collective Agreement.

2.04 Whenever the City establishes a new non-union position, the Director of Employee and Labour Relations will, where practicable, provide Local 79 with thirty (30) calendar days written notice prior to the implementation of said position.

In the event that Local 79 is of the opinion that the position may come within the Local 79, Unit, Local 79 shall so notify the Director of Employee and Labour Relations within ten (10) working days of Local 79's receipt of the notice from the City. If requested, the City shall meet with Local 79 forthwith for the purpose of discussing the matter.

The question as to the position's inclusion in or exclusion from the Local 79 Unit shall be determined by mutual agreement or, in the absence of an agreement, Local 79 may file a

grievance under clause 16.07. Such grievance shall be initiated at Step 3 of the grievance procedure.

Management Rights

2.05 Local 79 and the employees recognize and acknowledge that it is the exclusive function of the City to:

(i) maintain order, discipline and efficiency;

(ii) hire, discharge, layoff, direct, classify, transfer, promote, demote and suspend or otherwise discipline any employee provided that a claim of discriminatory promotion, demotion, or transfer, or a claim that any such employee has been discharged or disciplined without reasonable cause, may be the subject of a grievance and dealt with as hereinafter provided; and

(iii) generally to manage the operation and undertakings of the City and without restricting the generality of the foregoing to select, install and require the operation of any equipment, plant and machinery which the City in its uncontrolled discretion deems necessary for the efficient and economical carrying out of the operations and undertakings of the City.

2.06 The City agrees that it will not exercise the foregoing functions in a manner inconsistent with the provisions of this Agreement.

Article 3
UNION SECURITY

3.01(a) It shall be a continuous condition of employment with the City that all employees shall be members in good standing of Local 79.

3.01(b) All future employees who come within the Local 79 Unit shall become members of Local 79 within thirty (30) calendar days from the date of the commencement of their employment with the City and thereafter shall remain as such members in good standing provided that the City shall not be required to discharge an employee who has been expelled or suspended from membership in Local 79, other than for engaging in unlawful activity against Local 79.

3.02 The City in respect to each of the employees who is subject to the provisions of this clause shall:

(i) deduct from each pay of such employee such sums for dues and contributions to Local 79, provided such are to be uniformly levied for not less than six (6) months payable by such employee as the by-laws of Local 79 or minutes of meetings at which any change in such dues and contributions is made, as the case may be;

(ii) continue to make such deductions until this Agreement is terminated; and

(iii) within one (1) week after making each such deduction, pay the sum so deducted to Local 79.

3.03 Local 79 will provide to the City a certified true copy of the section of the by-laws of Local 79 authorizing any such dues and contributions and a certified true copy of the section of the minutes of a meeting at which any change in such dues and contributions is made.

3.04 Local 79 will save the City harmless from any and all claims which may be made against the City for appropriate amounts deducted from pay pursuant to clause 3.02 herein.

3.05 The City shall provide Local 79, on a biweekly basis, a list of all employees from whose wages union dues have been deducted and, in accordance with the respective pay system report criteria, the union dues amount, the biweekly earnings, the hours worked, and an alternate rate indicator.

3.06 The Executive Director of Human Resources of the City shall forward to the Recording Secretary of Local 79 notice of all appointments, reclassifications, promotions and reversions affecting all employees within the Local 79 Bargaining Unit and Local 79 may make representations to the Executive Director of Human Resources in this regard.

3.07(a) The City will recognize representatives of Local 79 authorized by Local 79 to attend meetings provided for under the Collective Agreement. Local 79 agrees to notify the City in writing in advance of the names of its representatives.

3.07(b) Leaves of absence with or without pay to attend to Local 79 business are subject to approval by the City unless the Collective Agreement provides otherwise. Such approval shall not be unreasonably withheld.

3.07(c) When meetings are held between Local 79 representatives and the City, the City and Local 79 will make every effort to schedule such meetings in their entirety during their regular working hours, and should the meeting go beyond such hours, the overtime provision of this Agreement will apply up to a maximum of one (1) hour of overtime pay for each employee and Local 79 representative in attendance at such meeting.

Information Requests

3.08 The City shall provide Local 79 with the following information where available and upon request shall meet with Local 79 to discuss the availability of such information:

(a) a bi-weekly list of all employees from whose wages union dues have been deducted including the salary/wages of each employee, the hours worked and hourly rate of pay;

(b) a bi-weekly list of employees paying dues for the first time and employees no longer paying dues including the reasons for no longer paying dues, and employees once again paying dues including the reason for restarting;

(c) a bi-weekly list of employees who are in a "no-pay" status or who have insufficient pay from which to deduct dues or those not paying dues such as those employees on lay-off, approved leaves of absence, WSIB, LTD or other reasons;

(d) a quarterly list of all employees, their employee number (new and old), classification, their latest home address, work location, section, division and work and home/contact numbers to assist Local 79 in providing services to the members;

(e) a monthly list of current classifications and the actual number of incumbents by class in each classification, broken down by section and division;

(f) a bi-weekly list of all permanent positions that have been vacant longer than thirty (30) calendar days, indicating the status of each of these vacancies including the wage and number of hours per work week;

(g) a monthly list of all Local 79 employees in all alternate rated assignments, the employee's affiliation and the affiliation of such alternate rated positions, the expiry date of the alternate rate, job title of the alternate rated position, name and

employee number of the incumbent, section and division of the position to be alternate rated, the first date of the alternate rate assignment;

(h) a bi-weekly list of all employees who are not members of Local 79, working in Local 79 classifications, their prior union affiliation, the date of their first assignment to such classification, the expected expiry date of such assignment and the list of all Local 79 members alternate rated to other classifications in the City or on secondments, or other assignments outside the City;

(i) a monthly list of new permanent employees;

(j) a monthly list of new temporary employees; and

(k) a bi-weekly list of employees who change bargaining unit status. Any other requests for information by Local 79 shall be considered on a case by case basis. The City shall make every reasonable effort to provide Local 79 with the foregoing information.

LETTER OF INTENT
PAY SYSTEM REPORT CRITERIA

The parties agree to continue meeting to discuss pay system report criteria, to ensure a full review and understanding of information needs and appropriate methods of addressing these needs.

Article 4
PROBATIONARY PERIOD

4.01 Notwithstanding anything to the contrary contained in this Agreement, the City shall have the exclusive right to discharge employees within the first six (6) months actually worked, such period to be called "the probationary period" provided that the probationary period may not be completed while the employee is absent and that in no case shall an employee be required to complete more than one (1) probationary period.

Article 5
NO DISCRIMINATION OR HARASSMENT

5.01 The City and Local 79, their respective servants and agents agree that there shall be no discrimination, interference, harassment, restriction or coercion exercised or practised with respect to any employee in the matter of wage rates, training, upgrading, promotion, transfer, layoff, discipline, discharge or otherwise by reason of race, creed, ancestry, place of origin, colour, ethnic origin, citizenship, record of offences, political or religious affiliation, sex, sexual orientation, age, marital status, family status, disability nor by reason of membership in a labour union, and the City agrees that it will not, either directly or through any person acting on its behalf, discriminate against any person in its employ because of such person being an officer, Steward, committee member or member at large of Local 79.

5.02 Any prohibited ground of discrimination listed in clause 5.01 that is also a prohibited ground of discrimination in the Human Rights Code, R.S.O.1990, as amended will be defined in accordance with section 10 ["Definitions"] of the Human Rights Code, R.S.O. 1990, as amended.

5.03 The prohibition within clause 5.01, with respect to disability shall not apply where the requirement, qualification or consideration is a reasonable and bona fide one in the circumstances or the employee is incapable of performing or fulfilling the essential duties or requirements attending the exercise of his/her duties of a position by reason of disability.

Sexual Harassment

5.04 Every employee has a right to be free from sexual harassment and from any reprisal or threat of reprisal for the rejection and/or reporting of such behaviour.

Article 6
WAGES AND SALARIES

6.01 All employees shall as a condition of their employment participate in payroll direct deposit.

6.02 During the term of this agreement, the parties agree that the salaries and wages to be paid to each employee shall be in accordance with the hourly rate of pay for each job classification in Schedule 1, provided that the hours of work set out in Schedule 1 are to be used for information purposes only.

Increments

6.03(a) Employees shall progress through the increment levels as set out in the Wage Schedules unless the Division Head withholds an increment, in which case, the employee shall be advised in writing of the reasons therefore.

6.03(b) Increments shall be effective at the beginning of the pay period following the date upon which the increment is effective.

6.03(c) An employee's anniversary date for an increment shall not be adjusted as a result of any pregnancy and/or parental leave taken pursuant to clauses 17.03(a) or 17.03(b).

6.04 Provided that the Division Head so recommends, a temporary employee who is employed in a position to which a salary range is applicable, shall upon the completion of one (1) year of continuous service in such position, receive the first increment provided in Schedule 1, in the same manner as a permanent employee in such position in accordance with clause 6.03 and thereafter shall receive annual increments as set out in the said Schedule 1 and clause 6.03.

Alternate Rate

6.05 Subject to clause 6.07, whenever an employee is assigned to perform the regular duties of a higher rated classification for at least a full day or shift, he/she shall be paid the minimum of the hourly rate for the higher classification or an increase of sixty-five cents (65¢) per hour, whichever is the greater, but in no case shall an employee be paid in excess of the maximum rate for the higher rated classification.

This clause does not apply to an employee in a trainee classification.

6.06 The foregoing alternate rate provisions shall apply to periods during which the employee is absent on paid leave, receiving sick pay or IIP days in accordance with Article 11A (IIP) or Article 11B (Sick Pay) or on paid holidays or on annual vacation, provided such employee has been continuously paid at such alternate rate for at least two (2) months and such qualifying period has not been interrupted by an aggregate of absences on paid leave, sick pay or IIP days, paid holidays or vacation in excess of fifteen (15) working days prior to such absence on paid leave.

These provisions shall apply only when the two (2) continuous months service requirement has been fulfilled and such employee is still being paid such alternate rate at the commencement of such absence and such alternate rate will be paid only to the extent that it would have been paid had the employee remained at work.

6.07 Subject to clause 6.03, where an employee is assigned to perform the regular duties of a higher rated position and actually works sufficient aggregate time to qualify for an increment he/she shall be granted such increment effective the beginning of the pay period nearest the date on which he/she qualifies for such increment. In addition to actual time worked, and pursuant to clause 6.06, all time that an employee is absent on paid leave, receiving sick pay or IIP days in accordance with Article 11A (IIP) or Article 11B (Sick Pay) or on paid holidays, or annual vacation shall apply towards an employee's aggregate time in qualifying for an increment.

An employee may qualify for any subsequent increments in the same manner as set out above and will begin to accumulate such aggregate qualifying time immediately following the effective date of the initial increment.

6.08 Where an employee covered by the TCEU Local 416 Collective Agreement is assigned to work on an alternate rate to a position in the Local 79 Full-Time Bargaining Unit such employee shall upon the commencement of the first pay period following the completion of thirty (30) continuous working days in the position in the Local 79 Full-Time Bargaining Unit, become a member of the Local 79 Full-Time Bargaining Unit for all purposes for the duration of the alternate rate assignment subject to the terms and conditions of the tri-partite agreement between Local 79, TCEU Local 416 and the City governing the carriage of seniority, dated April 23, 2009, ("the Carriage of Seniority Memorandum"), between the TCEU Local 416 and the Local 79 Full-Time Bargaining Units. Once the alternate rate assignment is terminated, the employee concerned shall return to the TCEU Local 416 Bargaining Unit.

6.09 In the event that an employee's pay has a shortage of seven (7) hours' pay or more and the employee so requests within three (3) working days of the pay date for the bi-weekly pay period in which the shortage occurred, the Employer shall make every effort to rectify the shortage within three (3) working days from the time that the employee first notifies the appropriate payroll services representative.

Recovery of Accidental Overpayment

6.10 In the event of an overpayment, the City shall advise the employee in writing of such overpayment which will outline the reason(s), the amount of the overpayment and the date(s) on which the overpayment occurred. Local 79 shall be informed in writing at the same time as the employee.

The City shall meet with the employee who shall be represented by a Unit Officer or designate so as to negotiate an appropriate schedule of recovery. The recovery schedule shall not exceed the maximum permitted by the Wages Act, R.S.O., 1990, as amended, unless the parties agree otherwise. It is understood that such overpayment may be the subject of a grievance at Step 3.

Alternate Rate Review

6.11 Commencing on January 1, 2013, and every two years thereafter, the City and Local 79 will review all alternate rate assignments where the alternate rate assignment has been continuously filled by one or more employee(s) for a period in excess of thirteen (13) months. For greater clarity "employees" includes a member of any Local 79 or Local 416 Bargaining Unit, any other Bargaining Unit or non-union employee.

Upon completion of the review, the position into which the employee(s) has been alternate rated, shall be filled as a permanent vacancy in accordance with Article 15,

provided that the position is not one to which a permanent employee has a claim or where the alternate rate assignment is expected to be terminated in the near future.

Article 7
PREMIUM PAY PROVISIONS

Overtime

7.01(a) Each employee shall be paid at the rate of time and one half for all time worked in excess of his/her regular scheduled work day or work week. It is agreed that employees may be assigned to work:

i) up to the maximum hours per day permitted under the Employment Standards Act, 2000, S.O. 2000, as amended; and

ii) up to a maximum of 60 hours per week, except in the case of employees in Toronto Water and Toronto Emergency Services who may work up to a maximum of 80 hours per week.

iii) It is understood that the maximum number of daily and weekly hours do not apply to hours of work that arise from emergencies or exceptional circumstances.

7.01(b) Subject to there being mutual agreement between the employee and the Division Head an employee may receive compensation for overtime worked in the form of time off in lieu of pay, at the rate of one and one-half (1 ½) hours off for each hour of overtime worked provided that the lieu time accumulated for both overtime work and work on designated holidays as provided in Article 9 (Designated Holidays) does not exceed ninety-six (96) hours at any one time. The ninety-six (96) hours is replenishable.

7.01(c) (i) Lieu time taken shall be at the mutual agreement of the employee and the supervisor in accordance with the requirements of the operations. Requests for the lieu time shall not be unreasonably denied.

(ii) An employee may request to have his/her accumulated lieu time paid out quarterly on the first pay period of March, June, September and/or December, provided that on each occasion the employee shall make the request in writing to his/her supervisor or designate at least three (3) calendar weeks prior to the pay date on which they are requesting the lieu time to be paid.

(iii) Any such lieu time which has not been used or scheduled to be used by the end of a calendar year shall be paid out to the employee, unless there is mutual agreement between the employee and his/her supervisor no later than November 1 that the unused lieu time may be carried over to the subsequent year.

7.01(d) Overtime shall normally be on a voluntary basis. It shall be offered in order of seniority, to those who normally perform the work in the work location concerned. In the event that there are not sufficient numbers of employees who accept overtime, the employer may assign persons to overtime in the reverse order of seniority to those employees who normally perform the work in the work location concerned.

Call-back

7.02(a) Each employee who has completed his/her regular day's work and who has left his/her office, assigned yard or work location and who is called out and reports for overtime work or who is called out and reports for work on other than his/her regular work day, shall be paid by the City as a minimum, the equivalent of four (4) hours pay at his/her regular overtime

rate, whether such employee works or not, for each time such employee is called out and reports for overtime work or work as the case may be.

7.02(b) Without limiting the generality of the foregoing, the payments referred to in clause 7.02(a) will not be applicable to overtime hours worked in conjunction with an employee's regular scheduled shift.

Stand-by

7.03(a) In the event an employee is assigned to stand-by, he/she shall be available for work when called by telephone or paged, and shall receive a minimum of three (3) hours pay at his/her regular straight time hourly rate for each 24 hour period that he/she is assigned to stand-by.

7.03(b) If the employee while on stand-by is required to work, all hours so worked shall be subject to overtime rates.

7.03(c) In the event an employee is on stand-by and is called into work, he/she shall not be entitled to call-back pay as set out in clause 7.02.

Shift Bonus

7.04(a) Each employee of the City coming within the Local 79 Unit who, as part of a regularly scheduled work week works on a shift, any part of which, exclusive of overtime, falls within the hours of 7:00 p.m. of any day and 6:00 a.m. of the next following day, shall be paid for all hours worked on such shift, a bonus of one dollar and four cents ($1.04) per hour provided that no such bonus shall be paid where premium pay is paid.

7.04(b) Each employee coming within the Local 79 Unit who works on a regularly scheduled rotating shift shall be paid in addition to the regular wage or salary, a shift bonus of one dollar and four cents ($1.04) per hour, for each day, afternoon or night shift from time to time worked by such employee as part of a regularly scheduled twenty-four (24) hour, seven (7) day per week rotating shift schedule.

7.04(c) Each employee coming within the Local 79 Unit who works a regularly scheduled day shift on a Saturday and/or Sunday shall be paid a premium of one dollar and four cents ($1.04) per hour for all regular hours worked on that Saturday and/or Sunday, provided the employee is receiving no other premium or bonus pay for hours worked on such day(s).

7.04(d) Each employee of the City coming within the Local 79 Unit who, as a part of a regularly scheduled work week, works on the afternoon and/or night shift ending on a Saturday and/or Sunday, shall be paid a week-end/shift bonus premium of two dollars and eight cents ($2.08) per hour for all regular hours worked on such scheduled shift. The weekend/shift bonus premium shall be in lieu of the provisions of clauses 7.04(a), (b) and (c).

Registered Nurse In-Charge

7.04(e) Management shall delegate in each Long Term Care Home a Registered Nurse to act as "Registered Nurse In-Charge" of the building for those day, evening, night and/or weekend hours when no manager is in the building. For those hours that the Registered Nurse acts as "Registered Nurse In-Charge" he/she shall be paid two dollars and sixty-five cents ($2.65) per hour in addition to his/her regular rate of pay and any other shift premium.

Once a Registered Nurse has been identified as "Registered Nurse In-Charge", the Registered Nurse shall complete responsibilities as assigned by Management to ensure the provision of safe care and service to residents and the maintenance of safety in the workplace for those hours when no manager is in the building.

Compressed Air

7.05 All employees working in compressed air shall be paid at the following rates:

(i) Where air pressure is between normal atmospheric pressure and twenty (20) pounds - fifteen dollars ($15.00) per day.

(ii) Where air pressure is more than twenty (20) pounds - twenty dollars ($20.00) per day.

7.06 The rates specified in clause 7.05 hereof shall be paid if the employee is required to enter the compressed air working area for any portion of a day, but no employee shall be paid more than one (1) day's additional remuneration in a one (1) day working period, when required to enter and leave a compressed air working area on more than one (1) occasion in a one (1) day period.

Judicial Proceedings

7.07(a) This clause applies to employees who are required to appear in court or who are involved in other legal proceedings on matters arising out of his/her employment.

Where the employee is required to participate in such proceedings beyond his/her regularly scheduled hours of work he/she shall be paid the rate of time and one-half (1½) for all hours worked beyond his/her regularly scheduled hours of work.

7.07(b) It is understood and agreed that the foregoing does not apply to arbitration hearings which are or have been initiated under this Collective Agreement or any predecessor Agreement.

Article 8
HOURS OF WORK AND SHIFT CHANGE

Regular Hours of Day Workers

8.01(a) The regular hours of Day Workers shall be defined as Monday through Friday and shall commence not earlier than 6:00 a.m. and end not later than 7:00 p.m. and consist of seven (7) or eight (8) hours duration and thirty-five (35) or forty (40) hours per week, as the case may be.

Change of Regular Hours of Day Workers

8.01(b) Where it is operationally required, the regular hours of a Day Worker may be changed on a temporary basis. If a change in the regular hours of a Day Worker is operationally required on a temporary basis, the employer shall:

i) request volunteers from all employees with the required qualifications in the classification who normally perform the work in the location, unit or program in the Division (e.g. Municipal Licensing Services – unit, Recreation – location, Flu Clinic – location, Parenting Programs – program, Customer Support /Film – unit);

ii) if there are insufficient volunteers, the employer shall assign the altered hours to the most junior employee with the required qualifications in the classification who

normally performs the work in the location, unit or program in the Division; (e.g. Municipal Licensing Services – unit, Recreation – location, Flu Clinic – location, Parenting Programs – program, Customer Support /Film – unit);

iii) provide ten (10) calendar days written notice to Local 79 and the affected employee(s) setting out the change of hours and the duration; and

iv) pay employees the shift bonus provided for in clause 7.04.

8.01(c) (i) In the event that the requirements in Article 8.01(b) are not met, any work done by a Day Worker outside of the above noted regular hours shall be paid the overtime rate in accordance with clause 7.01.

(ii) Notwithstanding clause 8.01(b)(iii), where a change of hours of work is caused by an emergency and ten (10) calendar days notice cannot be provided, affected employee(s) shall be paid the overtime rate in accordance with clause 7.01 for all hours worked on the first shift outside of the above noted regular hours.

8.01(d) Where hours outside of the above noted regular hours are required on a continuing basis, the employer may create a shift including these hours on the giving of at least thirty calendar days' notice. Employees with the required qualifications in the classification who normally perform the work in the location, unit or program in the Division will be asked to work the shift on a voluntary basis. If there are insufficient volunteers, the most junior employee(s) with the required qualifications in the classification who normally perform the work in the location, unit or program in the Division shall be required to work the shift. Employees working these shifts shall be paid the shift bonus provided for in clause 7.04.

Hours of Work – Long Term Care Homes and Services

8.02 The regular hours of a Registered Nurse, Registered Practical Nurse and Practical Care Aid in the Long Term Care Homes and Services Division consists of eight (8) hours duration and forty (40) hours per week.

Effective April 4, 2012

(a) any employees hired, demoted, reclassified, alternate rated, transferred, or promoted into one of the classifications listed in 8.02 above shall be placed on a thirty-seven and-one-half (37.5) hour work week, seven and one-half (7.5) hours per shift.

(b) effective April 4, 2012, employees identified in paragraph 8.02 above may elect to have their work week and pay immediately reduced to thirty-seven and one half (37.5) hours.

Effective January 8, 2014

(c) all employees working a forty (40) hour work week in the classifications listed in 8.02 above shall have their length of shift and pay decreased by fifteen (15) minutes to a thirty-eight and three-quarter (38.75) hour work week, seven and three-quarter (7.75) hours per shift.

Effective January 7, 2015

(d) all employees working a thirty-eight and three-quarter (38.75) hour work week in accordance with 8.02(b) shall have their length of shift and pay decreased by fifteen (15) minutes to a thirty-seven and a half (37.5) hour work week, seven and one half (7.5) hours per shift.

Shift Change

8.03(a) Where the regular day, afternoon or night shift of a Shift Worker is to be changed, the employee shall be given forty-eight (48) hours notice of such change.

8.03(b) If the employee is given less than forty-eight (48) hours notice of such shift change, he/she shall be paid at the rate of time and one-half (1 1/2) for the first changed shift worked.

8.03(c) If the second changed shift worked would otherwise have been a scheduled day off and it falls within forty-eight (48) hours of the notice of the shift change being given, the employee shall be paid at the rate of time and one-half (1 1/2) for such second shift worked.

8.03(d) It is understood and agreed that 8.03 (a), (b), and (c) do not apply to employees engaged in rink operations or if the change of shift is caused by an emergency.

8.03(e) It is understood and agreed that a change of hours within a regular day, afternoon or night shift shall not constitute a change of shift.

Time Off Between Shifts

8.04 When an employee's shift is being changed, a minimum of twelve (12) hours shall be scheduled off as a rest period between the end of the "old" shift and the commencement of the "new" shift. If an employee's "new" shift commences during such rest period, she/he shall be paid at the overtime rate for all hours worked on the first shift.

Two Consecutive Days Off

8.05 Each employee who is required to work on any regular schedule other than Monday through Friday shall be given two (2) consecutive days off in each seven (7) day or other regularly scheduled shift period in lieu of Saturday and Sunday, provided that work schedules which do not conform to the foregoing shall not be considered a violation of this Agreement.

Lunch Periods

8.06(a) All employees shall be afforded an unpaid lunch period of not more than one (1) hour duration between the third (3rd) hour and the fifth (5th) hour of his/her shift except in the case of an emergency, when such lunch period shall be at the discretion of the immediate supervisor of such employees, but shall not be unreasonably withheld. It is agreed and understood that the City shall be the sole judge of what constitutes an emergency.

It is also agreed that when an employee is required to work through his/her lunch because of an emergency, he/she shall be paid at his/her regular or premium rate, whichever is appropriate, unless the employee's lunch break has been rescheduled between the third (3rd) hour and the fifth (5th) hour of his/her shift.

8.06(b) Employees covered by the former Board of Health for the Borough of East York (CUPE Local 114) Collective Agreement and who opted to retain their six and three-quarter (6 ¾) hour paid day with an unpaid lunch break of one and one-quarter (1 ¼) hours shall continue to retain that right.

Rest Periods

8.07(a) Each employee coming within the Local 79 Unit shall be afforded rest periods of fifteen (15) minutes during each morning and afternoon at such times and places as may be decided by the Division Head, and the rest periods for those employees on shift work shall be during the first four (4) hour and the second four (4) hour periods respectively.

8.07(b) Employees in Court Services, Children's Services, Long Term Care Homes and Services and Prosecutors in Legal Services who are not able to take their rest periods, due to operational needs, shall at their Division Head's discretion, have their rest periods rescheduled within the shift. If that is not possible, the employee shall be compensated for the lost rest period at time and a half (1 ½), or with mutual agreement, the employee shall have the time added to his/her lieu bank.

Alternate Shift Schedules

8.08(a) Shift schedules that differ from the regular daily or weekly hours of work set out in this Article, may be requested by either party, and provided there is mutual agreement between the parties and, if necessary, approval has been granted by the Director of Employment Standards of the Ministry of Labour, such shift schedules may be introduced on an experimental or continuing basis by the City. Any such agreed upon shift schedules may be terminated by either party giving the other thirty (30) days notice. Consistent with the foregoing, proposed shift schedules which may involve employees in the Local 416 Bargaining Unit will be discussed with the two Local Unions.

8.08(b) The details of the twelve (12) hour shift schedule currently in effect and continuing to be in force for certain employees in the Division of Toronto EMS are set out in Appendix A which forms a part of this Collective Agreement.

Flexible Working Hours

8.09 Where it is proposed that flexible working hours, staggered hours or a compressed work week be established, the parties shall set up a committee comprised of representatives(s) of the division(s) concerned, Local 79, and Human Resources. The committee shall meet within fourteen (14) calendar days of a request being made. Any agreed to flexible working hours, staggered hours or compressed work week arrangements shall be implemented as soon as practicably possible following such agreement. The parties may also agree to a mechanism for termination of any new flexible working hours, staggered hours or compressed work week arrangements. Variable working hour arrangements shall occur on a voluntary basis.

All previous variable working hours arrangements in place as of the date of ratification of this Collective Agreement shall continue under their present terms and conditions unless terminated by either party, with fourteen (14) calendar days of written notice. The City shall provide details to Local 79 of all flexible working hours, staggered hours and compressed work week(s) immediately following ratification.

No Requirement to Work a Split Shift

8.10 Notwithstanding anything contained herein, no employee shall be required to work a split shift.

Notification of New or Changed Shift

8.11 The City shall provide the Union with thirty (30) days advance notice in writing if it intends to:

(a) create a new job classification which will involve shift work; or

(b) change an existing classification from a rotational assignment of shifts to a regular or permanent assignment of shifts.

The parties shall meet prior to any such changes being implemented to ensure employees are given preference for shifts based on their seniority taking operational needs into consideration.

LETTER OF INTENT
HARMONIZATION OF HOURS OF WORK

The parties agree to meet as soon as possible following ratification of the Collective Agreement to discuss the harmonization of hours of work.

Article 9
DESIGNATED HOLIDAYS

9.01(a) The days to be designated as holidays by the City in each year during the term of this Agreement shall be the following: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, and Remembrance Day (when Remembrance Day falls on a Monday, Tuesday, Wednesday, Thursday or Friday).

9.01(b) When any of the above named holidays fall on a Saturday or Sunday, (except Remembrance Day), the City shall designate an alternative day as the day of observance of such holiday (alternate day), and it is agreed that any premium payable for working on a designated holiday (alternate day) shall not apply to such Saturday or Sunday. It is understood and agreed that the alternative day(s) so designated may fall immediately before and/or after such Saturday or Sunday, at the City's discretion.

9.01(c) In the case of Divisions with seven (7) day operations, when an employee is scheduled to work a shift, the majority of the hours of which fall within the twenty-four (24) hour period of the actual holiday with respect to Christmas Day, Boxing Day, New Year's Day and Canada Day, the holiday premium will apply only to the actual holiday (actual day) and not to the designated day of observance of the holiday (alternate day), it being understood and agreed that in no circumstances will employees working on a seven (7) day operation be paid the holiday premium for both the actual holiday (actual day) and the designated day of observance (alternate day) of that holiday.

9.02 Subject to clause 9.02(ii)(b) hereof, each employee,

(i) who is not required to work on a day so designated as a holiday, shall be entitled to and shall be paid by the City his/her regular rate of pay for each designated holiday not so worked;

(ii) who is required to work on a day so designated as a holiday, shall be paid by the City at the rate of time and one-half (1½) for time so worked and in addition shall either;

(a) be paid for a full day at his/her regular rate of pay, or

(b) subject to there being mutual agreement between the employee and the Division Head take a subsequent lieu day off with pay at his/her regular rate, provided that total lieu time taken for both work on designated holidays and overtime worked, as provided in clause 7.01, shall not exceed ninety-six (96) hours at any one time.

(c) Employees in Long Term Care Homes and Services, other than clerical employees, who are required to work on a designated holiday shall, instead of being paid for a full day in addition to time and one-half (1½) receive payment at the rate of time and one-half (1½) for time so worked and be given a day off with pay.

9.03 Employees in the "Temporary Service" shall be entitled to payment for the designated holidays for which employees in the "Permanent Service" are paid, provided they are employed, or report for work on both the regular working day immediately prior to and the regular working day immediately following the designated holiday concerned.

9.04(a) Subject to clause 9.04(b) hereof in addition to the designated holidays set out in clause 9.01, each employee coming within the Local 79 Unit shall be granted two (2) floating holidays in each calendar year which will be taken at a time that is compatible with the operational requirements of the Division in which the employee works.

9.04(b) A new employee must complete his/her probationary period with the City as set out in clause 4.01 before qualifying for the floating holidays.

9.05 An appropriate recognition of Remembrance Day will occur in the workplace.

Article 10
VACATIONS

10.01(a) Each employee in the "Permanent Service" of the City, and each employee in the "Temporary Service" of the City who is entitled to benefits in accordance with Article 19 of this Agreement shall be eligible for vacation with pay on the following basis:

(i) following the completion of one (1) year of service – three (3) weeks vacation; provided that upon completion of the first six (6) months of the employee's first year of service, such employee may, if he/she so requests and the Division Head concerned consents, be granted one (1) week's vacation prior to his/her anniversary date and the second and third week at a time after the anniversary date. If the week of vacation is granted and the employee's service terminates prior to completing one (1) year of service, the value of vacation granted shall be recovered from vacation pay due upon termination;

(ii) following completion of nine (9) years of service – four (4) weeks vacation;

(iii) following completion of seventeen (17) years of service – five (5) weeks vacation;

(iv) following completion of twenty-two (22) years of service – six (6) weeks vacation; and

(v) following completion of thirty (30) years of service – seven (7) weeks vacation in the thirtieth (30th) year only.

10.01(b) An employee who has qualified for the three (3) weeks vacation entitlement under clause 10.01(a)(i) shall thereafter be eligible for the annual vacation entitlement after January 1st of each calendar year. Other than what is set out in clause 10.01(c) below, January 1st shall be an employee's anniversary date for vacation purposes in respect of this Article.

10.01(c) Employees shall be eligible to receive vacation at any time after January 1st in the year in which increased vacation entitlement occurs provided that the City shall be entitled to recover the value of the increased portion of the vacation taken prior to entitlement where the employee leaves the service other than by death or retirement.

10.01(d) (i) Employees shall be entitled to vacation in accordance with the provisions of this Article, provided that where an employee is not in receipt of salary or wages because of sickness or injury for a period of time which exceeds twenty-six (26) consecutive full pay periods, his/her vacation entitlement shall be reduced by 1/26th for each such consecutive full pay period in excess of twenty-six (26).

(ii) There shall be no reduction of the vacation entitlement of an employee who takes or is granted pregnancy and/or parental leave pursuant to clause 17.03(a) or 17.03(b) for the duration of such leave.

10.01(e) It is understood and agreed that an employee's vacation entitlement in the current year shall be based on his/her service in the previous year.

10.02(a) Where an employee in the "Permanent Service", or an employee in the "Temporary Service" who has completed one (1) year of continuous service or one (1) year of aggregate service leaves the service of the City after January 1st in any calendar year and prior to receiving vacation in that year, such employee shall be paid any vacation owing on account of the previous year's service in accordance with clause 10.01(e).

10.02(b) Where the anniversary date of such an employee falls earlier in the calendar year than the date on which his/her employment ceases, the employee shall be entitled to receive vacation pay for the period between such anniversary date and the date employment ceases, on the following basis:

(i) if the employee would ordinarily be entitled to three (3) weeks vacation with pay per year, six percent (6%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases;

(ii) if the employee would ordinarily be entitled to four (4) weeks vacation with pay per year, eight percent (8%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases;

(iii) if the employee would ordinarily be entitled to five (5) weeks vacation with pay per year, ten percent (10%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases; and

(iv) if the employee would ordinarily be entitled to six (6) weeks vacation with pay per year, twelve percent (12%) of earnings for the period between the employee's anniversary date and the date his/her employment ceases.

10.03 Where an employee described in clause 10.01(a) hereof dies on or after January 1st in any year and prior to receiving vacation in that year, such employee shall have paid to his/her estate an amount equivalent to the salary or wages that would normally have been paid to him/her on account of vacation, including entitlements under paragraphs (i), (ii), (iii) and (iv) of clause 10.02(b) hereof.

10.04(a) The normal vacation to which the retiring employee may be entitled for the previous year's service may be taken, at the employee's option, prior to the effective date of retirement or as a final payment in lieu of vacation with pay upon retirement.

10.04(b) The additional vacation pay to which the retiring employee may be entitled under clause 10.02(b) shall be paid as a lump sum upon retirement.

10.05 Where an employee has been employed in the "Temporary Service" prior to appointment to the "Permanent Service" or prior to being eligible for benefits under clause 10.01 and has received an amount of vacation pay in the preceding twelve (12) month period, the employee's vacation with pay entitlement shall be reduced accordingly by the value of the vacation pay the employee so received calculated on the basis of the employee's pay per day in the "Temporary Service".

10.06 Employees ineligible for the maximum number of days vacation with pay shall, on request, be granted leave of absence without pay for the remainder of such maximum period. A

leave of absence, without pay, taken to complete the annual vacation shall not constitute a break in service.

10.07 A designated holiday, as set out in clause 9.01(a), which falls within a vacation period shall not be considered as a day of vacation.

10.08(a) Vacation due an employee on account of his/her previous year's service shall be completed before the end of the calendar year. An employee may, with the approval of his/her Division Head or at the request of such Division Head and with the consent of the employee, postpone the whole or part of such vacation to the following calendar year. Such request must be received by either the employee or the Division Head as the case may be no later than October 1 in any year.

10.08(b) In the event that there is no agreement to postpone the whole or part of such vacation to the following calendar year or, if no request is received by October 1 in accordance with clause 10.08(a), the Division Head shall consult with the employee regarding any preference that the employee may have regarding the scheduling of the remaining vacation. In the event that the employee's request cannot be accommodated, the Division Head shall then schedule the employee's vacation so that it is completed before the end of the calendar year, or if the employee so requests, he/she shall be paid out for any unused vacation at the end of the year.

10.09(a) Where an employee on a scheduled period of vacation is admitted to hospital as an in-patient as a result of an illness or injury he/she shall be entitled to claim sick pay or IIP payment in lieu of vacation for such days of hospitalization, provided that written verification by a physician is provided to his/her Division upon the employee's return to work. The period of vacation shall be rescheduled for a later date and unless approved shall not constitute an automatic extension of the originally approved vacation period. In the event that any extenuating circumstances arise in respect of this clause, the employee and a Local 79 representative may, upon the employee's request, review the matter with his/her Division Head.

10.09(b) An employee who, during his/her previously scheduled vacation period, is required to serve as a juror, or who is required to appear in court or is involved in other legal proceedings on matters arising out of his/her employment, shall, upon request, have that period of vacation changed to jury or witness duty leave.

It is understood and agreed that the foregoing does not apply to arbitration hearings which are or have been initiated under this Collective Agreement or any predecessor Agreement.

10.10 Vacations will be scheduled in accordance with operational requirements. Seniority will be taken into consideration for determining employee preferences.

10.11 Subject to clause 6.07, vacation shall be paid at the hourly rate the employee is earning at the time the vacation leave is taken.

LETTER OF INTENT
HARMONIZATION OF VACATION YEAR

The parties agree to discuss and resolve the issue of harmonizing the vacation year prior to December 1, 2000 and any scheduling problems that may arise thereafter.

An employee shall not suffer any loss of vacation entitlement through any anniversary date conversion for vacation purposes in respect to this Article.

LETTER OF INTENT
GRANDPARENTING OF VACATION ENTITLEMENT

(a) 4 Weeks Vacation

Employees hired as of May 11, 2000, under any of the Collective Agreements of the predecessor employers (including previously non-union and placed in Local 79 by virtue of the Labour Relations Board Order No. 1202-98-PS dated November 19, 1998), including the former Cities of Etobicoke, (CUPE – Local 3431, ONA – Local 29), East York (CUPE Health – Local 114, ONA – Local 5), North York (ONA – Local 41), Scarborough (CUPE Health – Local 3752) and York (ONA – Local 59) shall retain their entitlement to four (4) weeks vacation as set out in those Collective Agreements.

(b) 5 Weeks Vacation

Employees of the former Cities of Etobicoke (previously non-union and placed in Local 79 by virtue of the Labour Relations Board Order No. 1202-98-PS dated November 19, 1998), Scarborough (PUC – Local 1, Unit 2) and the Board of Health for the City of York (ONA – Local 59) and the Board of Health for the Borough of East York (CUPE Health – Local 114) who, as of May 11, 2000, have qualified for five (5) weeks vacation notwithstanding anything contrary in this Collective Agreement, will continue to be so entitled.

LETTER OF INTENT
VACATION ENTITLEMENT FOR PART-TIME EMPLOYEES WHO MOVE TO THE FULL-TIME COLLECTIVE AGREEMENT

The parties agree to meet within thirty (30) days of ratification to develop language to ensure that part-time employees are treated in the same manner as temporary employees when they move from a part-time unit to the full-time unit.

Article 11A
ILLNESS OR INJURY PLAN

Purpose

11A.01 The Illness or Injury Plan (IIP) shall be effective January 1, 2010. The purpose of the IIP is to provide an eligible employee with income when he/she is absent from work due to illness or injury, subject to the provisions of this Article.

IIP days shall be paid for any time lost by reason of illness or injury in accordance with the provisions set out below, except where an award is made under the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended.

Enrolment

11A.02(a) All employees hired on or after July 31, 2009 shall be enrolled in the IIP in accordance with the provisions of this Article.

11A.02(b) All employees hired prior to July 31, 2009 who are in the Sick Pay Plan may elect, on or before November 18, 2009, to transfer to the IIP effective January 1, 2010. Such employees shall elect to either:

(i) have their sick bank, if any, frozen as at December 31, 2009. Employees who elect this option shall use their capped sick pay credits to offset any shortfalls in their IIP days in accordance with clause 11A.05(a). Any remaining capped sick pay credits shall be paid out upon "termination of employment" in accordance with clause 11A.05(b); or

(ii) receive a payout of their sick bank based on its value at December 31, 2009, and in accordance with the Memorandum of Agreement – Special Payout/Payment Schedule.

11A.02(c) Subject to the Memorandum of Agreement – Transition to IIP, all employees who are in a grand-parented short term disability plan shall be transferred to the IIP on January 1, 2010.

Those employees in a grand-parented short term disability plan who have a sick bank shall elect, on or before November 18, 2009, to either:

(i) retain their frozen sick bank; or

(ii) receive a payout based on the value of their sick bank at December 31, 2009

in accordance with the terms and conditions contained in their grand-parented short term disability plan.

For the purpose of greater clarity, those employees hired prior to July 31, 2009 may elect to stay in the Sick Pay Plan and be covered by the provisions of Article 11B.

Eligibility

11A.03 An employee shall become eligible to receive IIP days for absence due to illness or injury commencing the first work day following the completion of his/her probationary period, subject to 11A.13(c). (Occurrences).

Definitions

11A.04 In this Article:

(a) "income" shall mean the employee's hourly rate as provided for in Schedule "1";
(b) "month" shall mean a calendar month;
(c) an "eligible employee" shall mean an employee who meets criteria set out in clause 11A.03 and employees who are transferred to the IIP in accordance with clause 11A.02;
(d) a "grand-parented short term disability plan" means any of the following:

(i) INCOME PROTECTION PLAN (Employees of the former City of Etobicoke who were placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who belong to the Income Protection Plan, as was provided to these employees by the former City of Etobicoke).

(ii) INCOME PROTECTION PLAN (Employees of the former City of Etobicoke who were certified with CUPE May 8, 1998 by the Ontario Labour Relations Board Order No. 4499-97-R but for whom there is no existing collective agreement and who belong to the Income Protection Plan, as was provided to these employees by the former City of Etobicoke).

(iii) INCOME PROTECTION PLAN (Employees of the former City of Etobicoke who were members of the former Health Unit, CUPE Local 3431, who belong to the Income Protection Plan).

(iv) SHORT TERM WAGE PROTECTION PLAN (1/1/4) (Employees of the former City of Etobicoke who were members of the former ONA Unit, Local 29).

(v) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were members of the former CUPE Unit, Local 840).

(vi) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were placed in Local 79 by virtue of the Ontario Labour Relations' Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who belong to the Short Term Disability Plan).

(vii) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were members of the former CUPE Health Unit, Local 840).

(viii) SHORT TERM DISABILITY PLAN (Employees of the former City of York who were members of the former CUPE Foremen's Unit, Local 103).

(ix) SHORT TERM DISABILITY PLAN (employees of the former City of York who were members of the former ONA Unit, Local 59).

(x) TEMPORARY DISABILITY BENEFITS PLAN (Employees of the former Board of Health for the Borough of East York who were members of the former ONA Unit, Local 5, who belong to the Temporary Disability Benefits Plan).

(xi) TEMPORARY DISABILITY BENEFIT (TDB) (Employees of the former Borough of East York who were placed in Local 79 by virtue of the Ontario Labour Relations' Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who belong to the Temporary Disability Benefit plan).

(xii) SALARY CONTINUANCE PLAN (Employees of the former City of Scarborough who were placed in Local 79 by virtue of the Ontario Labour Relations' Board Order No. 1202-98-PS dated November 19, 1998 but for whom there is no existing collective agreement and who belong to the Salary Continuance Plan provided to non-union employees).

(e) the "Sick Pay Plan" is the sick pay accumulation plan described in Article 11B; and

(f) "termination of employment" means termination of employment as defined under Article 11B.

Capped Sick Pay Credits

11A.05(a) An employee covered under the Sick Pay Plan, and who elected to transfer to the IIP and to freeze his/her sick bank, shall have his/her accumulation of sick credits, and service for the purpose of the Sick Pay Gratuity as outlined in Article 11B and the Letters of Intent contained therein, capped as at December 31, 2009 or upon his/her return to work as provided for in the Memorandum of Agreement – Transition to IIP. Capped sick pay credits shall be used in the following circumstances:

Top-Up from 75 % to 100% Pay

(i) In cases where an employee's IIP payment is less than one hundred percent (100%) in accordance with the chart in clause 11A.07(c) below, the employee's capped sick pay credits, if any, shall be used to top-up the difference to one hundred percent (100%) of the employee's hourly rate.

Unpaid Illness or Injury Hours

(ii) Whenever an employee's absence due to illness or injury exceeds his/her IIP days and he/she has not satisfied the Long-Term Disability waiting period in accordance with clause 12.06, the excess days of illness or injury shall be regarded as illness or injury leave without pay, except that where an employee has elected to freeze his/her sick bank, such capped sick pay credits, if any, shall be used to provide the employee with income for this period.

Payout of Capped Sick Pay Credits

11A.05(b) Any unused capped sick pay credits will be paid out upon "termination of employment", to employees eligible for such a payment, in accordance with the Sick Pay Gratuity, as outlined in Article 11B, based on the employee's completed years of service as of December 31, 2009, at the hourly rate of pay of the employee's base position at the time of termination of employment.

Permanent Full-Time Employees

11A.06(a) Permanent employees will be provided with IIP days at a coverage level of either one hundred percent (100%) or seventy-five percent (75%) of the employee's hourly rate, based on their completed years of service as set out in the chart below up to a maximum of twenty-six (26) weeks per calendar year or per absence that extends beyond the calendar year in which the continuous absence commenced.

Temporary Employees and All Employees Covered by Clarity Notes 1, 2, 3, and 4

11A.06(b) The IIP days that will be provided to temporary employees and employees covered by Clarity Notes 1, 2, 3, and 4 of Article 2 (Recognition) will be a pro-rated amount of the twenty-six (26) weeks provided to permanent employees, as set out in the chart below, based on the total regular hours paid to him/her (excluding, e.g., standby or overtime hours) in the previous calendar year.

Illness or Injury Plan – Hours Chart

11A.07(a) An eligible employee will be entitled to IIP days, if any, at one hundred percent (100%) of his/her hourly rate based on his/her completed years of service as indicated in the chart below. The employee will be eligible for the remainder of his/her twenty-six (26) weeks, if any, at seventy-five percent (75%) of his/her hourly rate.

11A.07(b) Employees are only eligible to advance to the next level of coverage based on completed years of service when they are:

(1) actually at work, or
(2) on pre-approved vacation, or
(3) on approved Leave of Absence not arising due to illness or injury, or
(4) any other leave pursuant to the Collective Agreement, not arising due to illness or injury.

An employee who is not actually at work will become eligible for the next level of coverage based on completed years of service in accordance with the chart below, upon actually returning to work for a period of at least two (2) continuous weeks.

11A.07(c) IIP days shall be as provided in the following chart:

Length of Service	Maximum Number Of Weeks Coverage at 100% of Salary Per calendar year	Maximum Number of Weeks Coverage at 75 % of Salary Per calendar year
Less than 6 months	0	0
6 months to less than 1 year	2	24
1 year to less than 2 years	3	23
2 years to less than 3 years	4	22
3 years to less than 4 years	6	20
4 years to less than 5 years	8	18
5 years to less than 6 years	10	16
6 years to less than 7 years	12	14
7 years to less than 8 years	16	10
8 years to less than 9 years	20	6
9 years to less than 10 years	24	2
10 years or more	26	0

NOTE: The range within which an employee falls in the above chart is determined by his/her completed years of service. For employees covered by clause 11A.06(b), IIP days will be pro-rated based on his/her total regular hours paid in the previous calendar year in accordance with 11A.07(c).

No Payout or Carry Over

11A.08 There is no payout of unused IIP days. There is no carry over of unused IIP days from year to year, except when an illness or injury starts in one year and continues into the next calendar year or as provided in clause 11A.09 (c) below.

Refreshing of IIP Days – January 1st

11A.09(a) An eligible employee will receive his/her IIP days on his/her first regularly scheduled work day on or after January 1st of each year, if he/she is:

(1) actually at work, or
(2) on pre-approved vacation, or
(3) on approved Leave of Absence, not arising due to illness or injury, or
(4) any other leave pursuant to the Collective Agreement, not arising due to illness or injury.

11A.09(b) An eligible employee not covered by clause 11A.09(a), who is not actually at work on his/her first regularly scheduled work day on or after January 1st and immediately prior has been absent due to illness or injury or unauthorized absence and either in receipt of IIP days or has exhausted his/her IIP days, will not receive his/her refreshed IIP days

until he/she has actually returned to work for a period of at least two (2) continuous weeks.

11A.09(c) An employee covered by clauses 11A.09(b) and 11A.11(b) shall continue to retain any remaining IIP days from the previous year and any capped sick pay credits, if any, until he/she has returned to work for two (2) continuous weeks.

11A.09(d) In addition to the objectives set out in clause 12.08, the Benefits Monitoring Committee may address the following issues, in special circumstances:

(i) refreshing an employee's IIP days prior to the two (2) continuous week period referred to in 11A.09(b);

(ii) the identification and correction of errors or omissions with respect to an employees' IIP refreshed days;

(iii) the provision of additional IIP days in circumstances where an employee suffers more than one unrelated illness or injury or exhausts IIP days due to Ill Dependant Leave and has no frozen Sick Bank credits and vacation.

IIP Hours Upon Return From Approved Leave

11A.10(a) When an employee is given an approved leave of absence for any reason, and returns to work at the end of such leave of absence within the same calendar year, he/she shall retain his/her IIP days, if any, existing at time of the commencement of such leave.

11A.10(b) When an employee is on approved leave of absence for any reason, and returns to work at the end of such leave of absence in a later calendar year, such that he/she did not work during the entirety of at least one calendar year, he/she shall retain his/her IIP days existing at the date of the commencement of the leave, until such time as the employee has worked two (2) continuous weeks, at which time his/her IIP days shall be refreshed in accordance with clauses 11A.06 and 11A.09, as applicable based on the calendar year in which he/she most recently worked.

Recall

11A.11(a) When an employee is laid off and is recalled to work within the same calendar year, he/she shall retain his/her IIP days, if any, existing at time of such layoff.

11A.11(b) Where an employee is laid off and recalled to work in the following calendar year, he/she shall have his/her IIP days refreshed in accordance with clauses 11A.06 and 11A.09(c) above, as applicable, as of the first day the employee returns to work.

11A.11(c) When a temporary or a permanent employee is not recalled, or where a permanent employee declines recall in accordance with the Collective Agreement, so that he/she did not work during the entirety of a calendar year, if he/she is subsequently recalled to work, his/her IIP days will be refreshed, in accordance with clauses 11A.06 and 11A.09, as applicable, as of the first day the employee returns to work, based on the calendar year in which he/she most recently worked.

Long Term Disability

11A.12 Employees who are absent due to illness or injury for more than twenty-six (26) continuous weeks will be eligible for Long Term Disability benefits in accordance with Clause 12.06.

Use of IIP Days

11A.13(a) The number of paid IIP days received by an employee shall be deducted from his/her available IIP days but no deduction shall be made on account of any day on which an employee would normally be entitled to be off work. Absence on account of illness for less than half a day shall not be deducted. Absence on account of illness for a half a day or more, and less than a full day, shall be deducted as one-half (1/2) day.

11A.13 (b) An employee who is injured during working hours and who is required to leave for treatment or is sent home for such injury shall receive payment for the remainder of the shift at his/her regular rate of pay without deduction from his/her IIP days, unless a physician states that the employee is fit for further work on that shift.

Occurrences

11A.13(c)

For the first (1st), second (2nd) and third (3rd) occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive IIP Days commencing on the first day of absence. For the fourth (4th) and any subsequent occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive IIP Days on the second (2nd) day of absence. All payments will be made based on the percentages outlined in clause 11A.07, as applicable.

OCCURRENCE PER CALENDAR YEAR	EMPLOYEE IS ELIGIBLE TO RECEIVE IIP DAYS FROM:
First (1st) , Second (2nd) and Third (3rd) Occurrence	First (1st) Day of Absence
Fourth (4th) and Subsequent Occurrences	Second (2nd) Day of Absence

Hospitalization

In the event the employee is hospitalized as an in-patient, it shall not count as an occurrence and the employee will be paid from the first day of absence.

Serious Incident

11A.14 An employee who is required to attend to a critical incident or is involved in a serious incident or accident, such that he/she is unable to work, shall be permitted to take the remainder of the day off, without loss of pay and benefits.

Physicians' Certificates

11A.15(a) An employee absent for more than three (3) consecutive working days shall furnish within seven (7) working days from commencement of absence, a certificate from his/her physician covering the duration of illness, with first and last dates the employee was seen by the physician. The seven (7) day period may be extended by the Division Head if the employee is incapacitated to the extent that he/she is unable to produce the certificate of illness within that period.

11A.15(b) An employee absent for more than twenty-four (24) consecutive working days shall:

(i) provide immediately following such twenty-four (24) days, a certificate from his/her physician covering the illness, the latest date the employee was seen by the physician and the probable date on which the employee will return to duty; and

(ii) provide further certificates from his/her physician, covering the same information, following each subsequent twenty-four (24) consecutive working days of absence.

Reporting Procedures

11A.16(a) Each employee is required to report an unplanned absence due to illness or ill dependant at least one (1) hour, unless not reasonably possible, prior to his/her start time. An employee will only be required to make a single phone call in order to report his/her absence. Each employee will be provided with the phone number he/she must call to report such absence. Each employee is required to indicate whether the absence is due to sickness or ill dependant. He/she is also required to notify of his/her anticipated date of return and will be expected to return to work as reported. He/she will not be required to report daily during the period identified. If the date of return is not specified or known, he/she must report on a daily basis as above.

11A.16(b) In any instance where an employee is able to return prior to the stated return date or requires an extension of their absence and the employee works in a classification/division where a staff complement must be maintained [eg. Hostels – (Client Service Worker, Registered Nurse, Registered Practical Nurse, Support Services Worker, Food Services Worker), Security Officers, Children's Services, Long Term Care Homes and Services, Dispatcher/Support Services, Inspector – Emergency Service, Inspector – Underground, Forepersons Works 2], the employee will advise his/her supervisor or designate by 3:00 p.m. the day before that he/she will be returning on the following day.

11A.16(c) In any instance where an employee not referred to in clause (b) above requires an extension of his/her absence such employee shall report as per (a) above.

Use of Vacation/Lieu Time Entitlements

11A.17 An employee absent because of illness or injury who has exhausted his/her IIP days and capped sick pay credits, if any, may use any vacation entitlement or lieu time owing as IIP days. In that case, the vacation or lieu time will be treated as IIP days and the provisions of this Article will apply.

Administration of IIP

11A.18 The IIP will be administered in a manner at least consistent with the practices and provisions applicable to the Sick Pay Plan (Article 11B). For greater certainty, occupational illness or injury shall be administered under Article 22 (Workplace Safety and Insurance Benefits).

11A.19 The parties agree that it is remotely possible that there may be employee(s) currently covered by either the current Sick Pay Plan or a Grand-parented STD Plan who are not accounted for by the provisions of this Article 11A or Article 11B. Should such an employee subsequently be identified the parties agree to meet forthwith to ensure application of this Article 11A or Article 11B to such employee(s).

Article 11B
SICK PAY PLAN

11B.01 The Sick Pay Plan set out in this Article 11B applies only to employees hired prior to July 31, 2009, who elect, on or before November 18, 2009, to remain in the Sick Pay Plan.

11B.02(a) Permanent employees shall be eligible to receive sick pay commencing the first of the month following completion of the probationary period subject to clause 11B.12 (Occurrences).

11B.02(b) Temporary employees shall be eligible to receive sick pay commencing the first of the month following the completion of the probationary period, subject to clause 11B.12 (Occurrences)

11B.03 In this Article "month" shall mean calendar month.

11B.04 Each employee shall receive a sick pay credit of one and one-half (1½) days for each month of "unbroken" service with the City, as defined in clause 11B.05 such credit to be cumulative from the beginning of the first complete month following the commencement of employment.

11B.05(a) Except as provided in clause 11B.05(c), a month of "unbroken" service shall be one where an employee works on all scheduled working days in the month, provided that if the employee commences his/her employment on or before the fifth calendar day of a month and the employee works on all scheduled working days of that month, the month will be considered a month of "unbroken" service.

Unemployment due to weather conditions or lack of work, shall not contribute toward a "broken" month provided that the employee works one (1) or more days during the month.

11B.05(b) For the purpose of clause 11B.05(a), lost time because of illness (except as provided in clause 11B.07), injury while on duty, vacations, holidays, scheduled days off, leave of absence with pay or leave of absence without pay to complete the annual vacation entitlement shall not be considered as breaking a month's service.

11B.05(c) If an employee returns from illness without sick credits, and thereafter works and is paid on all remaining scheduled working days of the month in which the employee returns to work the employee shall receive a sick pay credit of one and a half (1½) days for such month.

11B.06 Unless otherwise specifically provided for in this agreement, when an employee is given leave of absence without pay for any reason, or is laid off, and returns to work upon expiration of such leave of absence or is recalled to work, he/she shall not receive credits for the period of such absence but shall retain his/her cumulative credits, if any, existing at time of such leave or layoff.

11B.07 Subject to clause 11B.05(c) if an employee is absent on account of illness and his/her cumulative sick pay credit has been exhausted, his/her service, for the purpose of this Article, shall be broken and, therefore, he/she shall not receive a credit of one and one-half (1½) days per month for the remainder of such absence.

11B.08 An employee who resigns his/her position with the City or is discharged and later returns to the City Service, shall be considered a new employee and shall not be entitled to bring forward credits available prior to leaving the service.

11B.09 Whenever an employee's days of illness exceed his/her cumulative credit, the excess days of illness shall be regarded as days of illness without pay.

11B.10 Upon the authorization of the Division Head, sick pay shall be paid for any time lost by reason of illness or injury, to the full extent of sick pay credits available to him/her at the time of each absence, except where an award is made under The Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended.

11B.11 The number of days for which an employee receives "sick pay" shall be deducted from his/her Cumulative Sick Pay Credits but no deduction shall be made on account of any day on which an employee would normally be entitled to be off work. Absence on account of illness for less than half a day shall not be deducted. Absence on account of illness for half a day or more and less than a full day, shall be deducted as one-half (1/2) day.

Occurrences

11B.12 For the first (1st), second (2nd) and third (3rd) occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive Sick Pay commencing on the first day of absence. For the fourth (4th) and any subsequent occurrence of absence due to illness or injury in a calendar year, an employee will be eligible to receive Sick Pay on the second (2nd) day of absence.

OCCURRENCE PER CALENDAR YEAR	EMPLOYEE IS ELIGIBLE TO RECEIVE SICK PAY FROM:
First (1st) , Second (2nd) and Third (3rd) Occurrence	First (1st) Day of Absence
Fourth (4th) and Subsequent Occurrences	Second (2nd) Day of Absence

Hospitalization

In the event the employee is hospitalized as an in-patient, it shall not count as an occurrence and the employee will be paid from the first day of absence.

11B.13(a) An employee absent for more than three (3) consecutive working days shall furnish within seven (7) working days from commencement of absence, a certificate from his/her physician covering the duration of illness, with first and last dates the employee was seen by the physician. The seven (7) day period may be extended by the Division Head if the employee is incapacitated to the extent that he/she is unable to produce the certificate of illness within that period.

11B.13(b) An employee absent for more than twenty-four (24) consecutive working days shall furnish immediately following such twenty-four (24) days, and each subsequent twenty-four (24) consecutive days of absence, a certificate from his/her physician covering the illness, the latest date the employee was seen by the physician and the probable date on which the employee will return to duty.

11B.14(a) An employee absent because of illness or injury who has exhausted his/her sick credits, if any, may use any vacation entitlement or lieu time owing as sick credits. In that case, the vacation or lieu time will be treated as sick credits and the provisions of this Article will apply.

11B.14(b) Notwithstanding clause 11B.14(a) and subject to clause 10.08, sick pay may, at the discretion of the Division Head concerned, be interrupted in order that an employee's vacation is completed before the end of the year.

Serious Incident

11B.15 An employee who is required to attend to a critical incident or is involved in a serious incident or accident, such that he/she is unable to work, shall be permitted to take the remainder of the day off, without loss of pay and benefits.

Reporting Procedure

11B.16(a) Each employee is required to report an unplanned absence due to illness or ill dependant at least one (1) hour, unless not reasonably possible, prior to his/her start time. Employees will only be required to make a single phone call in order to report his/her absence. Each employee will be provided with the phone number he/she must call to report such absence. Each employee is required to indicate whether the absence is due to sickness or ill dependant. He/she is also required to notify of his/her anticipated date of return and will be expected to return to work as reported. He/she will not be required to report daily during the period identified. If the date of return is not specified or known, he/she must report on a daily basis as above.

11B.16(b) In any instance where an employee is able to return prior to the stated return date or requires an extension of their absence and the employee works in a classification/ division where a staff complement must be maintained (eg. Hostels – (Client Service Worker, Registered Nurse, Registered Practical Nurse, Support Services Worker, Food Services Worker), Security Officers, Children's Services, Long Term Care Homes and Services, Dispatcher/Support Services, Inspector – Emergency Service, Inspector – Underground, Forepersons Works 2), the employee will advise his/her supervisor or designate by 3:00 p.m. the day before that he/she will be returning on the following day.

11B.16(c) In any instance where an employee not referred to in clause (b) above requires an extension of his/her absence such employee shall report as per (a) above.

11B.17 The Sick Pay Gratuity and the Letters of Intent which are set out in Article 11B apply only to employees hired prior to July 31, 2009 who elected to remain in the Sick Pay Plan or who elected to have their sick bank frozen as at December 31, 2009, as set out in clause 11A.02(b)(i) of Article 11A.

Sick Pay Gratuity

11B.18 In this Article the words "termination of employment" shall mean separation from employment with the City by retirement, death or by resignation except where permission for the resignation is requested by the employee as an alternative to discharge.

11B.19 Upon termination of employment with the City:

(i) there shall be paid to every employee who has been in the employ of the City; or

(ii) there shall be paid to the Estate of an employee who dies while in the employment of the City;

an amount equal to one-half (1/2) the cumulative sick pay credits of the employee, but in no case shall the amount exceed the aggregate amount as set out in the following schedule:

Column 1	Column 2
Service Requirement	Period
At least 10 years and less than 15 years	Three (3) calendar months
At least 15 years and less than 20 years	Four (4) calendar months
At least 20 years and less than 25 years	Five (5) calendar months
At least 25 years	Six (6) calendar months

11B.20 For the purpose of meeting the service requirements set out in the above Schedule the following shall be included:

(i) All time worked with the City and with any of the predecessor Municipalities, including the Borough of East York Board of Health and the City of York Board of Health, that now form part of the New City of Toronto; and,

(ii) All time lost on account of absence for reasons of illness where the employee was paid for the absence or was considered as being on sick leave without pay.

11B.21 An employee who is eligible for payments to receive a sick pay credit grant in accordance with clause 11B.19 may request:

(i) The sick pay credit grant be paid as a lump sum amount on termination or retirement; or

(ii) The sick pay credit grant be paid as a lump sum amount at a later date in accordance with the Income Tax Act, R.S.C. 1985, as amended.

11B.22 An employee upon retirement shall be given the option of taking his/her cumulative sick pay credit grant in accordance with clause 11B.19 as vacation time prior to his/her termination of employment.

11B.23 In no case shall an award made by the Workplace Safety and Insurance Board be deducted from any authorized grant under this Article.

LETTER OF INTENT
BOARD OF HEALTH FOR THE
FORMER BOROUGH OF EAST YORK EMPLOYEES
(O.N.A. LOCAL 5, CUPE LOCAL 114 - Health)
SEVERANCE ALLOWANCE

Notwithstanding clause 11B.19, for, the following severance allowances shall apply to employees who were formerly employed by the Board of Health for the Borough of East York:

Severance

Upon voluntary termination of employment with the Board of Health for the Borough of East York, (CUPE Local 114 - Health) and upon termination of employment with the Board of Health for the Borough of East York for any reason (ONA Local 5) there shall be paid to the employee the whole or part of such an amount as is equal to one-half (1/2) of the cumulative sick pay credit of the employee, but in no case shall such amount exceed the aggregate amount of his/her salary and other remuneration set forth in Column 2 of the following schedule and corresponding to the service requirements set forth in Column 1 thereof:

Column 1	Column 2
At least 2 years but less than 7 years	1 calendar month
At least 7 years but less than 10 years	2 calendar months
At least 10 years but less than 15 years	3 calendar months
At least 15 years but less than 20 years	4 calendar months
At least 20 years and less than 25 years	5 calendar months
More than 25 years	6 calendar months

LETTER OF INTENT
FORMER INSIDE EMPLOYEES BOROUGH OF EAST YORK
(CUPE LOCAL 114)
SICK PAY CREDIT GRANTS

Notwithstanding clause 11B.19, the following retirement allowance shall continue to apply to employees who were formerly employed by the Borough of East York;

Those employees who are eligible for a sick pay gratuity payout upon the completion of seven (7) years of service shall continue to be covered by those provisions.

The foregoing shall be extended to former non-union Borough of East York employees who were placed in Local 79, by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998.

LETTER OF INTENT
FORMER INSIDE EMPLOYEES BOROUGH OF EAST YORK
(CUPE LOCAL 114)
RETIREMENT ALLOWANCE

Notwithstanding clause 11B.19, the following retirement allowance shall apply to employees who were formerly employed by the Borough of East York:

Upon retirement, an employee having attained the age of 55 years, shall receive payment for unused sick leave accumulated at the time of retirement on the following basis: 7 years' service - all of the accumulated allowance to a maximum of six (6) months.

The foregoing shall be extended to former non-union Borough of East York employees who were placed in Local 79, by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998.

LETTER OF INTENT
FORMER CITY OF TORONTO EMPLOYEES
(CUPE LOCAL 79)
RETIREMENT ALLOWANCE

Notwithstanding clause 11B.19, the following retirement allowance provisions shall apply to employees who were formerly employed by the old City of Toronto:

(i) Every employee who is (a) retired on account of age; or (b) retires from employment and is qualified to receive a pension pursuant to either paragraphs (1), (2) or (3) under heading "C" of the Schedule contained in Section 5 of by-law No. 380-74 and amendments thereto, being a by-law to provide improved benefits for certain employees and certain former employees, or pursuant to the Ontario Municipal Employees Retirement System or pursuant to an approved pension plan within the meaning of Section 250 of the Municipal Act R.S.O., (1990) respecting the employees of The Corporation of the Village of Forest Hill or of The Corporation of the Village of Swansea or the Local Board of Health of either of such Corporations;

(ii) Every employee who, while in the service of the City has become incapable through illness, old age or disability, of efficiently discharging his/her duties;

The whole or part of such amount as is equal to the cumulative sick pay credit of an employee, but in no case shall such amount exceed the aggregate amount of his/her salary or other remuneration for the period set forth in Column 2 of the schedule contained herein corresponding to the service requirement set forth in Column 1 thereof. The following is the schedule hereinbefore mentioned;

Column 1 Service Requirement	Column 2 Period
At least 10 years & less than 15 years	Three calendar months
At least 15 years & less than 20 years	Four calendar months
At least 20 years & less than 25 years	Five calendar months
At least 25 years	Six calendar months

The foregoing shall be extended to former non-union City of Toronto employees who were placed in Local 79, by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998.

Note: In the event of the death of an employee, the amount payable under this Letter of Intent shall be paid to such of his/her dependants, if any, and otherwise to his/her estate.

LETTER OF UNDERSTANDING
FORMER CITY OF ETOBICOKE EMPLOYEES
RETIREMENT ALLOWANCE

Notwithstanding clause 11B.19, the following retirement allowance provision shall apply to employees who were formerly employed by the City of Etobicoke either within the former O.N.A. Local 29, CUPE Local 3431 or within the Bargaining Unit described in File # 4499-97-R issued by the Ontario Labour Relations Board dated May 8, 1998 or who were placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998 and who remained in the cumulative sick pay plan.

Any employee with ten (10) or more years service who is actively engaged in his/her duties may be granted retirement leave with full pay for a period equal to the unused portion of the employee's accrued sick pay credit, but not in excess of six (6) months.

LETTER OF INTENT
FORMER CITY OF YORK EMPLOYEES
(CUPE LOCAL 103)
PAYOUT FOR SICK LEAVE CREDITS

Notwithstanding clause 11B.19, the following payout for sick leave credits shall apply to employees who were formerly employed by the City of York.

Employees of the former City of York, on staff prior to July 31, 1982, who did not enrol in the new STD plan will be covered by Schedule B, Option B of the former Local 103 Collective Agreement. Said employees shall receive a sick payout in accordance with the former City of York by-law 2165.

The sick time accumulation payout shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to their credit will be paid for all credits up to a maximum of one hundred and thirty (130) days.

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of July 31, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into Local 103 subsequent to July 31, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Inside), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

LETTER OF INTENT
FORMER BOARD OF HEALTH FOR THE CITY OF YORK EMPLOYEES
(O.N.A. LOCAL 59)
PAYOUT FOR SICK LEAVE CREDITS

Notwithstanding clause 11B.19, the payout for sick leave credits shall apply to employees who were formerly employed by the City of York.

Employees of the former Board of Health for the City of York, on staff prior to October 1, 1982, who did not enrol in the new STD plan will be covered by Schedule C, Option B, of the former Local 59 Collective Agreement. Said employees shall receive a sick pay out in accordance with the former City of York by-law 2165.

The sick time accumulation pay out shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to his/her credit will be paid for all credits up to a maximum of one hundred and thirty (130) days

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of October 1, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into Local 59 subsequent to October 1, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Health), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

LETTER OF INTENT
FORMER CITY OF YORK EMPLOYEES
(CUPE LOCAL 840 – INSIDE)
PAYOUT FOR SICK LEAVE CREDITS

Notwithstanding clause 11B.19 the following payout for sick leave credits shall apply to employees who were formerly employed by the City of York.

Employees of the former City of York, on staff prior to August 1, 1982, who did not enrol in the new STD plan will be covered by Schedule C, Option B of the former CUPE Local 840 (Inside) Collective Agreement. Said employees shall receive a sick payout in accordance with the former City of York by-law 2165.

The sick time accumulation payout shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to his/her credit will be paid for all credits up to a maximum of one hundred and thirty (130) days.

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of July 31, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into CUPE Local 840 subsequent to July 31, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Health), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

LETTER OF INTENT
FORMER CITY OF YORK EMPLOYEES
(CUPE LOCAL 840 – HEALTH)
PAYOUT FOR SICK LEAVE CREDITS

Notwithstanding clause 11B.19, the following payout for sick leave credits shall apply to employees who were formerly employed by the Board of Health for the City of York.

Employees of the former Board of Health for the City of York, on staff prior to August 1, 1982, who did not enrol in the new STD plan will be covered by Schedule C, Option B of the former Local 840 (Health) Collective Agreement. Said employees shall receive a sick payout in accordance with the former City of York by-law 2165.

The sick time accumulation payout shall be at one hundred percent (100%) of the employee's rate of pay at time of termination of employment. Sick pay accumulation standing to his/her credit will be paid for all credits up to a maximum of one hundred and thirty (130) days.

Trust Agreement credits shall be based on the employee's sick credits entered into said Trust Agreements as of July 31, 1982 or upon signing of said Trust Agreement whichever is proper as past practice has established.

Employees transferred into CUPE Local 840 subsequent to July 31, 1982 who would be covered by the above are included. Similarly, any employees of the former CUPE Local 840 (Inside), who would be covered by the above are included. The employees referred to in this paragraph are those who are currently members of CUPE Local 79.

LETTER OF INTENT
FORMER CITY OF SCARBOROUGH EMPLOYEES
RETIREMENT ALLOWANCE AND PAYOUT FOR SICK LEAVE CREDITS

For employees who were formerly employed by the City of Scarborough either within the former Public Utilities Commission of the City of Scarborough (Office Staff) Local Union 1, Unit 2, Utility Workers of Canada or who were placed in CUPE Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998 shall retain their rights and benefits.

LETTER OF INTENT
FORMER CITY OF SCARBOROUGH EMPLOYEES (CUPE LOCAL 545)
SEVERANCE ALLOWANCE

Notwithstanding clause 11B.19, the following severance allowances shall apply to employees who were employed by the former City of Scarborough.

An employee whose services are terminated for reasons other than those provided in clause 20.1 (Retirement) and 20.2 (Death) of the CUPE Local 545 Collective Agreement 1996-1998 will be entitled to payout for unused accumulated sick leave credits on the following basis:

(i) Over ten (10) years and less than fifteen (15) years of service – one half (1/2) of the unused balance or the equivalent of three (3) months salary earned by him/her immediately prior to the date of termination whichever is the lesser amount;

(ii) Over fifteen (15) years and less than twenty(20) years of service – one half (1/2) of the unused balance or the equivalent of four (4) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount;

(iii) Over twenty (20) years and less than twenty-five (25) years service – one half (1/2) of the unused balance or the equivalent of five (5) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount; and,

(iv) Over twenty-five (25) years of service – one half (1/2) of the unused balance or the equivalent of six (6) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount.

LETTER OF INTENT
FORMER CITY OF SCARBOROUGH NURSES (CUPE LOCAL 3752)
PAYOUT FOR SICK LEAVE CREDITS

Notwithstanding clause 11B.19, the following severance allowances shall apply to nurses who were employed by the former City of Scarborough.

A nurse whose services are terminated for reasons other than those provided in clause 14.3 (Retirement) and 14.4 (Death) of the CUPE Local 3752 collective Agreement 1996-1998, will be entitled to payout for unused accumulated sick leave credits on the following basis:

(i) Over ten (10) years and less than fifteen (15) years of service – one half (1/2) of the unused balance or the equivalent of three (3) months salary earned by him/her immediately prior to the date of termination whichever is the lesser amount;

(ii) Over fifteen (15) years and less than twenty (20) years of service – one half (1/2) of the unused balance or the equivalent of four (4) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount;

(iii) Over twenty (20) years and less than twenty-five (25) years of service – one half (1/2) of the unused balance or the equivalent of five (5) months salary earned by him/her; and, immediately prior to the date of termination, whichever is the lesser amount; and,

(iv) Over twenty-five (25) years of service – one half (1/2) of the unused balance or the equivalent of six (6) months salary earned by him/her immediately prior to the date of termination, whichever is the lesser amount.

The parties agree that following ratification of this Collective Agreement the above Letters of Intent are subject to proofing and validation by Local 79 and the City.

Article 12
EXTENDED HEALTH CARE/DENTAL/GROUP LIFE AND LONG TERM DISABILITY INSURANCE

Eligibility for Benefits

12.01(a) A permanent employee of the City shall be entitled to the benefits provided for in this Article upon the completion of his/her probationary period as set out in Article 4 (Probationary Period).

12.01(b) A temporary employee of the City who completes six (6) months of continuous service or six (6) months of aggregate service with the City shall be entitled to the benefits provided for in this Article.

12.01(c) Where an employee is not in receipt of salary or wages because of sickness, or injury for a period of time that exceeds twenty-six (26) consecutive full bi-weekly pay periods, the employee shall be responsible for paying the cost of premiums for any or all of the benefits in this Article under which the employee has coverage.

12.01(d) Benefits under Clauses 12.02(a), 12.02(b), 12.03 and 12.04(b) shall apply to the eligible dependants of an eligible employee (as defined in clauses 12.01(a) and (b) above). Such dependants are defined as follows:

(i) An employee's spouse including same-sex partner; and/or

(ii) An unmarried child (including adopted, foster or stepchild) of the employee or the employee's spouse who is:

(A) dependent on the employee for support; and

(B) under twenty-one (21) years of age (up to twenty-five (25) years of age if evidence is supplied that the child is a full-time student and entirely dependent on the employee for support), or

(C) incapable of self-support because of a physical or mental disability and becomes handicapped before age twenty-one (21) (up to twenty-five (25) years of age if evidence is supplied that the child is a full-time student and entirely dependent on the employee for support)

Extended Health Care Benefits

12.02(a) The City will provide for all employees by contract through an insurer selected by the City an Extended Health Care Plan which will provide extended health care benefits. The City shall pay one hundred per cent (100%) of the premiums, which will include any premiums payable under The Health Insurance Act, R.S.O. 1990, as amended.

Eligible Expenses (Benefit year January 1 – December 31)

i) Semi-private hospitalization – difference between ward and semi-private hospital room

ii) Drugs (drug card, including current generic prescription features, for use in Canada), which are prescribed by a medical doctor or dentist and dispensed by a licensed pharmacist, which:

(A) Require a prescription, have a Drug Identification Number and are listed in Federal or Provincial Drug Schedules

(B) Reimbursement for drugs shall be subject to a dispensing fee cap of nine dollars ($9.00) per prescription

(C) Maximum of $300.00 per person per benefit year for smoking cessation medication

(D) Other non-prescription but life sustaining drugs if they have a Drug Identification Number

(E) Non-generic drugs will be covered if:

(I) there is no generic substitution; or

(II) there are no generic substitutions readily available from the pharmacy of the employee's choice; or

(III) generic drugs are the same cost, or more expensive; or

(IV) the employee's doctor stipulates that the generic substitution would not be medically appropriate for the employee or dependant concerned.

(F) Eligible compounds:

- An eligible mixture/compound is one which contains a drug that bears a valid DIN, regardless of the prescription status; or
- A mixture/compound that contains a raw material, regardless of the prescription status of the raw material.

(G) Ineligible compounds:

- An ineligible mixture/compound is one which is considered experimental/investigational; or
- A mixture/compound that is contractually excluded under the plan; or
- A compound derived of vitamins and minerals.

(H) Sclerotherapy drugs to a maximum of $15 per injection.

iii) Private duty nursing at home when medically necessary, to a maximum of $25,000.00 per person per three (3) benefit years.

iv) Services of a licensed chiropractor, osteopath, podiatrist, chiropodist, speech therapist, or masseur (after OHIP ceases to pay for treatment) to a maximum of four hundred dollars ($400) per person, per practitioner, per benefit year. Alternatively, eligible persons will have the option of combining the cost toward one particular benefit to a maximum of eight hundred dollars ($800) per person, per benefit year. It is understood that services of the above mentioned masseur will require a prescription from a Physician, Surgeon or Osteopath in accordance with the Medicine Act, 1991, in order to be eligible for reimbursement.

Note: For clarity, the City will apply clause 12.02(a)(iv) of the Collective Agreement on the basis that the doubling up of the paramedical benefits pursuant to the clause permits employees to elect to receive a maximum of eight hundred dollars ($800) for any one (1) paramedical service and four hundred dollars ($400) for four (4) of the five (5) remaining paramedical services for a maximum benefit of two thousand and four hundred dollars ($2,400) per person per benefit year. It is understood that services of the above mentioned masseur will require a prescription from a Physician, Surgeon or Osteopath in accordance with the Medicine Act, 1991, in order to be eligible for reimbursement.

v) Services of a licensed or registered physiotherapist.

Effective January 1, 2013, Services of a licensed or registered physiotherapist with an overall maximum of two thousand dollars ($2,000) per person per benefit year.

Employees in receipt of Long Term Disability (LTD) benefits as of April 4, 2012 shall continue to receive unlimited services of a licensed or registered physiotherapist while he/she is in receipt of LTD benefits. Upon termination of his/her LTD benefits, the employee will only be entitled to the services of a licensed or registered physiotherapist with an overall maximum of two thousand dollars ($2,000) per benefit year.

vi) Services of a licensed psychologist, to a maximum of $300.00 per person per benefit year.

vii) Up to four hundred and fifty dollars ($450) per person in any twenty-four (24) consecutive month period for contact lenses and/or eyeglasses prescribed by an ophthalmologist or licensed optometrist. This coverage can also be used towards one (1) routine eye exam every twenty-four (24) consecutive months and/or the cost of laser surgery.

Benefit plan members may borrow their eyeglass entitlement from the next benefit period in order to apply such amount towards laser eye surgery. Should an employee leave the employ of the City prior to being entitled to the coverage

of the second benefit period the amount owing will be deducted from the employee's final pay cheque.

viii) Hearing aids, including repairs and batteries to a maximum of sixteen hundred dollars ($1,600.00) per person per three (3) benefit years.

ix) One (1) pair of orthotic devices per person per benefit year provided that they are prescribed by an orthopaedic surgeon, podiatrist or chiropodist as being medically necessary for everyday use, and the diagnosis is by way of a biomechanical examination; eligible persons eighteen (18) years of age and under shall not be limited to one (1) pair of orthotic devices per benefit year.

x) One (1) pair of orthopaedic devices per person every two (2) benefit years provided that they are prescribed by an orthopaedic surgeon, podiatrist or chiropodist as being medically necessary for everyday use, and the diagnosis is by way of a biomechanical examination; eligible persons eighteen (18) years of age and under shall not be limited to one (1) pair of orthopaedic devices per benefit year. Off the shelf orthopaedic devices will only be allowed if there is a custom made modification and reimbursement of expenses will be limited to the cost of such modification.

xi) Out of country emergency medical coverage for employees travelling in connection with their job duties.

xii) One (1) prostate specific antigen (PSA) test per person, per benefit year to a maximum of forty dollars ($40).

xiii) One (1) ovarian test (CA125) or (CA125II) per person, per benefit year, to a maximum of forty dollars ($40).

xiv) Coverage is also included for the following, provided that these services are medically necessary and provided by appropriately registered recognized practitioners, and are not covered by another plan.

(A) Ambulance services, dental services to repair damage to natural teeth and dentures, which start within twelve (12) months of the accident, rental of medical equipment, casts, braces, crutches, etc., (or purchase where appropriate) artificial limbs and eyes, plus other expenses such as wigs, elastic stockings, breast prostheses, etc., to the extent that they are reasonable and do not exceed the limits to be established in our plans.

12.02(b) The City shall provide out-of-province/country coverage for emergency treatment for employees and their dependants. The City shall advise members of the claims reporting process at the time they enrol in benefits.

Dental Benefits

12.03 The City will provide for all employees by contract through an insurer selected by the City a Dental Plan which will provide dental benefits. The City shall pay one hundred per cent (100%) of the premiums.

Eligible Expenses (One year lag ODA fee guide for general practitioners; other expenses to reasonable and customary charge; benefit year – January 1 – December 31)

One hundred percent (100%) for:

i) Preventive, diagnostic, emergency or palliative procedures, including oral exams, consultations, diagnostic procedures, x-rays and preventive services, (including

recall examinations, scaling, cleaning, topical fluoride treatment and oral hygiene re-instruction), subject to a nine (9) month frequency for adults and a six (6) month frequency for eligible dependants under the age of eighteen (18).

ii) Restorative procedures, such as fillings – including both bonded and non bonded amalgams (acrylic or composite for front teeth).

iii) Surgical services (extractions), all oral surgery and anaesthesia.

iv) Periodontal and endodontic services.

Sixty percent (60%) major restorative procedures, seventy percent (70%) dentures – to a maximum of $4,000.00 per person per benefit year:

i) Major restorative procedures, such as inlays, onlays, gold fillings, crowns, repair and recementing of same, initial installation of fixed bridge work and repair of same; replacement of a fixed bridge which is five (5) or more years old

ii) Initial installation of full or partial dentures, and repair, relining and rebasing or replacement of dentures which are five (5) or more years old

Fifty percent (50%) orthodontic procedures – to a lifetime maximum of $5,000.00 per person:

i) Orthodontic procedures, including consultation, diagnostic services, preventive, interceptive and corrective orthodontics

Group Life Insurance

12.04(a) (i) The City will provide for all employees through a contract with an insurer selected by the City, Group Life Insurance in an amount equal to two (2) times the employee's annual salary rounded to the next higher one thousand dollars ($1,000), if not a multiple thereof. The City shall pay one hundred per cent (100%) of the premiums.

(ii) Effective the first of the month following the employee's seventieth (70^{th}) birthday, the amount of Group Life Insurance referred to in 12.04(a)(i) shall be amended to twenty thousand dollars ($20,000).

12.04(b) (i) Optional Group Life Insurance – Employee and Spouse

The City shall provide for all employees through a contract with an insurer selected by the City, Optional Group Life Insurance up to a maximum of three hundred thousand dollars ($300,000) for the employee and/or three hundred thousand dollars ($300,000) for the employee's spouse, with evidence of insurability. The employee shall pay one hundred (100%) per cent of the premiums.

(ii) Optional Group Life Insurance – Dependent Children

The City shall provide for all employees through a contract with an insurer selected by the City, Optional Group Life Insurance up to a maximum of twenty thousand ($20,000) dollars for each child of the employee, with evidence of insurability. The employee shall pay one hundred (100%) per cent of the premiums.

(iii) Effective the first of the month following the employee's seventieth (70^{th}) birthday, he/she shall no longer be entitled to Optional Group Life Insurance referred to in 12.04(b)(i) and (ii). The Optional Group Life Insurance for spouses and

dependent children shall be available only until the first of the month following the employee's or the insured's seventieth (70th) birthday, whichever is earlier.

Continuation of Group and/or Optional Life Insurance

12.04(c) The City agrees to continue the practice of advising the employee of his/her ability to convert their Group Life Insurance and/or Optional Life Insurance coverage upon retirement, termination of employment or upon attaining the age of seventy (70), through the benefits carrier, upon the terms established by the City's insurer, at the employee's expense.

Accidental Death and Dismemberment Insurance

12.05(a) The City shall provide for all employees by contract through an insurer selected by the City, Accidental Death and Dismemberment Insurance which provides for two (2) times the employee's annual salary rounded to the next higher $1,000, if not a multiple thereof, if the employee's death is as a result of an accident. The City shall pay one hundred per cent (100%) of the premiums.

12.05(b) Effective the first of the month following the employee's seventieth (70th) birthday, the amount of Accidental Death and Dismemberment Insurance referred to in 12.05(a) shall be amended to twenty thousand dollars ($20,000).

LETTER OF INTENT
GRANDPARENTING SPOUSAL AND DEPENDANT DEATH BENEFIT

Employees of the former East York Inside (CUPE Local 114), East York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998), East York Health Unit (ONA Local 5) and East York Health Unit (CUPE Local 114) are entitled to a $2,000 spousal death benefit and a $1,000 per dependent child(ren) death benefit. This benefit coverage is 100% employer paid and ceases on the employee's sixty-fifth (65th) birthday.

The City shall continue to provide to those employees who currently have it, spouse and/or dependant(s) group life insurance, under their present terms and conditions.

NOTE: The parties agree that following May 11, 2000 the above Letter of Intent re: Grandparenting of Spousal and Dependant Death Benefit is subject to proof reading and validation by Local 79 and the City.

Long Term Disability

12.06(a) The City will provide for all employees by contract with an insurer selected by the City a Long Term Disability plan for employees and will pay one hundred percent (100%) of the cost thereof to provide a Long Term Disability benefit of seventy-five percent (75%) of such employee's basic salary per month for disability claims, inclusive of any benefits paid under any pension plan, insurance plan, Workplace Safety and Insurance Board or any other plan to which the City makes any contribution. Such Long Term Disability benefit to be payable after six (6) continuous months absence from work on account of illness or injury; provided that no employee shall be eligible to collect Long Term Disability benefit payments so long as he/she is in receipt of sick pay benefits or IIP from the City.

12.06(b) Except where a premium waiver applies, the City will ensure the continuation of existing benefit coverage, as set out in this article of an employee who has applied for the Long Term Disability benefit but who has exhausted his/her sick pay credits or IIP prior to the

conclusion of the six (6) month waiting period. In no case shall the period of such continued coverage exceed twenty-six (26) bi-weekly pay periods as per clause 12.01(c).

12.06(c) The City shall provide employees who are in receipt of the Long Term Disability plan benefit, benefit coverage under the Extended Health Care, Group Life Insurance, and Dental plans.

The City shall pay one hundred per cent (100%) of the premiums.

12.06(d) Effective September 1, 2004, those employees who commenced receipt of Long Term Disability Benefits on or before the effective date set forth in Column 1 shall receive the monthly increase set forth in Column 2.

Column 1	**Column 2**
Receiving L.T.D. Benefits as of:	Increase Received:
December 31, 1998	$30.00 per month
December 31, 1993	$60.00 per month

12.06(e) Employees will be eligible for LTD benefits as follows:

(i) All employees who have been approved for or receiving Long Term Disability (LTD) benefits as of the date of ratification of this Agreement will retire at the end of the month in which the employee turns sixty-five (65) years of age and will not be eligible for the benefits outlined in clauses 12.02, 12.03, 12.04, and 12.05 or for LTD benefits after their retirement date.

(ii) Employees who are less than sixty-three (63) years of age when they become disabled will be eligible for LTD benefits until they reach age sixty-five (65).

(iii) Employees who are actively at work and working at sixty-three (63) years of age or older and become continuously ill for twenty-six (26) weeks will be eligible to apply for LTD benefits and will have a third-party medical assessment (performed by the City's benefit carrier) to determine the status of their disability. The assessment process will be consistent with the medical assessment process in place at the time for employees under age sixty-five (65) who are applying for LTD benefits.

If an employee is approved for LTD benefits based on medical evidence, the employee will be provided with seventy-five percent (75%) of their annual salary at date of illness, for a lifetime maximum period of eighteen (18) months (subject to the limitations contained in this clause), commencing twenty-six (26) continuous weeks from the date that they became disabled, and subject to the employee's ongoing obligations to provide evidence of continuing disability. In consideration for the benefits provided in this clause, the employee will retire from the City of Toronto after the completion of the two (2) year disability period (i.e., twenty-six (26) continuous weeks plus eighteen (18) months of LTD) and will not be eligible for the benefits outlined in clauses 12.02, 12.03, 12.04, and 12.05 or for LTD benefits after their retirement date.

(iv) If an employee returns to work prior to the completion of the two (2) year disability period and becomes ill again, they will only be eligible for LTD benefits, if they are off ill or injured for another twenty-six (26) continuous weeks and after being reassessed and approved.

If the above criteria are met, the employee will receive seventy-five percent (75%) of their annual salary at date of illness for a period equal to the difference between any previous disability period, including WSIB benefits, that was incurred after the employee reached age sixty-three (63) and the two (2) year maximum.

(v) Where an employee over the age of sixty-three (63) goes off on illness and does not have IIP days or sick leave days, the employee will be reported off illness no credit/no pay and will be eligible to apply for sick benefits with Employment Insurance for the first twenty-six (26) continuous weeks or the period of no pay status.

(vi) Notwithstanding anything else contained in this clause, employees will not be eligible for LTD benefits beyond the end of the month in which they attain seventy (70) years of age, and all LTD payments shall cease at that time.

(vii) The two (2) year City funded disability period (i.e., twenty-six (26) continuous weeks and 18 months of LTD), will be considered an "Approved Leave of Absence" with respect to OMERS. The employee will have the option, as permitted by law, to buy back this period from OMERS at his/her expense. If the employee chooses not to purchase this period, it will not be considered eligible service.

Expedited Process

12.06(f) In the event that a difference arises relating to the interpretation, application or administration of said procedure clause 12.06(e), the following expedited dispute resolution procedure shall be followed:

(i) either party shall have the right to refer the matter to the City's Director of Employee & Labour Relations and to the President of the Union, or their respective designates, for immediate discussion and speedy resolution;

(ii) in the event that the matter is not resolved within five (5) working days from the date of this referral, then either party shall have the right to refer the issue(s) in dispute to expedited arbitration;

(iii) if either party refers the matter in dispute to an expedited arbitration process, the dispute shall be heard by any of the following arbitrators who is available to hear the matter within ten (10) working days of its referral:

W. Kaplan	L. Davie
D. Starkman	D. Randall
K. Petryshen	

(iv) The arbitrator's decision shall be rendered, with or without reasons on the same day that the dispute is heard, with reasons to follow. The parties will jointly advise the arbitrator of the need for an immediate decision.

Change of Marital Status or Dependants

12.07 Each employee shall report any changes in marital status or increase or decrease in dependants without delay, and if failure to report any such changes results in any overpayment by the City, the employee shall reimburse the City in the amount of such overpayment.

Benefits Monitoring Committee

12.08 A Benefits Monitoring Committee shall be established consisting of up to four (4) representatives from each of Local 79 and the City. This Committee shall be jointly chaired by the Director, Pension, Payroll and Employee Benefits, and the President of Local 79, or their designates.

The objective of the Committee will be to address issues of concern arising out of the administration of the benefit plan including the review of any special circumstances where employees incur extraordinary expenses within the parameters of the plan and to review the plan and, if the parties both agree, to make joint recommendations regarding the plan so as to ensure that it meets the needs of Local 79 and the City.

The Committee shall meet at the request of either party.

Benefit Plan Book

12.09 The City shall provide each employee a copy of the benefit plan book and shall provide updates when they occur. The City shall provide Local 79 with a copy of the benefit plan book and updates for proof-reading and comment prior to its distribution to employees.

Change in Carrier

12.10 Should there be a change of the carrier of any or all of the employee benefits set forth in this Article, such change of carrier shall not itself result in a change in benefit levels.

Benefit Utilization and Premium Rates

12.11 Six (6) weeks prior to the implementation of new premium rates, the City shall meet with Local 79 to discuss the criteria used to determine the new rates.

Within six (6) months after the end of each benefit year, the City will provide Local 79 with the utilization of the health and dental benefits, by category, e.g. drugs, for the last year, as well as the underwriting arrangements and administrative charges.

Benefits Representative

12.12 Leave of absence, with pay, shall be granted to one (1) full-time Benefits Representative.

LETTER OF INTENT
USE OF EMPLOYMENT INSURANCE REBATE

The Union agrees to use the EI rebate to offset the cost of benefits.

Article 13
PENSIONS AND RETIREMENT

13.01(a) All employees enrolled in the Ontario Municipal Retirement System (OMERS) as of January 1, 1998, shall continue to participate in the OMERS plan.

13.01(b) All permanent employees hired after January 1, 1998, shall enrol in the OMERS plan.

13.01(c) All employees who are members of pension plans other than the OMERS plan as of January 1, 1998, shall continue to participate in those plans.

13.01(d) Without limiting the generality of the foregoing, the pension plans to which clause 13.01(c) applies include:

- Toronto Civic Employees' Pension Plan
- Metro Toronto Pension Plan

It is understood and agreed that this list includes all non-OMERS pension plans of which the parties are aware as of May 11, 2000. However, it is also understood and agreed that the list is not an exhaustive list, and that any other non-OMERS pension plans of which either party becomes aware during the term of this Collective Agreement will also be covered by clause 13.01(c).

13.01(e) For the purposes of this Article, the term "participate" when used in connection with a pension plan includes, but is not limited to, membership in the plan, accrual of pensionable service, employer and employee contributions, and entitlement to pension benefits.

13.01(f) Each new temporary employee who works other than on a continuous-full-time basis and who was hired on or after May 11, 2000 shall, as a condition of employment, join the OMERS pension plan on January 1st following any two (2) consecutive calendar years where, in each year, such employee;

(i) has earned at least 35% of the Year's Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan, or

(ii) has been paid or deemed to have been paid 700 hours.

13.01(g) All temporary employees hired prior to May 11, 2000 shall have the option to enrol in the OMERS plan as outlined in 13.01(f) (above).

13.02 For those leaves of absences granted under clause 17.10(a) and 17.10(b), every employee on leave of absence on Local 79 Business shall be considered to be in full-time attendance for pension purposes. Local 79 shall remit to the City both the employer and the employee share of the required pension contributions during such leave on a quarterly basis as invoiced therefore by the City.

13.03(a) An employee who has at least ten (10) years of credited pension service with the City, including predecessor service, and who elects early retirement shall be eligible for the continued coverage of benefits set out in clauses 12.02 (Extended Health Care), 12.03 (Dental), and 12.04 (Group Life Insurance) up to and including the last day of the month in which his/her sixty-fifth (65th) birthday occurs. Such benefits will be effective upon the date on which the employee actually retires.

13.03(b) An employee hired prior to May 11, 2000, and who at retirement does not have ten (10) years of credited pension service with the City, including predecessor service, shall be entitled to the benefits as outlined above in clause 13.03(a) up to and including the last day of the month in which his/her sixty-fifth (65th) birthday occurs.

13.04 Where an employee who elects early retirement and is eligible for benefits in accordance with clause 13.03 dies prior to his/her sixty-fifth (65th) birthday, said employee's spouse (insured at the time of death) and as defined in clause 12.01(d) and eligible dependants, as defined in clause 12.01(d) if any, shall continue to be covered by said benefits with the exception of the benefits provided under clause 12.04 (Group Life Insurance) up to and including the date on which the deceased employee would have attained the age of sixty-five (65) years.

13.05 Where an employee who would have been eligible to elect early retirement dies prior to actually taking early retirement, and provided that such employee was eligible for benefit coverage at the time of his/her death, the employee's spouse (insured at the time of death) and eligible dependants, as defined in clause 12.01(d) if any, shall with the exception of those benefits provided under clause 12.04 (Group Life Insurance), be eligible for the benefit coverage as set out in clause 13.03 for the period from the date of the employee's death up to and including the date on which the deceased employee would have attained the age of sixty-five (65) years.

13.06 If an employee continues on WSIB after the first day of the fifth month following the date of disability, the OMERS disability elimination period shall continue and the employee and the employer will continue making their normal pension contribution based upon the current salary. The disability elimination period shall end the earlier of the date the employee returns to work, ceases employment or WSIB benefits cease.

13.07 The City shall provide a paid up group life insurance policy for those employees who retire in the amount of five thousand dollars ($5,000). Such policy to be provided the later of age of sixty-five (65) or at time of retirement.

13.08 It is understood that any period of disciplinary suspension without pay shall be deemed an approved leave of absence without pay for pension purposes.

NOTE: Any employee who is eligible for retiree benefits beyond age 65 as at May 11, 2000 shall continue to be eligible for said benefits.

LETTER OF INTENT
GRANDPARENTING OF GROUP LIFE AND PAID-UP LIFE INSURANCE FOR RETIREES

(a) Etobicoke Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998), Etobicoke Inside (formerly non-union and certified with CUPE May 8, 1998 by the Ontario Labour Relations Board Order No. 4499-97-R), Etobicoke Health Unit (CUPE Local 3431) and Etobicoke Health Unit (ONA Local 29) - Upon retirement, an employee shall receive flat coverage at one quarter (1/4) pre-retirement coverage to a maximum of $50,000. The premiums shall be paid one hundred (100%) percent by the City.

(b) East York Inside (CUPE Inside 114), East York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998), East York Board of Health (ONA Local 5) and East York Board of Health (CUPE Health 114) - Employees who retire before age sixty-five (65) shall have the option of continuing their Group Life Insurance coverage on the present basis of coverage to age sixty-five (65). Such coverage shall be 25% paid for by the employer. Upon ceasing of such coverage or at age sixty-five (65), the retired employee will be provided with $5,000 paid up life insurance provided that no employee or retired employee shall participate in both coverages simultaneously.

(c) Scarborough Inside Unit (CUPE Local 545), Scarborough Inside (formerly non-union and placed in CUPE Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998), Scarborough Nurses (CUPE Local 3752) and Scarborough Public Utilities Unit (UWC, Local 1, Unit 2) - Employees who retire before age sixty-five (65) shall be entitled to have their Group Life Insurance coverage continued on the basis of coverage to age sixty-five (65), provided that any employee opting to continue such insurance coverage shall pay to the City seventy-five (75%) of the premium cost at the group rate and the City shall pay twenty-five percent (25%) of the premium cost.

(d) York Inside Unit (CUPE Local 840), York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19,1998),

York Board of Health (CUPE Local 840), York Foremen Unit (CUPE Local 103) and York Board of Health (ONA Local 59) - Re: Extension of Group Life Insurance—Retirees: Effective August 1, 1987 the City shall provide early retirees the opportunity to continue their Group Life Insurance coverage of twice their annual salary, 50% paid for by the employer. The City shall provide a paid up Group Life Insurance Policy for all retirees (after January 1, 1988) in the amount of six thousand ($6,000) dollars, 100% paid for by the employer.

(e) North York (Inside – CUPE Local 94), North York (Dental – CUPE Local 94) and North York (Foremen – CUPE Local 711) - Those employees above who retired on or after January 8, 1999 and up to and including May 11, 2000 shall be entitled to the retiree benefits outlined in the Collective Agreements identified in (e). Those employees who retired prior to January 8, 1999 shall be entitled to the retiree benefits in the respective Collective Agreements outlined in (e). The City will ensure that the benefits will continue to be provided through the City of Toronto and the Toronto Civic Employees Union CUPE Local 416.

(f) City of Toronto (Inside – CUPE Local 79) and Metropolitan Toronto (Inside – CUPE Local 79) – For an employee eligible for retiree benefits under 13.04(c), he/she shall be provided with Group Life Insurance of five thousand ($5,000) dollars.

LETTER OF INTENT
PENSIONS – TEMPORARY EMPLOYEES

All temporary employees captured under clause 13.01(g) who have not already joined OMERS shall, on a yearly basis, be notified in writing of their right to elect to join the OMERS pension plan, if in the previous two consecutive years they have:

(i) earned at least 35% of the Year's Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan, or

(ii) been paid or deemed to have been paid 700 hours.

The notification will include information about OMERS including any buy back provisions. It will inform the employee that he/she has the ability to buy back, at her/his cost, any prior service with the City, a predecessor of the City or any OMERS participating employer. It will include the necessary forms for the employee to initiate a buy back quote from OMERS. The Employee may obtain the buy back quote directly from OMERS or through the assistance of the City.

LETTER OF INTENT
GRANDPARENTING THE EMPLOYEE PURCHASE OF HEALTH BENEFITS FOR EMPLOYEES WHO RETIRE FROM ONA LOCAL 41 IN THE FORMER CITY OF NORTH YORK

The parties agree that employees from the former City of North York Nurses shall continue to be able to purchase Health benefits through the City upon retirement and on the basis that the employee pays one hundred per cent (100%) of the costs.

Article 14
TRANSFERS

Change of Shift Within Work Location

14.01 Prior to considering a transfer under this Article and prior to issuing a Job Posting under Article 15, a new or vacant day, afternoon or night shift(s) shall be offered to qualified employee(s) in order of seniority in the classification within the work location, unless the employee has indicated in writing they do not wish to be considered for such shift.

Employee Requests for Transfer

The parties agree that the following language will supersede any and all divisional or Corporate transfer policies:

14.02(a) An employee wishing a transfer within his/her division and same classification to another location, shall submit a request in writing to his/her Division Head.

14.02(b) An employee wishing a transfer outside his/her division (within the same classification) to the same or another location, shall submit a request in writing to the Human Resources Division.

14.02(c) An employee wishing a transfer to a temporary assignment of one year or more in another location within his/her same classification within his/her division shall submit a request in writing to his/her Division Head.

14.02(d) Once an employee submits a transfer request in writing, it shall remain on file until he/she is transferred, refuses the transfer or withdraws the transfer request. The City will acknowledge in writing to the employee receipt of such request for transfer within fourteen (14) days of receipt.

14.02(e) All transfers under this article shall be offered to qualified employees in order of seniority in the classification, taking operational needs into consideration. Transfers will not be unreasonably denied.

Transfers To Permanent Positions

14.03(a) The City shall first consider transfer requests for permanent positions, submitted by employees from within the Division, before those from employees in other Divisions.

14.03(b) Only permanent employees will be eligible for transfer into permanent positions.

Transfers To Temporary Assignments

14.04(a) Where the City establishes a temporary assignment of one year or more, such opportunity shall first be offered to employees in the same classification within the Division who have submitted a transfer request form indicating their request for consideration for a temporary transfer.

14.04(b) Once such transfer has been offered and accepted, the employee will remain in that assignment for the agreed duration and will not be permitted to transfer until such assignment is completed. This shall not affect an employee's right to apply for an opportunity under Article 15 (Job Postings) or to a change of shift opportunity in his/her base position under clause 14.01.

14.04(c) Notwithstanding (b) above, assignments may not last as long as was originally expected and may be shortened or extended if required. In either case, the City will notify the affected employee(s) as soon as possible.

14.04(d) A permanent employee who accepts a transfer to a temporary assignment shall retain his/her permanent status. Upon completion of the temporary assignment the employee will return to his/her former location.

14.04(e) For temporary employees, upon completion of the temporary assignment the employee shall be offered a temporary assignment, if available.

Reorganization/Service Consolidation – Related Transfers

14.05 The City recognizes that a change in an employee's permanent work location may have an effect upon employees.

The City further recognizes that Local 79 has a legitimate interest in ensuring that their members are treated in a reasonable and consistent manner where it becomes necessary to transfer employees on a permanent basis within the context of the City's reorganization/service consolidation activities.

In this regard, where such transfers are to take place, and consistent with the City's operational requirements, the following guideline will apply:

1. Local 79 will be notified in writing prior to the scheduled transfer of staff, including an invitation to meet and discuss issues arising from the transfer. Wherever possible, such notice will be at least four (4) weeks prior to the scheduled transfer(s).

2. Employees will also be given written notice of their reassignment (or the potential for reassignment, if not all employees will be similarly affected). Wherever possible, such notice will be at least four (4) weeks prior to the scheduled transfer(s).

3. When a reassignment does not affect all employees, or where the reassignment involves more than one new location, where qualifications meet the operational needs of the location(s), seniority will be the determining factor in making such reassignments.

The foregoing procedure does not prevent Local 79 from requesting a meeting to discuss issues relating to staff movement in circumstances which are not covered by the above procedure. If requested, such meeting shall be arranged and held as quickly as possible.

Rebuilding or Building a Long Term Care Home

14.06 If the City of Toronto rebuilds a Long Term Care Home or builds a new Long Term Care Home that necessitates the movement of residents, full-time staff and part-time staff, the City will meet with Local 79 to review the capital project plans and staff redeployment plan prior to implementation. The staff redeployment plan will include how the multiple criteria of continuity of resident care, recognition of special resident needs and staff seniority will be addressed. The parties will make best efforts to negotiate a mutually acceptable Memorandum of Agreement to guide the redeployment of staff.

Article 15
JOB POSTINGS

15.01(a) Whenever appointments to or promotions to a permanent position within the City are to be made or where it is expected that there is a temporary assignment of one year or more the Division Head concerned shall notify the Executive Director of Human Resources of the City accordingly, setting forth the duties of the permanent position and/or temporary assignment and the qualifications required. The Executive Director of Human Resources shall arrange for the permanent position and/or temporary assignment to be made known to all employees through a Job Posting. Applicants for such Job Postings shall be considered on the basis of any or all of the following factors: seniority, education, training and work experience, ability and appraisal of past performance.

15.01(b) Temporary assignments are not intended to be used for the back filling of permanent positions unless there is a sound operational reason to do so (e.g. the position may be deleted in the near future, the Division is anticipating a re-organization, or another employee has a claim to the position).

15.01(c) Permanent employees who are placed in a temporary assignment shall retain their permanent status.

15.01(d) A permanent employee shall return to his/her base position at the end of the temporary assignment. A temporary employee shall return to temporary work in his/her former Division, if available.

15.01(e) The Executive Director of Human Resources shall:

(i) Send copies of Job Postings, in accordance with clause 15.02, to all City Divisions. The Division Head shall ensure the postings are prominently displayed so that all employees are made aware of the permanent positions and/or temporary assignments available.

(ii) Provide electronic copies of any Job Posting to the Recording Secretary of Local 79 prior to posting electronically or otherwise.

15.01(f) Job Postings will be issued and shall state:

(i) the general duties of the permanent position and/or temporary assignment;

(ii) the Division, Section and work location known at the time of the posting;

(iii) the bargaining unit in which the permanent position and/or temporary assignment is situated;

(iv) the length of the temporary assignment, known at the time of posting;

(v) the wage range and wage grade;

(vi) the qualifications required;

(vii) the procedure for making application;

(viii) the time limit for receiving application(s)

(ix) the contact person;

(x) the examinations, if any, which candidates must undergo for the permanent position and/or temporary assignment will be held in the Human Resources Division unless otherwise indicated;

(xi) whether a Candidate List or an Eligibility List, but not both, will be established from the Job Posting;

(xii) whether the permanent position and/or temporary assignment is existing or new;

(xiii) the job evaluation code number, if one exists;

(xiv) the number of permanent positions and/or temporary assignments known at the time of posting; and,

(xv) the hours of work known at the time of posting.

15.01(g) A job posting shall be limited to only:

(i) an opportunity as per Article 15.12 (a)(i) (or opportunities as per Art. 15.12(a)(ii)), for promotion, in a specific position; or

(ii) to an opportunity as per Article 15.12(a)(i) (or opportunities as per Article 15.12(a)(ii)), for appointments, in a specific position;

15.01(h) The time limit provided in the foregoing (f)(viii) hereof shall not be less than two (2) weeks from the date of issue of the Job Posting provided that the Executive Director of Human Resources may, upon notice to Local 79, establish a shorter period.

15.01(i) An employee covered by the Long Term Care Homes and Services Part-Time Collective Agreement, the Unit B Part-Time Collective Agreement or the Recreation Workers Part-Time Collective Agreement, as the case may be, shall have access to the Job Posting procedure as set out in Article 15 herein.

15.01(j) Prior to a permanent position and/or temporary assignment being posted through the Job Posting procedure those employees who have submitted a request for transfer prior to the date of posting (as per Article 14, Transfers) shall be given consideration for such permanent position and/or temporary assignment

15.01(k) Priority for Job Postings under this Article shall be given to applicants from any of the Local 79 Bargaining Units.

15.02 Permanent positions and/or temporary assignments will be posted within the Toronto Public Service. The first consideration will be given to internal applicants and outside advertising will only take place in the event that the Executive Director of Human Resources and the Division Head concerned believe that there may not be employees within the Toronto Public Service with the qualifications required. In this event, the permanent position and/or temporary assignment will be advertised simultaneously inside and outside the Toronto Public Service.

15.03(a) (i) Applications for available permanent positions and temporary assignments shall be made on forms supplied by the Human Resources Division.

(ii) An employee may apply for a permanent position in his/her classification outside his/her present section or in a classification that is at the same, or higher or lower rate of pay than his/her present classification.

15.03(b) The Executive Director of Human Resources and the Division Head concerned will conduct a joint preliminary review of applications received to make a fair and objective determination as to whether applicants meet the required qualifications for the permanent position and/or temporary assignment to be filled.

15.03(c) An employee whose application has been rejected because of insufficient qualification for the permanent position and/or temporary assignment shall be notified in writing at least seven (7) calendar days prior to the date of the examination.

15.03(d) Any applicant who has a complaint regarding the procedure or any other matter may have his/her complaint placed before the Executive Director of Human Resources.

15.04 If, after the review of employee applications, the Executive Director of Human Resources and the Division Head concerned agree that an examination(s) is not necessary to confirm candidates' qualifications for a permanent position and/or temporary assignment, the Executive Director of Human Resources will forward to the Division concerned, in order of seniority, the names and seniority dates of qualified candidates.

Assessments

15.05(a) The Executive Director of Human Resources and the Division Head concerned will decide jointly on the need for an examination(s) for the purpose of determining qualified candidates for the permanent position and/or temporary assignment. Should passing an exam be required to qualify for a particular permanent position and/or temporary assignment, it will be conducted in a manner that will provide a fair assessment of those candidates being assessed using the same set of standards.

15.05(b) Examinations will take the form of written test(s), practical, physical / skill tests, interview panel or any combination thereof to ensure candidates are examined for the qualifications and skills considered most important to the permanent position and/or temporary assignment.

15.05(c) Where an applicant has performed the duties of the specific permanent position and/or temporary assignment that is the subject of the Job Posting, for at least one (1) year or the equivalent aggregate hours, and the employee has performed this work within the six (6) months preceding the Job Posting, then the candidate will be deemed to be qualified and will not be required to participate in an assessment.

15.05(d) Where there are more candidates than required to fill the posted vacancies, the Executive Director of Human Resources and the Division Head may jointly determine that not all candidates will be assessed. In this case, the most senior candidates will be assessed. Upon request by the union, the City shall provide the number of Local 79 applicants and a list of Local 79 applicants, in seniority order, who were assessed.

15.06 Should an examination(s) be required, candidates will be advised in writing by the Executive Director of Human Resources of the type of examination(s) and when and where the examination(s) will be conducted.

15.07 Interview panel members will jointly complete a candidate evaluation form. Evaluation forms will be retained by the Executive Director of Human Resources and copies will be available for review by the Human Resources Division with the approval of the candidate within forty-five (45) days of being advised of the interview panel decision. Candidate evaluation forms completed on a candidate for a specific position will have no relevancy to any other position for which an employee might apply. The Interview Panel is responsible for qualifying candidates for the position.

15.08 Within forty-five (45) days of notification of the results of his/her examination and upon request to the Executive Director of Human Resources, candidate(s) will receive feedback on his/her interview and/or review his/her test paper, by appointment with staff of the Human Resources Division.

15.09 Candidates who do not comply with the procedures and guidelines established for conducting examinations shall be disqualified from further consideration as a candidate.

15.10 Upon completion of the examination(s), the Executive Director of Human Resources will advise all candidates in writing of their results, and will forward to the Division concerned, in order of seniority, the names and seniority dates of the successful candidates for selection.

15.11(a) The selection decision will be based upon the criteria as set out in sub-clause 15.01(a) hereof. If other than the senior candidate(s) from the list of candidate(s) who meet the required qualifications is selected, the Division Head will advise the Executive Director of Human Resources in writing, giving reasonable justification for the selection of candidate(s) with less seniority. Such justification must demonstrate a fair and objective basis for the selection decision and for the separation between the successful candidate(s) and the unsuccessful senior candidate(s).

15.11(b) The Executive Director of Human Resources will notify all candidates who were not selected for the permanent position and/or temporary assignment. Where a less senior candidate is selected, candidates with greater seniority shall be provided with the Division Head's justification.

15.12(a) A list of the qualified candidates from each Job Posting shall be either:

(i) a Candidate List which shall only be valid for the filling of the posted permanent position and/or temporary assignment, or

(ii) an Eligibility List which shall be valid for the filling of future permanent positions and/or temporary assignments in the specific position(s) that were the subject of the Job Posting during the period that the Eligibility List is in effect.

Upon request an electronic list of qualified candidates and their seniority will be supplied to Local 79 for any specific job posting. The identity of non-Local 79 candidates will not be included.

15.12(b) The Candidate List or Eligibility List will be formed in accordance with clauses 15.04 or 15.10, as the case may be. Eligibility Lists will become effective upon receipt by the Division concerned. Subject to sub-clause (f) below, Eligibility Lists will be used to select the successful candidate for each successive permanent position and/or temporary assignment which arises during the period that the Eligibility List is in effect.

15.12(c) An Eligibility List shall remain in effect for six (6) months unless depleted before that time. If the Eligibility List is depleted, or upon the expiry of the six (6) months, whichever comes first, any permanent position and/or temporary assignment in question shall be the subject of further Job Posting(s).

15.12(d) Notwithstanding the first sentence of clause 15.01(a), further Job Postings shall not be issued for the permanent position and/or temporary assignment in question during the period the Eligibility List is in effect.

15.12(e) Each selection decision for the Job Posting shall be made in accordance with clause 15.11 from the candidates on the Candidates List or Eligibility List. Should a less senior candidate be chosen from the Candidate List or Eligibility list, the candidates with greater seniority shall be notified.

15.12(f) Candidates on the Eligibility List shall have the right to decline an offered permanent position and/or temporary assignment once. In the event that a candidate on the Eligibility List declines a second offered permanent position and/or temporary assignment, his/her name shall be struck from the Eligibility List and he/she shall not be

considered for any future permanent positions and/or temporary assignment during the remainder of the period that the Eligibility List is in effect. In the event that all candidates on an Eligibility List decline the same offered permanent position and/or temporary assignment, the City shall have the right to fill the permanent position and/or temporary assignment externally without any obligation to re-post it.

15.12(g) Eligibility lists will only be established by the City in respect to Job Postings where:

(i) a large number of placements are anticipated in the specific permanent position and/or temporary assignment that are the subject of the Job Posting in question during the six (6) months following issue of the Job Posting;

(ii) a high turnover is anticipated in the specific permanent position and/or temporary assignment that is the subject of the Job Posting in question during the six (6) months following the issue of the Job Posting.

Reversion Period

15.13(a) All successful candidates in either a permanent position and/or temporary assignment shall be subject to a three (3) month assessment period which will be extended when an employee is absent in excess of ten (10) working days during the period of assessment. In this case, the assessment period will be extended by the length of the absence.

15.13(b) A joint performance review will be conducted between the employee and the Division Head after the employee's first six (6) weeks in his/her new permanent position and/or temporary assignment to evaluate the employee's performance and suitability or to determine the possibility of reversion.

15.13(c) Should the permanent position and/or temporary assignment be confirmed, the three (3) month assessment period shall count toward the six (6) month probationary period defined in Article 4 if said employee had not completed such period prior to promotion.

15.13(d) Should a reversion be necessary, the three (3) month assessment period or any part thereof served in his/her new permanent position and/or temporary assignment shall not count towards the six (6) month Probationary Period if said employee had not completed his/her Probationary Period prior to promotion as set out in Article 4.

15.14(a) Should a reversion be necessary or requested by an employee who was a permanent employee prior to his/her promotion to either a permanent position or temporary assignment, the employee shall be reverted to his/her former position and wage rate, if the position has not been filled during the interim period. If the former position has been filled, the employee will be reverted to a position reflecting the wage rate earned by the employee prior to the placement. The time served in the position prior to his/her promotion to either a permanent position or temporary assignment will count towards the service required to qualify for an increment as set out in clauses 6.03 and 6.04 of Article 6.

15.14(b) Should no substitute position be available for such permanent employee, a supernumerary position at the pre-placement wage rate will be created for the employee until such time as a position becomes available. The time served in his/her former position prior to his/her promotion to either a permanent position or temporary assignment will count towards the service required to qualify for an increment as set out in clauses 6.03 and 6.04 of Article 6.

15.15 Any employee who is no longer capable of performing his/her full required duties by reason of disability, may be placed in a suitable position, if such position is available, on

the recommendation of the Executive Director of Human Resources without regard to the other clauses of this Article.

Scheduling of Examinations

15.16 Whenever possible, examinations will be held during working hours. The Division Head will grant leave of absence with pay to those employees in the Division who have made application for and have been accepted for admission to such examinations. For employees subject to shift work, every effort will be made by the Division Head to re-schedule the employees so that the employees will not be required to work a shift immediately before or after an examination.

LETTER OF INTENT
ELECTRONIC JOB POSTINGS - PILOT

The parties agree to meet within sixty (60) days of ratification to identify and agree on those City work locations to be part of this trial process. Only work locations where all employees covered by a Local 79 Agreement work at a City computer to perform their duties will be selected.

The employees within the identified work locations will be notified thirty (30) days before the implementation of the pilot. Until the date of implementation the current practice of job postings shall continue.

Job Postings will be released electronically on the City's intranet, on the same day they are issued to other work locations through hard copy. The Executive Director of Human Resources shall ensure that notices of all job postings are sent to the employees in the identified work locations to his/her City email address.

The Pilot will continue for one (1) calendar year from the date of implementation within the identified work locations. At the end of one (1) year the parties agree to meet and discuss the continuation or the expansion of the Pilot to other work locations by mutual agreement.

The parties agree that this Pilot does not alter the terms and conditions of Article 15 except as provided herein.

Any issues arising out of the implementation of the Pilot will be referred to the President of Local 79 and the Director of Employee and Labour Relations who will discuss and attempt to resolve the issues. Should the parties be unable to find resolution, the Pilot may be terminated by either party with thirty (30) days written notice.

Article 16
GRIEVANCE PROCEDURE

16.01 The parties to this Agreement are agreed that it is of the utmost importance to address and resolve grievances as quickly as possible.

16.02 Time limits for all steps of the entire grievance and arbitration procedure may be extended in writing by mutual consent.

16.03 For the purpose of the grievance and arbitration procedures, "working days" shall be Monday to Friday inclusive, but exclusive of designated holidays.

16.04 A committee of not more than three (3) officers of Local 79 shall be designated by the President of Local 79 and shall constitute a committee hereinafter called the Local 79 Grievance Committee, to deal with a grievance in accordance with this Article.

16.05 The City acknowledges the right of Local 79 to appoint or otherwise select Stewards and officers and, in this regard, Local 79 acknowledges and agrees that Stewards and Officers of Local 79 have regular duties to perform as employees of the City and that such employees will not leave their regular duties to assist employees in respect of matters arising under this Article without obtaining the permission of their Division Head or someone designated by him/her and will similarly report upon returning to their regular duties. Such permission shall not be unreasonably denied. Time spent during an employee's regular working hours pursuant to this Article shall be without loss of pay.

16.06(a) Local 79 will supply the City with a list of all of its Stewards and Officers as soon as they are elected/appointed, and thereafter will notify the City in writing of any changes.

16.06(b) It is understood and agreed that Stewards and Officers under this Agreement, Part-Time Unit B, Recreation Workers (Part-Time) and Long Term Care Homes and Services Part-Time Unit Collective Agreements are interchangeable.

16.07 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable or where an allegation is made that this Agreement has been violated, such difference or allegation, being hereinafter referred to as "The Dispute" in Step One and thereafter "The Grievance", the following grievance procedure shall apply;

(i) **Step One – Dispute Resolution**

It is understood that before the dispute is put in writing, the employee's immediate supervisor will have an opportunity to discuss and address the dispute. Within twenty (20) working days following the circumstances giving rise to a dispute, Local 79, through the Local 79 Steward, shall request a meeting with the employee's immediate supervisor, who shall arrange a meeting within ten (10) working days of receiving the request. The employee shall be accompanied by a Local 79 Steward or an available Local 79 Representative. Within three (3) working days of the date of the Step One – Dispute Resolution meeting, the supervisor will advise the Local 79 Steward and employee in writing whether the dispute was denied, granted or resolved. Any resolutions reached at this step shall be without prejudice or precedent.

(ii) **Step Two**

If the dispute is not resolved at Step One, the grievance and redress sought shall be put in writing and signed by the employee. Local 79 shall file the grievance with the Division Head within ten (10) working days following the Step One meeting, and shall provide the grievor's immediate supervisor with a copy of the grievance. The Division Head shall confer with the Representative of Local 79 within twenty (20) working days after receipt of the grievance at Step Two, and shall advise Local 79 in writing of his/her decision in respect to the grievance within ten (10) working days of the time of the conference. The grievor will attend the Step Two meeting upon the request of Local 79, provided that such request must be made at least five (5) working days prior to the date of the Step Two meeting.

(iii) **Step Three**

In the event that the Division Head does not provide redress satisfactory to Local 79 it may within ten (10) working days after the receipt of the written decision of the Division Head, forward copies of the grievance and the written decision as provided for in Step Two to the Director of Employee and Labour Relations. Upon receipt of such copies, the Director of Employee and Labour Relations shall confer with the Representative of Local 79 within twenty (20) working days after receipt of the

grievance at Step Three. The Director of Employee and Labour Relations shall advise Local 79 in writing within ten (10) working days after the said conference of his/her decision in respect to the grievance.

The City will grant paid leave of absence to a grievor to attend his/her Step Three grievance meeting(s).

Mediation

16.08 Once Local 79 has processed a grievance to arbitration, both parties may within forty (40) workings days agree to use the services of a mutually agreeable Mediator to assist the parties in resolving the grievance. The grievor(s) will attend the mediation meeting at the request of Local 79. Time spent in attendance at mediation during an employee's regular working hours shall be without loss of pay. The parties will jointly, in equal shares, bear the expenses of the Mediator. Any mutually agreeable resolution reached by the parties through such mediation shall be binding upon the parties but shall be without precedent or prejudice. In the event that no mutually agreeable resolution is reached, the grievance will proceed to arbitration.

Arbitration

16.09 In the event that the Director of Employee and Labour Relations does not provide redress satisfactory to Local 79, Local 79 may, within twenty (20) working days after the receipt of the written decision of the Director of Employee and Labour Relations, require that the grievance be submitted to arbitration by notifying the City in writing.

No matter may be submitted to arbitration which has not been properly processed through all previous steps of the grievance procedure as set forth in this Agreement.

16.10 Grievances submitted to arbitration shall be determined by a single arbitrator unless either party requests that the grievance be determined by a Board of Arbitration.

If the grievance is to be determined by a single arbitrator, the parties shall endeavour to reach agreement as to a suitable arbitrator. In the event that the parties fail to agree upon an arbitrator, Local 79 shall request the Minister of Labour for Ontario, in writing, to appoint an arbitrator.

16.11 In the event that the parties do not agree to have the grievance determined by a single arbitrator, the party which has requested that the grievance be determined by a Board of Arbitration shall so notify the other party in writing within ten (10) working days of receipt of the letter referring the grievance to arbitration. The notice shall include the name of its nominee to an Arbitration Board. The party so notified shall, within ten (10) working days after the receipt of the letter, notify the other party of the name of its nominee to the Arbitration Board. The two (2) nominees so selected shall appoint a third person who shall be the Chairperson. If the two (2) nominees fail to agree upon a Chairperson, Local 79 shall request the Minister of Labour for Ontario, in writing, to appoint a Chairperson and a copy of such request shall be forwarded concurrently to the other nominee to the Board.

16.12 The decision of the Division Head or the Director of Employee and Labour Relations, or Local 79 in the case of a management grievance pursuant to clause 16.24, as the case may be, shall be final and binding upon the City and Local 79 and upon any employee affected by it unless a subsequent step is taken within the times hereinbefore limited.

16.13 The single arbitrator, or the Arbitration Board, as the case may be, shall hear and determine the grievance and shall issue a decision, and the decision shall be binding upon Local 79, the City and upon any employee affected by it. The decision of a majority shall be the

decision of the Arbitration Board, but if there is no majority the decision of the Chairperson shall govern.

16.14 Each of the parties hereto will bear the expenses of the nominee appointed to represent it and the parties will jointly in equal shares bear the expenses of the Chairperson of the Arbitration Board, or single arbitrator, as the case may be, and the cost of the room or rooms in which the arbitration is held.

16.15 The Arbitrator or Arbitration Board shall not have any power to add to, subtract from, alter, modify or amend in any way, any part of this Agreement nor to consider any matter not specifically contained in this Agreement nor otherwise make any decision inconsistent with this Agreement which expresses the full and complete understanding of the parties on remuneration, benefits and working conditions.

16.16 The City will grant paid leave of absence to a grievor to attend his/her arbitration hearing(s).

16.17 Employee witness(es) summoned to attend arbitration hearings by the Union will be granted unpaid leave of absence by the City and their wages and any associated expenses will be paid by the Union.

Policy Grievances

16.18 Where a dispute involving a question of general application or interpretation of the Collective Agreement occurs, a policy grievance may be filed by Local 79, commencing at Step 3 within twenty (20) working days of the circumstances giving rise to the grievance.

Group Grievances

16.19(a) Where a Group Grievance involves a group of employees in the same division, it may be initiated at Step One or filed at Step Two at Local 79's option within twenty (20) working days of the circumstances giving rise to the grievance.

16.19(b) Group grievances involving a group of employees in two or more divisions shall be filed at Step Three within twenty (20) working days of the circumstances giving rise to the grievance.

16.19(c) Local 79 will provide a list of all known grievors covered by the Group Grievance.

Suspensions of Less than Ten Working Days

16.20 Whenever an employee is suspended for less than ten (10) working days, the grievance procedure as set forth in this Article shall apply except that the grievance shall be initiated at Step Two within twenty (20) working days after said employee has been suspended. If the suspension is of five (5) days or more the Division Head shall confer with the Representative(s) of Local 79 within ten (10) working days after receipt of the grievance.

Suspension of Ten Days or More and Discharge

16.21 Whenever an employee receives a suspension of ten (10) days or more or is discharged, grievances shall be initiated at Step Three within twenty (20) working days after said employee has been suspended or discharged. The Division Head and the Director of Employee and Labour Relations shall confer with the Representative(s) of Local 79 within seven (7) working days after receipt of the grievance. The Director of Employee and Labour Relations will advise Local 79 in writing of his/her decision in respect to the grievance within ten (10) working days following the Step Three meeting.

Job Postings

16.22 Any grievance of an employee with respect to Article 15 (Job Postings) shall be initiated at Step Two within twenty (20) working days of the circumstances giving rise to the grievance. In the event that the grievance is with respect to not being selected for a position, if such position is within a Division other than the employee's Division, the grievance shall be directed by Local 79 to the Head of the Division in which the vacancy occurred.

Sexual Harassment/No Discrimination or Harassment

16.23 Where an allegation is made by an employee that Article 5 (No Discrimination or Harassment) or Clause 5.04 (Sexual Harassment) has been violated, a grievance shall be initiated at Step Two within forty (40) working days after such violation is alleged to have occurred.

Management Grievances

16.24 In the event the City has a grievance, the Director of Employee and Labour Relations shall file the grievance in writing within twenty (20) working days of the circumstances giving rise to a grievance with the authorized officers of Local 79 who shall confer with the Director of Employee and Labour Relations within twenty (20) working days of the receipt of such grievance. In the event the authorized officers of Local 79 do not provide redress satisfactory to the City, the Director of Employee and Labour Relations may process the grievance to arbitration in accordance with the arbitration provisions as set out in this Agreement, with the necessary changes being made.

Benefit Grievances

16.25 Where an allegation is made that there has been an improper application, administration or violation in the matters of any benefit entitlement as provided for under this Collective Agreement, the grievance shall be initiated at Step Three (3) of the grievance procedure as set forth in this Article, within twenty (20) working days after such violation is alleged to have occurred.

Disciplinary Discussions and Notations

16.26 Whenever an employee is requested to report for a disciplinary discussion with a supervisor, prior to any disciplinary action being taken, such employee shall be advised of his/her right to a Steward or Local 79 representative, as appointed/selected by Local 79 under clause 16.05 to be present at such meeting. Local 79 shall ensure that such representative is available within twenty-four (24) hours of receiving such request. Where such representation is not provided within the twenty-four (24) hours the employee shall be advised of his/her right to the presence of an employee of his/her choice who is on duty at his/her place of work at the time the discussion takes place.

16.27 The City shall forward a copy of any letter of discharge to the Recording Secretary of Local 79 within ten (10) days of discharge.

16.28(a) Where an employee has not received a disciplinary notation for a period of two (2) calendar years, any disciplinary notation(s) recorded on the employee's Corporate Personnel File shall be null and void. If the employee requests the removal of a disciplinary notation(s) after such two (2) year period, the disciplinary notation shall be removed from the employee's Corporate Personnel File.

16.28(b) Where the disciplinary notation is removed under 16.28(a) or as a result of an agreement between the parties, any reference to the disciplinary notation and any supporting documentation regarding the matter shall be removed from the employee's Corporate Personnel File.

Expedited Arbitration

16.29(a) The parties may by mutual agreement, proceed with an expedited arbitration for any grievance filed and processed through the grievance procedure.

16.29(b) (i) The grievance shall be placed before one (1) of the following arbitrators:

Robert Herman	Christopher Albertyn
Marilyn Nairn	Paula Knopf
Maureen Saltman	

(ii) Upon mutual agreement, the parties may add or delete names of arbitrators on the list during the term of collective agreement.

16.29(c) If none of the foregoing arbitrators are able to satisfy the time limits agreed to between the parties, the parties shall jointly select an alternative arbitrator with an availability that meets the parties' time limits.

16.29(d) An Arbitrator appointed pursuant to this Article shall be deemed to have received the consent of the parties pursuant to Section 48(14) of the Labour Relations Act, 1995, S.O. 1995, as amended, to mediate the dispute.

16.29(e) The Arbitrator shall issue a "bottom line" decision within seven (7) working days of completion of the hearing. Reasons shall not be issued unless requested thereafter by either party.

16.29(f) Except as modified above, the provisions of the grievance and arbitration provisions set out in the Collective Agreement shall apply to a proceeding under this Article.

Human Rights and Harassment Policy

16.30 In the event a member of Local 79 files a complaint under the City's Human Rights and Harassment policy, the forty (40) working day time limit to file a grievance will commence as of the date the Human Rights process is concluded.

Investigations

16.31 Employees who have been removed from the workplace during an investigation shall continue to be paid until the City concludes its investigation.

Prescheduled Grievance Meetings

16.32 The parties shall develop an annual schedule for divisional Step 2 grievance meetings, Step 3 grievance meetings and mediation meetings.

The parties agree to mutual co-operation in the development of lists of grievances to be discussed at grievance meetings at least two (2) calendar weeks prior to the pre-scheduled dates.

LETTER OF INTENT
INVESTIGATION PROTOCOL

Where the City conducts an investigation which may result in the discipline of a Local 79 employee(s), the employee(s) who is the subject of the investigation will be informed of the nature of the meeting and their

right to Local 79 representation. The City shall inform the Chief Steward or designate of Local 79 about the pending investigation meeting and the nature of the meeting.

Where practical, the employee will receive twenty-four (24) hours notice of the investigation meeting.

At the meeting, the City will disclose the nature of the investigation including the nature of any complaints received.

At the meeting, the employee and the Local 79 Steward or representative will be informed if the City has contacted or intends to contact the police, children's aid societies or a professional regulatory body regarding the matters under investigation.

Once the investigation is completed, the employee will be informed of the outcome of the investigation in a timely manner.

LETTER OF INTENT
GRIEVANCE AND ARBITRATION PROVISIONS

The parties agree that the President of Local 79 and the Director of Employee and Labour Relations shall meet during the term of this Collective Agreement for the purpose of reviewing the grievance and arbitration provisions as set out in the Collective Agreement.

This review will include but will not be limited to the adequacy of the time limits as set out therein and any other matters of mutual concern that may arise within the context of the grievance and arbitration process.

Meetings will be held at the request of either party.

LETTER OF INTENT
DISPUTE RESOLUTION TRAINING

The parties agree to meet during the term of the Collective Agreement for the purpose of jointly designing and implementing a training program which shall focus on dispute resolution techniques that may be applied in various circumstances, including but not limited to grievance management and Collective Agreement administration.

Article 17
LEAVE OF ABSENCE

Bereavement Leave

17.01(a) An employee who is absent from work solely due to the death and/or funeral of the father, mother, father-in-law, mother-in-law, step-parents, son, daughter, brother, sister, step children, step-brothers, step-sisters, same-sex partner, husband or wife (including common law partner) of such employee shall be entitled to compensation for time so lost by such employee from his/her regular schedule at his/her regular rate of pay for five (5) working days. Such leave may commence no earlier than the date of the death, and must be completed within the seven (7) consecutive calendar day period following the day of the funeral or memorial service held in lieu of a funeral.

17.01(b) An employee who is absent from work solely due to the death and/or funeral of the son-in-law, step-son-in-law, daughter-in-law, step-daughter-in-law, brother-in-law, step-brother-in-law, sister-in-law, step-sister-in-law, grandparent, step-grandparent, grandchild or step-grandchild of such employee shall be entitled to compensation for time so lost by such employee from his/her regular schedule at his/her regular rate of pay for three (3) working days. Such leave may commence no earlier than the date of the death, and must

be completed within the seven (7) consecutive calendar day period following the day of the funeral or memorial service held in lieu of a funeral.

17.01(c) An employee may be granted leave of absence with pay at the discretion of the Division Head where such leave is requested solely due to the death and/or funeral of persons other than those specified in clauses 17.01(a) and (b) and such request shall not be unreasonably denied.

17.01(d) Notwithstanding 17.01(a), (b) and (c), where an employee suffers a bereavement during a period of scheduled vacation he/she may request that bereavement leave be substituted for vacation and such bereavement leave shall be governed by the provisions of this clause.

Jury or Witness Duty

17.02 Each employee who is called to serve as a juror or, except as provided in clause 16.17, is subpoenaed as a witness in a legal proceeding shall:

(i) be granted leave of absence for such purpose, provided that upon completion of his/her jury or witness service such employee shall present to his/her Division Head a satisfactory certificate showing the period of such service;

(ii) be paid his/her full salary or wages for the period of such jury or witness service provided that he/she shall pay to the Deputy City Manager and Chief Financial Officer the full amount of compensation received for such service and obtain an official receipt therefore, it being understood that the full amount does not include monies received on days other than his/her regularly scheduled work day with the City or any monies received for meal allowance or travelling allowances; and

(iii) upon being released from jury or witness service in the forenoon of any day, immediately telephone his/her Division for instructions respecting his/her return to work and shall, upon receiving such instructions, comply with same.

Pregnancy/Parental Leave

17.03(a) Pregnancy and/or parental leave, without pay, shall be in accordance with Part XIV of the Employment Standards Act, 2000, S.O. 2000, as amended.

17.03(b) Pregnancy and/or parental leave for an employee who does not qualify under Part XIV of the Employment Standards Act, 2000, S.O. 2000, as amended, shall be granted upon the employee's request, and administered in accordance with the Act.

17.03(c) Any request for an extension of parental leave beyond that which an employee is entitled to in accordance with clause 17.03(a), or is granted in accordance with clause 17.03(b), shall be at the discretion of the Division Head concerned, and shall not involve any expense to the City, but shall result in no loss of seniority.

17.03(d) The City shall provide the coverage and pay its share of the premiums for the benefits set out in Article 12 and shall pay its share of the pension contributions under Article 13 for any pregnancy and/or parental leave taken pursuant to clauses 17.03(a) or 17.03(b), unless the employee elects in writing that he/she does not wish benefit coverage.

17.03(e) Pregnancy and/or parental leave in accordance with clauses 17.03(a) or 17.03(b) shall not involve any expense to the City, except as provided in clauses 6.03(c) (Increments), 10.01(d)(ii) (Vacation), 17.03(d), 17.04 and 17.05.

Pregnancy Leave Top-up

17.04(a) An employee who is eligible for pregnancy leave under clause 17.03(a) or an employee who requests and is granted pregnancy leave under clause 17.03(b), shall be entitled, provided she is in receipt of Employment Insurance benefits pursuant to the Employment Insurance Act, S.C. 1996, as amended, to the following Supplemental Employment Benefits (SUB) payments while on pregnancy leave:

(i) For the first two (2) weeks of the pregnancy leave, the employee receives no payments from the City; and,

(ii) For the following fifteen (15) weeks of the pregnancy leave, the employee shall receive from the City payments equal to the difference between seventy-five percent (75%) of her regular rate and the sum of her weekly Employment Insurance benefits and any other earnings.

17.04(b) Employees are not entitled to Supplemental Employment Benefits (SUB) except for the purpose of the supplementation of their employment insurance benefits for the period of unemployment.

17.04(c) Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this provision.

Parental Leave Top-up

17.05(a) An employee who is eligible for parental leave under clause 17.03(a) or who requests and is granted parental leave under clause 17.03(b) shall be entitled, provided the employee is in receipt of Employment Insurance benefits pursuant to the Employment Insurance Act, S.C. 1996, as amended, to the following Supplemental Employment Benefits (SUB) payments while on parental leave:

(i) For the first two (2) weeks of the parental leave, the employee receives no payments from the City (where applicable); and,

(ii) For the remainder of such parental leave, the employee shall receive from the City payments equal to the difference between seventy-five percent (75%) of the employee's regular rate and the sum of the employee's weekly Employment Insurance benefits and any other earnings.

17.05(b) Employees are not entitled to Supplemental Employment Benefits (SUB) except for the purpose of the supplementation of their unemployment insurance benefits for the period of unemployment.

17.05(c) Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this provision.

17.06 An employee who is granted an extension of parental leave in accordance with clause 17.03(c) shall be responsible for paying in advance by post-dated cheque(s) the full premiums for the insurance coverage referred to in Article 12 for any period of such extension. Such employee shall be advised of the cost of the applicable benefits if the employee wishes to continue such benefit coverage. Employee pension contributions during such extension shall be in accordance with the regulations of the applicable pension plan.

Citizenship Leave

17.07 An employee who is required to be absent from work during his/her normal working hours for the purpose of obtaining his/her Canadian Citizenship shall, on two (2) occasions only, be granted one (1) day's leave of absence with pay on each such occasion.

Personal Leave

17.08 Subject to the approval of the Division Head, an employee may request and be granted leave of absence, without pay, for up to five (5) working days per year for personal reasons. Where approved such absence shall not constitute a break in service so as to affect any benefits to which the employee is entitled other than pay. A request for such leave shall not be unreasonably denied. Approval or reasons for denial of such request shall be provided to the employee in writing.

Ill Dependant Leave

17.09 Full-time employees may use up to six (6) days of his/her available IIP days or accumulative sick credits, as applicable, per calendar year in order to care for ill dependants. Temporary employees and all employees covered by Clarity Notes 1, 2, 3 and 4 are entitled to ill dependant leave on a pro-rata basis. Such absence shall be deducted from the employee's available IIP days or accumulative sick credits, as applicable, to the quarter hour and shall not be considered as breaking a month's service. Part-time nurses from the former East York ONA Local 5 may avail this provision on a pro-rata basis.

Leave of Absence for Full-time Local 79 Positions

17.10(a) Retroactive to January 1, 2002, an employee who is elected or appointed to a full-time position within Local 79 shall, upon request of Local 79, be granted such leave of absence provided that such leave shall involve no cost to the City except that during the period of leave he/she shall continue to accrue sick credits in his/her sick bank or IIP for use upon the end of such leave in accordance with the provisions of the Collective Agreement.

Upon the expiration of his/her term of office, the employee shall be returned to his/her previous position, if such is available or if no such position is available upon consultation with the employee concerned, to a position in a classification comparable to the one he/she was employed in prior to taking office.

Leave of Absence for Full-time Office with Organization Affiliated with Local 79

17.10(b) When an employee is elected or appointed to a full-time position or office within a labour organization with which Local 79 is affiliated, Local 79 shall submit a request for leave of absence on behalf of the employee concerned to the Executive Director of Human Resources. Subject to the approval of the Division Head concerned, such leave of absence will be granted, provided that such leave shall involve no cost to the City.

Upon the expiration of his/her term of office, the employee shall be returned to his/her previous position, if such is available or if no such position is available, upon consultation with the employee concerned, to a position in a classification comparable to the one he/she was employed in prior to taking office.

Leave of Absence to Attend Labour Convention

17.11(a) Subject to two (2) weeks notice, leave of absence without pay shall be granted to all duly elected delegates from Local 79 who are employees of the City to attend any authorized Labour Convention.

Leave of Absence to Attend Labour Conference

17.11(b) Subject to the approval of the Division Head concerned, leave of absence without pay shall be granted to duly elected delegates from Local 79 who are employees of the City to attend authorized Labour Conferences.

Leave Without Pay

17.12 The City will ensure that the City policy concerning Leave Without Pay, as it may be amended from time to time, is accessible to employees in the Local 79 unit.

Employees Seeking Election to Political Office

17.13 The City will ensure that the City policy concerning "Employees Seeking Election to Political Office" as it may be amended from time to time, is accessible to employees in the Local 79 unit.

Voluntary Leave

17.14 The following voluntary leave of absence provisions shall be made available to all temporary and permanent Local 79 employees on the following basis:

1. An employee may volunteer to be granted up to 20 days of leave of absence without pay on the approval of the Division Head.

2. During the period of such leave, the employee shall continue to accumulate full seniority and service and shall continue to receive all benefits to which the employee is entitled under the agreement. In the event that the employee wishes to continue to contribute to the pension plan during the period of such leave, the employer will match the pension contributions.

3. An employee may choose one of the following payment options when taking a voluntary leave:

    - Receive no pay during the leave
    - Pro-rate payments over a number of pay periods remaining within the calendar year.

    The minimum deduction is one half-day per pay period when an employee chooses to pro-rate payments. Any outstanding balance is adjusted on the final pay of the calendar year.

4. Requests for voluntary leave must be submitted in writing to the Division head or his/her designate at least three (3) calendar weeks prior to proposed commencement of the leave. Requests for leave shall not be unreasonably denied. Leave must be completed prior to the end of the calendar year in which it is granted.

5. Should a request for leave be denied, the employee shall be given the reasons for denial of the leave in writing within five (5) workings days of receiving the request.

6. In the event of any dispute arising out of this program, the Director of Employee and Labour Relations shall meet with the representatives of Local 79 in order to attempt to resolve the matter in dispute prior to the filing of a grievance.

7. The parties agree that where required amendments to the foregoing shall be made in order to conform to shift schedules which may be at variance with the norm.

Childcare/Eldercare Leave

17.15 Employees will be eligible to access the City's Childcare and Eldercare Leave Policy as it may be amended from time to time.

Military Service

17.16 The City agrees that Local 79 members shall have access to the City's policy on Leave of Absence: Military Service, as it may be amended from time to time.

Quarantine

17. 17 Time lost by an employee as a result of a legally recognized quarantine because of a job related incident shall be treated as a leave of absence with pay for the duration of the quarantine.

Seniority and Payment of Wages While on Leave of Absence for Local 79 Business

17.18(a) Whenever an employee is on leave of absence on Local 79 business, such absence shall result in no loss of seniority, nor shall it constitute a break in service so as to affect any benefits to which he/she may be otherwise entitled.

17.18(b) Whenever an employee is on leave of absence on Union business, the City shall pay the employee's wages and benefits, invoice Local 79 and Local 79 shall, forthwith, remit full reimbursement to the City. This provision does not apply to employees who are elected or appointed to full-time Union positions under clause 17.10(a) and (b).

Local 79 Negotiating Committee

17.19 The City will recognize a Negotiating Committee of up to sixteen (16) members selected by Local 79. Leave of absence without loss of pay or benefits and with accumulation of seniority and service shall be granted to members of the Local 79 Negotiating Committee for the purpose of preparing bargaining proposals and negotiating a Collective Agreement or amendments thereto. The name of each of the members of the Negotiating Committee shall be provided in writing to the Executive Director of Human Resources. Requests for paid leave of absence for additional members of the Negotiating Committee shall be considered on a case by case basis.

Flexible Hours of Work to Accommodate Continuing Education

17.20(a) An employee who wishes to continue working full-time hours while pursuing continuing education, may be granted flexible working hours, staggered hours or a compressed work week to accommodate his/her educational needs.

17.20(b) An employee who wishes to work less than full-time hours in order to pursue continuing education, may be granted access to either of the Part-Time Programs for Permanent Full-Time Employees in accordance with Articles 43 or 44.

17.20(c) Accommodation for educational needs as outlined in (a) and (b) above, will not adversely affect the operational needs of the Division. All requests must be forwarded in writing, to the Division Head concerned for approval. Approval or reasons for denial of such request shall be provided to the employee in writing.

Leave of Absence for Chief Steward and Unit Officers

17.21(a) Upon request from Local 79, the City shall provide a full-time leave of absence for the Chief Steward and three (3) Unit Officers of Local 79. In addition the three (3) Unit Officers representing the Long Term Care Homes and Services Part- Time, Unit B Part-Time and Recreation Workers Part-Time, or alternates as designated by Local 79 will be granted leaves of absence of two (2) days per week without loss of pay or benefits. The leave of absence for the Chief Steward and Unit Officers shall result in no loss of seniority or service. The City shall pay the wages, vacation and benefits of the Chief Steward and Unit Officers and shall invoice Local 79. Local 79 shall remit, forthwith, full reimbursement for the Chief Steward and Unit Officers' wages, vacation and benefits to the City.

17.21(b) At least two (2) weeks prior to the commencement of the leave of absence, Local 79 shall provide the City with a written request for the leave. The leave may not commence until the City confirms, in writing, its approval for the leave however, the commencement of the leave will not be delayed due to operational requirements for a period greater than four (4) calendar weeks from the date of the request.

17.21c) The leave is for the purpose of resolving grievances, problem solving and working with management to further the union/management relationship in the workplace and any other duties the parties may mutually agree to.

17.21(d) During such leave, the Chief Steward and Unit Officers shall:

(i) be authorized to make decisions on behalf of Local 79 related to dispute and grievance resolution, subject to final disposition by the Local 79 Grievance Committee;

(ii) be available on a day-to-day basis to meet with and discuss issues, concerns, grievance resolution and any other matter with the City as needed; and,

(iii) both parties are committed to promoting an environment based on mutual respect and professionalism in all dealings.

LETTER OF INTENT
PREPAID LEAVE PLAN

The City will ensure that any City policy concerning a Prepaid Leave Plan, as it may be amended from time to time, is accessible to employees in the Local 79 Unit.

LETTER OF INTENT
UNPAID LEAVE TO WORK ON A POLITICAL CAMPAIGN

Local 79 members shall have the right to ask for a leave of absence without pay to work on a political campaign. Such request shall not be unreasonably denied.

LETTER OF INTENT
PAYMENT FOR WORK OUTSIDE OF COMMITTEE MEETINGS

Upon request, the City shall pay the wages and benefits of Local 79 members for time spent on committee work outside of committee meetings. Such requests will be co-ordinated through the President of Local 79 or his/her designate and the Director, Employee and Labour Relations, and will not be unreasonably denied.

Article 18
TRANSPORTATION

18.01 Whenever an employee is required and/or authorized to use his/her automobile on the business of the City, the City shall pay to such employee, fifty two cents (52¢) or the lesser of the rate established by the Canada Revenue Agency (CRA) under section 7306 of the Income Tax Regulations, C.R.C., c.945 per kilometre actually traveled in the course of transacting the business of the City up to 5,000 kilometres annually, and forty-six cents (46¢) per kilometre thereafter. The mileage allowance paid for kilometres in excess of 5,000 per year shall be set annually as the reasonable rate established by the Canada Revenue Agency (CRA) under section 7306 of the Income Tax Regulations, C.R.C., c.945 to ensure that the expense reimbursed is non-taxable income to the employee.

18.02 Whenever an employee is required to use the public transportation system in the course of his/her duties, such employee shall be provided with public transit tokens/tickets and/or passes for that purpose.

18.03 Mileage allowance of fifty two cents (52¢) per kilometre shall be paid to an employee authorized to use his/her automobile to travel to a temporary work assignment at a work location outside the City of Toronto boundaries. The allowance is for each kilometre traveled between the location of the temporary work assignment and the City boundary nearest to that location. The City boundaries are defined as Steeles Avenue on the north, Rouge/Little Rouge River and Pickering Town Line on the east and Etobicoke Creek, Eglinton Avenue West and Indian Line on the west.

Parking for City Business

18.04 An employee who is required and/or authorized to use his/her automobile on business of the City shall be reimbursed for parking costs incurred in the course of conducting such business.

LETTER OF INTENT
TRANSPORTATION

Where an employee in the past has not been expected to have access to a personal vehicle, and is now, as a result of restructuring, amalgamation of services or harmonization of classifications, required to have access to a personal vehicle to carry out City programs and services such employee will be given at least three (3) months notice of such change.

LETTER OF INTENT
GRANDPARENTING OF TRANSPORTATION/CAR ALLOWANCE

Notwithstanding clause 18.01 the following transportation/car allowance provisions shall continue to apply under the following conditions.

1. In future, any employee now grandparented who, for whatever reason, is no longer required to provide his/her vehicle to perform his/her job functions shall be notified in writing. His/her allowance will be terminated on the final day of the last month in which the employee is required to provide a vehicle.

2. If an employee whose grandparented allowance was terminated pursuant to the preceding paragraph is subsequently assigned or returned to a job requiring the use of his/her vehicle as a condition of employment the appropriate monthly transportation allowance shall become payable effective on the date of the assignment or re-assignment.

The City confirms that the above applies to voluntary transfers.

(a) Etobicoke Health Unit (CUPE Local 3431) – those employees who, as at May 11, 2000, were designated to receive car allowance will continue to receive $363.17 per month car allowance (or may opt to receive mileage allowance in accordance with Article 18. Job Share employees who, at May 11, 2000 were designated to receive car allowance will continue to receive $181.59 per month car allowance.

(b) Etobicoke Health Unit (ONA Local 29) – those employees who, as at May 11, 2000, were designated to receive car allowance will continue to receive $253.75 per month car allowance.

(c) East York Health Unit (CUPE Local 114) – those Public Health Inspectors who, as at May 11, 2000, were qualified to receive transportation allowance shall continue to receive $265.00 per month transportation allowance. All other employees who, as at May 11, 2000, were qualified to receive transportation allowance will continue to receive $230.00 per month transportation allowance.

(d) East York Health Unit (ONA Local 5) – those full-time nurses who, as at May 11, 2000 received a car allowance will continue to receive $230.00 per month car allowance.

(e) North York Inside Unit (CUPE Local 94) – those employees who, as at May 11, 2000, were designated to have their automobile available for use and received a car allowance shall continue to receive a mileage allowance in accordance with Article 18 with a minimum monthly payment of $44.00.

(f) North York Inside (formerly non-union and placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998) those employees who, as at May 11, 2000, were designated to have their automobile available for use and received a car allowance shall continue to receive a mileage allowance in accordance with Article 18 with a minimum monthly payment of $44.00.

(g) North York Dental Unit (CUPE Local 94) – those employees who, as at May 11, 2000, were designated to have their automobile available for use and received a car allowance shall continue to receive a mileage allowance in accordance with Article 18 with a minimum monthly payment of $44.00.

(h) North York Health Unit (ONA Local 41 (Full-time)) – those employees who, as at May 11, 2000, were authorized to use their automobile on a regular, on-going basis and who received a car allowance will continue to receive $173.00 per month car allowance together with 13¢ per kilometre.

(i) Scarborough Nurses Unit (CUPE Local 3752) – those employees who, as at May 11, 2000, were authorized to receive monthly car allowance payments will continue to receive those payments as follows:

Kilometres Driven Per Year	Monthly Allowance
1,600 - 3,199	$235.94
3,200 - 4,799	$249.48
4,800 - 6,399	$263.02
6,400 - 7,999	$276.57
8,000 - 9,599	$290.11
9,600 – 11,199	$303.65
11,200 – 12,799	$317.19
12,800 – 14,399	$330.74
14,400 – 15,999	$344.28
Over 16,000	$357.82

(j) Scarborough Inside Unit (CUPE Local 545) – those employees who, as at May 11, 2000, were authorized to receive monthly car allowance payments will continue to receive those payments as follows:

Kilometres Driven Per Year	Monthly Allowance
1,600 - 3,199	$235.94
3,200 - 4,799	$249.48
4,800 - 6,399	$263.02
6,400 - 7,999	$276.57
8,000 - 9,599	$290.11
9,600 – 11,199	$303.65
11,200 – 12,799	$317.19
12,800 – 14,399	$330.74
14,400 – 15,999	$344.28
Over 16,000	$357.82

(k) Scarborough Inside (formerly non-union employees who were placed in Local 79 by virtue of the Ontario Labour Relations Board Order No. 1202-98-PS dated November 19, 1998) – those employees who, as at May 11, 2000, were authorized to receive monthly car allowance payments will continue to receive those payments as follows:

Kilometres Driven Per Year	Monthly Allowance
1,600 - 3,199	$235.94
3,200 - 4,799	$249.48
4,800 - 6,399	$263.02
6,400 - 7,999	$276.57
8,000 - 9,599	$290.11
9,600 – 11,199	$303.65
11,200 – 12,799	$317.19
12,800 – 14,399	$330.74
14,400 – 15,999	$344.28
Over 16,000	$357.82

(l) York Health Unit (CUPE Local 840) – those employees who, as at May 11, 2000, travelled more than 5,100 kilometres per year and were reimbursed in accordance with the chart below will continue to receive car allowance in the same manner:

KILOMETRES DRIVEN		1996-97 RATE
BASE		$3,161.50
UNDER 1000		$3,205.00
1000	2000	$3,290.00
2000	3000	$3,375.00
3000	4000	$3,465.00
4000	5000	$3,550.00
5000	6000	$3,635.00
6000	7000	$3,720.00
7000	8000	$3,805.00
8000	9000	$3,895.00
9000	10000	$3,980.00
10000	11000	$4,065.00
11000	12000	$4,150.00
12000	13000	$4,235.00
13000	14000	$4,325.00
14000	15000	$4,410.00

15000	16000	$4,495.00
16000	17000	$4,580.00
17000	18000	$4,665.00
18000	19000	$4,755.00
19000	20000	$4,840.00
20000	21000	$4,925.00

(m) York Foremen Unit (CUPE Local 103) – those employees who, as at May 11, 2000, could elect to receive car allowance at the rate of 33¢ per kilometre travelled or at the rate of $7.50 per day the employee used his/her car shall continue to have the option of receiving a mileage allowance in accordance with Article 18 or electing to take $7.50 per day that the employee uses his/her car in lieu thereof.

(n) York Health Unit (ONA Local 59) – those employees who, as at May 11, 2000, were qualified for and received car allowance of $150.00 each month for the first two hundred (200) kilometres driven and 19¢ for each additional kilometre driven will continue to receive car allowance in the same manner.

(o) Metro Full-time (Inside Unit CUPE Local 79) – the existing practice with respect to travel allowance for employees working at Keele Valley and Pickering work locations as April 4, 2012, shall continue at the rate set out in clause 18.01.

The parties agree that following May 11, 2000 this Letter of Intent is subject to proofing and validation by Local 79 and the City.

Article 19
TEMPORARY EMPLOYEE BENEFITS

19.01 Notwithstanding anything hereinbefore contained all employees in the "Temporary Service" who have completed six (6) months of continuous service or six (6) months of aggregate service with the City shall be entitled to all benefits accorded herein to employees in the "Permanent Service" .

Article 20
SENIORITY AND SERVICE

20.01(a) Subject to clause 20.03, a seniority date shall be established upon successful completion of the probationary period as defined in Article 4 for each permanent employee who works full-time hours on a continuous basis and shall accrue from the date of hire. Seniority shall accrue on a calendar year basis to a maximum of twelve (12) months accumulation in any one calendar year.

20.01(b) Subject to clause 20.03, all employees other than those covered under 20.01(a) shall have seniority established upon successful completion of the probationary period. Seniority shall accrue from the date of hire on a service-based method (aggregate hours paid). Seniority shall be accumulated based on a calculation of two thousand and eighty (2,080) regular hours paid equals one (1) year for a forty (40) hour work-week classification; one thousand nine hundred and fifty (1,950) regular hours paid equals one (1) year for a thirty-seven and one half (37.5) hour work-week classification; and one thousand eight hundred and twenty (1,820) regular hours paid equals one (1) year for a thirty-five (35) hour work-week classification, to a maximum accumulation of 2080/1950/1820 hours per calendar year.

Effective January 8, 2014 until January 6, 2015

20.01(b) Subject to clause 20.03, all employees other than those covered under 20.01(a) shall have seniority established upon successful completion of the probationary period. Seniority shall accrue from the date of hire on a service-based method (aggregate hours paid). Seniority shall be accumulated based on a calculation of two thousand and eighty (2,080) regular hours paid equals one (1) year for a forty (40) hour work-week classification; two thousand and fifteen (2,015) regular hours paid equals one (1) year for a thirty eight and three quarter (38 ¾) hour work-week; one thousand nine hundred and fifty (1,950) regular hours paid equals one (1) year for a thirty-seven and one half hour (37 ½) work-week classification; and one thousand eight hundred and twenty (1,820) regular hours paid equals one (1) year for a thirty-five (35) hour work-week classification, to a maximum accumulation of 2080/2015/1950/1820 hours per calendar year.

20.02 Seniority and service as recognized or accrued in any Local 79 City of Toronto Collective Agreement will be recognized in this Collective Agreement.

20.03 An employee shall lose all seniority and service if:

(i) he/she voluntarily terminates his/her employment subject to the right to rescind in 20.04;

(ii) he/she is discharged for reasonable cause;

(iii) he/she is absent without notice or without providing a satisfactory reason to the City in excess of seven (7) calendar days from the commencement of absence;

(iv) he/she fails to report for work within ten (10) working days from the date he/she is recalled to work under Article 35.

(v) he/she is not recalled to work within twenty-four (24) months of the date of his/her layoff from work pursuant to clause 35.06(a) and 35.20(a).

20.04 An employee who resigns shall have the right to rescind his/her resignation, provided that he/she notifies his/her immediate supervisor in writing, with a copy to the Division Head concerned, within five (5) working days of the date on which he/she tenders his/her resignation.

Upon receipt of such notification by the employee's supervisor, the employee shall be reinstated to his/her former position upon the commencement of his/her next scheduled shift.

It is understood that such time off shall be without pay, but with seniority and benefits.

20.05 The City shall maintain a seniority list of all employees coming within Local 79. An up-to-date copy of such list shall be forwarded electronically to Local 79 in January, April, July and October of each year.

20.06(a) An employee covered by the Long Term Care Homes and Services Part-Time Collective Agreement, the Unit B Part-Time Collective Agreement or the Recreation Workers Part-Time Collective Agreement, as the case may be, who is appointed or promoted to a temporary or permanent position covered by this Collective Agreement, shall carry with him/her such accrued seniority and service as was calculated, defined and prescribed in the Collective Agreement covering the Long Term Care Homes and Services Part-Time Collective Agreement, the Unit B Part-Time Collective Agreement or the Recreation Workers Part-Time Collective Agreement, as the case may be.

20.06(b) The treatment of such seniority (conversion of seniority hours to a seniority date) shall be as set out in the relevant clauses of the three above-mentioned Collective Agreements - Long

Term Care Homes and Services Part-Time – clause 17.05; Unit B Part-time – clause 13.02 and Recreation Workers Part-time – clause 30.01(b).

Definition of Service

20.07 Unless otherwise specified, whenever the term "service" is used within this Collective Agreement, it shall be defined as all time paid with the City.

20.08 Service shall not include periods when an employee is on:

(i) suspension, without pay, of more than ten (10) working days;

(ii) leave of absence without pay due to illness or injury in excess of twenty-six (26) consecutive bi-weekly pay periods for the purpose of Article 10 (Vacations) clauses 10.01(d)(i) and 10.01(d)(ii), and Article 12 (Extended Health Care/Dental/Group Life and Long Term Disability Insurance) clause 12.01(c);

(iii) approved leave of absence without pay, except as otherwise provided in this agreement;

(iv) any unauthorized leave of absence; and

(v) any period of layoff.

LETTER OF INTENT
SENIORITY AND SERVICE

It is understood and agreed that the deletion in the current Collective Agreement of the Letter of Intent – Seniority, Article 20.01(a), (b), (c), (d) and (e) and the Letter of Intent – Seniority Calculation/Conversion, the deletion of 28.02 and 28.04 found in the 2005-2008 Collective Agreement is without prejudice to and does not detract from the final and proper determination of employee(s)' Service and Seniority under those Letters and or Articles.

Article 21
EMPLOYMENT SECURITY AND REDEPLOYMENT

21.01 The City may place in other positions any permanent employee(s) who will be displaced and may be laid off by reason of:

(a) technological improvements in the operation of the City;
(b) the contracting out of any work now performed by employees; or
(c) the deletion or elimination of a position or job classification.

Notice of Redeployment and Layoff

21.02

(a) The City will provide Local 79 with no less than sixty (60) calendar days written notice of employee layoff, prior to deleting any position or job classification in the bargaining unit where there is a permanent incumbent.

(b) The notice to the Union shall contain an invitation from the Director, Employee and Labour Relations, to meet within ten (10) calendar days for the purpose of discussing the proposed deletion.

(c) The City shall commence the redeployment and layoff process no less than fourteen (14) calendar days after the date the notice was issued to the Union under clause 21.02(a).

(d) The City will provide employee(s) with no less than thirty (30) calendar days of written notice of layoff.

(e) No further notice to the Union and to the employee(s) shall be required for any subsequent layoffs that may occur as a result of the initial notice under this Article and the application of Article 35.

Joint Redeployment Committee

21.03

(a) A Joint Redeployment Committee shall be established to discuss the placement of permanent employees who received notice under clause 21.02(d).

The Joint Redeployment Committee will:

i) review the City's proposed redeployment plan;

ii) review vacant permanent positions that the City has identified as a potential match to the employee(s);

iii) meet with the employee(s) to advise them of the redeployment process and address any questions they may have.

(b) The following information will be made available to the Joint Redeployment Committee:

i) list of names, seniority dates and Division/Section of affected employee(s);

ii) a list of available vacant permanent positions;

iii) a list of the vacant permanent positions that the City has identified as a potential match to the displaced employee(s);

iv) the City's explanation for the reason of the layoff notice to the permanent employee(s);

v) list of vacant permanent positions that may be potential matches (including current work location, hours of work, hourly wage and shift, if applicable); and

vi) pertinent staffing and financial information that the City considers necessary to the placement process.

Employee Placement (Matching)

21.04

(a) An employee who has received notice of layoff may be provided with the option to accept a voluntary separation package, if offered by the City, prior to being placed in a vacant permanent position under this Article.

(b)

(i) A permanent employee who has received notice in accordance with clause 21.02(d), shall be placed by the City in an available vacant permanent position which the employee is qualified to perform. The permanent placement shall be higher, equal to or up to three (3) wage grades below the employee's base wage grade.

(ii) In the event there are two (2) or more employees who can perform the work, the employee with the most seniority shall be placed in the position and the other employee(s) will continue to be dealt with in accordance with this Article.

(iii) The City will assess the employee(s)' qualifications and ability to perform the required work of the permanent vacant position for which the employee is being considered.

(iv) The job posting provisions of Article 15 do not apply to placements under this Article.

(v) If the City determines that no permanent vacancy exists that the employee is qualified to perform, the employee shall proceed to Article 35.

Job Posting

21.05 If the City determines that the displaced employee is a match to a permanent position that has already been posted under Article 15 (Job Posting), the employee shall be considered for the position as long as the City has not already offered the position to a candidate under the job posting process.

Re-matching

21.06 Within three (3) months of the placement of an employee in a permanent position under this Article, either the employee or the City may conclude that the placement is not appropriate and may request a re-match. If the City determines that no permanent vacancy exists through the re-match process that the employee is qualified to perform, the employee shall proceed to Article 35.

Training

21.07 Subject to clauses 21.04(b) and 21.06, if the City identifies a permanent position into which the affected employee may be placed, and the City determines such placement may require up to a maximum of one (1) month training for the employee to be able to perform the required work, the City shall provide the training, at its expense, that it considers necessary. To the extent that it is practical to do so, training will be provided during the employee's regular working hours.

Right To Return

21.08 An employee shall have the right to return to the position within the classification held prior to the notice of layoff should it become vacant during the twelve (12) month period following placement. In the event that there is more than one person wishing to return to the position within the classification, seniority shall govern.

Wage Protection

21.09 (a) A permanent employee, who is placed in accordance with this Article to a permanent position in a lower wage grade, will continue to receive the hourly rate he/she was receiving prior to placement. This rate protection will extend for the twenty-four (24) month period immediately following the date he/she was placed in the lower wage grade (the 'Wage Protection Period'). Following the expiry of the Wage Protection Period, the employee will then receive the actual hourly rate of his/her new position. The change in hourly rate will be effective the first day of the pay period following the expiry of the Wage Protection Period.

(b) In those cases where an increment structure would apply, no further increments applicable to the permanent employee's former position shall be granted following his/her placement to a permanent position in a lower wage grade during the employee's Wage Protection Period.

21.10 A permanent employee who is placed in a lower rated position under clause 21.04(b), or permanently re-matched pursuant to clause 21.06, will receive a lump sum retirement payment, provided that both of the following conditions are satisfied:

(i) the employee retires in the twelve (12) month period (the "Additional Wage Protection Period") immediately following the above-noted Wage Protection Period and;

(ii) the employee retires from the position to which he/she was originally placed or re-matched.

The lump sum retirement payment shall be equal to the difference between the rate the employee was receiving prior to his/her permanent placement and the rate he/she was receiving in the new permanent position for all regular hours worked during the Additional Wage Protection Period, and shall be considered pensionable earnings.

Dispute Resolution

21.11 Any disputes arising out of the redeployment process may be brought to the Director of Employee and Labour Relations by Local 79.

Article 22
WORKPLACE SAFETY AND INSURANCE BENEFITS

22.01 Where in an action or by settlement of a claim arising out of an accident to an employee of the City coming within the Local 79 Unit, the City recovers from a third party as a result of such accident a larger amount, exclusive of costs, than the amount paid to or on behalf of such employee including the costs of the services of the Solicitor for the City, the surplus amount shall be allocated by the City in accordance with the requirements of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended.

22.02 Where an employee who is injured in circumstances in which he/she may be entitled to compensation under the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, elects to claim against a third person, he/she shall, as a condition of receiving Sick Pay or IIP Pay, agree to provide in writing an undertaking to reimburse the City out of the proceeds of any settlement or judgement upon such claim, the amount of money equivalent to the value of such Sick Pay or IIP Pay, may be, and upon his/her having made such reimbursement, his/her accumulated Sick Pay or IIP Pay, shall be restored accordingly.

22.03(a) Where an employee who is injured on duty with the City in circumstances where no action for such injuries would lie against a third person, and who is unable to work as a result of such injury, and who has made a claim to the Workplace Safety and Insurance Board in accordance with the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, shall, provided he/she has qualified for Sick Pay or IIP Pay, in accordance with Article 11A (IIP) or Article 11B (Sick Pay), be paid an amount equal to his/her full net pay while the employee is off work and until such time as a ruling has been made by the Workplace Safety and Insurance Board.

22.03(b) If the employee's claim is denied and the employee has otherwise qualified for Sick Pay or IIP Pay, the denial of the claim shall not act as a bar to the employee claiming benefits in accordance with the provisions of Article 11A (IIP) or 11B (Sick Pay).

22.03(c) The full net pay of an employee shall be as determined by the City by deducting from the employee's gross earnings the probable Income Tax, Canada Pension Plan premiums, and Employment Insurance premiums.

22.04 Where the Workplace Safety and Insurance Board approves the claim, and for as long as the employee is receiving a full loss of earnings benefit in accordance with Section 43 of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, the employee shall continue to receive the full net pay amount as defined in clause 22.03(c). Such full net pay shall include benefit payments approved by the Workplace Safety and Insurance Board. Such full net pay shall include the full loss of earnings benefit payments in accordance with Section 43 of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, as approved by the Workplace Safety and Insurance Board.

22.05 If the employee is unable to return to work after a claim is approved, he/she shall receive the benefit payments approved by the Workplace Safety and Insurance Board directly from the Workplace Safety and Insurance Board and for those who qualify for Sick Pay or IIP Pay, in accordance with Article 11A (IIP) or Article 11B (Sick Pay), receive the remainder of the net pay amount from the City. From the portion the employee is receiving from the City, the following deductions shall be made: the employee's Pension contributions and if applicable, the employee's share of Extended Group Life Insurance premiums and any further deductions required by law. No deductions will be made from the sick bank or IIP Pay of an employee who received payments under clauses 22.03(a) and 22.05 (Note: This will leave a net balance approximately equal to an employee's normal take home pay).

22.06 Employees who have not qualified for Sick Pay or IIP Pay, in accordance with Article 11A (IIP) or Article 11B (Sick Pay) shall, if their Workplace Safety and Insurance Board claim is approved, receive their benefit payments from the Workplace Safety and Insurance Board.

22.07 An employee in receipt of a loss of earnings benefit in accordance with Section 43 of the Workplace Safety and Insurance Act, 1997, S.O. 1997, as amended, who is not on layoff shall be considered to be an employee on the active payroll and;

(a) Continues to accrue seniority, service, vacation and sick pay credits or IIP Days, and

(b) Continues to be entitled to benefit coverage which shall be maintained by the City in the same manner as though the employee were at work, and

(c) The foregoing shall have no effect on any permanent partial disability pension, which an employee may be receiving.

22.08(a) Where the claim is not approved or where an employee receives monies in excess of his/her appropriate net pay amount, such excess shall be treated as an overpayment and the City shall make recovery from the wages of the employee. It is agreed that the affected employee(s) shall provide to the City any recovery consents required by law to give effect to such recoveries.

22.08(b) In the event of an overpayment, the City shall advise the employee in advance of the implementation of any schedule of recovery with respect to said overpayment. The recovery Schedule shall not exceed the maximum permitted by the Wages Act, R.S.O. 1990 as amended, unless the parties agree otherwise.

If so requested the City shall meet with the employee so that the employee may provide his/her input regarding an appropriate schedule of recovery. The employee may be accompanied by either his/her Steward or other Union Representative at such meeting should he/she so request.

22.09 An employee, who sustains a compensable injury and, as a result, must leave work before the end of his/her shift, on the day the injury occurred, shall be paid to the end of the shift.

22.10 Where a WSIB claim is approved and the employee has returned to work and requires medical appointments related to the compensable injury, such time shall be at no cost to the employee provided the employee makes all efforts to first schedule such appointments outside of normal working hours.

22.11 Any employee who is on a City paid leave of absence while conducting Local 79 related activities will be considered an employee of the City for WSIB purposes.

22.12 Leave of absence, with pay, shall be granted to two (2) full-time Workers' Compensation/Rehabilitation Representatives whose responsibilities will include worker's compensation and rehabilitation. The cost of such leave shall be shared equally by the parties.

LETTER OF INTENT
RECOVERY OF WSIB OVERPAYMENTS

Within sixty (60) days of ratification, the City will provide Local 79 with a list of the names of employees who are in receipt of an overpayment under clause 22.08(a). Within sixty (60) days of receipt of such list, Local 79 will meet with the City and the affected employees to discuss an appropriate schedule of recovery.

Article 23
NOTICE OF CONTRACTING OUT

23.01 (a) Where practicable, the City shall provide eighty (80) calendar days written notice to Local 79 prior to contracting out any work that is currently performed by Local 79 employees.

(b) The written notice shall contain an invitation from the Division to meet, within ten (10) working days, for the purpose of discussing the proposed contracting out.

(c) Upon request, the Division shall provide the following information to Local 79:

(i) Cost information pertaining to the proposed contracting out of work,

(ii) The reasons that have led to the decision to recommend the contracting out of work, and

(iii) Any other information that the City determines is relevant to the proposed contracting out of work.

(d) Within the eighty (80) calendar days notice period referred to in Clause 23.01(a), above, Local 79 may make any representations it wishes to the Division involved and, where Council approval is being sought, to the appropriate Committee of Council.

e) Should the City contract out or privatize any bargaining unit work, no permanent employee with fifteen (15) years of seniority shall lose his/her employment as a result of contracting out or privatization.

Article 24
NO STRIKE OR LOCKOUT

24.01 There shall be no strike or lockout during the term of this Collective Agreement. The words "strike" and "lockout" shall be as defined by the Labour Relations Act, 1995, S.O. 1995, as amended.

Article 25
PROTECTIVE EQUIPMENT, PROTECTIVE CLOTHING AND WEARING APPAREL

25.01(a) Protective equipment and protective work clothing shall be supplied to all employees who are required to perform duties where hazards exist. Where the City provides wearing apparel, personal protective equipment or protective work clothing, it must be worn by the employee, provided that it is recognized that there may be occasions during an employee's working hours when the wearing of protective equipment or protective clothing is unnecessary to the employee's safety or well-being.

25.01(b) Protective equipment, protective clothing and wearing apparel shall be supplied to all employees in accordance with the Local 79 Protective Equipment, Protective Clothing and Wearing Apparel Policy, or as mutually agreed.

25.01(c) The City shall post the Protective Equipment, Protective Clothing and Wearing Apparel policy for Local 79 members on the City's Intranet and shall promptly post any agreed to amendments.

25.02 Each employee of the City coming within the Local 79 Unit who is engaged in work, the nature of which requires the use of safety boots or shoes, shall be supplied with safety boots or shoes, which shall be replaced as required.

Protective Clothing, Equipment and Wearing Apparel Committee

25.03 The City and Local 79 agree to continue the Protective Equipment, Protective Clothing and Wearing Apparel Committee on an as-required basis for the purpose of jointly addressing protective equipment, protective clothing and wearing apparel issues.

The Committee shall consist of eight members, four appointed by each party. Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.

25.04 The Committee shall have the following responsibilities:

(a) The resolution of any issues arising out of the interpretation, application, administration of the Local 79 Protective Equipment, Protective Clothing and Wearing Apparel Policy, including any proposed amendments thereto.

(b) Address any additional protective equipment, protective clothing or wearing apparel issues that may arise during the term of the Collective Agreement.

25.05 Any dispute involving the application, administration or interpretation of the Local 79 Protective Equipment, Protective Clothing and Wearing Apparel Policy, including any proposed amendments, may be filed by either Local 79 or the City as policy grievances commencing at Step 3 of the grievance procedure described at Article 16 of the Collective Agreement.

25.06 The City shall pay an annual clothing allowance of one hundred and fifty dollars ($150.00) on the first pay period following March 31st of each year to full-time Daycare

Housekeepers in the Children's Services Division and full-time Nursing employees in the Long Term Care Homes and Services Division. For part-time Housekeepers in the Children's Services Division or part-time Nursing employees in the Long Term Care Homes and Services Division covered by this Full-Time Collective Agreement, the one hundred and fifty dollars ($150.00) annual clothing allowance will be pro-rated based on aggregate hours paid in a year.

Article 26
LEGAL EXPENSES

26.01 Where an employee is charged with an offence under the Criminal Code, R.S.C. 1985, as amended, the Highway Traffic Act, R.S.O. 1990, as amended or other Statute(s) or is charged or has a complaint laid against him/her which may result in discipline by his/her professional regulating organization arising out of an act(s) done in the performance of his/her duties:

(i) The employee shall, in the first instance, be responsible for his/her own defence including the retaining of legal counsel or a paralegal.

(ii) If the employee is acquitted and his/her legal costs do not exceed twenty-five thousand dollars ($25,000) the Deputy City Manager and Chief Financial Officer shall be authorized to reimburse the employee for such costs on the approval of the City Solicitor and the Executive Director of Human Resources.

(iii) Where an employee is acquitted and his/her legal costs exceed twenty-five thousand dollars ($25,000), the account shall be referred to the Government Management Committee and City Council for their consideration.

The term "acquitted" shall be taken to be the same as a dismissal of the charge(s) or complaint(s) and may, in appropriate circumstances, include the withdrawal of the relevant charge(s) or complaint(s).

26.02 For employees who are members of a professional regulating organization, "acquitted" includes any final decision that does not result in disciplinary action. For employees who are members of a profession listed in the Regulated Health Professions Act, 1991, S.O. 1991, as amended, "disciplinary action" occurs only when imposed by the applicable Discipline Committee.

26.03 Where an action or other proceeding is brought against an employee of the City, which in the opinion of City Council arises out of acts or omissions done or made by such employee in his/her capacity as an employee of the City, the City may pay damages or costs awarded against such employee or legal expenses incurred by him/her as may be determined by City Council as provided for by Section 218(1) of the City of Toronto Act, 2006, as amended. Whenever an action or other proceeding is brought against an employee, the employee is to advise the Insurance and Risk Management Section of the Corporate Finance Division immediately with respect to such action or proceeding.

26.04 In the event the City reimburses an employee, under this Article, for any legal expenses, damages or costs, the employee shall be compensated at his/her regular rate of pay for the time lost from his/her regular working schedule as a result of being required to attend court or appear before their professional regulating organization.

26.05 Where the employee is provided with insurance to cover his/her legal expenses by reason of his/her membership in his/her professional regulating organization or association, he/she must exhaust those rights first before being eligible for reimbursement for his/her legal expenses pursuant to this Article.

26.06 The City agrees to produce a standard letter for the use of employees charged with an offence for an act(s) done while performing their duties for the City. This letter will contain the telephone number for the Lawyer Referral Service offered by the Law Society of Upper Canada and will also outline the City's policy on payment of legal fees for the information of employees and legal counsel they may retain. In those cases where an employee is named as a party defendant in a civil action or proceeding, such letter will be provided to the employee upon his/her request.

Article 27
PLURAL

27.01 Wherever the singular is used in this Agreement, it shall be considered as if the plural had been used wherever the context so requires.

Article 28
TECHNOLOGICAL CHANGE

28.01 For the purposes of this Article, technological change is defined as the introduction by the City, of equipment or material different in nature or kind than that previously used, including the mechanization or automation of processes, which will significantly alter the way employees perform their work, and/or will require significant training to ensure that they are able to do the work safely and efficiently.

28.02 In the event that the City introduces technological change the following process shall apply:

(a) The Division Head initiating the technological change will provide Local 79 with no less than forty-five (45) calendar days notice that technological change is to be introduced. It is understood that there may be circumstances that prevent compliance within the timeframe contained above, specifically, provincial legislation, regulation, policy or funding-related requirements.

(b) The Division shall meet with representatives of Local 79 within ten (10) working days of the notice to provide Local 79 with the information listed below:

(i) the nature of the technological change;
(ii) the estimated date the proposed technological change will be implemented;
(iii) the approximate number, classification and location of employees likely to be affected by the technological change; and
(iv) the anticipated effect of the technological change on the work performed.

(c) The City agrees to provide the affected employees with reasonable training and/or mentoring appropriate to the new technology.

28.03 The City and Local 79 agree that there have been instances where technological change has been proposed and/or implemented. Local 79 will identify those initiatives that they wish to meet on and discuss.

Article 29
ACQUAINTING NEW EMPLOYEES

29.01(a) New employees shall be advised of the name of the employee's Steward and/or Local 79 representative(s) and provided with an introduction within the first thirty (30) days of employment.

29.01(b) The Steward or a Local 79 Representative, as the case may be, shall be allowed fifteen (15) minutes to meet with the new employee at a time mutually acceptable to the Steward or Local 79 Representative, as the case may be and the employee's immediate supervisor.

29.01(c) Where the City holds a formal orientation session for a group of new employees, the President of Local 79 or his/her designate shall be invited to participate in the orientation session. Where the President's designate attends such orientation session, time spent at the session shall be without loss of pay or benefits.

Article 30
EMPLOYEE ACCESS TO CORPORATE PERSONNEL FILE

30.01 Each employee shall have access to and be able to view his/her Corporate Personnel File upon request.

30.02 No disciplinary notation, evaluation, performance report, or other adverse notation shall be added to the Corporate Personnel File until a copy of such document has been provided to the employee.

Article 31
CHANGE OF ADDRESS

31.01 Every employee shall notify his/her immediate supervisor of any changes in address, telephone number, or emergency contact by completing the applicable form (forms are available on the City's intranet or will be provided by the immediate supervisor when requested) within two (2) weeks of the change. Emergency contact numbers shall only be used in case of an emergency.

Article 32
DESIGNATES

32.01 Where the terms Division Head, Executive Director, Human Resources, City Solicitor, Deputy City Manager and Chief Financial Officer and Director, Employee and Labour Relations appear in this Collective Agreement, it shall be read to include "or his/her designate".

Article 33
TERM OF AGREEMENT AND NOTICE TO BARGAIN

33.01 This agreement shall remain in force from the 1st day of January, 2012 until and including the 31st day of December, 2015 and from year to year thereafter, unless either party gives written notice to the other party within the ninety (90) day period prior to the termination of this Collective Agreement that it desires termination or amendment of this Agreement.

Article 34
PRINTING OF THE COLLECTIVE AGREEMENT

34.01 Provided the parties execute the Collective Agreement within sixty (60) days of the ratification of the Memorandum of Agreement, the parties shall share on a 50/50 basis the cost of printing and distributing of such Collective Agreements to the appropriate Bargaining Unit and management staff. The sixty (60) day time period may be extended by mutual agreement.

34.02 The City shall post seniority lists, a list of officers and Stewards of Local 79 and the Collective Agreements on the City of Toronto Intranet as soon as reasonably possible following ratification.

34.03 The City agrees to provide, upon request from an employee or from Local 79 on behalf of an employee, a copy of the applicable new Collective Agreement between Local 79 and the City in large print or Braille format for those employees with visual impairments.

Article 35
LAYOFF AND RECALL

Notice of Layoff – Temporary Employees

35.01 (a) A temporary employee who has been identified for layoff shall receive a written notice of layoff and proceed through the layoff process as provided in clause 35.02.

(b) The written notice of layoff shall be copied to the Union at the same time it is issued to the affected employee.

Layoff Process - Temporary Employees

35.02 (a) Subject to clauses 4.01, 20.01(a) and 20.03, a temporary employee who has received notice of layoff in accordance with clause 35.01(a), provided the employee is qualified to perform the work required, the employee shall:

(i) displace a temporary employee in reverse order of seniority within the same job classification and Division, provided the employee being displaced has at least six (6) weeks remaining in his/her assignment, or if this is not possible, then

(ii) displace a temporary employee in reverse order of seniority within the same job classification City-wide, provided the employee being displaced has at least six (6) weeks remaining in his/her assignment.

(b) Notwithstanding clause 35.02(a), if a vacant temporary assignment in the same classification becomes available, the temporary employee facing layoff shall be placed in such assignment, provided he/she is qualified to perform the work required.

Layoff – Temporary Employees

35.03 If the temporary employee cannot displace or be placed in accordance with clause 35.02, the employee shall be laid off.

Rights of Temporary Employees While on Layoff

35.04 During the period in which a temporary employee is on layoff, the employee shall not be entitled to the benefits provided under this Agreement, except as follows:

(i) the right of recall as provided in clause 35.06(a)(i);

(ii) the right to be considered for recall to a vacant temporary position provided under clause 35.06(a);

(iii) the right to apply and/or proceed in a job posting as provided in clause 35.05;

(iv) the option to continue health and dental benefits coverage under Article 12 for a three (3) month period following layoff, provided that the temporary employee was in receipt of benefits at the time of the layoff. If an employee elects this option, he/she shall pre-pay to the City the full cost of such benefits.

35.05 A laid off temporary employee who makes application for a job posting pursuant to Article 15, either prior to being laid off, or after he/she has been laid off, shall proceed in such job posting in accordance with Article 15. The right to apply and/or proceed in such job posting shall not extend beyond the period of recall as set out in clause 35.06(a)(i).

Recall of Temporary Employees

35.06(a) If and when any temporary assignment becomes available, a temporary employee who has been laid off under this Article shall be recalled in order of his/her seniority provided that:

(i) not more than twenty-four (24) months have elapsed from the effective date of the layoff;

(ii) the employee is qualified to perform the work required;

(iii) the temporary assignment is at a wage grade equal to or up to two wage grades below his/her pre-layoff base wage grade; and

(iv) there is no permanent employee, who is qualified to perform the work required, who can be recalled in accordance with this Article.

(b) A temporary employee who refuses recall or who fails to report to work within ten (10) calendar days of recall shall be deemed to have terminated his/her employment.

(c) A temporary employee who has been laid off for less than twenty-four (24) months and who has not acquired seniority may be given preference for re-employment to a temporary assignment over new hires, provided that the person is qualified to perform the work.

(d) It is the responsibility of every temporary employee on layoff to notify the City promptly of any change in telephone number or address and to provide the City with an updated resume to assist in the recall process.

Notice of Layoff – Permanent Employees

35.07 (a) A permanent employee who has been identified for layoff, and who has not received notice of layoff under Article 21, shall receive no less than fifteen (15) calendar days written notice of layoff.

(b) The written notice of layoff shall be copied to the Union at the same time it is issued to the affected employee.

Layoff Process - Permanent Employees

35.08 Subject to clauses 4.01, 20.01(a), and 20.03, a permanent employee who has received a notice of layoff in accordance with clause 35.07(a) or has not been placed in a vacancy under Article 21 shall elect within five (5) calendar days one of the following options:

(i) to be laid off and placed on the recall list; or

(ii) to accept a voluntary separation package, if offered by the City; or

(iii) to retire from the City, if eligible; or

(iv) to have his/her employment terminated and be paid in accordance with the Employment Standards Act, 2000, as amended; or

(v) exercise his/her seniority rights to displace an employee in the manner described in clause 35.10 or 35.11 below.

35.09 The City has the right, at any point during the layoff process, to place a permanent employee who has elected 35.08(v) in a vacant permanent position that the employee is qualified to perform, provided he/she has not been considered for the same vacant position under Article 21. The permanent placement shall be in an available vacant position that is equal to or no lower than three (3) wage grades below the employee's base wage grade.

35.10 Where an employee elects to displace in accordance with clause 35.08(v), provided the employee is qualified to perform the work required, the employee shall:

(i) displace the most junior permanent employee in the same job classification and Division, or if this is not possible, then

(ii) displace the most junior permanent employee in the same job classification City-wide, or if this is not possible, then

(iii) displace the most junior permanent employee in the same wage grade, or if this is not possible, then

(iv) displace the most junior permanent employee in the next lower wage grade (one wage grade below the employee's base wage grade), or if this is not possible, then

(v) displace the most junior permanent employee, in the next lower wage grade (two wage grades below the employee's base wage grade), or if this is not possible, then

(vi) displace the most junior permanent employee, in the next lower wage grade (three wage grades below the employee's base wage grade).

35.11 If the permanent employee cannot displace an employee in accordance with clause 35.10, provided the employee is qualified to perform the work required, the employee shall:

(i) displace any temporary employee, who has at least six (6) weeks remaining in his/her assignment, in reverse order of seniority within the same job classification and Division, or if this is not possible, then

(ii) displace any temporary employee, who has at least six (6) weeks remaining in his/her assignment, in reverse order of seniority within the same job classification City-wide.

35.12 A permanent employee who displaces a temporary employee shall not lose his/her permanent status.

35.13 Provided that the permanent employee is qualified to perform the work required, when the employee's temporary assignment under clause 35.11 comes to an end, temporary employees working in the same job classification and division shall be laid off first, followed by temporary employees working in the same job classification city-wide, in accordance with this Article, prior to the permanent employee.

35.14 The Job Posting provisions of the Collective Agreement do not apply to placements under this Article.

Wage Protection

35.15 (a) A permanent employee, who displaces an employee in accordance with clause 35.10 to a permanent position in a lower wage grade, will continue to receive the hourly rate he/she was receiving prior to placement. This rate protection will extend for the twenty-four (24) month period immediately following the date he/she was placed in the lower wage grade (the 'Wage Protection Period'). Following the expiry of the Wage Protection Period, the employee will then receive the actual hourly rate of his/her new position. The change in hourly rate will be effective the first day of the pay period following the expiry of the Wage Protection Period.

(b) In those cases where an increment structure would apply, no further increments applicable to the permanent employee's former position shall be granted following his/her placement.

35.16 The permanent employee who receives wage protection under clause 35.15(a) will receive a lump sum retirement payment, provided both of the following conditions are satisfied:

(i) the employee retires in the twelve (12) month period (the "Additional Wage Protection Period") immediately following the above-noted Wage Protection Period; and

(ii) the employee retires from the position to which he/she was placed in accordance with this Article.

The lump sum retirement payment shall be equal to the difference between the rate the employee was receiving prior to his/her permanent reassignment and the rate applicable to his/her re-assigned position for all regular hours worked, and shall be considered pensionable earnings.

Layoff of Permanent Employees

35.17 If the permanent employee cannot displace or be placed in accordance with this Article, he/she shall be laid off under the original notice of layoff issued under Article 21 or Article 35.

Rights of Permanent Employees While on Layoff

35.18 During the period in which a permanent employee is on layoff, the employee shall not be entitled to the benefits provided under this Agreement, except as follows:

(i) the right of recall within the time provided in clause 35.20(a)(i);

(ii) the right to be considered for recall to a vacant permanent position as provided in clause 35.20(a);

(iii) the right to apply and/or proceed in a Job Posting as provided in clause 35.19;

(iv) the option to continue health and dental benefits coverage under Article 12 for a three (3) month period following layoff, provided that the permanent employee was in receipt of benefits at the time of layoff. If an employee elects this option, he/she shall pre-pay to the City the full cost of such benefits.

35.19 A laid off permanent employee who makes application for a job posting for a permanent position pursuant to Article 15, either prior to being laid off, or after he/she has been laid off, shall proceed in such job posting in accordance with Article 15. The right to apply and/or proceed in such job posting shall not extend beyond the period of recall as set out in clause 35.20(a)(i).

Recall of Permanent Employees

35.20(a) If and when a vacancy becomes available, a permanent employee who has been laid off under this Article shall be recalled, in order of his/her seniority provided that:

(i) not more than twenty-four (24) months have elapsed from the date they were laid off,

(ii) the employee is qualified to perform the work required, and

(iii) the vacancy is at a wage grade equal to or lower than the employee's pre-layoff wage grade.

(b) If a permanent employee is recalled to a temporary assignment in accordance with clause 35.20(a), above, the permanent employee shall:

(i) remain in that assignment for the duration of the assignment until it has been completed; and

(ii) once the assignment has been completed, the employee shall be laid off and placed on the recall list.

(c) A permanent employee may refuse recall once to a permanent position / temporary assignment that is three (3) wage grades or lower from his/her pre layoff wage grade.

(d) Notwithstanding 35.20(c), a permanent employee who refuses recall or who fails to report to work within ten (10) calendar days of recall shall be deemed to have terminated his/her employment.

35.21 It is the responsibility of every employee on lay off to notify the City promptly of any change in telephone number or address and to provide the City with an updated resume to assist in the recall process.

Article 36
HEALTH AND SAFETY

36.01 It is the responsibility of the City to provide a safe and healthy environment in which to work. Most health hazards and personal injuries in the workplace are preventable. The prevention of such incidents requires the continuation of a co-ordinated health and safety program, consistent with the past practice and the applicable safety legislation of the Province of Ontario.

The objective of the program shall be to implement appropriate preventative and remedial measures in order to reduce or eliminate health hazards and personal injuries in the workplace, and to provide safe and healthful working conditions for all employees. This can be accomplished through the continuing promotion of accident prevention and safe working habits by management, employees and joint health and safety committees.

36.02 Leave of absence, with pay, shall be granted to two (2) full-time Local 79 Health and Safety representatives whose responsibilities will include the co-ordination of The Health and Safety Committee, hazard analysis and the training of members.

36.03 An employee who is pregnant and works with a video display terminal for a majority of her daily working hours, shall, provided her physician so recommends, be temporarily re-assigned to other duties without loss of pay or benefits until the commencement of her pregnancy leave.

36.04 Where upon written advice by her physician it is determined that a pregnant employee's health and/or pregnancy may be jeopardized if she were to continue to perform the full duties of her regular position, the City shall, where possible, either temporarily modify the duties of her current position in a manner that would allow her to safely perform the work or assign her to such alternate work for which she is qualified, with no loss of pay, provided that such work is available.

36.05 Local 79 agrees to participate in the Central Occupational Health and Safety Co-ordinating Committee as set out in Report No. 2 of the Administrative Committee as adopted by the Council of the City of Toronto at its meetings held on July 27, 28, 29 and 30, 1999 and as may be amended by the City from time to time.

36.06 The parties agree to meet and discuss the role of Local 79 and employees in emergency preparedness and response, including situations where an emergency may be declared pursuant to the Emergency Management and Civil Protection Act, R.S.O. 1990, c.E.9, as amended. The agreement to meet is without prejudice to any position the City or the Union may take with respect to the rights of the City, the Union or its members, as applicable in such a case.

LETTER OF INTENT
HEALTH AND SAFETY

The City and Local 79 shall jointly develop and implement a process to conduct a Job Task/Hazard Analysis Program to:

a) identify the hazards involved with work for those job classifications covered by the Collective Agreement; and

b) develop prevention programs, which address the areas of conditions of work, personal safety, training and supervision with respect to the identified hazards.

LETTER OF INTENT
HEALTH AND SAFETY POLICIES

All divisional policies will be forwarded as developed and implemented to the Central Occupational Health and Safety Co-ordinating Committee.

Where divisional Health and Safety policies conflict with Corporate Health and Safety policies, the Union and the City agree that the Corporate Health and Safety policies will prevail.

All Divisions within the City shall comply with the Corporate Health and Safety policies that are endorsed by the Central Occupational Health and Safety Co-ordinating Committee and approved by the Executive Management Team.

LETTER OF INTENT
LOCAL 79 CORPORATE HEALTH AND SAFETY REPRESENTATIVES

1. The parties shall meet during the term of this Collective Agreement to explore alternative means to achieve sharing of Health & Safety information across a particular Division and discuss terms of reference to be used by future Joint Health & Safety committees established under subsection 9(3.1) of the Occupational Health & Safety Act, R.S.O. 1990, as amended.

2. The parties agree, that with advance notice, Local 79 Corporate Health & Safety representatives shall not be denied access to any City of Toronto workplace.

3. Local 79 Corporate Health and Safety representatives, with advance notice to the co-chairs, shall have the right to attend all City of Toronto workplace Health & Safety meetings to act as a resource to CUPE Local 79 committee members.

4(a) When a Health & Safety event arises in a Long Term Care Home that Local 79 wishes to address, the request for access to the Long Term Care Home will be coordinated through the President of Local 79 or his/her designate and the General Manager of Long Term Care Homes and Services or his/her designate.

4(b) The parties jointly agree that any permitted access to a resident home area must at all time comply with the Residents' Bill of Rights and must not constrain the delivery of resident care or service or the effective operation of the resident home area. It is the intent of both parties to conduct themselves in a manner that demonstrates appropriate respect for the residents and their home.

LETTER OF INTENT
JOINT HEALTH & SAFETY CERTIFICATION TRAINING

1. The City and Local 79 shall establish a committee to engage in meaningful consultation regarding Joint Health & Safety certification training, to include both basic and workplace specific training. Up to four (4) Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.

2. The City and Local 79 shall participate in the delivery of joint Health & Safety Certification and workplace specific training, offered corporately, to Health & Safety Committee members.

3. Upon request from Local 79 and with the approval of his/her Division Head, one Local 79 member employed by the City, per Division (except where there is currently more than one), will be granted leave of absence with pay to attend a recognized training program, approved by the City, to qualify as a Joint Health & Safety Certification Trainer.

LETTER OF INTENT
HEALTH AND SAFETY SUMMIT

The City agrees to work with the two (2) full-time Local 79 Health and Safety Representatives (appointed as per clause 36.02) to organize a Health and Safety Summit which will be held once during the term of the Collective Agreement. The parties may, by mutual agreement, hold additional Summits.

The purpose of the Summit will be to jointly review initiatives, problem solve and discuss strategies and in addition, strategies for targeting zero injuries and accidents.

The City will grant paid leave of absence for attendance at the Health and Safety Summit for one Local 79 member of each City of Toronto Health and Safety Committee, as elected/selected by the Local 79 members of the Committee. Local 79 and the City will share equally any additional costs of the day which are agreed to by the parties.

Article 37
EMPLOYMENT EQUITY

37.01 The City and Local 79 acknowledge that employees should be provided with fair and equitable access to employment opportunities and in this regard the parties agree that they shall continue to discuss employment equity issues. Priority items shall include, but not be limited to:

(a) City-wide promotion system;

(b) Increasing the range of opportunities for permanent jobs;

(c) Ensuring access to employment opportunities for all employees of the City;

(d) Promotion as opposed to alternate rate;

(e) Improving training and development opportunities for all employees;

(f) Career planning;

(g) Recognizing equivalents to academic credentials; and

(h) Career-related leaves and educational opportunities.

Article 38
EDUCATION, TRAINING AND UPGRADING PROGRAMS

38.01 The City and Local 79 recognize that it is in the interest of both parties to provide employees of the City with training and related career development opportunities.

In this regard, representatives from the City and Local 79 shall meet to discuss and make recommendations that will lead to the development and implementation of various training and career development programs/initiatives and assistive/supportive programs including but not limited to the following:

(a) educational workshops including the Collective Agreements, health and safety, pensions, harassment, discrimination, human rights, conflict resolution, problem solving and others;

(b) training to limit potential injuries in the workplace, including stress management;

(c) the identification of current and future training needs and career development options;

(d) job rotation, secondment and cross training;

(e) centralized and decentralized career development centres;

(f) introduction of audio/visual presentations by special programs, speakers and others;

(g) peer mentoring programs;

(h) access to bursaries, grants and scholarships to enhance career-pathing; and,

(i) arrangements regarding leaves of absence and variable/alternative hours of work to accommodate career-pathing and/or self improvement.

Article 39
LABOUR- MANAGEMENT COMMITTEE

39.01 A Labour-Management Committee shall be established to discuss topics of general and/or specific interest to the parties. The Committee shall be comprised of not more than three (3) representatives from both the City and Local 79. Its purpose will be to provide an outlet for the exchange of ideas between the City and Local 79 and it shall, from time to time, as it sees fit, make recommendations which will make for a greater degree of co-operation and understanding between the parties concerned.

The Committee may, upon agreement, establish sub-committees for the purpose of examining and reporting back to the Labour-Management Committee in respect of such matters as the Labour-Management Committee may so direct.

An agenda of the subjects to be discussed will be submitted at least five (5) working days before the day agreed upon for the meeting. The Labour-Management Committee, shall meet as required upon notification by either party, but in any event, the Committee shall meet at least once a month.

Labour-Management Sub-Committees

39.02 The parties agree that from time to time the establishment of sub-committee(s) may be necessary. The parties agree to establish sub-committees within thirty (30) days of ratification in divisions where they have not been established.

Each party shall select sub-committee representatives to jointly develop and implement appropriate terms of reference for the functioning of the sub-committee.

Any disagreements on the establishment of the terms of reference that cannot be resolved by the appointed representatives shall be referred to the Labour Management Committee for discussion and resolution.

Article 40
PAY EQUITY

40.01 In recognition of its commitment to achieving pay equity the City of Toronto has a number of existing pay equity plans; and

In recognition of the parties' mutual commitment to the ongoing process of pay equity and to the principle of equal pay for work of equal or comparable value;

The parties agree as follows:

(i) The parties agreed to abide by the provisions of the Pay Equity Act, R.S.O. 1990, as amended; and,

(ii) Following completion of the current Collective Agreement negotiations the parties agree to meet with a view to the development of an appropriate process for achieving and maintaining the objectives of the Pay Equity Act, R.S.O. 1990, as amended.

Article 41
PRESERVATION OF CITY PROGRAMS

41.01 The Long Term Care Homes and Services Division will invite CUPE Local 79 to meet annually to communicate and discuss classification results, changes in funding and planned budget response.

Article 42
LETTERS OF INTENT

42.01 Unless otherwise specified, all letters of intent shall form part of the Collective Agreement.

Article 43
PART-TIME PROGRAM FOR PERMANENT FULL-TIME EMPLOYEES

Part-Time Program

43.01 The intent of this Part-Time Program is to enable permanent full-time employees to work part-time hours on a temporary basis.

(a) It is understood that this Article represents all of the terms and conditions applicable to this Part-Time Program for permanent full-time employees.

(b) An employee who participates in this Part-Time Program will retain all rights and benefits that he/she has accumulated prior to entry into the program. The applicability of such rights and benefits while participating in this program will be determined in accordance with this Article.

(c) Items/clauses not specifically contained/outlined in this Article are to be covered elsewhere in the full-time Collective Agreement.

(d) Prior to a full-time employee agreeing to participate in the Part-Time Program, the City shall furnish the employee with a detailed calculation of all payroll deductions applicable, including the cost of benefits, so that the employee is fully aware of his/her additional costs associated with the part-time work. Further, prior to an employee agreeing to participate, the City shall explain to the employee the effects of his/her participation in the Part-Time Program with respect to W.S.I.B., E.I., sick pay gratuity, L.T.D. and pension.

Term

43.02 The initial length of participation in the Part-Time Program will be for a minimum of 6 months and a maximum of 2 years unless there is mutual agreement between the employee and his/her Division Head for a period shorter than 6 months. Employees may submit a written request for continued participation in the Part-Time Program at least two (2) months prior to the end of their term. If the Division Head can approve the request, and no other employee has requested entry into the Part-Time Program, the employee may be granted an extension to the Part-Time Program at six (6) month intervals.

If multiple requests for the Part-Time Program are submitted and not all can be approved, request(s) will be granted based on seniority. If an employee's request for the Part-Time

Program, either at entry or extension of term, cannot be granted at his/her work location, the employee may be placed at another work location, with mutual consent. Once an employee has been accepted into the Part-Time Program, they will commence working part-time hours at the beginning of the next pay period or scheduling period.

Eligibility

43.03 (a) This Part-Time Program shall be available only to a permanent full-time employee within the Local 79 Full-Time Bargaining Unit in divisions other than Long Term Care Homes and Services who has completed his/her probationary period. Employees in the Long Term Care Homes and Services should refer to Article 44 for the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

(b) Participants in the Part-Time Program will have regularly scheduled hours of 14/16, 21/24, 28/32, 35/40, 42/48, 49/56 or 56/64 hours per bi-weekly pay period or such other schedule as may be agreed to by the parties.

Entry Into The Part-Time Program

43.04 (a) Should an employee wish to participate in the Part-Time Program, such employee must submit his/her request in writing to his/her Division Head concerned outlining the details of the part-time work he/she is requesting. The Division Head shall respond in writing within thirty (30) calendar days of receipt of the request.

(b) The Division Head will then meet with the employee in order to explore the possibility of approving the request.

(c) Should the Division Head be unable to grant the request, the employee shall be advised in writing of the reason(s) therefore. Said decision shall be at the sole discretion of the Division Head and shall not be unreasonably denied.

(d) When a request is granted, the employee will have a regular schedule as set out in 43.03(b) above and approved by the Division Head in consultation with the employee concerned. The number of hours per day and the number of days per bi-weekly pay period shall be regularly scheduled. Any changes to the regular schedule shall occur with the mutual consent of the employee and his/her Division Head. Failing mutual consent, the final approval of the schedule shall be at the sole discretion of the Division Head. The employee's schedule shall remain in effect for the duration of the term of their participation in the Part-Time Program unless the Division Head gives the employee four (4) weeks' notice in writing that his/her schedule is being changed. If a temporary change in schedule is necessary due to an emergency the employee will be provided with as much notice as is possible.

(e) Where a request is granted and the Division Head decides to create an additional part-time work assignment utilizing the remainder of the employee's former full-time weekly hours, this assignment shall be made available first to staff who have previously expressed interest in participation in the Part-Time Program within the same Division. If more than one employee has expressed interest, then participation shall be granted in seniority order. If no one has expressed an interest in participation, then the assignment shall be advertised in the Division concerned for a period of ten (10) working days setting out the details of the assignment and the process for making application. The assignment will be filled in seniority order.

(f) In Children's Services, Municipal Child Care Services, where a "match" is required for permanent employees to access this Part-Time Program and no permanent employee has expressed interest, then the work will be made available first to temporary full-time employees in the same classification in seniority order, then to Unit B Part-Time employees in the same classification in seniority order. Unit B ECE employees who work the residual hours of Full-Time permanent staff in the Part-Time Program will remain members of Unit B and, as such, will have access to work offers from an ECE pool when they are available.

(g) An employee who has participated in the Part-Time Program and has reverted to his/her full-time position may request re-entry into the program after a 6 month period.

Reversion to Full-Time Employment

43.05 Any employee participating in this program may return to his/her former full-time position by either employee or the Division Head providing the other with three (3) months notice in writing of his/her desire to effect such reversion. Subject to there being mutual agreement between the employee and the Division Head the notice period referred to herein may be reduced or extended. The reversion shall be effective the first of the pay period or scheduling period following the expiry of the notice period.

Seniority and Service

43.06 Seniority and service shall be in accordance with the full-time Collective Agreement. Seniority accrued since September 24, 2003 will be calculated in paid aggregate hours.

Benefits

43.07 The following plans, as described in the Local 79 full-time Collective Agreement, shall be available to employees who participate in this Program:

(a) Extended Health Care Benefits

(b) Dental Benefits

(c) Long Term Disability - Said benefit shall be based on the employee's estimated part-time annual income, which shall be calculated on the basis of the number of regular hours such employee works bi-weekly.

(d) Group Life Insurance –Said benefit shall be based on the employee's estimated part-time annual income, which shall be calculated on the basis of the number of regular hours such employee works bi-weekly.

(e) Accidental Death and Dismemberment Insurance –Said benefit shall be based on the employee's estimated part-time annual income, which shall be calculated on the basis of the number of regular hours such employee works bi-weekly.

With the exception of the premiums for Long Term Disability, Group Life Insurance, and Accidental Death and Dismemberment Insurance, where such employees elect to participate and authorize a payroll deduction for his/her share of the premiums; the Employer shall pay a pro-rata portion of the premiums based on the following schedule:

Employee's Bi-Weekly Hours Worked City Pays Employee Pays

Hours	City Pays	Employee Pays
14/16	0%	100%
21/24	30%	70%
28/32	40%	60%
35/40	50%	50%
42/48	60%	40%
49/56	70%	30%
56/64	80%	20%

Where the agreed to schedule of hours by the parties differs from the above, the pro rata portion of benefits will be calculated by Finance and shall reflect the above formula.

For purposes of this benefits section, "hours worked" shall include paid time off on sick leave/IIP days, vacation, scheduled Designated Holidays or while in receipt of Workplace Safety and Insurance benefits.

An employee participating in this Part-Time Program who is in receipt of Long Term Disability benefits will continue to be eligible for the benefit coverage in accordance with the above schedule based on his/her pro-rata schedule on the date of his/her total disability.

For the purpose of enrolment in any or all of the said benefit plans, there shall be three (3) "open" periods per year, from the first to the fifteenth days inclusive of the months of January, May and September of each year.

The City will pay 100% of the Long-Term Disability Insurance, Group Life Insurance premiums and Accidental Death and Dismemberment Insurance for employees who qualify for benefit coverage.

In the event an employee works any number of hours in excess of his/her bi-weekly schedule said employee will be placed in the next appropriate benefit schedule and the City will pay the premiums accordingly for the subsequent premium month.

In the case of any hours worked by an employee in excess of the maximum indicated on the benefit schedule, the City shall, for the next subsequent month, pay 100% of the benefit premiums.

Any and all benefits that require the employee to contribute are optional except pension.

If an employee elects to participate, coverage shall commence the first day of the month following enrolment and payroll deductions shall commence on the first pay period in that month.

An employee who wishes to terminate his/her participation in any or all of the plans must do so in writing, giving at least thirty (30) days notice. Employees who terminate coverage in any or all of the plans shall not be eligible to participate until the next "open" period.

Vacations

43.08 An employee shall be entitled to vacation in accordance with his/her previous year's service in accordance with Article 10 of the full-time Collective Agreement.

Vacation entitlement will be based on calendar year service.

Vacation pay will be pro-rated in accordance with an employee's paid hours or hours deemed to have been paid. Paid hours will not include any overtime hours.

An employee's vacation with pay earned in the year previous to commencing participation in the Part-Time Program shall not be affected and may be taken in the normal way.

Upon commencement of participation in the Part-Time Program, service shall be calculated on the basis of paid hours or hours deemed to have been paid.

Leaves of Absence

43.09 Leave(s) of absence shall be in accordance with the Full-Time Local 79 Collective Agreement.

Sick Pay

43.10 (a) Each employee shall receive sick pay credits or IIP days according to the employee's paid hours using the formula of 0.06897 hours of sick pay credits/0.5 hours of IIP days for each paid hour, to a maximum of 126/144 hours (sick pay) or 910/1040 hours (IIP) per year. Scheduled days off will not be considered as breaking a month's service.

(b) Except as provided above, the payment and accumulation of sick pay or IIP days shall be governed by the terms of the Local 79 Full-Time Collective Agreement with any necessary changes being made.

(c) Sick Pay Gratuity shall be applicable in accordance with the terms of the Full-time Collective Agreement with any necessary changes being made.

Designated Holidays

43.11 (a) Clauses 9.01(a), 9.01(b) and 9.01(c) of the Full-Time Collective Agreement shall be applicable to participants in this Part-Time Program.

(b) An employee who is not required to work on a designated holiday shall be entitled to payment for the holiday provided:

(i) Such employee worked or was paid at least 8 shifts during the two pay periods immediately preceding the holiday, and

(ii) Such employee was scheduled to work in the week before and/or the week after the holiday, and they do in fact report for work as scheduled on their last day before the holiday and on their first scheduled day after the holiday, unless they are absent due to illness, injury or on approved leave.

(c) Holiday pay for employees who work shifts of less than eight (8) or seven (7) hours shall be the average of the paid straight-time hours of all shifts worked in the two pay periods preceding the holiday.

(d) In accordance with the full-time Collective Agreement, where such employees work on a designated holiday, they shall in addition to the holiday pay outlined

above, be paid at the rate of one and one half times his/her regular rate for all hours worked.

(e) Where an employee has agreed to or is scheduled to work on a designated holiday and fails to do so for reasons other than illness, such employee shall forfeit the pay for that designated holiday.

(f) Any employee who does not qualify for designated holiday pay in accordance with clause 43.11(d) above shall be paid designated holiday pay in accordance with the Employment Standards Act, 2000 as follows:

(i) An employee who is not required to work on a designated holiday as defined in clause 43.11(a) shall be entitled to payment for the designated holiday provided that he/she works the entirety of his/her regularly scheduled shift immediately before and after the designated holiday.

(ii) Notwithstanding clause 43.11(f)(i), where an employee demonstrates reasonable cause for not attending the shift before and after the designated holiday as required in clause 43.11(f)(i), he/she shall qualify for designated holiday pay

(iii) An employee who is required to and actually works the entirety of his/her shift on a designated holiday shall be paid designated holiday pay plus time and one half (1½) for all hours worked on the designated holiday.

(iv) Notwithstanding clause 43.11(f)(iii), where an employee demonstrates reasonable cause for not attending work as required in clause 43.11(f)(iii), he/she shall qualify for designated holiday pay.

(v) The designated holiday pay referred to in clause 43.11(f) shall be calculated in accordance with the Employment Standards Act, 2000, as follows:

Add all the regular wages and vacation pay payable in the four (4) work weeks before the work week in which the designated holiday occurred and divide this sum by twenty (20).

(g) Each employee shall be granted one (1) floating holiday per year in each calendar year, which will be taken at a time that is compatible with the operational requirements of the division concerned.

Overtime Pay

43.12(a) Each employee shall be paid at the rate of time and one half for all time worked in excess of 7, 8 or 12 hours per day or where applicable 35/40 hours per week.

43.12(b) Lieu time is not applicable to participants of this Part-Time Program.

Shift Bonus

43.13 Shift bonus shall be in accordance with Article 7 (Premium Pay Provisions) of this Collective Agreement.

Grievance Procedure

43.14 The time limit for filing and/or forwarding a grievance to Step 2 shall be twenty (20) days. Other than the foregoing, the Grievance Procedure provisions of the Local 79 Full-Time Collective Agreement shall apply with any necessary changes being made.

Lunch and Rest Periods

43.15 Lunch and rest periods, where applicable, shall be in accordance with the Local 79 Full-Time agreement with any necessary changes being made.

Pensions

43.16 **OMERS**

Employees who participate in this Part-Time Program must continue to make pension contributions in accordance with provisions of the OMERS regulations with respect to those persons designated as "Other Than Continuous full-time or OTCF".

For greater clarity, contributory earnings shall be as defined in the OMERS Regulations and shall be annualized for the purposes of determining pensionable earnings.

Credited Service will be based on total hours paid (excluding overtime hours) divided by the total number of regular hours normally paid multiplied by 12.

Predecessor Pension Plans

Employee(s) who were members of pension plans other than the OMERS plan as of January 1, 1998 must continue to make pension contributions and shall receive pension benefits in accordance with the provisions of those plans with respect to part-time work.

Without limiting the generality of the foregoing, the pension plans which apply, include, but are not limited to:
- Metro Toronto Pension Plan
- Toronto Civic Employees Pension Plan
- York Employees' Pension Plan

Workplace Safety and Insurance Benefits

43.17 (a) Where in an action or by settlement of a claim arising out of an accident to an employee of the City who is participating in this Part-Time Program, the City recovers from a third person as the result of such accident a larger amount, exclusive of costs, than the amount paid to or on behalf of such employee including the costs of the services of the City Solicitor, the surplus amount shall be allocated by the City in accordance with the requirements of the Workplace Safety and Insurance Act, 1997, S.O. 1997.

(b) An employee who is injured on duty in circumstances where no action for such injuries would lie against a third person, and who is unable to work as a result of such injury, shall receive compensation directly from the Workplace Safety and Insurance Board, the amount of which will be determined by the Workplace Safety and Insurance Act, 1997, S.O. 1997 and the Regulations.

(c) An employee, who sustains a WSIB compensable injury and, as a result, must leave work before the end of his/her shift, shall be paid to the end of the shift.

(d) Notwithstanding anything herein contained in this Program, where an employee is absent due to a WSIB compensable injury, such employee shall upon their return to work, receive a seniority credit for such absence. Such seniority credit shall be calculated on the basis of the employee's average number of paid straight time hours per pay period during the eight (8) full pay periods immediately preceding the date of the accident. For purposes of clarity, a full pay period missed will be credited with the average number of paid hours as calculated above. Where less than a full pay period is missed, seniority shall be credited for days scheduled and not worked.

(e) An employee who sustains a WSIB compensable injury shall continue his/her regular benefits and be given equivalent credit while on W.S.I.B.

Further Discussions

43.18 The City and Local 79 shall meet within 90 days of ratification to determine the timetable for providing the Union with a list of Part-Time Program participants, their division, classification and the number of hours the employee(s) are working. The status of the employee's residual hours may be an agenda item at divisional Labour-Management Committees and every effort will be made to provide the information.

If at any time the parties find it necessary to amend the terms of this Program in order to address any unanticipated matters that may arise, the parties agree to meet to discuss any such matter(s) and provided there is mutual agreement, effect any such amendment(s) that may be appropriate.

Predecessor Part-Time Programs

a) Former Cities of: TORONTO (CUPE Local 79 – Supplementary Memorandum Of Agreement); MUNICIPALITY OF METROPOLITAN TORONTO (CUPE - Local 79 –Full- Time –Supplementary Memorandum of Agreement, Full-Time employees working in Homes for the Aged - Letters of Intent).

Any full-time permanent or full-time temporary employee who, as of May 11, 2000 are working within the above noted predecessor programs will continue to participate in the program, except that the terms and conditions governing his/her participation in the program shall be subject to this article. The new terms and conditions shall become effective within the thirty (30) calendar day period following May 11, 2000.

b) Former Cities of: NORTH YORK (O.N.A. Local 41- Memorandum of Understanding); YORK (ONA Local 59 – Letter of Understanding); ETOBICOKE (O.N.A. Local 29- Letter of Understanding); SCARBOROUGH (CUPE Local 3752-Collective Agreement); ETOBICOKE (CUPE 3431 – Letter of Understanding); EAST YORK (ONA Local 5 – Letter of Understanding)

Any full-time employee(s) who were participants in the above noted predecessor programs as of May 10, 2000 shall continue to participate in their predecessor programs.

It being understood that these employees shall have access to the Part-Time Program for Full-Time Permanent Employees, if applicable. If an employee voluntarily enters the Part-Time program, such employee shall be deemed to have opted out of his/her grand parented provisions and shall have all of the terms and conditions of the pilot project applied.

c) Employees who are in the Part-Time Program for Full-Time Permanent Employees at the time of ratification of this contract will continue in the program and be governed by the terms and conditions of this Article with the following exceptions:

(i) Employees who have not completed an initial 2 year term in the Part-Time Program may request an extension of the difference between their initial term and two years at the end of their current term. This request for an extension may be granted even if other employees have indicated interest in the program and their requests cannot be approved.

(ii) Employees who have been in the program for more than 2 years without a defined "term", will, as of the date of ratification, remain in the program for six (6) months and, at that time, will be subject to the requirement to request a renewal.

Article 44
LONG TERM CARE HOMES AND SERVICES
PART-TIME PROGRAM FOR FULL-TIME PERMANENT EMPLOYEES

44.01 The intent of this Part-Time Program is to enable permanent full-time employees to work part-time hours on a temporary basis.

Items and/or clauses not specifically outlined in this Article are covered by the provisions of Article 43 – Part-Time Program for Full-Time Permanent Employees outside of Long Term Care Homes and Services or the provisions of the Full-Time Collective Agreement, whichever are applicable.

Term

44.02 An approved entry to the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services will commence on the first day of a six week schedule.

Eligibility

44.03 It is understood that this article applies only to full-time employees of Long Term Care Homes and Services who wish to apply for the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

Entry into the Part-Time Program

44.04 (a) Employees choosing to work only call-in hours:

i) The employee will be advised that there is no guarantee of hours for employees choosing to work call-in hours only.
ii) The employee will provide the employer with a completed Part-time Staff Availability form at least two weeks prior to the commencement of the entry to the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.
iii) The employee will have their Date of Seniority converted into Hours of Seniority for scheduling purposes.
iv) Employees choosing to work call-in hours only will select from the following list of hours: 14/15/16; 21/22½/24; 28/30/32; 35/37½/40; 42/45/48; 49/52½/56; or, 56/60/64. Once the selection is made the employee will be offered call-in hours up to the maximum amount of the rank she/he has selected based on seniority

within the classification on the Unit and documented current and substantial availability.

v) Call-in work will be offered by seniority in the classification on the Unit for full-time employees of Long Term Care Homes and Services who are in the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

44.04 (b) Employees choosing to work both regularly scheduled and call-in hours:

i) The employee will provide the employer with a completed Part-time Staff Availability form at least two weeks prior to the commencement of entry into the Part-Time Program.

ii) The employee will select from the following list of hours: 14/15/16; 21/22½ /24; 28/30/32; 35/37½/40; 42/45/48; 49/52½/56; or, 56/60/64 for her/his regularly scheduled shifts.

iii) If the employee wishes to be available for call-in hours the employee will then select from the following list of hours: 14/15/16; 21/22½/24; 28/30/32; 35/37½/40; 42/45/48; 49/52½/56; or, 56/60/64 for the amount of hours that they wish to work for call-in should the work be available. Once the selection is made the employee will be offered call-in hours up to the maximum amount of the rank she/he has selected based on seniority within the classification on the Unit and documented current and substantial availability.

iv) The combined amount of hours (regularly scheduled and call-in) cannot exceed 56/60/64 hours in a bi- weekly pay period.

v) The employee will be advised that there is no guarantee of hours for the call-in portion of their requested hours.

vi) Call-in work will be offered by seniority in the classification on the Unit for full-time employees of Long Term Care Homes and Services who are in the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

Effective January 8, 2014 to January 6, 2015:

44.05 (a) Employees choosing to work only call-in hours:

vi) The employee will be advised that there is no guarantee of hours for employees choosing to work call-in hours only.

vii) The employee will provide the employer with a completed Part-time Staff Availability form at least two weeks prior to the commencement of the entry to the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

viii) The employee will have their Date of Seniority converted into Hours of Seniority for scheduling purposes.

ix) Employees choosing to work call-in hours only will select from the following list of hours: 14/15½/16; 21/23¼/24; 28/31/32; 35/38¾/40; 42/46½/48; 49/54¼/56; or, 56/62/64. Once the selection is made the employee will be offered call-in hours up to the maximum amount of the rank she/he has selected based on seniority within the classification on the Unit and documented current and substantial availability.

x) Call-in work will be offered by seniority in the classification on the Unit for full-time employees of Long Term Care Homes and Services who are in the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

44.04 (b) Employees choosing to work both regularly scheduled and call-in hours:

vii) The employee will provide the employer with a completed Part-time Staff Availability form at least two weeks prior to the commencement of entry into the Part-Time Program.

viii) The employee will select from the following list of hours: 14/15½/16; 21/23¼

ix) /24; 28/31/32; 35/38¾/40; 42/46½/48; 49/54¼/56; or, 56/62/64 for her/his regularly scheduled shifts.

x) If the employee wishes to be available for call-in hours the employee will then select from the following list of hours: 14/15½/16; 21/23¼24; 28/31/32; 35/38¾ /40; 42/46½/48; 49/54¼/56; or, 56/62/64 for the amount of hours that they wish to work for call-in should the work be available. Once the selection is made the employee will be offered call-in hours up to the maximum amount of the rank she/he has selected based on seniority within the classification on the Unit and documented current and substantial availability.

xi) The combined amount of hours (regularly scheduled and call-in) cannot exceed 56/62/64 hours in a bi- weekly pay period.

xii) The employee will be advised that there is no guarantee of hours for the call-in portion of their requested hours.

xiii) Call-in work will be offered by seniority in the classification on the Unit for full-time employees of Long Term Care Homes and Services who are in the Part-Time Program for Full-Time Permanent Employees in Long Term Care Homes and Services.

(c) Residual Hours Available to Part-time Staff

i) The residual hours will be scheduled in accordance with the Part-time Collective Agreement.

(d) Full-Time Hours Available from Full-time Staff choosing to Work Call-in Shifts Only

i) The hours available will be offered as a Temporary Full-Time Assignment in accordance with Article 18.04 of the Part-time Long Term Care Homes and Services Collective Agreement.

Benefits

44.05 Benefits for the employees who only work regularly scheduled hours will be in accordance with the Part-Time Program for Full-Time Permanent Employees outside of Long Term Care Homes and Services. Employees working call-ins only, or a combination of regularly scheduled hours and call-ins, will have their benefits adjusted as per the paid bi-weekly hours after each eight (8) pay periods.

Article 45
REVIEW OF TEMPORARY EMPLOYEES

45.01 Commencing on January 1, 2013, and every two years thereafter, a review of temporary employees shall take place. Where it has been determined that a temporary employee has been continuously employed for longer than one (1) year as of the date of the review, the status of the position will be reviewed with the Union and the City, and if the City intends to continue to fill the position, the position will be filled as a permanent position in accordance with the provisions of Article 15, unless the position is one to which a

permanent employee has claim or the position is expected to be eliminated in the near future.

Article 46
MODIFIED WORK PROGRAM

46.01 The City agrees that members of Local 79 are covered by the Modified Work Program which may be amended by mutual agreement from time to time. The City agrees to post the program on the intranet.

Article 47
POLICE CHECKS

47.01 The City shall pay all costs associated with the Canadian Police Information Check, if required, for any current employees.

Article 48
LEGISLATIVE CHANGE

48.01 In the event that the local, regional, provincial and/or federal governments propose or enact legislation, policy or regulations which may have a significant impact on the employment of Local 79 members, the parties shall meet within 30 days of either party becoming aware of the proposed legislation, policy or regulations to develop a plan of action to effectively deal with the impact of such legislation.

Article 49
CITY OF TORONTO POLICIES

49.01 The parties agree to continue to append the following:

Earned Deferred Leave Policy
Family Medical Leave Policy
Leave without Pay Policy
Military Service Policy
Request for Parking for Employees with a Disability Procedure Document

49.02 Corporate policies/programs affecting Local 79 members shall be posted on the City of Toronto Intranet. Where divisional policies conflict with the corporate policy, the corporate policy shall prevail.

LETTERS OF INTENT

LETTER OF INTENT
JOINT COMMITTEES

Where an Article, clause or Letter of Intent in any of the Local 79 Collective Agreements makes reference to a committee that will address matters which are applicable to any of the four (4) Local 79 Bargaining Units, there shall be only one joint committee established to deal with these matters. Local 79 shall have the right to select its representative(s) from any or all of its four (4) Bargaining Units. The list of committees will be created following the implementation of the Interim Award dated September 24, 2002.

LETTER OF INTENT
GRANDFATHERING OF PART-TIME EMPLOYEES

This letter of intent applies to part-time employees who were deemed to fall within the full-time Collective Agreement in accordance with Article 10(a) and (b) of the Agreement incorporated into paragraph 13 of the Ontario Labour Relations Board Order dated November 19, 1998 under OLRB file No. 1202-98-PS and any other employees the parties agree are to be included in the full-time Collective Agreement.

1. The parties agree to meet within ninety (90) days of the issuance of the Interim Award for the following purposes:

   (i) to determine and agree on a list of employees covered by Article 10(a) and (b); and,

   (ii) to identify the present terms and conditions of these employees.

2. Until the parties have completed the process in (1) and (2) above, the employee's terms and conditions shall be governed by the employee's predecessor Collective Agreement.

3. The wage increase from the full-time Collective Agreement shall apply to the employees referenced in the preamble and the parties further agree to meet within ninety (90) days of implementation to determine what other economic issues from the Interim Award will apply to this group of employees.

4. Either party may request the Chairperson or the OLRB to clarify the meaning of Article 10(a) and (b) of the OLRB decision dated November 19, 1998. Following the decision the parties shall meet to discuss the implementation of the decision.

5. If the parties are unable to resolve differences arising from the grandfathering of part-time employees by September 31, 2004 then either party may refer this matter to arbitration for resolution.

LETTER OF INTENT
STUDENT EMPLOYMENT

During the term of the agreement, Local 79 and the City agree to form a joint committee to discuss the issues pertaining to the employment of students. The committee will consist of three members from the City and three members from the Union. Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.

LETTER OF INTENT
CLARIFICATION OF COLLECTIVE AGREEMENT LANGUAGE

Local 79 and the City believe that the Collective Agreement is not only a legal document, but is also an information and educational tool for Employees and Management of the City.

During the term of this Collective Agreement, Local 79 and the City will make their best effort to agree to clear language on new contract clauses.

Local 79 and the City will form Clear Collective Agreement Language Committees in each of our bargaining units. Each party may have up to four members on the Committee. There will be at least 6 meetings of each Committee during each year of the Collective Agreement.

Local 79 members will receive their regular rate of pay for all hours spent on work of the committee during their regular working hours.

The purpose of each Committee will be to discuss existing Collective Agreement clauses and how these clauses might be re-written in clear Collective Agreement language. It is not the intent of either Local 79 or the City to change the meaning or intent of the existing language. Any agreement to change existing language will be confirmed in writing and signed by Local 79 and the City.

In addition, each Committee may discuss other issues such as the style of font, font size, page set-up and foot-notes explaining existing Collective Agreement language.

If a grievance is filed on existing Collective Agreement language that has been changed, Local 79 and the City may refer to the previous Collective Agreement language to make arguments during the grievance and arbitration process.

LETTER OF INTENT
EXPLORING MEANS OF ENSURING SUFFICIENT STAFF IN SPECIFIC CLASSIFICATIONS

The City and Local 79 agree to meet during the term of the Collective Agreement to discuss administratively efficient ways of ensuring sufficient staff are accessible for the purpose of meeting operational requirements in the following classifications: Registered Nurse, Registered Practical Nurse, Recreation Assistant, Rehabilitation Assistant and Counsellor. The discussions will strive to balance the operational needs of the Long Term Care Homes and Services Division and the desire of members of Local 79 Long Term Care Homes and Services Part-Time unit to have access to additional shifts. The parties acknowledge and agree that the primary objective is to provide the best level of service possible to residents of the Homes.

A joint committee consisting of three (3) Local 79 Representatives and three (3) Management Representatives will be formed for the purpose of exploring options which may assist both the City and the Union in achieving the above stated balance. Time off, with pay, will be granted to the Local 79 Representatives who will include one Registrant and one Programs and Services Representative. The mandate of the committee will be to consider:

(i) Scheduling of part-time Recreation Assistants, Rehabilitation Assistants and Counsellors between facilities grouped geographically in which the limited availability of part-time work in an individual facility restricts effective recruitment and retention.

(ii) The "pool" concept of filling call-in shifts where facilities are grouped geographically for the purpose of allowing movement of Registered Nurses and Registered Practical Nurses, among a specified group of Homes.

The parties agree that the results of any pilot project of the "pool" concept of filling call-in shifts developed and implemented under the expressed mandate will be used to guide further discussions regarding the part-time "pool' concept.

LETTER OF INTENT
VIDEO SECURITY SURVEILLANCE/GLOBAL POSITIONING SYSTEMS (GPS) AND AUTOMATED VEHICLE LOCATION SYSTEMS (AVL)

The City will notify the Union when video security systems and GPS/AVL systems are used in the work locations or fleets of vehicles where Local 79 employees regularly work.

Uses for video security systems include the protection and safety of employees, members of the public, customers and City assets and property. GPS/AVL systems have been utilized to evaluate routing capabilities, to respond to anomalies on routes, improve customer service and improve health and safety.

LETTER OF INTENT
CLARITY AND HOUSEKEEPING

For changes to the 2005-2008 Collective Agreement identified in the Memorandum of Agreement dated July 27, 2009, as "housekeeping" or "clarity", it is not the intent of either Local 79 or the City to change the meaning or intent of the predecessor language. If a grievance is filed during the term of the 2009 – 2011 Collective Agreement related to clauses with changes that have been identified as "housekeeping" or "clarity" in the Memorandum of Agreement dated July 27, 2009, Local 79 and the City may refer to the 2005-2008 Collective Agreement language to make arguments during the grievance and arbitration process or any other legal proceeding. If a grievance is filed following the term of the 2009 – 2011 Collective Agreement related to a clause with changes that have been identified as "housekeeping" or "clarity" in the Memorandum of Agreement dated July 27, 2009 and there have been no amendments to the clause in a Collective Agreement subsequent to 2009 - 2011, Local 79 and the City may refer to the 2005-2008 Collective Agreement language to make arguments during the grievance and arbitration process or any other legal proceeding.

APPENDIX "A"

12 Hour Shift

Employees in the Toronto Emergency Medical Services Division who are regularly employed on the twelve (12) hour shift schedule arrangement that was agreed upon by Local 79 and the former Municipality of Metropolitan Toronto on September 21, 1978, and as subsequently modified by the parties, are governed by the terms and conditions set out in the current Collective Agreement with the following exceptions:

A normal working shift shall be defined as comprising twelve (12) consecutive hours of work. The normal work week shall be based on an employee not being required to work in excess of two hundred and forty (240) hours during a six (6) week cycle.

The overtime rate of time and one-half (1 ½) the regular rate shall be paid to an employee for all hours worked in excess of his/her scheduled twelve (12) hours for such shift and for all hours worked on any day other than a scheduled working day.

Payment for designated holiday and the payment and calculation of vacations, sick pay credits, IIP Days and the Workplace Safety and Insurance Benefit shall be based on the twelve (12) hour working day (i.e. three (3) weeks vacation is equivalent to one hundred and twenty (120) hours).

This shift schedule may be terminated in accordance with clause 8.08(a).

Critical Call

Following a difficult or critical call (as defined by the Dispatcher) a minimum one (1) hour of out-of-service time will be guaranteed following completion of the call.

For each stress claim, employees will complete the appropriate WSIB documentation if the difficult or critical call necessitates health care intervention.

APPENDIX B

MANUAL FOR JOB DESCRIPTION, EVALUATION AND WAGE ADMINISTRATION

Appendix B – Job Evaluation Schedules A, B and C

SCHEDULE "A"

Manual for Job Description, Evaluation and Wage Administration of all jobs in the Full-Time Bargaining Unit covered by a Collective Agreement between The Corporation of the City of Toronto (hereinafter called "the City") and the Canadian Union of Public Employees, Local Number 79 (hereinafter called "the Union").

This Manual (including Schedules "B " and "C") constitutes a Gender-Neutral Comparison System ("GNCS") in accordance with the provisions of *The Pay Equity Act* R.S.O. 1990 as amended.

ARTICLE I PURPOSE

1.01 This Manual is established as an aid to the City and the Union in administering the Job Evaluation Programme awarded on May 18, 2005 and to provide an on-going maintenance programme consistent with the original agreement between the parties. It is agreed that this Manual constitutes a GNCS in accordance with the provisions of *The Pay Equity Act*, R.S.O. 1990 as amended.

It is the purpose of this Manual to provide and maintain the basis from which an equitable wage structure was established and to provide a method for maintaining the job descriptions and ratings to meet significant changing conditions.

ARTICLE II DEFINITIONS

2.01 The following definitions of terms are to apply to terms used herein and throughout the programme.

(a) Collective Agreement – The Collective Agreement currently in effect between the City and the Union covering employees in the "Full-Time" Bargaining Unit.

(b) Employee or Employees – all persons for whom the Union is the agent for collective bargaining purposes as defined in the Collective Agreement.

(c) Incumbent – an employee appointed or promoted to a job (an employee can only be an "incumbent" on one job).

(d) Job – a group of duties assigned to and performed by an employee(s).

(e) Job Evaluation – the preparation of a description and the determination of the rating for an individual job in relation to other jobs covered by the plan by means of the GNCS attached hereto as Schedule "C".

(f) Job Analysis – the process of determining and recording the tasks and duties which comprise a job and the skill, responsibility, effort and working conditions required in their performance.

(g) Job Description – the official record which, when signed by the committee chairpersons, sets forth for a specific job the essential elements of the job.

(h) Job Rating – the official record which, when signed by the Committee Chairpersons, sets forth for a given job the factor level and point values of the Job's requirements as to the factors defined in the GNCS attached hereto as Schedule "C".

(i) Wage and Salary Schedule – the wage grades and banding levels as set forth in Schedule "B " of the Collective Agreement.

(j) Factors – the major criteria used to measure all jobs, i.e. Knowledge, Responsibility, Mental Effort, Working Conditions, etc. in the job evaluation Rating Manual as defined and set forth in Schedule "C".

ARTICLE III FACTORS OF JOB DESCRIPTION AND RATING

3.01 The job description serves to record the conditions from which the job is rated and, from time to time, to judge significant changes in job content which result from new or changed circumstances.

3.02 The description of a job shall be in sufficient detail to serve as the basis from which to identify and rate the job. The rating of a job shall serve only to assign the job into a proper wage grade for application of the Wage and Salary Schedule.

3.03 The rating of jobs on the basis of job content involves certain basic determinations with respect to the composite of the Skill, Effort and Responsibility normally required in the performance of the work and the Working Conditions under which it is normally performed. In order to accomplish this objective, these factors have been subdivided under the following categories in order to assess the relative worth of each job:

SKILL

1. Job Knowledge
2. Human Relations
3. Dexterity

JOB RESPONSIBILITY

4. Responsibilities
5. Judgement

EFFORT

6. Mental Effort
7. Physical Effort

WORKING CONDITIONS

8. Working Conditions

3.04 Job Ratings serve to:

(a) group jobs having relatively equivalent point values into the same wage and salary pay grade, and

(b) provide the basis from which to establish and maintain equitable wage relationships between jobs,

3.05 In the application of the aforesaid Rating manual (attached hereto as Schedule "C"), the following rules shall apply:

(a) It is the job that is under consideration and not the individuals who work on the job.

(b) The job description and rating of each job in each factor level shall be relative to, consistent with and in conformance with the job description and ratings of all other jobs in the Bargaining Unit.

ARTICLE IV CREATING AND MAINTAINING JOB DESCRIPTIONS AND RATINGS

Job Evaluation Representatives

4.01 The City and the Union shall designate in writing to each other, their representatives for handling all matters relating to job descriptions and ratings in accordance with the terms of this Manual. It is agreed that there will be three (3) representatives from the City and three (3) representatives from the Union. The Union representatives will receive their regular rate of pay for time spent in carrying out their duties under this Manual during their regular working hours.

Stability of Jobs

4.02 It is agreed that all job descriptions and ratings which are in effect as of the date of execution of this Manual (which includes all jobs set forth in Schedule "A" to the Collective Agreement) and any and all jobs that may subsequently be agreed upon or determined in accordance with this Manual shall continue in effect unless the job content is significantly changed by the City to the extent that the job will move into another wage grade or the job is deleted by the City.

4.03(A) Creating a New Job

Whenever the City wishes to establish a new job:

(i) The City will, within ninety (90) consecutive days of the position being occupied by an incumbent, prepare a proposed job description and job rating therefor and provide the Union with a copy of such job description and job rating;

(ii) Within thirty (30) days of receiving a copy of the proposed job description and rating, the Union shall advise the City as to whether it agrees or disagrees with the City's proposed job description and job rating. Failure by the Union to respond within the thirty (30) day period shall be deemed to constitute agreement to the City's job description and job rating.

(iii) In the event the Union disagrees with any part of the job description or job rating, it shall (within the thirty (30) day period set forth in section 4.03(A)(ii)) provide the City with written particulars of its objection and the reasons for such objection together with a list of all comparative jobs upon which the Union relies in support of its objection.

(iv) Upon receipt of written notification from the Union (in accordance with Section 4.03(A)(ii)) that it agrees with the City's proposed job description and job rating (or upon deemed agreement under Section 4.03(A)(ii)), the City shall install the job on such basis, and the job shall be assigned to the appropriate wage grade effective on the date as set out in section 4.04 hereof.

(v) Upon receipt of written notification from the Union (in accordance with Section 4.03(A)(iii)) that it disagrees with either the job description or the job rating, the parties shall meet within fifteen (15) days thereafter for the purpose of discussing and attempting to resolve the issues in dispute. At least three (3) days prior to such meeting, the City shall provide the Union with a list of all comparative jobs upon which it relies in support of its position. The City may, within fifteen (15) days after such meeting, provide the Union with a revised job description and/or job rating or written notification that it maintains the original job description and/or job rating originally provided to the Union. Failure to provide such notification within the fifteen (15) day period shall be deemed to constitute notification by the City that it maintains its original job description and job rating.

Should the parties agree to a job description and job rating for the job prior to the expiration of fifteen (15) days from delivery of the revised job description and/or job rating or aforesaid notification, then the job shall be installed effective the date of such agreement, and it shall be assigned to the appropriate wage grade in accordance with section 4.04 hereof.

(vi) Should the parties fail to agree upon the job description and job rating prior to the expiration of fifteen (15) days from delivery of such revised job description and/or job rating or aforesaid notification to the Union, then the City's job description and job rating last submitted to the Union will be deemed to have been installed effective on the 15th day, subject to the Union's right to file a job evaluation dispute in accordance with the provisions of Article V hereof.

4.03(B) Maintaining Job Descriptions and Ratings

Whenever the Union believes that the City has significantly changed the job content of an existing job to the extent that the job will move into another wage grade:

(1) The Union shall submit the facts of the case in writing to the City with a request that a revised job description and rating be prepared in accordance with the provisions of this Manual.

(2) The City shall respond to the Union's request within thirty (30) days of receipt thereof by either preparing and submitting to the Union a job description and rating in accordance with the provisions of paragraph 4.03(A) hereof or by notifying the Union in writing that the Union's request is not justified. In the event the City prepares and submits to the Union a job description and rating, the provisions of Article 4.03(A) shall apply. In the event the City notifies the Union that the Union's request is not justified or fails to respond within the thirty (30) day time period described herein, the Union may within twenty (20) days of receipt of a negative response or within twenty (20) days following the last date for the City to respond, initiate the dispute resolution procedure set forth in Article V by providing the City with written notification that it requires the dispute to be referred to the dispute resolution process set forth in Article V. In the event that the Union fails to initiate the dispute resolution process within the time limits set out herein, the Union shall be deemed to have agreed that no changes are required to the existing job description and rating.

4.04 In the event that the parties have agreed (or are deemed to have agreed) on the job description and the job rating in accordance with this Article IV and without resort to the Dispute Resolution procedure provided for in Article V, the job shall be assigned to the appropriate wage grade in accordance with Article VI, and the assignment shall become effective from the date of such agreement (or deemed agreement).

ARTICLE V DISPUTE RESOLUTION

5.01 Should the committees fail to agree on the job description and/or job rating in accordance with Article IV hereof, then the Union may notify the City in writing within, but not after, fifteen(15) days from the date of installation as specified in Section 4.03(A)(vi) or the date of delivery of the negative decision by the City or the last date for the City to respond as set forth in Section 4.03(B)(2) that it requires the dispute to be referred to the dispute resolution process hereinafter set forth:

(A) Mediation

(1) The City and the Union shall agree on a roster of three (3) job evaluation mediators who will be selected to mediate any job description and/or job rating

disputes between the parties in rotation. The mediator so selected shall, upon receipt of written notification from either party requesting mediation, schedule a mediation date within seventy-five (75) days of receipt of such notification for the purpose of meeting with the parties in an attempt to resolve any outstanding dispute between them relative to the job description and/or job rating.

The mediator shall be selected by rotation in the order they appear on the Roster provided that in the event any mediator cannot schedule such mediation date within the required time limit or a mediator is no longer available to mediate, such mediator shall be by-passed in favour of the next mediator on the list of roster of mediators until one is selected who is available within the required time limits. Nothing herein shall preclude the parties from agreeing (in writing) to alter the order of selection of a mediator as set forth above.

(2) Except with the written agreement of the parties, no mediation session for any single dispute shall exceed one regular work day and every effort will be made to schedule sufficient disputes before the mediator so as to ensure a full working day of mediation occurs.

(3) Each party shall provide the mediator and the other party with a copy of their proposed Job Description and Rating for the job at least ten (10) days prior to the day scheduled for the mediation session.

(4) Should the parties reach agreement on the job description and the job rating as a result of the mediation process, the terms of such agreement will be recorded in writing, and the job will be considered to have been finally installed on the basis of such agreement effective on the date of such agreement.

(5) In such event, the job shall be re-assigned to the appropriate wage grade in accordance with Article VI, and the assignment shall become effective from the date such agreement was made at mediation.

(6) In the event the parties are unable to reach an agreement on the Job Description and Rating in mediation, the mediator shall, within five (5) days of completion of mediation, provide to the parties a recommendation for disposition of any job description and job rating dispute then remaining outstanding together with a statement of the parties' last positions advanced at the end of mediation relative to the appropriate job description and factor levels to be assigned for each factor in dispute. The recommendation shall set forth a job description and the factor level recommended for each factor in dispute and may adopt the City's position or the Union's position or a position proposed by neither the City nor the Union for the job description and each factor in dispute. Within five (5) days of receipt of the mediator's recommendation, the parties shall notify each other in writing of acceptance or rejection of the mediator's recommendation. A failure to notify within the aforesaid time limits shall be deemed to constitute a rejection of the recommendation. Where the Union and the City each accept the recommendation, the job shall be deemed to have been installed on the day of the mediator's recommendation and the job shall be re-assigned to the appropriate Wage Grade in accordance with Article 6, with such assignment becoming effective from the aforesaid date of installation.

(7) The mediator shall issue a written certification to the parties that mediation has been held and completed and specifying the date agreement on all outstanding issues was reached at mediation, if such is the case.

(8) The cost of the mediator shall be shared equally by the parties.

(B) Arbitration

In the event that the parties cannot agree on the job description and job rating as a result of the mediation process specified in paragraph 5.01(A) hereof, then either party may refer any outstanding dispute relative to the job description and/or job rating to final and binding arbitration in accordance with the procedures set forth in the Collective Agreement. No matter may be submitted to arbitration until the mediation process has been completed as certified in writing by the mediator. Any referral to arbitration must include the proposed Job Description and Rating sought by the referring party.

5.02 In all disputes referred to arbitration under Article 5.01(B), the job description dispute shall be heard and determined prior to the job rating dispute being considered by the arbitrator.

5.03 Upon determination of the dispute by the arbitrator, the job shall be assigned to the appropriate wage grade in accordance with Article VI, and the assignment shall, subject to Article 5.04, become effective from the date of release of the arbitrator's award finalizing the job rating dispute.

5.04 Notwithstanding Article 5.03, in the event the Union has accepted a mediator's recommendation as provided in Article 5.01(A)(6), upon determination of the job description and job rating disputes by the arbitrator, if the arbitrator awards a job description and all factor levels (which were in dispute) in accordance with the mediator's recommendation, then the job shall be assigned to the appropriate Wage Grade in accordance with Article VI, and the assignment shall be deemed to be effective on the day of the mediator's recommendation. Any job description or job rating issues which are agreed to by the parties prior to the arbitrator's award shall not be considered to form part of the mediator's recommendation for the purposes of this Article 5.04.

The mediator's recommendation shall not be disclosed to the arbitrator until following receipt of the arbitrator's award determining the dispute and then only in the event of a dispute concerning the effective date of the Wage Grade assignment arising out of the arbitrator's determination.

5.05 In the event of a dispute resulting in arbitration, all job evaluation documentation shall be available for presentation as evidence at the arbitration hearing.

5.06 Except as otherwise specifically provided in this Manual, any reference to the word "day(s)" shall mean a calendar day(s). It is the intention of the parties that the time limits herein shall be mandatory. Nothing herein shall preclude the parties from agreeing (in writing) to extend any of the time limits set forth in this Manual.

ARTICLE VI WAGE GRADES

6.01 The job descriptions and ratings, determined in accordance with the foregoing articles of the Manual and Rating Manual apply to assign each job to its appropriate wage grade according to the following point ranges and wage bands.

Appendix "B"

Schedule "B"

Wage Band	Point Minimum	Point Maximum
1	0	159
2	160	204
3	205	249
4	250	294
5	295	339
6	340	384
7	385	429
8	430	474
9	475	519
10	520	564
11	565	609
12	610	654
13	655	699
14	700	744
15	745	789
16	790	834
17	835	879
18	880	924
19	925	969
20	970	1000

APPENDIX "B"

SCHEDULE "C"

City/CUPE Local 79

Gender Neutral Comparison System

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JOB KNOWLEDGE

This factor measures the typical level of knowledge and skill required in the job. The general and specific knowledge necessary for the job is commonly acquired through some combination of schooling, special courses, on-the-job training and experience. It takes into consideration both the breadth and depth of know-how, however acquired, that are required for the job.

Levels

1. Work requires an understanding of simple written and verbal instructions to perform basic job duties.

   Equivalent: Job duties learned on-the job in less than 6 months.

2. Work requires an understanding of written and verbal instructions in performing a variety of routine tasks.

   Equivalent: Partial Secondary School and 6 months experience to learn job duties.

3. Work requires an understanding of written and verbal instructions of a basic vocational and clerical nature in performing a variety of straightforward tasks.

   Equivalent: Partial Secondary School and 1 year's experience to learn job procedures.

4. Work requires an understanding and application of general vocational/clerical knowledge and skills in performing a variety of complex tasks.

   Equivalent: Secondary School Diploma and up to 1 year's experience or equivalent combination of education/ training/ experience.

5. Work requires an understanding and application of specialized vocational knowledge and skills in performing detailed procedures and practices in a special field of work.

   Equivalent: Secondary School Diploma plus a 1-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.

6. Work requires an understanding and application of concepts, principles and methods of a particular field of work.

   Equivalent: Secondary School Diploma plus 2-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.

7. Work requires thorough understanding and application of concepts, principles and methods of a complex field of work.

   Equivalent: Secondary School Diploma plus a 3-year specialized course and up to 1 year's experience or equivalent combination of education/training/experience.

8. Work requires thorough knowledge and understanding of general concepts, principles and methods of a highly complex field of work and their application.

   Equivalent: Bachelor's Degree (Honours) and up to 1 year's experience or equivalent combination of education /training/ experience.

9. Work requires extensive knowledge and understanding of specialized concepts, principles and methods of one or more highly complex fields of work and their application. Equivalent: Bachelor's Degree (Honours) and up to 2 year's experience or equivalent combination of education/training/experience.

10. Work requires broad-based knowledge, thorough understanding and application of specialized concepts, principles and methods of one or more highly complex fields of work.

    Equivalent: Master's Degree and at least 1 year's experience or equivalent combination of education/training/experience.

11. Work requires comprehensive knowledge, thorough understanding and application of specialized concepts, principles and methods of one or more highly complex fields of work.

    Equivalent: Master's Degree and at least 3 year's experience or equivalent combination of education/training/experience.

JUDGEMENT

This factor measures the degree of difficulty in the exercise of judgement in the problem solving and decision-making inherent in the job.

Solution of work problems must be considered within the scope of the job duties.

Levels

1. Limited judgement required. Work assignments involve little or no variety and are repetitive.

2. Judgement is required in the application of established instructions. Work is clearly prescribed and may involve different but related activities.

3. Judgement is required to determine course of action within limits of established procedures and practices. Work is standardized.

4. Judgement is required to determine course of action from available alternatives. Work is diversified, involving interpretation of data or situations to define problems.

5. Judgement is required to develop alternatives and modifications to established processes/programs. Work involves investigation, analysis and a high level of resourcefulness to resolve complex problems.

6. Critical judgement and initiative is required to develop new processes, methods, program recommendations and solutions to highly complex problems.

HUMAN RELATIONS

This factor measures the skills required to interact effectively and resolve problems with other staff and with members of the general public or other organizations. Consideration should be given to the nature and purpose of such contacts and the extent to which courtesy, tact, persuasiveness, communication and negotiating skills are required.

Levels

1. Contacts require courtesy to exchange routine information.

2. Contacts require basic communication skills to provide and explain factual information in response to inquiries and complaints.

3. Contacts require tact, human relations and communications skills to elicit, clarify and interpret information, to convince others of the appropriateness of a position.

4. Contacts require human relations and communications skills to resolve problems of a difficult nature using techniques of persuasion and negotiation.

5. Contacts require human relations, communications, negotiation and/or counselling skills to persuade/motivate persons and/or groups to obtain cooperation/gain agreement.

6. Contacts require critical human relations, communications, negotiation and/or counselling skills to persuade/motivate persons and/or groups to obtain cooperation/gain agreement in complex or sensitive matters or where conflicting interests exist.

RESPONSIBILITIES

This factor measures the responsibility inherent in the job and the achievement of the objectives of the job and the degree to which the job is accountable. Consideration must be given for the results to be achieved, the degree of independent control over the work and the checks and balances in place.

Consider the financial effects, safety and well being of others, the importance and impact to the organization and the public, and direction of others.

Levels

1. Results are limited within the unit and with limited impact. Work is subject to regular checks and close direction by others. Work of others is usually not related to or dependent on this job.
2. Results have some impact in the section or functions' productivity and beyond immediate work area. Work is controlled through routine checks or direction by others.
3. Results have limited impact to the section, function or public. Work can be related to other jobs and methods are monitored for accuracy, adequacy or adherence to established procedures.
4. Results have impact beyond the section or public and moderate impact on services could occur. Work is performed and reviewed for conformity with general standards and accepted practices but not subject to detailed reviews.
5. Results have impact on the Division and/or service to the public. Work is performed in conformity with Divisional operating policies, program goals and established procedures and practices.
6. Results have considerable effect on the Divisional or Departmental programs, services or operating policies and/or to the public at large. Work assignments are performed following general procedures and practices. Results are reviewed in accordance with general operating policies.
7. Results have serious effect on departmental programs, services or operating policies and the public at large. Results are reviewed for consistency with overall Departmental or Corporate operating policies.
8. Results have long term implications on corporate programs, services or operating policies and the public at large and are not easily reversed.

MENTAL EFFORT

This factor measures the level of average mental exertion and strain associated with the performance of the job.

Consideration is given to the need to shift attention from task to task, interruptions and distractions, the attention and concentration required and the pressure under which the job is performed.

Levels

1. Light mental effort:

   Work may be somewhat repetitious so that there is an occasional need to concentrate, and/or the job is sometimes under pressure.

2. Moderate mental effort:

   Performs work where there is some variety in tasks but changes are infrequent. There is an intermittent need to concentrate and/or character of work causes a moderate amount of pressure.

3. Considerable mental effort:

   Performs work where frequent changes in tasks occur. There is a frequent need to concentrate and/or character of work causes frequent pressure.

4. Heavy mental effort:

   Performs work requiring close concentration most of the time and/or character of work causes considerable pressure.

5. Very heavy mental effort:

   Performs work requiring a constant need to deal with emergency situations.

DEXTERITY

This factor measures the level of dexterity required by the job. Dexterity is the ability to move the fingers, hands, arms, feet or legs nimbly and accurately, to judge accurately through the sense of touch and the sense of hearing, or to accurately control eye/hand or eye/foot coordination.

Levels

1. Skill required in the coordination of movements.

2. Skill required in the coordination of coarse or fine movements where speed is a consideration.

3. Skill required in the accurate coordination of fine movements where speed is a major consideration.

4. Skill required in the coordination of precise movements where accuracy is a major consideration.

PHYSICAL EFFORT

This factor measures the average physical exertion and strain in the job, required to accomplish the assigned work in the performance of a day's work. Consideration must be given to the degree of physical effort, the continuity or frequency of the effort and the employee's working posture and devices available.

Levels

1. Light activity of frequent duration.
   OR
   Moderate activity of occasional duration.

2. Light activity of almost constant duration.

OR
Moderate activity of frequent duration.
OR
Heavy activity of occasional duration.

3. Moderate activity of almost constant duration.
   OR
   Heavy activity of frequent duration.

4. Heavy activity of almost constant duration.
   OR
   Very heavy activity of frequent duration.

WORKING CONDITIONS

This factor measures the frequency and intensity of exposure to disagreeable conditions under which the work is performed.

It does not consider "situational" characteristics, which are not a function of job responsibilities. (e.g. all employees who work in an old building are exposed to drafts, poor air conditions, etc.)

Consideration must be given to surroundings, environmental conditions, hazards and materials that are inherent in the job, beyond the employee's control and the impact these conditions have on the employee's well being, health or personal safety.

Levels

1. General office conditions and/or occasional exposure to disagreeable conditions

2. Frequent exposure to disagreeable conditions.

3. Constant exposure to major disagreeable conditions.

Factor Points and Weightings

Level	Job Knowledge	Judgement	Human Relations	Responsibility	Mental Effort	Dexterity	Physical Effort	Working Conditions
1	26	25	25	30	10	13	13	10
2	49	50	50	60	20	26	26	30
3	72	75	75	90	30	39	39	50
4	95	100	100	120	40	52	52	
5	118	125	125	150	50			
6	141	150	150	180				
7	164			210				
8	187			240				
9	210							
10	233							
11	256							

Skill		
Job Knowledge	256	
Human Relations	150	
Dexterity	52	
Total	**458**	46%
Effort		
Physical Effort	52	
Mental Effort	50	
Total	**102**	10%
Responsibility		
Responsibility	240	
Judgement	150	
Total	**390**	39%
Working Conditions	50	5%
		100%

APPENDIX "C"

TRI-PARTITE MEMORANDUM OF AGREEMENT
("CARRIAGE OF SENIORITY")

B E T W E E N:

TORONTO CIVIC EMPLOYEES' UNION LOCAL 416,
CANADIAN UNION OF PUBLIC EMPLOYEES

(hereinafter "Local 416")

- and -

CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 79

(hereinafter "Local 79")

- and -

CITY OF TORONTO

(hereinafter the "City")

WHEREAS, the "Letter of Agreement – Carriage of Seniority" as contained in the Collective Agreement between Local 416 and the City (the "Local 416 Letter of Agreement") provides that, subject to Local 79 agreeing to an identical Letter of Agreement, Local 416 and the City will meet with Local 79 with respect to the carriage of seniority between the Bargaining Units and that, in the event that an agreement is reached by all three parties, the terms and conditions of such an agreement would be explicitly stated in a written agreement;

AND WHEREAS the "Letter of Intent – Carriage of Seniority" as contained in the Collective Agreement between Local 79 and the City (the "Local 79 Letter of Intent") provides that Local 79 and the City will meet with Local 416 with respect to the carriage of seniority between the Bargaining Units and that, in the event that an agreement is reached by all three parties, the terms and conditions of such an agreement would be explicitly stated in a written agreement;

AND WHEREAS, on or about November 7, 2005, Local 416 filed an Application under Section 96 of the *Labour Relations Act* alleging that Local 79 and the City had contravened the *Act* (Board File Number: 2705-05-U);

AND WHEREAS Local 416, Local 79 and the City are desirous of resolving the aforementioned Application and a number of other issues relating to seniority, dues and representation;

AND WHEREAS Local 416, Local 79 and the City wish to record the terms and conditions agreed to between all three of them in relation to the carriage of seniority between the Bargaining Units in fulfillment of their obligations pursuant to both the Local 416 Letter of Agreement and the Local 79 Letter of Intent;

NOW THEREFORE Local 416, Local 79 and the City agree as follows:

Part A - TCEU, Local 416

The Local 416 Collective Agreement

1. The City and Local 416 agree that they will administer Article 27 of the Collective Agreement between them (the "Local 416 Collective Agreement") for the remainder of its term, and any extension thereof, in accordance with the provisions of this Memorandum of Agreement including, but not limited to paragraph 2.

2. The City and Local 416 agree that, at the conclusion of its term they will recommend to their principals the amendment of the Local 416 Collective Agreement to add the following receiving clause:

> "XX.XX Where an employee covered by the Local 79 Full-Time Collective Agreement is assigned to work on an alternate rate to a position in the Local 416 Bargaining Unit such employee shall upon the commencement of the first pay period following the completion of thirty (30) continuous working days in the position in the Local 416 Bargaining Unit, become a member of the Local 416 Bargaining Unit for all purposes for the duration of the alternate rate assignment subject to the terms and conditions of the tri-partite agreement between Local 416, Local 79 and the City governing the carriage of seniority, dated <<date>>, (the "Carriage of Seniority Memorandum") between the Local 416 and the Local 79 Full-Time Bargaining Units. Once the alternate rate assignment is terminated, the employee concerned shall return to the Local 79 Full-Time Bargaining Unit."

Movement from Local 416 to Local 79

3. The dues of an employee covered by the Local 416 Collective Agreement (a "Local 416 member") who becomes a member of the Local 79 Full-Time Bargaining Unit pursuant to paragraphs 13. or 14. below, shall be remitted to Local 79 for the duration of the alternate rate assignment. Local 79 shall, subject to paragraphs 5. and 11., have the exclusive authority and duty to represent the employee in all matters relative to the employee's employment as a member of the Local 79 Full-Time Bargaining Unit. During the period that the employee is a member of the Local 79 Full-Time Bargaining Unit, as a result of the alternate rate assignment, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 416 Collective Agreement and the seniority accruing under the Local 79 Full-Time Collective Agreement except for the purposes of overtime, job posting, promotion, position deletion, lay-off and recall. For the purposes of overtime, job posting and promotion, the employee's seniority shall consist solely of seniority accrued under the Local 79 Full-Time Collective Agreement as a member of the Local 79 Full-Time Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's then current alternate rate assignment. In the event of the layoff of employees or the deletion of positions in the Local 79 Full-Time Bargaining Unit in the classification to which the employee has been assigned, on an alternate rate basis, the employee shall be reverted, by the City, to the Local 416 Bargaining Unit in accordance with the Local 416 Collective Agreement.

4. (i) During the period that the employee is a member of the Local 79 Full-Time Bargaining Unit, as a result of the alternate rate assignment, the employee shall continue to be covered by the following provisions of the Local 416 Collective Agreement:

   - Article 13 (Vacation Savings Pay and Vacation With Pay)
   - Clause 14.15 and Schedules 3 and 4 (STD Plans)
   - Article 17 (Pensions and Retirement)
   - The Letter of Agreement "Former International Union Of Operating Engineers Local 793 Members," if applicable

   (ii) At the time that the employee returns to the Local 416 Bargaining Unit, his service will be credited with any period that would be included as service under clause 27.08 of the Local 416 Collective Agreement but was not credited to his service while he was a member of Local 79.

5. Notwithstanding paragraph 3., when a Local 416 member is assigned to an alternate rate assignment in the Local 79 Full-Time Bargaining Unit, Local 416 shall represent the employee with respect to any matter that is listed in paragraph 4. above. In respect of all other matters, Local 79 shall represent the grievor and Local 416 and Local 79 will meet to discuss contribution by Local 416 to the cost of any legal proceedings.

6. A Local 416 member who is temporarily placed in the Local 79 Full-Time Bargaining Unit as a result of an alternate rate assignment and who returns to the Local 416 Bargaining Unit in accordance with the Local 416 Collective Agreement, will do so without loss of seniority and with credited seniority for the period of such alternate rate assignment.

7. In order to ensure that the previously accrued seniority of former members of the Local 416 Bargaining Unit who, after May 11, 2000 and before October 12, 2005, moved permanently into a position covered by the Local 79 Full-Time Collective Agreement (the "Former Local 416 Members") is recognized, the parties agree that:

   (i) Within ninety (90) working days following the execution of this Carriage of Seniority Memorandum, the City shall provide to both Local 416 and to Local 79 a list based upon such records as are available of all Former Local 416 Members (the "416 Member List") which list shall include, in relation to each Former Local 416 Member:

      (a) his or her name;
      (b) the Local 416 seniority date, as he or she possessed at the date that he or she moved permanently into a position covered by the Local 79 Full-Time Collective Agreement;
      (c) the Local 79 seniority date, acquired by the Former Local 416 Member since he or she moved permanently into a position covered by the Local 79 Full-Time Collective Agreement; and
      (d) the Former Local 416 Member's cumulative Local 79 seniority date, being the seniority date resulting from the combined effect of the seniority dates described in (b) and (c).

   (ii) At the same time, the City will send a letter to all Former Local 416 Members, identified on the 416 Member List, providing the information contained in paragraph 7(i). This information will be sent to the current home address on record with the City. The City shall provide Local 416 and Local 79 with a copy of the letter sent to each such Former Local 416 Member.

   (iii) The Former Local 416 Member will have a period of sixty (60) working days from the date of the City's Letter, to bring forward in writing to the City, Local 79 and Local 416, any dispute he or she has with the cumulative Local 79 seniority date set out in the City's letter and the basis for the dispute (the "Dispute letter").

   (iv) If the Former Local 416 Member does not dispute the seniority date described in the City's letter within the sixty (60) working day period, the cumulative Local 79 seniority date shall thereafter be finalized with no retroactive application.

   (v) If the Former Local 416 Member does dispute the seniority date described in the City's letter within the sixty (60) working day period, the dispute will be resolved in accordance with the following dispute resolution process:

      (a) Within the sixty (60) working day period following the date of the Dispute letter, Local 416 and Local 79 will meet and attempt to resolve the dispute;
      (b) In the event that Local 416 and Local 79 are successful in resolving the dispute, such resolution shall be brought to the City for its consideration;
      (c) In the event that the City agrees to the resolution proposed by Local 416 and Local 79, the cumulative Local 79 seniority date shall thereafter be finalized with no retroactive application;
      (d) In the event that either the City does not agree to the resolution proposed by Local 416 and Local 79 or that Local 416 and Local 79 are unsuccessful in resolving the dispute, the matter will be referred to <<name>> acting as arbitrator to hear and determine said disputes. The parties may agree to an alternative arbitrator. The cost of the arbitration shall be shared equally by the parties.

(e) The parties agree to cooperate in scheduling a sufficient number of arbitration dates to dispose of outstanding disputes as expeditiously as reasonably possible.
(f) The process to be followed in resolving the disputes referred to the arbitrator will fairly and finally determine and resolve seniority disputes regarding the Former Local 416 Member's cumulative Local 79 seniority date which shall thereafter be finalized with no retroactive application. This procedure will include:

1. The Former Local 416 Member will outline their claim; give evidence under oath or affirmation; and present relevant documents and statements;
2. Local 416 and Local 79 will have the opportunity to support or respond to the employees' claims and make any submissions;
3. Local 79 will take no position as to the appropriate interpretation of the seniority provisions of the Local 416 Collective Agreement;
4. The City will have the opportunity to respond to employees' claims and make any submissions;
5. The arbitrator will make a final determination on the dispute, but he is not required to give any reasons.
6. The arbitrator shall have all the powers of an arbitrator under the Labour Relations Act and the collective agreement between the parties.
7. The arbitrator's decision will be final and binding on the parties and any affected employee.

Accommodation from Local 416 to Local 79

8. Notwithstanding paragraph 25. below, if a disabled employee covered by the Local 416 Collective Agreement cannot be accommodated in his own Bargaining Unit, the disabled employee may, without limiting the City's duty to accommodate, be accommodated in the Local 79 Full-Time Bargaining Unit. An accommodation in the Local 79 Full-Time Bargaining Unit may be temporary or permanent. A temporary accommodation is any accommodation where there is a reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable of resuming work with or without accommodation within the employee's own position. A permanent accommodation is any accommodation where there is no reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable of resuming work with or without accommodation within the employee's own position.

9. When a Local 416 member is temporarily accommodated in the Local 79 Full-Time Bargaining Unit the employee shall be covered by paragraphs 11. or 12. below. However, notwithstanding anything contained in this Carriage of Seniority Memorandum, a disabled employee covered by the Local 416 Collective Agreement and accommodated temporarily in the Local 79 Full-Time Bargaining Unit shall, for hours worked,

   - receive 100% of his/her regular earnings or the rate of the position whichever is greater for the duration of the temporary accommodation and subject to regular reviews,

   or for hours not worked:
   - use available sick credits and entitlements in accordance with the Collective Agreement, or
   - receive insurance coverage through WSIB, LTD or a private carrier subject to their regulations

   and the employee shall continue to be covered by the following provisions of the Local 416 Collective Agreement:

   - Article 13 (Vacation Savings Pay and Vacation With Pay)
   - Clause 14.15 and Schedules 3 and 4 (STD Plans)
   - Article 17 (Pensions and Retirement)
   - Article 46 (Modified Work Program)

10. During the period that the disabled employee covered by the Local 416 Collective Agreement is temporarily accommodated in the Local 79 Full-Time Bargaining Unit, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 416 Collective Agreement and the seniority accruing under the Local 79 Full-Time Collective Agreement except for the purposes of overtime, job posting, promotion, position deletion, lay-off and recall. For the purposes of overtime, job posting and promotion the employee's seniority shall consist solely of seniority accrued under the Local 79 Full-Time Collective Agreement as a member of the Local 79 Full-Time Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's current accommodation assignment in the Local 79 Full-Time Bargaining Unit. For the purposes of position deletion, lay-off and recall, Article 46 of the Local 416 Collective Agreement will continue to govern the manner in which the employee is treated.

11. Notwithstanding paragraph 3., when a disabled employee covered by the Local 416 Collective Agreement is temporarily accommodated in the Local 79 Full-Time Bargaining Unit, the disabled employee's dues shall continue to be remitted to Local 416 for the entire duration of the temporary accommodation in Local 79. Local 416 shall represent the employee with respect to any matter that is listed in paragraph 9. above. In respect of all other matters, Local 79 shall represent the employee and Local 416 and Local 79 will meet to discuss contribution by Local 416 to the cost of any legal proceedings.

12. When a Local 416 member is permanently accommodated in the Local 79 Full-Time Bargaining Unit, the employee shall not be considered temporarily accommodated and all provisions of the Local 79 Full-Time Collective Agreement shall apply in all respects and without limitation. Any adjustment that permanently recognizes full seniority (i.e., combined Local 416 and Local 79) within the Local 79 Full-Time Collective Agreement will apply only from the date of the commencement of such permanent accommodation and will have no retroactive application. This paragraph will be effective commencing ninety (90) calendar days following the execution of this Carriage of Seniority Memorandum.

Part B - CUPE, Local 79

The Local 79 Full-Time Collective Agreement

13. The City and Local 79 agree that they will administer article 20 of the Full-Time Collective Agreement between them (the "Local 79 Full-Time Collective Agreement") for the remainder of its term, and any extension thereof, in accordance with the provisions of this Memorandum of Agreement, including but not limited to paragraph 14.

14. The City and Local 79 agree that, at the conclusion of its term they will recommend to their principals the amendment of the Local 79 Full-Time Collective Agreement to add the following receiving clause, in place of the current clause 6.07,:

> "XX.XX Where an employee covered by the TCEU Local 416 Collective Agreement is assigned to work on an alternate rate to a position in the Local 79 Full-Time Bargaining Unit such employee shall upon the commencement of the first pay period following the completion of thirty (30) continuous working days in the position in the Local 79 Full-Time Bargaining Unit, become a member of the Local 79 Full-Time Bargaining Unit for all purposes for the duration of the alternate rate assignment subject to the terms and conditions of the tri-partite agreement between Local 79, TCEU Local 416 and the City governing the carriage of seniority, dated <<date>> , (the "Carriage of Seniority Memorandum"), between the TCEU Local 416 and the Local 79 Full-Time Bargaining Units. Once the alternate rate assignment is terminated, the employee concerned shall return to the TCEU Local 416 Bargaining Unit."

Movement from Local 79 to Local 416

15. The dues of an employee covered by the Local 79 Full-Time Collective Agreement (a "Local 79 member") who becomes a member of the Local 416 Bargaining Unit pursuant to paragraphs 1. or 2. above, shall be remitted to Local 416 for the duration of the alternate rate assignment. Local 416 shall, subject to paragraphs 17. and 23., have the exclusive authority and duty to represent the employee in all matters relative to the employee's employment as a member of the Local 416 Bargaining Unit. During the period that the employee is a member of the Local 416 Bargaining Unit, as a result of the alternate rate assignment, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 79 Collective Agreements and the seniority accruing under the Local 416 Collective Agreement except for the purposes of job posting, promotion, position deletion, layoff and recall. Overtime will be distributed in accordance with the Local 416 Collective Agreement. For the purposes of job posting and promotion, the employee's seniority shall consist solely of seniority accrued under the Local 416 Collective Agreement as a member of the Local 416 Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's then current alternate rate assignment. In the event of the layoff of employees pursuant to clause 29.02 of the Local 416 Collective Agreement or the deletion of positions in the Local 416 Bargaining Unit in the classification to which the employee has been assigned, on an alternate rate basis, the employee shall be reverted, by the City, to the Local 79 Full-Time Bargaining Unit in accordance with the Local 79 Full-Time Collective Agreement.

16. During the period that the employee is a member of the Local 416 Bargaining Unit, as a result of the alternate rate assignment, the employee shall continue to be covered by the following provisions of the Local 79 Collective Agreement:

    - Article 10 (Vacations)
    - Clause 11.14 and Schedule 2 as referred to therein (STD Plans)
    - Article 13 (Pensions and Retirement)

17. Notwithstanding paragraph 15. when a Local 79 member is assigned to an alternate rate assignment in the Local 416 Bargaining Unit, Local 79 shall represent the employee with respect to any matter that is listed in paragraph 16. above. In respect of all other matters, Local 416 shall represent the employee and Local 416 and Local 79 will meet to discuss contribution by Local 79 to the cost of any legal proceedings.

18. A Local 79 member who is temporarily placed in the Local 416 Bargaining Unit as a result of an alternate rate assignment and who returns to the Local 79 Full-Time Bargaining Unit in accordance with the Local 79 Full-Time Collective Agreement will do so without loss of seniority and with credited seniority for the period of such alternate rate assignment.

19. In order to ensure that the previously accrued seniority of former members of the Local 79 Full-Time Bargaining Unit who, after May 11, 2000 and before October 12, 2005, moved permanently into a position covered by the Local 416 Collective Agreement (the "Former Local 79 Members") is recognized, the parties agree that:

    (i) Within ninety (90) working days following the execution of this Carriage of Seniority Memorandum, the City shall provide to both Local 79 and to Local 416 a list based upon such records as are available of all Former Local 79 Members (the "79 Member List") which list shall include, in relation to each Former Local 79 Member,:

        (a) his or her name;
        (b) the Local 79 seniority date, as he or she possessed at the date that he or she moved permanently into a position covered by the Local 416 Collective Agreement;
        (c) the Local 416 seniority date, acquired by the Former Local 79 Member since he or she moved permanently into a position covered by the Local 416 Collective Agreement; and

(d) the Former Local 79 Member's cumulative Local 416 seniority date, being the seniority date resulting from the combined effect of the seniority dates described in (b) and (c).

(ii) At the same time, the City will send a letter to all Former Local 79 Members, identified on the 79 Member List, providing the information contained in paragraph 7(i). This information will be sent to the current home address on record with the City. The City shall provide Local 79 and Local 416 with a copy of the letter sent to each such Former Local 79 Member.

(iii) The Former Local 79 Member will have a period of sixty (60) working days from the date of the City's Letter, to bring forward in writing to the City, Local 416 and Local 79, any dispute he or she has with the cumulative Local 416 seniority date set out in the City's letter and the basis for the dispute (the "Dispute letter").

(iv) If the Former Local 79 Member does not dispute the seniority date described in the City's letter within the sixty (60) working day period, the cumulative Local 416 seniority date shall thereafter be finalized with no retroactive application.

(v) If the Former Local 79 Member does dispute the seniority date described in the City's letter within the sixty (60) working day period, the dispute will be resolved in accordance with the following dispute resolution process:

(a) Within the sixty (60) working day period following the date of the Dispute letter, Local 79 and Local 416 will meet and attempt to resolve the dispute;
(b) In the event that Local 79 and Local 416 are successful in resolving the dispute, such resolution shall be brought to the City for its consideration;
(c) In the event that the City agrees to the resolution proposed by Local 79 and Local 416, the cumulative Local 416 seniority date shall thereafter be finalized with no retroactive application;
(d) In the event that either the City does not agree to the resolution proposed by Local 416 and Local 79 or that Local 416 and Local 79 are unsuccessful in resolving the dispute, the matter will be referred to <<name>> acting as arbitrator to hear and determine said disputes. The parties may agree to an alternative arbitrator. The cost of the arbitration shall be shared equally by the parties.
(e) The parties agree to cooperate in scheduling a sufficient number of arbitration dates to dispose of outstanding disputes as expeditiously as reasonably possible.
(f) The process to be followed in resolving the disputes referred to the arbitrator will fairly and finally determine and resolve seniority disputes regarding the Former Local 79 Member's cumulative Local 416 seniority date which shall thereafter be finalized with no retroactive application. This procedure will include:

1. The Former Local 79 Member will outline their claim; give evidence under oath or affirmation; and present relevant documents and statements;
2. Local 79 and Local 416 will have the opportunity to support or respond to the employees' claims and make any submissions;
3. Local 416 will take no position as to the appropriate interpretation of the seniority provisions of the Local 79 Collective Agreement;
4. The City will have the opportunity to respond to employees' claims and make any submissions;
5. The arbitrator will make a final determination on the dispute, but he is not required to give any reasons.
6. The arbitrator shall have all the powers of an arbitrator under the Labour Relations Act and the collective agreement between the parties.
7. The arbitrator's decision will be final and binding on the parties and any affected employee.

Accommodation from Local 79 to Local 416

20. Notwithstanding paragraph 25. below, if a disabled employee covered by the Local 79 Full-Time Collective Agreement cannot be accommodated in the Local 79 Full-Time Bargaining Unit, the disabled employee may, without limiting the City's duty to accommodate, be accommodated in the Local 416 Bargaining Unit. An accommodation in the Local 416 Bargaining Unit may be temporary or permanent. A temporary accommodation is any accommodation where there is a reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable of resuming work with or without accommodation within the employee's own position. A permanent accommodation is any accommodation where there is no reasonable expectation, medically supported, that the employee's disability will diminish within a reasonable period of time to the extent that the employee will be capable of resuming work with or without accommodation within the employee's own position.

21. When a disabled employee covered by the Local 79 Full-Time Collective Agreement is temporarily accommodated in the Local 416 Bargaining Unit the employee shall be covered by paragraphs 1. or 2. above. However, notwithstanding anything contained in this Carriage of Seniority Memorandum, a disabled employee covered by the Local 79 Full-Time Collective Agreement and accommodated temporarily in the Local 416 Bargaining Unit shall continue to be covered by the following provisions of the Local 79 Full-Time Collective Agreement:

    - Article 10 (Vacations)
    - Clause 11.14 and Schedule 2 as referred to therein (STD Plans)
    - Article 13 (Pensions and Retirement)
    - Article 46 (Modified Work Program).

22. During the period that the disabled employee covered by the Local 79 Full-Time Collective Agreement is temporarily accommodated in the Local 416 Bargaining Unit, the employee's seniority shall consist of the aggregate of seniority accrued under the Local 79 Collective Agreements and the seniority accruing under the Local 416 Collective Agreement except for the purposes of overtime, job posting, promotion, position deletion, lay-off and recall. For the purposes of overtime, job posting and promotion the employee's seniority shall consist solely of seniority accrued under the Local 416 Collective Agreement as a member of the Local 416 Bargaining Unit since the commencement of the first pay period following the completion of thirty (30) continuous working days of the employee's current accommodation assignment in the Local 416 Bargaining Unit. For the purposes of position deletion, lay-off and recall, Article 21 and 35 of the Local 79 Full-Time Collective Agreement will continue to govern the manner in which the employee is treated.

23. Notwithstanding paragraph 15., when a disabled employee covered by the Local 79 Full-Time Collective Agreement is temporarily accommodated in the Local 416 Bargaining Unit, the disabled employee's dues shall continue to be remitted to Local 79 for the entire duration of the temporary accommodation in Local 416. Local 79 shall represent the employee with respect to any matter that is listed in paragraph 21. above. In respect of all other matters, Local 416 shall represent the employee and Local 416 and Local 79 will meet to discuss contribution by Local 79 to the cost of any legal proceedings.

24. When a Local 79 member is permanently accommodated in the Local 416 Bargaining Unit, the employee shall not be considered temporarily accommodated and all provisions of the Local 416 Collective Agreement shall apply in all respects and without limitation. Any adjustment that permanently recognizes full seniority (i.e., combined Local 79 and Local 416) within the Local 416 Collective Agreement will apply only from the date of the commencement of such permanent accommodation and will have no retroactive application. This paragraph will be effective commencing ninety (90) calendar days following the execution of this Carriage of Seniority Memorandum.

Part C - General Matters

Employee Accommodation

25. All parties confirm that they are committed to the principle that the accommodation of a disabled employee should occur first within the disabled employee's own Bargaining Unit.

Employee Representation Disputes

26. In the event of any difference between Local 416 and Local 79 in regards to which Bargaining Unit bears the obligation to represent an employee in any grievance or any dispute or difference regarding contribution to the cost of legal proceedings as provided for in paragraphs 5, 11, 17 or 23, Local 416 and Local 79 shall resolve that matter, outside of the context of the individual grievance and without impact on the carriage of the grievance or the involvement of the City in accordance with paragraphs 27(ii) to (iv).

Dispute Resolution Process

27. In the event there is a dispute, but for a dispute arising under paragraphs 7 or 20 the matter will be referred to the dispute resolution mechanism set out herein, the cost of which shall be borne equally by the parties,:

    (i) any party shall have the right to refer any unresolved issue, to the City's Director of Employee and Labour Relations and to the President of Local 79 and the President of Local 416, or their respective designates, for immediate discussion and speedy resolution.

    (ii) in the event that the issue is not resolved within fifteen (15) working days from the date of this referral, then any party shall have the right to refer the issue(s) in dispute to expedited arbitration. It is agreed that the arbitrator shall have the jurisdiction to hear the substance of the issues and the parties agree they will not raise jurisdictional objections in this regard.

    (iii) if any party refers the issues in dispute to an expedited arbitration process, the dispute shall be heard by any of the following arbitrators through a random selection process:

        D. Randall
        M. Nairn

    (iv) The arbitrator's decision shall be rendered, with or without reasons on the same day that the dispute is heard, with reasons to follow. The parties will jointly advise the arbitrator of the need for an immediate decision.

Further Matters

28. This Memorandum of Agreement shall constitute a full and final settlement of CUPE, Local 79's Grievance No. PC07-06-8209 and Local 416's Application to the Labour Board (Board File Number 2705-05-U).

29. Upon execution of this Carriage of Seniority Memorandum, Local 79 shall satisfy its commitment to Local 416 described under a separate letter concerning certain monies held by the Fort York Credit Union or its successor.

30. This Carriage of Seniority Memorandum shall be deemed to have been entered into pursuant to Section 96 of the *Act* and shall be enforceable as such. All differences between the parties, including all grievances in relation to the remittance of dues for Local 79 members on alternate rates in the Local 416 Bargaining Unit and all grievances in relation to the remittance of dues for Local 416 members on alternate rates in Local 79 Full-Time Bargaining Unit, as listed in Appendix "A" to this

Carriage of Seniority Memorandum, shall be deemed withdrawn by the effect of the parties signing this Carriage of Seniority Memorandum.

31. This Carriage of Seniority Memorandum shall replace and supersede the prior Minutes of Settlement entered into between the City, Local 416 and Local 79, dated January 12, 2005, and referred to as the "Rankin and McKinnon" Minutes of Settlement, except for paragraphs 3., 5. and 6. thereof.

32. This Carriage of Seniority Memorandum shall only be amended by the agreement of all three parties.

33. This Carriage of Seniority Memorandum shall form an Appendix to both the Local 416 Collective Agreement and the Local 79 Full-Time Collective Agreement.

DATED at Toronto this 23rd day of April 2009.

FOR LOCAL 416	FOR THE CITY	FOR LOCAL 79
"Mark Ferguson"	"Jayne Allan"	"Nancy Murphy"

This Collective Agreement was ratified April 2, 2012 and came into effect April 4, 2012, unless otherwise stated.

C.U.P.E. LOCAL 79

FULL-TIME UNIT

Memorandum of Agreement Items

January 01, 2012–
December 31, 2015

The parties agree that these items do not form part of the Collective Agreement.

Article 6
WAGES AND SALARIES

Wages

The parties agree to a four (4) year term with wage adjustment increases as follows:

Effective January 1, 2012	0.0%
Effective January 1, 2013	1.5% Lump Sum payment on gross regular pay; 0.5% Base increase on gross regular pay;
Effective January 1, 2014	1.75% Base increase on gross regular pay;
Effective January 1, 2015	2.25% Base increase on gross regular pay.

The lump sum payment will be based upon an employee's base salary as at December 31, 2012 and prorated on the basis of the regular hours worked by the employee in that calendar year.

In order to receive the lump sum payment, the employee must be in the employ of the City on January 1, 2013.

The lump sum payment does not form part of the employee's base salary and is not pensionable and is subject to normal statutory deductions and union dues.

Effective January 1, 2013 increase all rates for classifications payable on December 31, 2012, by half a percent (0.5%).

Effective January 1, 2014 increase all rates for classifications payable on December 31, 2013, by one and three quarters percent (1.75%).

Effective January 1, 2015 increase all rates for classifications payable on December 31, 2014, by two and one quarter percent (2.25%).

Employees who had their wage rates frozen as a result of the Herman Award who are above the harmonized rate shall continue to have their wages frozen until they meet the amalgamated classification harmonization rate.

While “frozen”, such employee shall receive a lump sum payment in each year of the Collective Agreement, in the amount of the annualized value of the across-the-board increases as applied to their frozen rate, provided that the lump sum payment is included as pensionable earnings. This payment will be based on straight time earnings and paid at the beginning of the year for the previous year.

Article 8
HOURS OF WORK AND SHIFT CHANGE

MEMORANDUM OF AGREEMENT
BETWEEN:
City of Toronto
("the City")
and

Canadian Union of Public Employees, Local 79
("the Union")

hereinafter referred to as "the parties"

RE: Reduction in Hours in Long-Term Care Homes and Services (LTCHS)

WHEREAS the parties are committed to achieving cost efficient and effective services while being accountable to taxpayers and providing optimum resident care and at the same time taking into account the financial impact of the reduction of hours on employees;

AND WHEREAS the LTCHS Division currently runs a 24/7 operation and has employees working 40 hours per week (8 hours per shift) which results in a redundant shift overlap of half ["½"] hour per shift.

NOW THEREFORE the parties have agreed to address the redundant shift overlap in LTCHS by permanently decreasing the hours of work to 37.5 hours per week (7.5 hours per shift) for the classifications set out in Paragraph #1 below, over a set period of time as follows:

1. The parties agree to reduce the hours of work from 40 hours per week (8 hours per shift) to 37.5 hours per week (7.5 hours per shift) in the following classifications in the Full-Time bargaining unit in the LTCHS Division:

   Registered Nurse (RN)
   Registered Practical Nurse (RPN)
   Practical Care Aide (PCA)

2. As of the date of ratification of the 2012 to 2015 Full-Time Collective Agreement, any (new) employee(s) hired, demoted, reclassified, alternate rated, transferred, or promoted into one of the positions listed in paragraph one (1) above, in the Full-Time unit in the LTCHS Division, shall be placed on a 37.5 hour work week (7.5 hours per shift).

3. Appendix "A" lists the names of all employees who are currently working a forty (40) hour work week in classifications listed in paragraph 1 above. The parties agree that the list of employees in Appendix "A" was prepared based on the most recent seniority list (subject to errors or omissions).

4. Employees listed in Appendix "A" shall continue to be on a forty (40) hour work week (8 hours per shift) until the earlier of the date he/she vacates his/her position or January 7, 2014.

5. On January 8, 2014, the employees listed in Appendix "A" shall have their length of shift and pay decreased by fifteen (15) minutes to a 38.75 hour work week (7.75 hours per shift). The employees shall work a 38.75 hour work week up to and including January 6, 2015.

6. Employees listed in Appendix "A" shall continue to be on a 38.75 hour work week (7.75 hours per shift) until the earlier of the date he/she vacates his/her position or January 6, 2015.

7. On January 7, 2015, the employees listed in Appendix "A" shall have their length of shift and pay decreased by an additional fifteen (15) minutes to a 37.5 hour work week (7.5 hours per shift).

8. The employees listed in Appendix "A" shall work in the 37.5 hour work week (7.5 hours per shift) thereafter subject to operational requirements.

9. Employees listed in Appendix "A" may elect to have their 40 hour work week (8 hours per shift) and pay immediately reduced to a 37.5 hour work week (7.5 hours per shift) as of the date of ratification of the 2012 to 2015 Full-Time Collective Agreement or later.

10. On January 30, 2014, employees listed in Appendix "A", who are still in the employ of the City shall be paid a one-time lump sum payment, minus any statutory deductions and union dues, as indicated below:

    - Registered Nurse: $500.00
    - Registered Practical Nurse: $300.00
    - Practical Care Aide: $250.00

11. Those clauses in the Full-Time Collective Agreement which reference a 35 hour or a 40 hour work week, and those clauses which reference a 7 hour or 8 hour day shall be amended to include a 37.5 hour work week and a 7.5 hour work day as applicable, as of the date of ratification of the 2012 to 2015 Full Time Collective Agreement.

12. The LTCHS Part-Time Collective Agreement will be reviewed and amended to reflect the 37.5 hour work week and 7.5 hours per shift classifications.

Article 11A
ILLNESS OR INJURY PLAN

TRANSITION TO IIP

Election to Illness or Injury Plan

Within sixty (60) days of July 31, 2009 the City and Local 79 shall meet to discuss the format of a hard copy communication to employees eligible to transfer to the IIP. Such communication shall include a reference to the employees' current sick bank, if any, a copy of the IIP Plan (Article 11A), the due date for election to IIP and return address information.

No later than October 18, 2009, the City shall inform all employees eligible to transfer to IIP of the requirement to elect, on or before November 18, 2009, to either transfer to the new IIP plan in accordance with clause 11A.02(b) or to remain in the current Sick Pay Plan in accordance with clause 11B.01 (Article 11B). The information will be provided to employees in hard copy and mailed to their home address. Employees shall have until November 18, 2009 to respond in writing. Any employee who has not responded shall be deemed to have elected to remain in their current Sick Pay Plan.

Transition to IIP Effective January 1, 2010

Employees electing to transfer to the IIP in accordance with 11A.02(b) or who are transferred to the IIP in accordance with clause 11A.02(c) (an employee covered by a former grand-parented STD Plan) will receive his/her IIP days on his/her first regularly scheduled work day on or after January 1, 2010 if he/she is:

(1) actually at work,
(2) on pre-approved vacation,
(3) on approved Leave of Absence, not arising due to illness or injury, or
(4) any other leave pursuant to the Collective Agreement not arising due to illness or injury.

Deferred Transition Date

An employee who elected to transfer to the IIP, or who is transferred to the IIP in accordance with clause 11A.02(c), (an employee covered by a former grand-parented STD Plan) who is absent from work because of illness or injury and who would otherwise be entitled to sick pay under either the pre-existing Sick Pay Plan or a pre-existing STD Plan shall continue to be covered by the pre-existing Sick Pay Plan or the pre-existing STD plan until the employee returns to work for a period of two (2) continuous weeks, after which the employee shall be enrolled in the IIP and eligible to use his/her IIP days.

SPECIAL PAYOUT/PAYMENT SCHEDULE

I. Special Payout For Employees with Sick Bank Who Elect a Payout

All employees hired prior to July 31, 2009 who have a Sick Bank and who elect, on or before November 18, 2009, to receive a payout and transfer to the Illness or Injury Plan ("IIP") on January 1, 2010, as per clause 11A.02(b)(ii), shall receive a payout based upon the following formula:

YEARS OF SERVICE (A)	CURRENT SPP PAYOUT FORMULA* (B)	SPECIAL PAYOUT (C)
At Least 30 years	50% of Bank to Maximum of 6 months	80% of current SLP payout formula
At Least 25 years and Less than 30 years	50% of Bank to Maximum of 6 months	75% of current SLP payout formula
At Least 20 years and Less than 25 years	50% of Bank to Maximum of 5 months	65% of current SLP payout formula
At Least 15 years and Less than 20 years	50% of Bank to Maximum of 4 months	45% of current SLP payout formula
At Least 10 years and Less than 15 years	50% of Bank to Maximum of 3 months	35% of current SLP payout formula
Less than 10 years	Zero	17.5% of Bank to a maximum of $700

*Note: The above-noted payout is subject to any specific arrangement in any sick leave or grandparented STD plans governing payout, e.g., the former City of Toronto, Borough of East York and any other applicable plan. Eligible employees of the former City of Toronto or Borough of East York have a payout formula whereby they receive 100% rather than 50% of Bank to the applicable maximum based on their service. Any other employee covered by a grandparented short term disability plan with a different payout option shall receive such payout as per their grandparented STD plan.

II. Payout For Employees in Grandparented STD Plans Who Elect a Payout

Employees in grandparented STD plans who have a sick bank and elect to receive a payout as per clause 11A.02(c)(ii) shall be paid out as per the payout formula of their grandparented STD plan.

III. Minimum Special Payout/Payment

Employees hired prior to July 31, 2009, who:

(1) elect the IIP and elect to receive a payout, or
(2) are transferred to the IIP from a grandparented STD Plan and do not elect to retain their frozen sick bank, shall receive a minimum lump sum payout/payment of $700.

IV. Employee Election

An employee shall receive, no later than October 18, 2009, an information package that includes a form allowing the employee to elect to:

(a) transfer to the Illness or Injury Plan ("IIP") and to elect to receive a payout, as per Part I (Column C), Part II or Part III above; or
(b) to transfer to IIP and retain his/her frozen Sick Bank; or
(c) to elect to remain in the current Sick Pay Plan ("SPP").

Employees must submit their completed election form by November 18, 2009, in accordance with clause 11A.02(b) of the Collective Agreement.

V. Special Payout/Payment Process

Part I Payout

(A) An employee who elects to transfer to the IIP and who elects to receive a payout as per clause 11A.02(b)(ii), shall transfer to the IIP on January 1, 2010 (the "Commencement Date") and have his/her Sick Bank, if any, frozen as at December 31, 2009. The minimum amount of the Payout will be $700.

(B) Following the Payout any sick pay credits remaining in the employee's frozen Sick Bank shall be eliminated.

Part II Payout

(A) An employee in a grandparented STD plan who has a Sick Bank and elects to receive a payout as per clause 11A.02(c)(ii) shall be paid out as per the payout formula of his/her grandparented STD plan. The minimum amount of the Payout will be $700.

(B) Following the Payout any sick pay credits remaining in the employee's frozen Sick Bank shall be eliminated.

Part III Payment

(C) An employee in a grandparented STD Plan who does not have a Sick Bank and is transferred to the IIP shall receive a lump sum payment of $700.

(D) The Part I (Column C) and Part II Payouts and the Part III Payment shall be made in one payment on February 18, 2010.

(E) An employee with eligible Registered Retirement Savings Plan (RRSP) room can assign all or part of the Part I or Part II Payouts or the Part III Payment directly to his/her RRSP by providing the necessary form to the Director, Pension, Payroll and Employee Benefits by no later than December 15, 2009. Notwithstanding paragraph V(F) above, should the employee elect this option, such transfer to his/her RRSP shall be completed no later than February 28, 2010.

VI. Employees on Sick Leave at Commencement Date

(A) Notwithstanding Part V above, if, on the Commencement Date, an employee is on sick leave under the Sick Pay Plan or a grandparented STD plan, the employee shall continue to remain on such plan until he/she returns to work, as set out in paragraph VI(B), below.

(B) The employee shall receive, no later than four (4) weeks after returning to work, an information package that includes a form allowing the employee to elect to transfer to the IIP and receive a payout, as per Part I (Column C), Part II or Part III above, or elect to remain in the current Sick Pay Plan. The employee must submit his/her completed election form within two (2) weeks following receipt of the information package.

(C) In the event that the employee elects to transfer to the IIP, he/she shall commence enrolment in the IIP at the commencement of the pay period following thirty (30) calendar days from the date that he/she submitted his/her election form.

(D) The Special Payout/Payment, as per Part I (Column C), Part II or Part III above, shall be made in one payment no later than two (2) pay periods following the date that the employee was enrolled in the IIP.

(E) An employee with eligible Registered Retirement Savings Plan (RRSP) room can assign all or part of the Special Payout/Payment directly to his/her RRSP by providing the necessary form to the Director, Pension, Payroll and Employee Benefits. Notwithstanding paragraph VI(D) above, should the employee elect this option, such transfer to his/her RRSP shall be completed no later than four (4) pay periods following receipt of the RRSP assignment form.

ARTICLE 12
EXTENDED HEALTHCARE/DENTAL/GROUPLIFE AND LTD

Private Duty Nursing

This will confirm the City of Toronto's administration of Private Duty Nursing claims for members of CUPE Local 79.

All private duty nursing claims established after the implementation of the new benefits carrier (August 1st and November 1st) are subject to the terms of the Local 79 Collective Agreement. In reference to private duty nursing claims it states "Private duty nursing at home when medically necessary, to a maximum of $25,000 per person per three (3) benefit years."

All existing ongoing private duty nursing claims (established prior to the date of the new benefit carrier) are not subject to the above limitations. These claims are being adjudicated according to past contracts and practices. It is not our intent to apply a limitation to an existing claim that has been established and ongoing prior to the new Local 79 Collective Agreement. However, if the existing claim ends, any new claims for private duty nursing coverage will be subject to the terms of the Local 79 Collective Agreement.

BULLETIN BOARDS

Dedicated space on bulletin boards will be made available to the Union for the posting of official Union notices in convenient locations determined by the City and the Union. Such bulletin boards shall be in areas where employees will have access to them. The Union shall have the right to post notices of meetings and such other notices as may be of interest to its members. Problems may be identified by either party and shall be the subject of discussion.

CITY OF TORONTO POLICIES

The attached City of Toronto policies were in place at the time the City and Local 79 agreed to append them to the Memorandum of Agreement. For the most up-to-date version of these and other City of Toronto policies, please log on to the City of Toronto intranet website.

Human Resources Policies
Earned Deferred Leave

Category: **Absence From Work**

Policy Statement

This policy allows employees who wish to take an extended period of leave for personal reasons, to plan and self-finance that leave of absence.

Application

All employees listed below who have completed their probationary period are eligible for Earned Deferred Leave.

- Non-union full-time permanent employees
- CUPE local 79 full-time permanent employees in the Full Time Unit
- CUPE local 416 permanent employees
- TPFF Local 3888 permanent employees (with specific limitations) as provided in the Earned Deferred Leave - Letter of Intent attached to the collective agreement.

Definitions

Earned Deferred Leave: an authorized leave for six months or one year, in which an employee receives reduced pay during the enrolment period and receives the accrued deductions and interest during the leave period. The leave period must commence within 6 years from entering into the program.

Conditions

Leave Options
Employees may apply for any of the following earned deferred leave options:

- 90% Option: 4.5 years of work at 90% pay and 6 months of leave
- 80% Option: 4 years of work at 80% pay and 1 year of leave or 2 years of work at 80% pay and 6 months of leave
- 75% Option: 3 years of work at 75% pay and 1 year of leave or 1.5 years of work at 75% pay and 6 months of leave

Under each of these options, an employee receives the specified percentage of their salary for the period worked and receives the banked percentage plus accrued interest during the leave period, paid out in equal pay period installments. The accrued interest is taxable on an annual basis during the enrolment period and will be reported on an employee's T4 form.

Enrolment
An employee may apply for enrolment in the plan at any time of the year.

An employee must obtain approval to enrol in the plan, from his/her executive director/general manager/division head or designate.

The executive director/general manager/division head or designate may:

- approve the request for immediate enrolment
- approve the request but defer enrolment for a year
- deny the request.

The executive director/general/division head manager or designate must send written approval, deferral or denial of the request to the applicant. If the request is deferred he/she should indicate when the employee's request can be granted. If the request is denied he/she must explain the reasons to the employee.

The executive director/general manager/division head or designate should evaluate applications on the basis of consistent criteria to ensure employees are treated in a fair and equitable manner. In a situation where a number of employees within the same division or section apply for leave at the same time the executive director/general manager/division head or designate may need more information to prioritize requests. *Guidelines for Assessing Competing Requests* are included in this policy under the Implementation Section. The division will most often receive notice three or four years in advance of a leave; this will provide substantial opportunity for planning.

The terms of the enrolment in the plan are documented in an *Earned Deferred Leave Contract* signed by both parties, when a leave is approved. This can be changed in one of the following ways:

- The terms of the contract are changed by mutual consent.
- An executive director/general manager/division head may require an employee to withdraw from the plan if the employee transfers or is promoted to a different division that did not authorize the leave and that division cannot accommodate the employee's absence because of operational requirements.
- An employee, who wishes to withdraw from the plan during the enrolment period, may do so in exceptional circumstances only e.g. financial hardship. If the employee withdraws from the plan he/she receives one lump sum payment for deferred salary and accrued interest, which becomes fully taxable in the year of receipt.

An employee must take an Earned Deferred Leave all at once i.e. the leave cannot be split up.

The Earned Deferred Leave program and Earned Deferred Leave

Contract are governed by and administered in accordance with Section 248(1) of the Income Tax Act and Regulation 6801.

An employee is not allowed to enter into more than one Earned Deferred Leave Contract at a time.

Employees on Earned Deferred Leave may not work in any city division in either a full-time or part-time capacity during the period of leave.

While an employee is on leave a position may be filled with acting or temporary staff, or left vacant.

Return from leave
An employee returning from Earned Deferred Leave will return to his/her former position if available, or a suitable alternate position.

In accordance with regulation 6801 of the Income Tax Act, employees are required to return to their employment after the leave for a period that is not less than the leave of absence.

Implementation

Guidelines for Assessing Competing Requests for Earned Deferred Leaves

Requests will be received a year or more in advance of the leave, providing substantial opportunity to prepare for the period of absence.

On some occasions, two or more employees may request leaves at the same time. If it is not possible to accommodate all those applicants, an attempt should be made to negotiate some satisfactory alternative schedule with the parties involved. If no satisfactory resolution can be obtained, the following criteria can be taken into account when making the decision.

Priority should be given to employees requesting a leave under the following circumstances:

- an employee plans to use the leave as a means of easing the transition to full retirement, subject to conditions stated above
- a leave is being requested on "compassionate" grounds, for example to provide care to an ill family member
- an employee has been appointed to a leadership position with a professional or volunteer organization, and requires a leave in order to take the position
- a leave has been requested for a specific time-dated activity that cannot easily be postponed (e.g. attendance at a course of studies).

The executive director/general manager/division head or designate may also wish to take the following factors into account when determining

priority among competing requests:

- a leave date has been requested to co-ordinate with that of other family members.
- a leave date has been requested to provide for a specifically seasonal activity.

If it is not possible to resolve the conflict given these factors, it is recommended that an objective criterion such as seniority or date of application be used to determine priority.

Starting the Leave
Employees should begin their leaves as soon as the deferral period is over. In exceptional circumstances, employees may defer their leaves, however, income tax regulations require that the leave of absence must begin no later than six years after the start of the deferral period. For example, if the deferral begins on June 1 2001, the leave of absence must start no later than June 1, 2007.

Illness during Leave
If an employee becomes seriously ill during the leave, and wishes to defer part of the leave, the employee should contact his/her executive director/general manager/division head or designate. These situations will be dealt with on a case by case basis. Adjustments will be made in cases where the illness is of such severity and duration so as to effectively frustrate the purpose of the leave, and are within the latitude allowed by Revenue Canada regulations.

Salary & Benefits

Salary
During the enrolment period, an employee receives and is taxed upon the elected percentage of his/her current salary. While on leave the employee receives and is taxed upon the deferred amount plus accrued interest paid out.

During the enrolment period, interest credited on deferred amounts is reported for tax purposes each December 31.

Performance Pay – non union employees
There are two kinds of pay increase:
Across the Board Increase (ABI) A pay increase based primarily on cost of living allowance, subject to Council's approval. The ABI is applied as an across-the-board increase to the salary ranges and the employee's salary, provided the employee received a performance level of "met objectives" or "developmental".

Performance Pay A pay increase that is determined by the employee's performance level, i.e. 1% (developmental) or 3% (met objectives). This increase is added to the employee's current salary up to the maximum salary of the range.

The employee receives no ABI or performance pay increase while on earned deferred leave. When the employee returns, he/she receives a prorated performance pay increase for the time worked prior to his/her earned deferred leave. Payroll adjusts the employee's pay to reflect any missed ABI increase(s), effective on the employee's return date.

Example
*The employee and manager set objectives on **January 1, 2005.***
*The employee starts an earned deferred leave on **April 1, 2005** and returns on **April 1, 2006.***
*A closing review meeting is held with the manager before the employee begins the leave. The performance pay increase, based on performance is prorated for three (3) months **(January 1 to March 31, 2005)** The prorated performance pay and full ABI are applied to the employee's base salary upon the employee's return from his/her earned deferred leave. The manager completes the Pay for Performance Form and sends it to Payroll for processing upon the employee's return.*

*The employee returns from leave on **April 1, 2006,** and sets objectives with the manager for nine months **(April to December).** A review is held in the first quarter of 2007 and any performance pay increase is prorated for nine (9) months. The full ABI is applied from January 1, 2007.*

Benefits
The employee receives his/her usual benefits during the enrolment period of the plan and the leave period. Most employee benefits are not related to level of income. There are some exceptions:

- Group Life Insurance
- Long Term Disability
- Pensions

Contributions and premiums for these programs during the enrolment period will be based upon full (100%) salary. During the leave period benefits related to salary shall be at the salary level (100%) at the time the leave started.

During the leave period an employee may elect to maintain any optional life insurance coverage that he/she has and pay the appropriate premiums. If the employee declines to maintain this coverage, upon return from the leave it may be necessary to provide proof of insurability to re-instate optional coverage.

Pension
Under the OMERS Plan, the leave period is considered broken service. When the employee returns from leave if he/she wishes to buy back pension service he/she must pay both the employee and the employer's contribution to the pension plan, for the period of the leave. If the employee elects to purchase this period of broken service, the city will make a one-time lump sum payment equal to the employer's contribution to the employee. This lump sum is a taxable benefit.

The Income Tax Act restricts the number of broken service periods for which an employee can purchase pension credit to a lifetime maximum of 5 years plus up to an additional 2 years for periods of parental leave.

Vacation

- Employees do not earn vacation while on leave.
- Any vacation that is owing to employees when they begin the leave will be available to them when they return from leave.
- The period of the leave counts towards service requirements for calculating increases in vacation entitlements.

For example: On January 1st 2002 an employee begins his 7th year of employment and has 15 days entitlement in his vacation bank when he goes on leave on January 1st 2002. He takes 6 months leave. He still has 15 days entitlement when he returns to work on July 2nd 2002. However, in 2002 he works for 6 months only and therefore earns 7.5 days of vacation, which is made available to him on January 1st 2003. On January 1st 2004, in the employee's 9th year he is entitled to 20 days of vacation.

Canada Pension and Employment Insurance
Employment Insurance premiums are deducted during the enrolment period on the full salary. During the leave an employee does not contribute to employment insurance and the leave period is not counted as insurable employment. If this is of concern to an employee he/she should check the implications of his/her particular situation by contacting the local Employment Insurance Commission office. Canada Pension Plan deductions are calculated on the reduced salary during the enrolment period and during the leave CPP is calculated on the deferred amount.

Sick pay
No sick pay is accrued during the leave. Any sick credits owing to employees when they begin the leave will be available to them when they return from leave.

Approved by Workforce Strategy Team for the Executive Management Team.

Date Approved April 12, 2001

Revised December 5, 2006

Human Resources Policies
Family Medical Leave

Category: **Absence From Work**

Policy Statement

The City of Toronto provides up to eight weeks unpaid Family Medical Leave to employees who need to take a leave to provide care and support to a family member who has a serious medical condition where there is a significant risk of death occurring within a period of 26 weeks.

Application

This policy applies to all City of Toronto employees and shall be administered in accordance with the Employment Standards Act.

Definitions

For the purpose of this policy, ***family member*** is defined as:

1. The employee's spouse (includes common law and same sex partner)
2. A parent, step-parent or foster parent of the employee
3. A child, step-child or foster child of the employee or the employee's spouse.
4. A brother or sister of the employee.
5. A grandparent of the employee or of the employee's spouse.
6. A grandchild of the employee or of the employee's spouse.
7. The father-in-law or mother-in-law of the employee.
8. A brother-in-law or sister-in-law of the employee.
9. A son-in-law or daughter-in-law of the employee or of the employee's spouse.
10. An uncle or aunt of the employee or of the employee's spouse.
11. The nephew or niece of the employee or of the employee's spouse.
12. The spouse of the employee's grandchild, uncle, aunt, nephew or niece.
13. A foster parent of the employee's spouse.
14. A person who considers the employee to be like a family member.

Note: In numbers 4 to 8 a reference to a relationship includes the corresponding "step" relationship.

Provide care and support: providing psychological or emotional support, arranging for care by a third party provider or directly providing or participating in the care of the family member.

Conditions

Requirement for medical certificate
An employee is entitled to a leave of absence without pay of up to eight weeks to provide care or support to a family member, if a qualified health practitioner issues a certificate stating that the individual has a serious medical condition with a significant risk of death occurring within a period of 26 weeks or a shorter period.

Duration of leave
When the health practitioner issues a certificate, an employee may take the Family Medical Leave within the 26-week period specified in the medical certificate. For example an employee may begin the leave as soon as the certificate is issued or may choose to wait to start the leave, as long as the leave does not extend beyond the designated end of the 26-week period.

The employee may remain on a leave for eight weeks or the last day of the week in which the family member dies.

The eight (8) weeks of a Family Medical Leave do not have to be taken consecutively but an employee may only take a leave in periods of entire weeks.

"Week" is defined for Family Medical Leave purposes as a period of seven consecutive days beginning on a Sunday and ending on a Saturday. Week is defined in this way to correspond with the beginning and end of the week set for Employment Insurance (EI) entitlement purposes.

Sharing the leave
If two or more employees (employed by the same or different organisations) take this leave to provide care and support for a specific family member, the eight weeks of Family Medical Leave must be shared between them. For example if one spouse takes six weeks to care for his or her child, the other spouse would be able to take only two weeks of Family Medical Leave.

Extension of leave
If employees request an extension beyond the eight weeks leave, they must submit a written request to their supervisor. The supervisor decides if this extension can be granted. If the request is approved, the extended leave can be covered by vacation, Voluntary Leave, Leave without Pay as well as personal leave provisions contained in the applicable collective agreements.

Subsequent leaves
If an employee takes a leave and the family member does not die within 26 weeks, the employee may take another leave at a later time and requires another medical certificate for that purpose.

Employment Insurance Benefits

All employees covered under the Employment Standards Act are entitled to take a Family Medical Leave. Those employees who qualify can also access Compassionate Care Employment Insurance (EI) benefits for up to six weeks.

In order to access these benefits, employees must serve a two-week unpaid waiting period.

Employees entitled to EI benefits can apply for employment insurance. Employees are required to provide a medical certificate to Employment Insurance in order to receive the benefit. The medical certificate can be found on the EI website.

Employment Insurance permits the sharing of the six-week benefit by two or more working members of the family. If the benefit is shared, only one employee serves the waiting period.

Employees may take the eight-week leave all at once or divide it into parts with a minimum of one-week segments.

Note: For details on eligibility on employment insurance benefits refer to the Employment Insurance (EI) Compassionate Care Benefits website (see link below)

Examples

- Jane takes leave from Sunday August 8th to October 2nd and returns to work on October 4th, having completed the eight-week leave with six weeks EI benefit.
- Abdul takes leave from August 8th to September 4th and returns to work on September 6th. (Four weeks: two-week waiting period and two-week leave with benefit). Abdul takes further leave from September 19th to October 2nd and returns to work October 4th (two-week leave with benefit). Abdul takes further leave from November 14th to November 27th and returns to work on November 29th (two-week leave with benefit).
- Julia takes leave from October 10th to October 30th and returns to work on November 1st. She takes three weeks leave with benefit. Her brother had previously taken leave with three weeks benefit and had served the waiting period.

The EI benefits can be paid regardless of where the family member lives. If employees are required to travel to other countries to look after a dying family member, they are still entitled to the benefit and can access the benefit by application through the Internet.

The EI benefit ends at the end of the week in which the person dies if this occurs during the benefit period.

Salary & Benefits

Benefits
Basic benefits coverage (health, dental, group life insurance, STD and LTD) continues during Family Medical Leave.

Benefit coverage for part-time employees continues to be on a pro-rated basis.

Employees are responsible for premiums that they would normally pay for benefits that are not covered by the basic plan, for example additional coverage for group life insurance.

Pension
If employees want to maintain pension service credits they must pay their pension contributions for the duration of the leave. The city will match these contributions.

Vacation
Employees' annual vacation entitlement is not affected by this leave.

Sick Pay
Employees, who accumulate sick leave credits, continue to earn sick credits during the period of leave.

Service and Seniority
Employees accumulate full service and seniority during the leave. However, Family Medical Leave days are not counted towards the completion of the probationary period.

Increments and Pay for Performance
Bargaining unit employees' increments are not affected by this leave.

Non-union employees receive the full merit level increase based on their performance for the duration of the Family Medical Leave. Any further leave without pay is subject to pro-ration of the merit level increase and market rate adjustment.

Implementation

Notifying supervisors
Employees who wish to take Family Medical Leave must advise their managers/supervisors before taking the leave. If prior notice is not possible because of the urgency of the situation, employees should inform their managers/supervisors as soon as possible.

Employees must submit their requests in writing, stating:

- *the date that they want to* start their leave and the date when they expect to return to work
- the amount of leave requested and the scheduling e.g. eight

weeks together; four weeks taken in weekly segments

- whether the employee is the only family member taking the leave and if sharing the leave with another family member how many weeks he/she is taking i.e. less than eight (8) weeks.

If employees are not sure when they will be returning to work, they should contact their supervisors at a later date to advise of their return to work. If there is a change in the return to work date, supervisors must e-mail the new return to work date to Payroll as soon as they receive the information from employees.

Information for Payroll

Supervisors must ensure that a *Leave of Absence Request/Notification* form is completed stating "Family Medical Leave" in the Comments section, Section B, and submit the form to Payroll. The payroll control clerk sends a Record of Employment form directly to the employee.

At the start of the leave, the Pensions, Payroll & Employee Benefits Division sends a letter to the employee to explain that benefits will be protected on condition that proof is submitted that the requested leave is a Family Medical Leave.

Employees who are collecting EI benefits must submit confirmation that their leaves have been approved by Employment Insurance by sending the original EI pay stubs to Payroll as soon as they receive them and continue to provide the pay stubs as they are received.

Supervisors may ask an employee for a copy of the certificate as appropriate, for instance, in the situation where employees are not entitled to EI benefits because they do not have sufficient insurable hours. These employees must provide a certificate to their supervisor, from a qualified health practitioner stating that the employee's family member has a serious medical condition with a significant risk of death occurring within a period of 26 weeks or a shorter period. This certificate should be attached to the form submitted to Payroll. The certificate can either be a copy of the certificate used for EI purposed (available from the EI website) or a note from the health practitioner with the relevant information.

The federal government has developed a "Compassionate Care Benefits Attestation" form that is required for those persons applying for the Employment Insurance Compassionate Care Benefit under the "like a family member" category. The form needs to be signed by the gravely ill person or his or her legal representative, confirming that the caregiver is "like a family member". In situations where the employee is applying for Family Medical Leave to care for a person who considers the employee to be like a family member, supervisors can request this document from an employee to confirm the employee's eligibility, regardless of whether the employee is applying for the Employment Insurance Compassionate Care Benefit.

Approved by	Executive Management Team
Date Approved	November 8, 2004
Revised	December 6, 2006

Human Resources Policies
Leave without Pay

Category: **Absence From Work**

Policy Statement

This policy allows employees who wish to take an extended period of leave for personal reasons to do so.

Application

All employees listed below are eligible for Leave without pay.

- Non-union full-time permanent employees who have completed their probationary period
- CUPE local 79 employees
- CUPE local 416 employees

Definitions

Leave without Pay: an authorized leave for up to a year without pay or benefits.

Conditions

Employees may apply for a leave period of up to one year.

An employee must give notice of leave to his/her executive director/division head to give the division time to plan for the employee's extended absence. The minimum advance notice should be one month.

Employees may apply for a leave without pay at any time of the year.

The leave of absence must be approved by an employee's executive director/general manager/division head or designate. When he/she receives a request, he/she may:

- approve the request
- approve the request but defer the leave
- deny the request.

The executive director/general manager/division head or designate must send written approval, deferral or denial of the request to the applicant. If the request is deferred or denied he/she must explain the reasons to the employee and indicate whether the employee's request can be granted at some future date.

The executive director/general manager/division head or designate should evaluate applications on the basis of consistent criteria to ensure employees are treated in a fair and equitable manner. In a situation where a number of employees within the same division or section apply for leave at the same time the executive director/general manager/division head or

designate may need more information to prioritize requests. *Guidelines for Assessing Competing Requests* are included in this policy under the Implementation section.

The terms of the plan leave are documented and agreed to by both parties, when a leave is approved. This can be changed only by mutual consent.

Return from leave
An employee returning from leave without pay will return to his/her former position or a suitable alternate position if available.

While an employee is on leave a position may be filled with acting or temporary staff, or left vacant.

Implementation

Guidelines for Assessing Competing Requests for Leaves

On some occasions, two or more employees may request leaves at the same time. If it is not possible to accommodate all applicants, an attempt should be made to negotiate some satisfactory alternative schedule with the parties involved. If no satisfactory resolution can be obtained, the following criteria may be taken into account when making the decision.

Priority should be given to employees requesting a leave under the following circumstances:

- an employee plans to use the leave as a means of easing the transition to full retirement
- a leave is being requested on "compassionate" grounds, for example to provide care to an ill family member
- an employee has been appointed to a leadership position with a professional or volunteer organization, and requires a leave in order to take the position
- a leave has been requested for a specific time-dated activity that cannot easily be postponed (e.g. attendance at a course of studies).

The executive director/general manager/division head or designate may also wish to take the following factors into account when determining priority among competing requests:

- a leave date has been requested to co-ordinate with that of other family members
- a leave date has been requested to provide for a specifically seasonal activity.

If it is not possible to resolve the situation given these factors, it is recommended that an objective criterion such as date of application be used to determine priority.

Salary & Benefits

Benefits
This is a leave without pay and at no cost to the city. An employee has the option of discontinuing benefits or maintaining all benefits coverage at his/her own expense. An election form must be completed prior to the commencement of the leave and the employee must pay the benefit premiums before the leave begins.

OMERS Pension
A leave without pay is a break in service. If an employee wants to maintain pension service credits he/she must pay both the employee's and city's pension contributions for the duration of the leave. An election form will be forwarded to the employee following the completion of the leave.

Vacation
Vacation is reduced for the period of the leave taken, on a pro-rated basis. For example, if an employee is on leave for six months he/she does not earn any vacation during the period on leave but earns vacation for the balance of that year. The period of leave is not counted towards service requirements for calculating increases in vacation entitlements.

Canada Pension Plan and Employment Insurance
On a leave without pay an employee does not contribute to the Canada Pension Plan or employment insurance and the leave period is not counted as insurable employment. If this is of concern to an employee he/she should check the implications of his/her particular situation by contacting his/her local Employment Insurance Commission office.

Sick pay
No sick pay is accrued during the leave.

Approved by Workforce Strategy Team for the Executive Management Team.

Date Approved April 12, 2001

Revised September 30, 2005

Human Resources Policies
Military Service

Category: **Absence From Work**

Policy Statement

The City of Toronto supports employees who want to participate in the military reserve force and allows them to take a leave of absence to fulfill their reserve duties.

Application

All employees listed below are eligible for Military Service leave.

- Non-union employees
- CUPE local 416 employees
- CUPE local 79 employees

Conditions

Employees can take a leave of absence with pay, for the two week period of absence, to attend the Canadian Armed Forces Reserve Training Program.

The maximum period of absence is two weeks in a calendar year.

Employees applying for leave must provide their executive director/general manager/division head or designate with a letter of support from their commanding officer.

Salary & Benefits

Employees are paid their regular pay provided they submit any compensation received for military service to the city treasurer, unless this compensation is paid for days they are not scheduled to work.

Compensation received for travelling expenses and meal allowance does not have to be returned to the city.

All benefits continue during the leave.

An employee's service is not affected by the leave. An employee's vacation entitlement, and pension credit do not change.

Approved by Senior Management Team

Date Approved July 29, 1999

Revised September 30, 2005

CITY OF TORONTO
PROCEDURES
Request for parking for employees with a disability

The City of Toronto is committed to its accommodation responsibilities in accordance with the Ontario Human Rights Code. The City will accommodate people with disabilities who require parking, to the point of undue hardship and in a manner that respects their dignity.

Procedure

Employees with disabilities who are not allocated a free parking space under existing criteria will be considered for a parking space based on the following factors:

- The applicant has a disability which can be either permanent or temporary
- The applicant cannot walk unassisted for more than 200 metres (218 yards) in eight minutes or less without great difficulty or danger to his or her health or safety (the Ministry of Transportation Disabled Parking Permit requirements)
- The use of any form of public transportation including Wheel Trans is not a viable option

For the purpose of obtaining disabled parking privileges, employees will be placed in one of two categories.

- Permanent:

  An employee in this category will be considered for a parking space upon review of medical documentation by Employee Health and Rehabilitation (EH&R). The employee will not require any further proof of disability.

- Temporary:

  An employee in this category will be considered for a parking space for a limited time upon review of medical documentation by EH&R. The employee will be subject to reassessment if extensions are requested.

Applications are available at:

Employee Health and Rehabilitation Services
100 Queen Street West, Lower Level East
Toronto, Ontario M5H 2N2
(416) 392-7330

Once your request has been approved the attached form will be completed by EH&R.

TORONTO

City of Toronto, Application

Parking for Employees with Disabilities

Dear

Your application for Disabled Parking will be reviewed by Employee Health and Rehabilitation (EH&R). You may be asked to attend an appointment for an assessment by the City's occupational health physician or physiotherapist.

If your application is granted, a recommendation will be made to Facilities & Real Estate and you will be notified of the decision in writing.

Please complete the following authorization and have your physician complete the bottom section of this form and forward the completed form to, EH&R, City Hall, Lower Level (Fax #: 416-392-1788).

***To be completed by employee*:**

Date: ..... Full name:..... Employee No:.....

License Plate No: ..... Division: ..... Business No:.....

Work location(s):.....

I authorize EH&R to communicate with my physician if further clarification is required.

Signature of Employee

.....

***To be completed by employee's physician*:**

Dear Dr.

This is to inform you that Mr./Mrs./Ms..... has applied for disabled parking at his/her place of employment, the City of Toronto. **In order to make a determination for approval EH&R, City of Toronto, requires the following information:**

1. What is the diagnosis?
   .....
2. How does the diagnosis impact on the patient's ability to use public transit?
   .....
3. Does the applicant have a permanent disability (loss of function)? {}Yes {}No
4. Is this a temporary disability? {}Yes {}No
5. If this is a temporary disability, for what period of time is the accommodation required? .....
6. Is the applicant unable to walk unassisted for more than 200 meters (218 yards) in eight minutes or less without great difficulty or danger to his or her health? {}Yes {}No
   (Ministry of Transportation Disabled Parking Permit requirement)

Comments:

.....

.....

.....

All medical information is kept strictly confidential in our files.

Doctor's Name ..... Tel # .....

Address

.....

Signature..... Date .....

Thank you for your assistance. If you have any questions, contact EH&R at 416-392-7330.

WAGE SCHEDULES

LOCAL 79 FULL-TIME UNIT

AND

CITY OF TORONTO

The following is the wage schedule (Schedule 1) for the years – January 1, 2012 – December 31, 2012, January 1, 2013– December 31, 2013, January 1, 2014 – December 31, 2014 and January 1, 2015 – December 31, 2015. The wage rate schedule in effect on December 31, 2011 is included for information purposes only.

The parties understand and agree that errors and omissions shall be identified at the earliest opportunity and, if unresolved, any dispute may be the subject of a grievance or an action at the Ontario Labour Relations Board.

The wage and salary information is based on positions in effect as of **January 1st, 2012**. Any change to the position information and rates set out in this Schedule, subsequent to the January 1st date, will be added upon renewal of the Collective Agreement.

TORONTO

L79 FT 2011 - 2012 Wage Rates - SORTED BY WAGE GRADE, ALPHABETICAL

Last updated April 22, 2014

Note: 2011/2012 Rates as per Payroll Tables

No Increase for 2012

A	B	C	D	E	F	G	H	I	J	K	L
				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
No Job Classification			1	$19.57	$20.15	$20.78	$21.42	$19.57	$20.15	$20.78	$21.42
Cleaner Light Duty	40	TF0008	2	$20.62	$21.26	$21.92	$22.60	$20.62	$21.26	$21.92	$22.60
Laundry Aide	40	TFS437	2	$20.62	$21.26	$21.92	$22.60	$20.62	$21.26	$21.92	$22.60
Cleaner Heavy Duty	35	TF0007	3	$21.76	$22.42	$23.12	$23.83	$21.76	$22.42	$23.12	$23.83
Cleaner Heavy Duty	40	TF4007	3	$21.76	$22.42	$23.12	$23.83	$21.76	$22.42	$23.12	$23.83
Courier	35	TF0001	3	$21.76	$22.42	$23.12	$23.83	$21.76	$22.42	$23.12	$23.83
Courier	40	TF4001	3	$21.76	$22.42	$23.12	$23.83	$21.76	$22.42	$23.12	$23.83
Food Services Worker	40	TF0086	3	$21.76	$22.42	$23.12	$23.83	$21.76	$22.42	$23.12	$23.83
Mail Clerk	35	TF0002	3	$21.76	$22.42	$23.12	$23.83	$21.76	$22.42	$23.12	$23.83
Room Attendant	40	TF0035	3	$21.76	$22.42	$23.12	$23.83	$21.76	$22.42	$23.12	$23.83
Kennel Attendant	7	TF0367	4	$22.96	$23.66	$24.40	$25.14	$22.96	$23.66	$24.40	$25.14
Receptionist	35	TF0003	4	$22.96	$23.66	$24.40	$25.14	$22.96	$23.66	$24.40	$25.14

TORONTO

L79 FT 2011 - 2012 Wage Rates - SORTED BY WAGE GRADE, ALPHABETICAL

Last updated April 22, 2014

Note: 2011/2012 Rates as per Payroll Tables

No Increase for 2012

A	B	C	D	E	F	G	H	I	J	K	L
				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Receptionist	40	TF4003	4	$22.96	$23.66	$24.40	$25.14	$22.96	$23.66	$24.40	$25.14
Bindery Operator	35	TF0038	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Bindery Operator	40	TF4038	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Cook	40	TF0075	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Day Care Housekeeper	40	TF0082	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Mailing Operator	35	TF0415	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Micrographics Technician	35	TF0326	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Practical Care Aide	40	TF0171	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Practical Care Aide LTC[1]	37.50	TFS171	5	$0.00	$0.00	$0.00	$0.00	$24.21	$24.98	$25.74	$26.55
Registration Assistant	35	TF0098	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Reproduction Copier Operator	35	TF0058	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Reproduction Copier Operator	40	TF4058	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55

TORONTO

L79 FT 2011 - 2012 Wage Rates - SORTED BY WAGE GRADE, ALPHABETICAL

Last updated April 22, 2014

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No Increase for 2012

A	B	C	D	E	F	G	H	I	J	K	L
				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Resident Aide	40	TF0184	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Security Reception Officer	40	TF0037	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Weighscale Operator	40	TF0337	5	$24.21	$24.98	$25.74	$26.55	$24.21	$24.98	$25.74	$26.55
Assistant Cashier CNS	35	TF0117	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Complementary Care Assistant	35	TF0150	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Customer Service Dispatch 2	40	TFS441	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Dental Clerk	35	TF0159	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Dispatcher Operations	40	TF0046	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Dispatcher Water Service	35	TF0047	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Engineering Technologist Technician 4	35	TF0321	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Engineering Technologist Technician 4	40	TF4321	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Family Home Visitor	35	TF0162	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Forestry Data Collector	40	TF0405	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Gallery Clerk	35	TF0087	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Home Visitor TB	35	TF0169	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Process Server	35	TF0262	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Revenue Clerk 4	35	TF0141	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Revenue Clerk CNS	35	TF0142	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Security Officer	40	TF0036	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Support Assistant C	35	TF0006	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Support Assistant C	40	TF4006	6	$25.54	$26.34	$27.15	$28.01	$25.54	$26.34	$27.15	$28.01
Accounting Assistant 4	35	TF0115	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Activities Organizer	35	TF0065	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Adult Day Program Assistant	40	TF0066	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Arts Program Officer	35	TF0067	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Banking Assistant 3	35	TF0120	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Caseworker Trainee	35	TF0071	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Cashier	35	TF0124	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Cashier CNS	35	TF0125	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Cashier SAC	35	TF0126	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Community Nutrition Educator	35	TF0148	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Community Oral Health Outreach Worker	35	TF0398	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Coordinator Rooming House Info Centre	35	TF0079	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Corporate Accounting Assistant 4	35	TFS132	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Costume Technician	35	TF0080	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Dental Assistant	35	TF0158	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Hostel Aide	40	TF0089	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Inspector Water Revenue	35	TF0229	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Materials Management Assistant 2	35	TF0295	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Materials Management Assistant 2	40	TF4295	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Municipal Standards Officer Level 2	35	TF0234	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Museum Program Officer	35	TF0091	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Museum Store Attendant	35	TF0350	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Parks Program Officer 2	40	TF0432	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Program Development Assistant	35	TF0092	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Recreation Services Assistant	40	TF0095	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Technician Audio Visual	35	TF0060	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Technician Audio Visual	40	TF4060	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Technician Darkroom	40	TF0061	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Technician Exhibit & Outreach	35	TF0101	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Technician Pre Press 2	35	TF0063	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Youth Advisor	35	TF0358	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Youth Outreach Worker	40	TF0338	7	$26.94	$27.77	$28.64	$29.53	$26.94	$27.77	$28.64	$29.53
Chemist Assistant 2	35	TF0310	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Client Service Worker	40	TF0072	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Coordinator Dispatch	40	TF0041	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Customer Service Dispatch 1 (eff: May 16, 2012 changed from 40 to 35 hrs.)	35	TF0442	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Customer Service Dispatch 1 (New eff: May 16, 2012. Replacing TF0442)	40	TF4442	8	$0.00	$0.00	$0.00	$0.00	$28.45	$29.32	$30.23	$31.17
Cut Repair Examiner	40	TF0218	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Early Childhood Educator 2	35	TF0084	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Large Format Press Feeder	35	TF0052	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Large Format Press Feeder	40	TF4052	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Legal Assistant 2	35	TF0260	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Mate	40	TF0029	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Materials Planning Assistant 2	35	TFS361	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Media Buyer	35	TF0054	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Payroll Benefits Pension Service Rep 3	35	TFS270	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Payroll Program Assistant 2	35	TF0272	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Preservation Assistant	35	TF0328	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Printing Operator	35	TF0056	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Printing Operator	40	TF4056	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Quality Control Investigator	35	TF0239	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Quality Control Investigator	40	TF4239	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Registered Practical Nurse LTC & Hostels	40	TF0181	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Registered Practical Nurse LTC[1]	37.50	TFS181	8	$0.00	$0.00	$0.00	$0.00	$28.45	$29.32	$30.23	$31.17
Registered Practical Nurse Public Health	35	TF0182	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Rehabilitation Assistant	40	TF0183	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Research Analyst 3	35	TF0304	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Revenue Clerk 3	35	TF0140	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Senior Water Revenue Inspector	35	TF0248	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Street Outreach Worker	35	TFS426	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Support Assistant B	35	TF0005	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Support Assistant B	40	TF4005	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Technician Infant Hearing	35	TF0186	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
Title & Status Researcher	35	TF0335	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Zoning & Planning Information Officer	35	TF0253	8	$28.45	$29.32	$30.23	$31.17	$28.45	$29.32	$30.23	$31.17
311 Contact Centre Svcs Representative	35	TFS348	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Accident & Insurance Expediter	35	TF0111	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Accounting Assistant 3	35	TF0114	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Administrative Assistant to Director	35	TF0352	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Application & Tech Supp Spec 4	35	TF0190	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Architectural Technical Assistant	35	TF0307	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Assistant Inspector Municipal Construct	35	TF0363	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Assistant Inspector Municipal Construct	40	TF4363	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Auto Equipment Inventory Clerk	40	TF0289	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Automotive Remarketing Advisor	40	TF0409	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Automotive Service Advisor	40	TF0362	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Banking Assistant 2	35	TF0119	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Chemist Assistant 1	35	TF0309	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Collections Officer	35	TF0440	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Contract Accounting Clerk 2	35	TF0128	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Coordinator Day Centre	35	TF0076	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Coordinator Design Services	35	TF0040	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Coordinator Exhibition	35	TF0077	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Coordinator Facility Rental	35	TF0009	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Coordinator Parking	35	TF0011	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Coordinator Volunteer Management	35	TF0402	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Corporate Accounting Assistant 3	35	TFS131	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Corporate Accounts Payable Service Rep	35	TFS133	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Counsellor Sexual Health Info Line	35	TF0157	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Court & Records Clerk Animal Control	35	TF0256	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Court Clerk Monitor	35	TF0257	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Design Technologist	35	TF0315	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Designer 3	35	TF0045	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Engineering Technologist Technician 3	35	TF0320	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Engineering Technologist Technician 3	40	TF4320	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Environmental Technician	35	TFS429	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Fire Inspector	35	TF0219	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Bindery	40	TF0049	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Copycentre	35	TF0050	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Copycentre	40	TF4050	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Facilities	40	TF0016	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Farm	40	TF0017	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Forestry 2	40	TF0019	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Mail	35	TF0381	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Parks 2	40	TF0024	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Foreperson Works 2	40	TF0028	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Inspector Emergency Services (Delimit)	40	TF0221	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Inspector Operations Equipment	40	TF0225	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Landscape Technician	35	TF0324	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Landscape Technician	40	TF4324	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Large Format Press Operator	40	TF0053	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Legal Conveyancing Clerk	35	TFS261	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Lottery Licensing Compliance Officer	35	TF0230	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Maintenance Patroller	40	TF0231	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Materials Management Assistant 1	35	TF0294	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Materials Management Assistant 1	40	TF4294	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Materials Planning Assistant 1	35	TFS360	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Pad Site Officer	35	TFS428	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Parks Program Officer 1	40	TF0414	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Playspace Technician	40	TF0421	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Recycling Advisor	35	TF0034	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Site Plan Technician	35	TF0359	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Technician Pre Press 1	35	TF0062	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Voice Infrastructure Analyst	35	TFS209	9	$30.00	$30.93	$31.88	$32.87	$30.00	$30.93	$31.88	$32.87
Accounting & Payroll Assistant	35	TF0264	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Application Technician	35	TFS273	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Arborist Inspector	40	TF0305	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Budget Assistant	35	TF0122	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Business Application Support Rep	35	TFS123	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Bylaw Officer	35	TF0216	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Bylaw Officer	40	TF4216	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Caseworker Childrens Services	35	TF0068	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Caseworker Community Based Services	35	TF0069	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Caseworker Employment & Social Services	35	TF0070	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Caseworker Youth Vocation	35	TF0423	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Client Support Analyst 2	35	TFS192	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Communications Coordinator Econ Dev	35	TF0104	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Communicative Disorders Assistant	35	TF0371	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Community Development Worker	35	TF0073	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Community Recreation Programmer	35	TF0430	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Community Recreation Programmer	40	TF4430	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Community Recreation Programmer Envir	40	TF0453	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Coordinator Complement Review & Reporting	35	TF0419	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Coordinator Homeless Initiatives	35	TF0078	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Coordinator Public Consultation	35	TF0042	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Early Childhood Educator 1	35	TF0083	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Family Planning Community Worker	35	TF0163	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Finance Representative	35	TF0136	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Conservatory	40	TF0015	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Forestry 1	40	TF0018	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson General Construction	40	TF0020	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Mechanical Electrical & Trades	40	TF0022	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Parks 1	40	TF0023	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Parks Technical Services	40	TF0025	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Plant Production & Greenhouse	40	TF0410	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Print	40	TF0051	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Foreperson Works 1	40	TF0027	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Healthy Environments Enforcement Officer	35	TF0168	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Home Visitor Childrens Services	35	TF0088	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Legal Assistant 1	35	TF0259	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Operations Support Analyst 3	35	TFS197	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Parks Ambassador	40	TF0433	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Payroll Benefits Pension Service Rep 2	35	TFS269	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Payroll Program Assistant 1	35	TF0271	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Photographer	35	TF0055	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Property Officer 4	35	TF0033	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Property Officer 4	40	TF4033	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Quality Assurance Analyst	35	TF0457	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Resource Educator	35	TF0099	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Senior Cashier	35	TFS144	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Senior Title & Status Researcher	35	TF0333	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Support Assistant A	35	TF0004	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Traffic Field Investigator	35	TF0251	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Trainer Forestry	40	TF0403	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Translator Interpreter	35	TF0064	10	$31.65	$32.63	$33.65	$34.68	$31.65	$32.63	$33.65	$34.68
Accounting Assistant 2	35	TF0113	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Administrator Letters of Credit	35	TFS116	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Advertising Coordinator	35	TF0424	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Application & Tech Supp Spec 3	35	TF0189	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Application Examiner	35	TF0212	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Architectural Planning Technologist	35	TF0306	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Assistant Fair Wage Officer	35	TFS265	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Assistant Housing Development Officer	35	TF0460	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Assistant Planner	35	TF0274	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Assistant Planner	35	TFS274	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Assistant Planner Urban Forestry	35	TF0275	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Banking Assistant 1	35	TF0118	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Client Support Analyst 1 (Delimit)	35	TFS191	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Commercial Area Officer BIA	35	TF0103	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Contract Accounting Clerk 1	35	TF0127	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Contracted Svcs & Warranty Administrator	40	TFS377	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Coordinator Bicycle Safety Education	35	TFS276	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Coordinator Commuter Cycling Program	35	TFS277	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Coordinator Contract Administration	35	TF0354	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Coordinator District Support	35	TF0448	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Envrl Monitoring Programs	35	TF0217	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Coordinator Recruitment	35	TF0266	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Coordinator Training	35	TF0267	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Corporate Accounting Assistant 2	35	TFS130	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Corporate Buyer	35	TFS291	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Cultural Outreach Officer	35	TFS339	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Departmental Buyer	35	TF0293	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Designer 2	35	TF0044	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Emergency Medical Dispatcher	40	TF0048	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Engineering Technologist Technician 2	35	TF0319	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Facilities Planning Specialist	35	TF0322	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Family Support Worker	35	TF0085	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Automotive	40	TF0013	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Foreperson Carpentry	40	TF0014	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Foreperson HVAC	40	TF0021	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Foreperson Refrigeration & Filtration	40	TF0026	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Health Information Analyst	35	TF0165	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Inspector Standards & Specifications	35	TF0227	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Labour Force Development Advisor	35	TF0109	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Landscape Technologist	35	TF0325	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Law Clerk	35	TF0258	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Library Information Officer	35	TF0299	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Library Information Officer Legal	35	TFS300	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Methadone Support Worker	35	TF0090	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Multi-Media Specialist	35	TF0438	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Museum Outreach Officer	35	TFS461	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Operations Support Analyst 2	35	TFS196	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Payroll Benefits Pension Service Rep 1	35	TFS268	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Procurement Estimator	35	TF0057	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Program Development Officer	35	TF0093	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Purchasing Analyst	35	TF0296	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Registrar	35	TF0097	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Research Analyst 2	35	TF0303	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Revenue Clerk 2	35	TFS139	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Senior Design Technologist	35	TF0331	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Senior Fire Inspector	35	TF0243	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Water Quality Inspector	35	TF0247	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Service Desk Analyst 2	35	TFS456	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Spatial Data Analyst	35	TFS198	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Spatial Support Analyst	35	TFS200	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Systems Integrator 3	35	TF0206	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Technician Network Support	35	TFS207	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Technology Analyst 2	35	TFS452	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Technology Lifecycle Management Specialist	35	TFS208	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Trainer Business Process	35	TFS145	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Training & Development Specialist	35	TF0102	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Training & Development Specialist Court	35	TF0439	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57
Voice Infrastructure Specialist	35	TFS210	11	$33.37	$34.42	$35.49	$36.57	$33.37	$34.42	$35.49	$36.57

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Accounting Assistant 1	35	TF0112	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Archivist	35	TF0298	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Chemist	35	TF0308	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Communications Training Officer	40	TF0039	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Conservator Archives & Records	35	TF0311	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Conservator Artifacts	35	TF0312	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Coordinator Contracted Svcs Proc Ops	35	TF0418	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Coordinator Material Recycling & Reduction	35	TF0010	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Coordinator Material Recycling & Reduction	40	TF4010	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Coordinator ML&S Vehicle Inspection	40	TFS467	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Coordinator Purchasing Services	35	TFS290	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Coordinator Smart Commute	35	TF0422	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Corporate Coordinator Accounts Payable	35	TFS134	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Corporate Market Analyst	35	TFS292	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Counsellor	35	TF0081	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Counsellor Needle Exchange	35	TF0156	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Dental Hygienist	35	TF0160	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Designer 1	35	TF0043	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Engineering Technologist Technician 1	35	TF0318	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Engineering Technologist Technician 1	40	TF4318	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Fleet Standards & Specifications Analyst	35	TF0446	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
HBHC Inventory Coordinator	35	TF0167	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Housing Zoning Building Examiner	35	TF0427	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Inspector Forest Health Care	40	TF0222	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Inspector Municipal Construction	35	TF0224	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Inspector Municipal Construction	40	TF4224	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Legal Librarian	35	TFS369	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Multi-Media Coordinator	35	TF0417	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Municipal Standards Officer 1	35	TF0233	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Natural Resource Specialist	40	TF0344	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Photogrammetric Technologist	35	TF0327	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Preservation Officer	35	TF0329	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Property Officer 3	35	TF0032	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Public Health Dietician	35	TF0175	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Records & Information Analyst	35	TF0301	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Registered Nurse Counsellor	35	TF0178	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Registered Nurse LTC & Hostels	40	TF0179	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Registered Nurse LTC[1]	37.50	TFS179	12	$0.00	$0.00	$0.00	$0.00	$35.24	$36.33	$37.44	$38.61
Registered Nurse Public Health	35	TF0180	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Revenue Clerk 1	35	TFS138	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Senior Bylaw Officer	35	TF0242	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Senior Traffic Field Investigator	35	TF0246	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Sign Building Code Examiner Inspector	35	TF0449	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Social Worker Public Health	35	TFS435	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Street Outreach Counsellor	35	TFS425	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
System Developer 2	35	TFS202	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Wireless Infrastructure Specialist	35	TFS211	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Works Plan Examiner Inspector	35	TF0252	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Works Plan Examiner Inspector	40	TF4252	12	$35.24	$36.33	$37.44	$38.61	$35.24	$36.33	$37.44	$38.61
Agency Review Coordinator	35	TF0074	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Application & Tech Supp Spec 2	35	TF0188	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Budget Analyst	35	TF0121	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Building Code Examiner	35	TF0213	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Communications Representative	35	TF0408	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Community Health Officer	35	TF0146	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Community Mental Health Worker	35	TF0147	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Community Partnership Advisor	35	TF0105	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Community Project Grants Officer	35	TF0149	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Construction Coordinator	35	TF0314	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Construction Coordinator	40	TF4314	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Collections & Conservation	35	TFS463	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Coordinator Fleet & Facilities	40	TF0431	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Corporate Accounting Assistant 1	35	TFS129	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Enterprise IT Contract Coordinator	35	TFS384	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Enterprise IT Training Designer Develop	35	TFS385	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Environmental Coordinator	35	TF0395	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Finance Officer	35	TF0135	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Gaming Services Analyst	35	TF0373	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Mechanical Plan Examiner	35	TF0232	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Operations Support Analyst 1	35	TFS195	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Plumbing & Mechanical Plan Examiner	35	TF0236	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Plumbing Specialist	35	TF0237	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Production Artist/CTP Administrator	35	TFS447	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Program Officer	35	TF0238	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Program Support Analyst	35	TF0412	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Project Coordinator Food Policy Council	35	TF0173	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Promoter Sexual Health	35	TF0174	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Prosecutor 2	35	TFS263	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Public Health Inspector	35	TF0176	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Public Health Nurse	35	TF0177	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Research Analyst 1	35	TF0302	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Revenue Analyst	35	TFS137	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Risk Management Analyst	35	TFS143	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Senior Corporate Buyer	35	TFS297	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Senior Emergency Medical Dispatcher	40	TF0059	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Health Information Analyst	35	TF0185	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Senior Mechanical Examiner Inspector	35	TF0244	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Service Desk Analyst 1	35	TFS455	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Small Business Consultant	35	TF0110	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Spatial Data Specialist	35	TFS199	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Specialist HVAC	35	TF0250	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Systems Integrator 2	35	TF0205	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Technology Analyst 1	35	TFS451	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Traffic Planning Technologist	35	TF0336	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Zoning Examiner	35	TF0255	13	$37.16	$38.30	$39.51	$40.73	$37.16	$38.30	$39.51	$40.73
Air Quality Specialist	35	TF0343	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Application & Tech Supp Spec 1	35	TF0187	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Building Specialist	35	TF0215	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Civil Engineering Technologist	35	TF0353	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Committee Secretary	35	TF0375	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Communications & Marketing Consultant	35	TF0349	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Community Cultural Coordinator	35	TF0382	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Community Partnership Advisor Designer	35	TF0106	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Coordinator Council Services	35	TF0376	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Coordinator Support Services	35	TF0372	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Cultural Development Officer	35	TFS443	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Energy Consultant	35	TF0317	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Engineering Technical Coordinator	35	TF0316	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Estimator	35	TF0012	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98

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No Increase for 2012

A	B	C	D	E	F	G	H	I	J	K	L
				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Estimator	40	TF4012	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Financial Analyst Finance & Admin	35	TF0351	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Financial Analyst SDFA	35	TFS416	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Health Planner	35	TF0166	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Inspection Coordinator	40	TF0364	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Inspector Generalist	35	TF0223	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Investment Advisor	35	TF0107	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Investment Advisor International	35	TF0108	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Landscape Architect	35	TF0323	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Market Research & Promotions Consultant (New Mar. 7, 2012)	35	TF0470	14	$0.00	$0.00	$0.00	$0.00	$39.21	$40.42	$41.69	$42.98
Museum Coordinator	35	TF0394	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Natural Environment Specialist	35	TF0404	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98

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A	B	C	D	E	F	G	H	I	J	K	L
				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Planner Parks & Recreation	35	TF0280	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Planner Urban Forestry	35	TF0284	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Plumbing and HVAC Inspector	35	TF0436	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Project Coordinator	35	TF0330	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Project Coordinator	40	TF4330	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Property Officer 2	35	TF0031	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Senior Coordinator Public Consultation	35	TF0347	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Senior Records & Information Analyst	35	TF0374	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Senior Technology Analyst	35	TFS450	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Senior Voice Infrastructure Specialist	35	TFS389	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
System Developer 1	35	TFS201	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Transportation Engineering Coordinator	35	TF0378	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98

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A	B	C	D	E	F	G	H	I	J	K	L
				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Water Consultant	35	TF0454	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Work Zone Traffic Coordinator	35	TF0379	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Zoning Building Code Examiner	35	TF0254	14	$39.21	$40.42	$41.69	$42.98	$39.21	$40.42	$41.69	$42.98
Agency Review Officer Asset Management	35	TF0401	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Building Consultant	35	TF0214	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Case Presenter	35	TF0366	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Consultant Health Promotion	35	TF0151	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Consultant Nutrition Promotion	35	TF0152	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Consultant Professional Practice	35	TF0153	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Consultant Research	35	TF0154	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Coordinator Education	35	TF0155	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Enterprise Technical Support Specialist	35	TFS194	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33

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A	B	C	D	E	F	G	H	I	J	K	L
				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Epidemiologist	35	TF0161	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Financial Analyst Rev Svcs	35	TFS341	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Health Educator	35	TF0164	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Information & Technology Integrator	35	TF0355	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
PHN Mental Health Nurse Consultant	35	TF0170	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Planner Accessibility	35	TFS278	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Planner Community Planning	35	TFS279	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Planner SIPA (Title change eff: Sept. 1/12 from Planner Policy & Research)	35	TFS281	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Planner Transportation	35	TFS282	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Planner Urban Design	35	TFS283	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Planning Consultant	35	TF0235	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Policy & Research Consultant	35	TF0345	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Program Evaluator	35	TF0172	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Senior Plan Examiner	35	TF0245	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Spatial Products Analyst	35	TFS387	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Spatial Specialist	35	TFS388	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Specifications & Contract Coordinator	35	TF0334	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Speech Language Pathologist	35	TF0370	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Systems Integrator 1	35	TF0204	15	$41.37	$42.66	$43.95	$45.33	$41.37	$42.66	$43.95	$45.33
Enterprise Application Tech Specialist	35	TFS383	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
Homeless Employability Specialist	35	TFS407	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
Nurse Practitioner	35	TF0462	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
Property Officer 1	35	TF0030	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
Prosecutor 1	35	TFS340	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Public Art Officer	35	TF0400	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
Senior Building Inspector	35	TF0241	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
Senior Environmental Planner	35	TF0332	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
System Development Specialist	35	TFS203	16	$43.66	$44.99	$46.40	$47.82	$43.66	$44.99	$46.40	$47.82
Agency Review Officer	35	TF0368	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Corporate Application Project Leader	35	TFS392	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Economic Partnership Advisor	35	TFS397	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Financial Analyst Corporate Finance	35	TFS365	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Senior Air Quality Specialist	35	TF0342	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Senior Policy Advisor EDC	35	TFS346	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Senior Project Coordinator PF&R & EDC	35	TFS411	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Senior Risk Management Analyst	35	TFS393	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Spatial Specialist	35	TFS390	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Senior Technical Support Analyst	35	TFS391	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Streetscape Designers Cap Projects Coord	35	TFS396	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Systems Integration Specialist	35	TFS399	17	$46.04	$47.46	$48.95	$50.45	$46.04	$47.46	$48.95	$50.45
Housing Development Officer	35	TF0413	18	$48.58	$50.07	$51.63	$53.22	$48.58	$50.07	$51.63	$53.22
Senior Planner Community Planning	35	TFS285	18	$48.58	$50.07	$51.63	$53.22	$48.58	$50.07	$51.63	$53.22
Senior Planner SIPA (Title Change eff: Sept. 1/12 from Senior Planner Policy & Research)	35	TFS286	18	$48.58	$50.07	$51.63	$53.22	$48.58	$50.07	$51.63	$53.22
Senior Planner Transportation	35	TFS287	18	$48.58	$50.07	$51.63	$53.22	$48.58	$50.07	$51.63	$53.22
Senior Planner Urban Design	35	TFS288	18	$48.58	$50.07	$51.63	$53.22	$48.58	$50.07	$51.63	$53.22
No Job Classification			19	$51.25	$52.83	$54.45	$56.15	$51.25	$52.83	$54.45	$56.15
No Job Classification			20	$54.06	$55.74	$57.46	$59.24	$54.06	$55.74	$57.46	$59.24

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				2011 with Negotiated Increase (2010 + 2.25%, eff. Jan. 1)				2012 No Increase			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4

Footnote Legend

(1) For employees newly hired, promoted or transferred into the job April 02, 2012 or later, and for employees who elected to move directly to the 37.5 hour shift.

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				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
No Job Classification			1	$19.57	$20.15	$20.78	$21.42	$19.67	$20.25	$20.88	$21.53
Cleaner Light Duty	40	TF0008	2	$20.62	$21.26	$21.92	$22.60	$20.72	$21.37	$22.03	$22.71
Laundry Aide	40	TFS437	2	$20.62	$21.26	$21.92	$22.60	$20.72	$21.37	$22.03	$22.71
Cleaner Heavy Duty	35	TF0007	3	$21.76	$22.42	$23.12	$23.83	$21.87	$22.53	$23.24	$23.95
Cleaner Heavy Duty	40	TF4007	3	$21.76	$22.42	$23.12	$23.83	$21.87	$22.53	$23.24	$23.95
Courier	35	TF0001	3	$21.76	$22.42	$23.12	$23.83	$21.87	$22.53	$23.24	$23.95
Courier	40	TF4001	3	$21.76	$22.42	$23.12	$23.83	$21.87	$22.53	$23.24	$23.95
Food Services Worker LTC (eff: Jan. 1, 2013 chg from 40 to 35 hrs. & title chg from Food Services Worker)	35	TF0086	3	$21.76	$22.42	$23.12	$23.83	$21.87	$22.53	$23.24	$23.95
Food Services Worker (New eff: Jan. 1, 2013. Replacing TF0086)	40	TF4086	3	$0.00	$0.00	$0.00	$0.00	$21.87	$22.53	$23.24	$23.95
Mail Clerk	35	TF0002	3	$21.76	$22.42	$23.12	$23.83	$21.87	$22.53	$23.24	$23.95
Room Attendant	40	TF0035	3	$21.76	$22.42	$23.12	$23.83	$21.87	$22.53	$23.24	$23.95
Kennel Attendant	7	TF0367	4	$22.96	$23.66	$24.40	$25.14	$23.07	$23.78	$24.52	$25.27

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				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Receptionist	35	TF0003	4	$22.96	$23.66	$24.40	$25.14	$23.07	$23.78	$24.52	$25.27
Receptionist	40	TF4003	4	$22.96	$23.66	$24.40	$25.14	$23.07	$23.78	$24.52	$25.27
Bindery Operator	35	TF0038	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Bindery Operator	40	TF4038	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Cook LTC (eff: Jan. 1, 2013 changed from 40 to 35 hrs. and title chg from Cook)	35	TF0075	5	$24.21	$24.98	$25.74	$26.55	$0.00	$0.00	$0.00	$0.00
Cook (New eff: Jan. 1, 2013. Replacing TF0075)	40	TF4075	5	$0.00	$0.00	$0.00	$0.00	$24.33	$25.10	$25.87	$26.68
Day Care Housekeeper	40	TF0082	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Mailing Operator	35	TF0415	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Micrographics Technician	35	TF0326	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Practical Care Aide	40	TF0171	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Practical Care Aide LTC[1]	37.50	TFS171	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68

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A	B	C	D	I	J	K	L	M	N	O	P
				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Registration Assistant	35	TF0098	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Reproduction Copier Operator	35	TF0058	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Reproduction Copier Operator	40	TF4058	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Resident Aide	40	TF0184	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Security Reception Officer	40	TF0037	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Weighscale Operator	40	TF0337	5	$24.21	$24.98	$25.74	$26.55	$24.33	$25.10	$25.87	$26.68
Assistant Cashier CNS	35	TF0117	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Complementary Care Assistant	35	TF0150	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Customer Service Dispatch 2	40	TFS441	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Dental Clerk	35	TF0159	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Dispatcher Operations	40	TF0046	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Dispatcher Water Service	35	TF0047	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15

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A	B	C	D	I	J	K	L	M	N	O	P
				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Engineering Technologist Technician 4	35	TF0321	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Engineering Technologist Technician 4	40	TF4321	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Family Home Visitor	35	TF0162	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Forestry Data Collector	40	TF0405	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Gallery Clerk	35	TF0087	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Home Visitor TB	35	TF0169	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Process Server	35	TF0262	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Revenue Clerk 4	35	TF0141	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Revenue Clerk CNS	35	TF0142	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Security Officer	40	TF0036	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Support Assistant C	35	TF0006	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15
Support Assistant C	40	TF4006	6	$25.54	$26.34	$27.15	$28.01	$25.67	$26.47	$27.29	$28.15

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Accounting Assistant 4	35	TF0115	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Activities Organizer	35	TF0065	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Adult Day Program Assistant	40	TF0066	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Arts Program Officer	35	TF0067	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Banking Assistant 3	35	TF0120	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Caseworker Trainee	35	TF0071	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Cashier	35	TF0124	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Cashier CNS	35	TF0125	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Cashier SAC	35	TF0126	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Community Nutrition Educator	35	TF0148	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Community Oral Health Outreach Worker	35	TF0398	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Coordinator Rooming House Info Centre	35	TF0079	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Corporate Accounting Assistant 4	35	TFS132	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Costume Technician	35	TF0080	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Dental Assistant	35	TF0158	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Hostel Aide	40	TF0089	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Inspector Water Revenue	35	TF0229	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Materials Management Assistant 2	35	TF0295	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Materials Management Assistant 2	40	TF4295	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Municipal Standards Officer Level 2	35	TF0234	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Museum Program Officer	35	TF0091	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Museum Store Attendant	35	TF0350	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Parks Program Officer 2	40	TF0432	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Program Development Assistant	35	TF0092	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Recreation Services Assistant (eff: Jan. 1, 2013 changed from 40 to 35 hrs.)	35	TF0095	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Recreation Services Assistant LTC (New eff: Jan. 1, 2013. Replacing TF0095)	40	TF4095	7	$0.00	$0.00	$0.00	$0.00	$27.07	$27.91	$28.78	$29.68
Technician Audio Visual	35	TF0060	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Technician Audio Visual	40	TF4060	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Technician Darkroom	40	TF0061	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Technician Exhibit & Outreach	35	TF0101	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Technician Pre Press 2	35	TF0063	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Youth Advisor	35	TF0358	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Youth Outreach Worker	40	TF0338	7	$26.94	$27.77	$28.64	$29.53	$27.07	$27.91	$28.78	$29.68
Chemist Assistant 2	35	TF0310	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Client Service Worker	40	TF0072	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Dispatch	40	TF0041	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Customer Service Dispatch 1 (eff: May 16, 2012 changed from 40 to 35 hrs.)	35	TF0442	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Customer Service Dispatch 1 (New eff: May 16, 2012. Replacing TF0442)	40	TF4442	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Cut Repair Examiner	40	TF0218	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Early Childhood Educator 2	35	TF0084	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Large Format Press Feeder	35	TF0052	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Large Format Press Feeder	40	TF4052	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Legal Assistant 2	35	TF0260	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Mate	40	TF0029	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Materials Planning Assistant 2	35	TFS361	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Media Buyer	35	TF0054	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Payroll Benefits Pension Service Rep 3	35	TFS270	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Payroll Program Assistant 2	35	TF0272	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Preservation Assistant (Delimited Sept. 1, 2013)	35	TF0328	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Printing Operator	35	TF0056	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Printing Operator	40	TF4056	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Quality Control Investigator	35	TF0239	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Quality Control Investigator	40	TF4239	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Registered Practical Nurse LTC & Hostels	40	TF0181	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Registered Practical Nurse LTC[1]	37.50	TFS181	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Registered Practical Nurse Public Health	35	TF0182	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Rehabilitation Assistant (eff: Jan.01, 2013 changed from 40 to 35 hrs)	35	TF0183	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Rehabilitation Assistant LTC (New eff:Jan. 1, 2013. Replacing TF0183)	40	TF4183	8	$0.00	$0.00	$0.00	$0.00	$28.59	$29.47	$30.38	$31.33
Research Analyst 3	35	TF0304	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Revenue Clerk 3	35	TF0140	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Water Revenue Inspector	35	TF0248	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Street Outreach Worker	35	TFS426	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Support Assistant B	35	TF0005	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Support Assistant B	40	TF4005	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Technician Infant Hearing	35	TF0186	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Title & Status Researcher	35	TF0335	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
Zoning & Planning Information Officer	35	TF0253	8	$28.45	$29.32	$30.23	$31.17	$28.59	$29.47	$30.38	$31.33
311 Contact Centre Svcs Representative	35	TFS348	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Accident & Insurance Expediter	35	TF0111	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Accounting Assistant 3	35	TF0114	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Administrative Assistant to Director	35	TF0352	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Application & Tech Supp Spec 4	35	TF0190	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Architectural Technical Assistant	35	TF0307	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Assistant Inspector Municipal Construct	35	TF0363	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Assistant Inspector Municipal Construct	40	TF4363	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Auto Equipment Inventory Clerk	40	TF0289	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Automotive Remarketing Advisor	40	TF0409	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Automotive Service Advisor	40	TF0362	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Banking Assistant 2	35	TF0119	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Chemist Assistant 1	35	TF0309	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Collections Officer	35	TF0440	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Contract Accounting Clerk 2	35	TF0128	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Coordinator Day Centre	35	TF0076	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Coordinator Design Services	35	TF0040	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Exhibition	35	TF0077	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Coordinator Facility Rental	35	TF0009	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Coordinator Parking	35	TF0011	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Coordinator Volunteer Management	35	TF0402	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Corporate Accounting Assistant 3	35	TFS131	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Corporate Accounts Payable Service Rep	35	TFS133	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Counsellor Sexual Health Info Line	35	TF0157	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Court & Records Clerk Animal Control	35	TF0256	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Court Clerk Monitor	35	TF0257	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Design Technologist	35	TF0315	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Designer 3	35	TF0045	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Engineering Technologist Technician 3	35	TF0320	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Engineering Technologist Technician 3	40	TF4320	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Environmental Technician	35	TFS429	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Events Coordinator (New Jan. 1, 2013)	35	TF0475	9	$0.00	$0.00	$0.00	$0.00	$30.15	$31.08	$32.04	$33.03
Fire Inspector	35	TF0219	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Bindery	40	TF0049	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Copycentre	35	TF0050	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Copycentre	40	TF4050	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Facilities	40	TF0016	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Farm	40	TF0017	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Forestry 2	40	TF0019	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Golf (New Feb. 6, 2013)	40	TF0478	9	$0.00	$0.00	$0.00	$0.00	$30.15	$31.08	$32.04	$33.03
Foreperson Mail	35	TF0381	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Parks 2	40	TF0024	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Foreperson Sports Fields (New Jan. 2, 2013)	40	TF0473	9	$0.00	$0.00	$0.00	$0.00	$30.15	$31.08	$32.04	$33.03
Foreperson Works 2	40	TF0028	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Inspector Emergency Services (Delimit)	40	TF0221	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Inspector Operations Equipment	40	TF0225	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Landscape Technician	35	TF0324	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Landscape Technician	40	TF4324	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Large Format Press Operator	40	TF0053	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Legal Conveyancing Clerk	35	TFS261	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Lottery Licensing Compliance Officer	35	TF0230	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Maintenance Patroller	40	TF0231	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Materials Management Assistant 1	35	TF0294	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Materials Management Assistant 1	40	TF4294	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Materials Planning Assistant 1	35	TFS360	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Pad Site Officer	35	TFS428	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Parks Program Officer 1	40	TF0414	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Playspace Technician	40	TF0421	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Recycling Advisor	35	TF0034	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Site Plan Technician	35	TF0359	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Technician Pre Press 1	35	TF0062	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Voice Infrastructure Analyst	35	TFS209	9	$30.00	$30.93	$31.88	$32.87	$30.15	$31.08	$32.04	$33.03
Accounting & Payroll Assistant	35	TF0264	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Application Technician	35	TFS273	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Arborist Inspector	40	TF0305	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Budget Assistant	35	TF0122	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Business Application Support Rep	35	TFS123	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Bylaw Officer	35	TF0216	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Bylaw Officer	40	TF4216	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Caseworker Childrens Services	35	TF0068	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Caseworker Community Based Services	35	TF0069	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Caseworker Employment & Social Services	35	TF0070	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Caseworker Youth Vocation	35	TF0423	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Client Support Analyst 2	35	TFS192	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Communications Coordinator Econ Dev	35	TF0104	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Communicative Disorders Assistant	35	TF0371	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Community Development Worker	35	TF0073	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Community Development Worker (New Jan. 9, 2013)	40	TF4073	10	$0.00	$0.00	$0.00	$0.00	$31.81	$32.79	$33.82	$34.85
Community Recreation Programmer	35	TF0430	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Community Recreation Programmer	40	TF4430	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Community Recreation Programmer Envir	40	TF0453	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Coordinator Complement Review & Reporting	35	TF0419	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Coordinator Homeless Initiatives	35	TF0078	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Coordinator Public Consultation	35	TF0042	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Early Childhood Educator 1	35	TF0083	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Family Planning Community Worker	35	TF0163	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Finance Representative	35	TF0136	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson Conservatory	40	TF0015	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Forestry 1	40	TF0018	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson General Construction	40	TF0020	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson Mechanical Electrical & Trades	40	TF0022	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson Parks 1	40	TF0023	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson Parks Technical Services	40	TF0025	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson Plant Production & Greenhouse	40	TF0410	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson Print	40	TF0051	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Foreperson Works 1	40	TF0027	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Healthy Environments Enforcement Officer	35	TF0168	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Home Visitor Childrens Services	35	TF0088	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Legal Assistant 1	35	TF0259	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Operations Support Analyst 3	35	TFS197	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Parks Ambassador	40	TF0433	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Payroll Benefits Pension Service Rep 2	35	TFS269	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Payroll Program Assistant 1	35	TF0271	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Photographer	35	TF0055	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Property Officer 4	35	TF0033	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Property Officer 4	40	TF4033	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Quality Assurance Analyst	35	TF0457	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Resource Educator	35	TF0099	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Senior Cashier	35	TFS144	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Senior Title & Status Researcher	35	TF0333	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Support Assistant A	35	TF0004	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Traffic Field Investigator	35	TF0251	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Trainer Forestry	40	TF0403	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Translator Interpreter	35	TF0064	10	$31.65	$32.63	$33.65	$34.68	$31.81	$32.79	$33.82	$34.85
Accounting Assistant 2	35	TF0113	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Administrator Letters of Credit	35	TFS116	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Advertising Coordinator	35	TF0424	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Application & Tech Supp Spec 3	35	TF0189	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Application Examiner	35	TF0212	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Architectural Planning Technologist	35	TF0306	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Assistant Fair Wage Officer	35	TFS265	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Assistant Housing Development Officer	35	TF0460	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Assistant Planner	35	TF0274	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Assistant Planner	35	TFS274	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Assistant Planner Urban Forestry	35	TF0275	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Banking Assistant 1	35	TF0118	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Client Support Analyst 1 (Delimit)	35	TFS191	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Commercial Area Officer BIA	35	TF0103	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Contract Accounting Clerk 1	35	TF0127	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Contracted Svcs & Warranty Administrator	40	TFS377	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Coordinator Bicycle Safety Education	35	TFS276	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Coordinator Commuter Cycling Program	35	TFS277	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Coordinator Contract Administration	35	TF0354	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Coordinator District Support	35	TF0448	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Coordinator Envrl Monitoring Programs	35	TF0217	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Coordinator Recruitment	35	TF0266	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Training	35	TF0267	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Corporate Accounting Assistant 2	35	TFS130	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Corporate Buyer	35	TFS291	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Cultural Outreach Officer	35	TFS339	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Departmental Buyer	35	TF0293	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Designer 2	35	TF0044	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Emergency Medical Dispatcher	40	TF0048	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Engineering Technologist Technician 2	35	TF0319	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Facilities Planning Specialist	35	TF0322	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Family Support Worker	35	TF0085	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Foreperson Automotive	40	TF0013	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Foreperson Carpentry	40	TF0014	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson HVAC	40	TF0021	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Foreperson Refrigeration & Filtration	40	TF0026	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Health Information Analyst	35	TF0165	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Inspector Standards & Specifications	35	TF0227	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Labour Force Development Advisor	35	TF0109	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Landscape Technologist	35	TF0325	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Law Clerk	35	TF0258	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Library Information Officer	35	TF0299	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Library Information Officer Legal	35	TFS300	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Methadone Support Worker	35	TF0090	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Multi-Media Specialist	35	TF0438	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Museum Outreach Officer	35	TFS461	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Operations Support Analyst 2	35	TFS196	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Payroll Benefits Pension Service Rep 1	35	TFS268	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Procurement Estimator	35	TF0057	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Program Development Officer	35	TF0093	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Purchasing Analyst	35	TF0296	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Registrar	35	TF0097	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Research Analyst 2	35	TF0303	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Revenue Clerk 2	35	TFS139	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Senior Design Technologist	35	TF0331	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Senior Fire Inspector	35	TF0243	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Senior Water Quality Inspector	35	TF0247	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Service Desk Analyst 2	35	TFS456	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Spatial Data Analyst	35	TFS198	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Spatial Support Analyst	35	TFS200	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Systems Integrator 3	35	TF0206	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Technician Network Support	35	TFS207	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Technology Analyst 2	35	TFS452	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Technology Lifecycle Management Specialist	35	TFS208	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Trainer Business Process	35	TFS145	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Training & Development Specialist	35	TF0102	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Training & Development Specialist Court	35	TF0439	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Voice Infrastructure Specialist	35	TFS210	11	$33.37	$34.42	$35.49	$36.57	$33.54	$34.59	$35.67	$36.75
Accounting Assistant 1	35	TF0112	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Archivist	35	TF0298	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Chemist	35	TF0308	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Communications Training Officer	40	TF0039	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Conservator Archives & Records	35	TF0311	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Conservator Artifacts	35	TF0312	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Coordinator Contracted Svcs Proc Ops	35	TF0418	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Coordinator Material Recycling & Reduction	35	TF0010	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Coordinator Material Recycling & Reduction	40	TF4010	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Coordinator ML&S Vehicle Inspection	40	TFS467	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Coordinator Purchasing Services	35	TFS290	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Coordinator Smart Commute	35	TF0422	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Corporate Coordinator Accounts Payable	35	TFS134	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Corporate Market Analyst	35	TFS292	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Counsellor	35	TF0081	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Counsellor Needle Exchange	35	TF0156	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Dental Hygienist	35	TF0160	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Designer 1	35	TF0043	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Engineering Technologist Technician 1	35	TF0318	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Engineering Technologist Technician 1	40	TF4318	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Fleet Standards & Specifications Analyst	35	TF0446	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
HBHC Inventory Coordinator	35	TF0167	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Housing Zoning Building Examiner	35	TF0427	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Inspector Forest Health Care	40	TF0222	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Inspector Municipal Construction	35	TF0224	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Inspector Municipal Construction	40	TF4224	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Legal Librarian	35	TFS369	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Multi-Media Coordinator	35	TF0417	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Municipal Standards Officer 1	35	TF0233	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Natural Resource Specialist	40	TF0344	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Photogrammetric Technologist	35	TF0327	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Preservation Officer	35	TF0329	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Property Officer 3	35	TF0032	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Public Health Dietician	35	TF0175	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Records & Information Analyst	35	TF0301	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Registered Nurse Counsellor	35	TF0178	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Registered Nurse LTC & Hostels	40	TF0179	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Registered Nurse LTC[1]	37.50	TFS179	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Registered Nurse Public Health	35	TF0180	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Revenue Clerk 1	35	TFS138	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Senior Bylaw Officer	35	TF0242	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Senior Traffic Field Investigator	35	TF0246	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Sign Building Code Examiner Inspector	35	TF0449	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Social Worker Public Health	35	TFS435	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Street Outreach Counsellor	35	TFS425	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
System Developer 2	35	TFS202	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Wireless Infrastructure Specialist	35	TFS211	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Works Plan Examiner Inspector	35	TF0252	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Works Plan Examiner Inspector	40	TF4252	12	$35.24	$36.33	$37.44	$38.61	$35.42	$36.51	$37.63	$38.80
Agency Review Coordinator	35	TF0074	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Application & Tech Supp Spec 2	35	TF0188	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Budget Analyst	35	TF0121	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Building Code Examiner	35	TF0213	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Communications Representative	35	TF0408	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Community Health Officer	35	TF0146	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Community Mental Health Worker	35	TF0147	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Community Partnership Advisor	35	TF0105	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Community Project Grants Officer	35	TF0149	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Construction Coordinator	35	TF0314	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Construction Coordinator	40	TF4314	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Coordinator Collections & Conservation	35	TFS463	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Coordinator Fleet & Facilities	40	TF0431	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Corporate Accounting Assistant 1	35	TFS129	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Enterprise IT Contract Coordinator	35	TFS384	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Enterprise IT Training Designer Develop	35	TFS385	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Environmental Coordinator	35	TF0395	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Finance Officer	35	TF0135	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Gaming Services Analyst	35	TF0373	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Mechanical Plan Examiner	35	TF0232	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Operations Support Analyst 1	35	TFS195	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Plumbing & Mechanical Plan Examiner	35	TF0236	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Plumbing Specialist	35	TF0237	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Production Artist/CTP Administrator	35	TFS447	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Program Officer	35	TF0238	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Program Support Analyst	35	TF0412	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Project Coordinator Food Policy Council	35	TF0173	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Promoter Sexual Health	35	TF0174	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Prosecutor 2	35	TFS263	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Public Health Inspector	35	TF0176	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Public Health Nurse	35	TF0177	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Research Analyst 1	35	TF0302	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Revenue Analyst	35	TFS137	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Risk Management Analyst	35	TFS143	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Senior Corporate Buyer	35	TFS297	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Senior Emergency Medical Dispatcher	40	TF0059	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Senior Health Information Analyst	35	TF0185	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Mechanical Examiner Inspector	35	TF0244	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Service Desk Analyst 1	35	TFS455	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Small Business Consultant	35	TF0110	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Spatial Data Specialist	35	TFS199	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Specialist HVAC	35	TF0250	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Systems Integrator 2	35	TF0205	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Technology Analyst 1	35	TFS451	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Traffic Planning Technologist	35	TF0336	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Zoning Examiner	35	TF0255	13	$37.16	$38.30	$39.51	$40.73	$37.35	$38.49	$39.71	$40.93
Air Quality Specialist	35	TF0343	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Application & Tech Supp Spec 1	35	TF0187	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Building Specialist	35	TF0215	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19

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A	B	C	D	I	J	K	L	M	N	O	P
				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Civil Engineering Technologist	35	TF0353	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Committee Secretary	35	TF0375	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Communications & Marketing Consultant	35	TF0349	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Community Cultural Coordinator	35	TF0382	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Community Partnership Advisor Designer	35	TF0106	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Coordinator Council Services	35	TF0376	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Coordinator Support Services	35	TF0372	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Cultural Development Officer	35	TFS443	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Energy Consultant	35	TF0317	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Engineering Technical Coordinator	35	TF0316	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Estimator	35	TF0012	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Estimator	40	TF4012	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Financial Analyst Finance & Admin	35	TF0351	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Financial Analyst SDFA	35	TFS416	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Health Planner	35	TF0166	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Inspection Coordinator	40	TF0364	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Inspector Generalist	35	TF0223	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Investment Advisor	35	TF0107	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Investment Advisor International	35	TF0108	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Market Research & Promotions Consultant (New Mar. 7, 2012)	35	TF0470	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Museum Coordinator	35	TF0394	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Natural Environment Specialist	35	TF0404	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Planner Parks & Recreation	35	TF0280	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Planner Urban Forestry	35	TF0284	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19

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A	B	C	D	I	J	K	L	M	N	O	P
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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Plumbing and HVAC Inspector	35	TF0436	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Project Coordinator	35	TF0330	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Project Coordinator	40	TF4330	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Project Coordinator Landscape Architect (Title change eff: Jul. 1, 2013 from Landscape Architect)	35	TF0323	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Property Officer 2	35	TF0031	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Senior Coordinator Public Consultation	35	TF0347	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Senior Records & Information Analyst	35	TF0374	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Senior Technology Analyst	35	TFS450	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Senior Voice Infrastructure Specialist	35	TFS389	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
System Developer 1	35	TFS201	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Transportation Engineering Coordinator	35	TF0378	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19

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				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Water Consultant	35	TF0454	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Work Zone Traffic Coordinator	35	TF0379	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Zoning Building Code Examiner	35	TF0254	14	$39.21	$40.42	$41.69	$42.98	$39.41	$40.62	$41.90	$43.19
Agency Review Officer Asset Management	35	TF0401	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Building Consultant	35	TF0214	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Case Presenter	35	TF0366	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Consultant Health Promotion	35	TF0151	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Consultant Nutrition Promotion	35	TF0152	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Consultant Professional Practice	35	TF0153	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Consultant Research	35	TF0154	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Coordinator Education	35	TF0155	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Enterprise Technical Support Specialist	35	TFS194	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56

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				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Epidemiologist	35	TF0161	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Financial Analyst Rev Svcs	35	TFS341	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Health Educator	35	TF0164	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Information & Technology Integrator	35	TF0355	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
PHN Mental Health Nurse Consultant	35	TF0170	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Planner Accessibility	35	TFS278	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Planner Community Planning	35	TFS279	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Planner SIPA (Title change eff: Sept. 1, 2012 from Planner Policy & Research)	35	TFS281	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Planner Transportation	35	TFS282	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Planner Urban Design	35	TFS283	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Planning Consultant	35	TF0235	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Policy & Research Consultant	35	TF0345	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56

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				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Program Evaluator	35	TF0172	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Senior Plan Examiner	35	TF0245	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Spatial Products Analyst	35	TFS387	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Spatial Specialist	35	TFS388	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Specifications & Contract Coordinator	35	TF0334	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Speech Language Pathologist	35	TF0370	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Systems Integrator 1	35	TF0204	15	$41.37	$42.66	$43.95	$45.33	$41.58	$42.87	$44.17	$45.56
Enterprise Application Tech Specialist	35	TFS383	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
Homeless Employability Specialist	35	TFS407	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
Nurse Practitioner	35	TF0462	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
Property Officer 1	35	TF0030	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
Prosecutor 1	35	TFS340	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06

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				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Public Art Officer	35	TF0400	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
Senior Building Inspector	35	TF0241	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
Senior Environmental Planner	35	TF0332	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
System Development Specialist	35	TFS203	16	$43.66	$44.99	$46.40	$47.82	$43.88	$45.21	$46.63	$48.06
Agency Review Officer	35	TF0368	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Corporate Application Project Leader	35	TFS392	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Economic Partnership Advisor	35	TFS397	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Financial Analyst Corporate Finance	35	TFS365	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Senior Air Quality Specialist	35	TF0342	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Senior Policy Advisor ED&C (Title change eff: Nov. 27, 2013 from Senior Policy Advisor EDC)	35	TFS346	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Senior Project Coordinator PF&R & ED&C (Title chg eff: Nov. 27/13 from Senior Project Coord PF&R & EDC)	35	TFS411	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Risk Management Analyst	35	TFS393	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Senior Spatial Specialist	35	TFS390	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Senior Technical Support Analyst	35	TFS391	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Streetscape Designers Cap Projects Coord	35	TFS396	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Systems Integration Specialist	35	TFS399	17	$46.04	$47.46	$48.95	$50.45	$46.27	$47.70	$49.19	$50.70
Housing Development Officer	35	TF0413	18	$48.58	$50.07	$51.63	$53.22	$48.82	$50.32	$51.89	$53.49
Senior Planner Community Planning	35	TFS285	18	$48.58	$50.07	$51.63	$53.22	$48.82	$50.32	$51.89	$53.49
Senior Planner SIPA (Title Change eff: Sept. 1, 2012 from Senior Planner Poli	35	TFS286	18	$48.58	$50.07	$51.63	$53.22	$48.82	$50.32	$51.89	$53.49
Senior Planner Transportation	35	TFS287	18	$48.58	$50.07	$51.63	$53.22	$48.82	$50.32	$51.89	$53.49
Senior Planner Urban Design	35	TFS288	18	$48.58	$50.07	$51.63	$53.22	$48.82	$50.32	$51.89	$53.49
No Job Classification			19	$51.25	$52.83	$54.45	$56.15	$51.51	$53.09	$54.72	$56.43
No Job Classification			20	$54.06	$55.74	$57.46	$59.24	$54.33	$56.02	$57.75	$59.54

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				2012 No Increase				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4

Footnote Legend

(1) For employees newly hired, promoted or transferred into the job April 02, 2012 or later, and for employees who elected to move directly to the 37.5 hour shift.

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
No Job Classification			1	$19.67	$20.25	$20.88	$21.53	$20.01	$20.60	$21.25	21.91
Cleaner Light Duty	40	TF0008	2	$20.72	$21.37	$22.03	$22.71	$21.08	$21.74	$22.42	23.11
Laundry Aide	40	TFS437	2	$20.72	$21.37	$22.03	$22.71	$21.08	$21.74	$22.42	23.11
Cleaner Heavy Duty	35	TF0007	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Cleaner Heavy Duty	40	TF4007	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Courier	35	TF0001	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Courier	40	TF4001	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Food Services Worker LTC (eff: Jan. 1, 2013 chg from 40 to 35 hrs. & title chg from Food Services Worker)	35	TF0086	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Food Services Worker (New eff: Jan. 1, 2013. Replacing TF0086)	40	TF4086	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Mail Clerk	35	TF0002	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Room Attendant	40	TF0035	3	$21.87	$22.53	$23.24	$23.95	$22.25	$22.92	$23.65	24.37
Kennel Attendant	7	TF0367	4	$23.07	$23.78	$24.52	$25.27	$23.47	$24.20	$24.95	25.71
Receptionist	35	TF0003	4	$23.07	$23.78	$24.52	$25.27	$23.47	$24.20	$24.95	25.71

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Receptionist	40	TF4003	4	$23.07	$23.78	$24.52	$25.27	$23.47	$24.20	$24.95	25.71
Bindery Operator	35	TF0038	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Bindery Operator	40	TF4038	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Cook LTC (eff: Jan. 1, 2013 changed from 40 to 35 hrs. and title chg from Cook)	35	TF0075	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Cook (New eff: Jan. 1, 2013. Replacing TF0075)	40	TF4075	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Day Care Housekeeper	40	TF0082	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Mailing Operator	35	TF0415	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Micrographics Technician	35	TF0326	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Practical Care Aide LTC (eff: Jan. 8, 2014 chg from 40 to 38.75 hrs and title change from Practical Care Aide)	38.75	TF0171	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Practical Care Aide LTC[1]	37.50	TFS171	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Registration Assistant	35	TF0098	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Reproduction Copier Operator	35	TF0058	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Reproduction Copier Operator	40	TF4058	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Resident Aide	40	TF0184	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Security Reception Officer	40	TF0037	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Weighscale Operator	40	TF0337	5	$24.33	$25.10	$25.87	$26.68	$24.76	$25.54	$26.32	27.15
Assistant Cashier CNS	35	TF0117	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Complementary Care Assistant	35	TF0150	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Customer Service Dispatch 2	40	TFS441	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Dental Clerk	35	TF0159	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Dispatcher Operations	40	TF0046	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Dispatcher Water Service	35	TF0047	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Engineering Technologist Technician 4	35	TF0321	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Engineering Technologist Technician 4	40	TF4321	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Family Home Visitor	35	TF0162	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Forestry Data Collector	40	TF0405	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Gallery Clerk	35	TF0087	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Home Visitor TB	35	TF0169	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Process Server	35	TF0262	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Revenue Clerk 4	35	TF0141	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Revenue Clerk CNS	35	TF0142	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Security Officer	40	TF0036	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Support Assistant C	35	TF0006	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Support Assistant C	40	TF4006	6	$25.67	$26.47	$27.29	$28.15	$26.12	$26.93	$27.77	28.64
Accounting Assistant 4	35	TF0115	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Activities Organizer	35	TF0065	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Adult Day Program Assistant	40	TF0066	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Arts Program Officer	35	TF0067	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Banking Assistant 3	35	TF0120	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Caseworker Trainee	35	TF0071	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Cashier	35	TF0124	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Cashier CNS	35	TF0125	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Cashier SAC	35	TF0126	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Community Nutrition Educator	35	TF0148	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Community Oral Health Outreach Worker	35	TF0398	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Coordinator Rooming House Info Centre	35	TF0079	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Corporate Accounting Assistant 4	35	TFS132	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Costume Technician	35	TF0080	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Dental Assistant	35	TF0158	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Hostel Aide	40	TF0089	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Inspector Water Revenue	35	TF0229	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Materials Management Assistant 2	35	TF0295	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Materials Management Assistant 2	40	TF4295	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Municipal Standards Officer Level 2	35	TF0234	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Museum Program Officer	35	TF0091	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Museum Store Attendant	35	TF0350	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Parks Program Officer 2	40	TF0432	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Program Development Assistant	35	TF0092	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Recreation Services Assistant (eff: Jan. 1, 2013 changed from 40 to 35 hrs.)	35	TF0095	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Recreation Services Assistant LTC (New eff: Jan. 1, 2013. Replacing TF0095)	40	TF4095	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Technician Audio Visual	35	TF0060	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Technician Audio Visual	40	TF4060	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Technician Darkroom	40	TF0061	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Technician Exhibit & Outreach	35	TF0101	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Technician Pre Press 2	35	TF0063	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Youth Advisor	35	TF0358	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Youth Outreach Worker	40	TF0338	7	$27.07	$27.91	$28.78	$29.68	$27.54	$28.40	$29.28	30.20
Chemist Assistant 2	35	TF0310	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Client Service Worker	40	TF0072	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Dispatch	40	TF0041	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Customer Service Dispatch 1	35	TF0442	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Customer Service Dispatch 1	40	TF4442	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Cut Repair Examiner	40	TF0218	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Early Childhood Educator 2	35	TF0084	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Large Format Press Feeder	35	TF0052	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Large Format Press Feeder	40	TF4052	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Legal Assistant 2	35	TF0260	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Mate	40	TF0029	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Materials Planning Assistant 2	35	TFS361	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Media Buyer	35	TF0054	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Payroll Benefits Pension Service Rep 3	35	TFS270	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Payroll Program Assistant 2	35	TF0272	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Preservation Assistant (Delimited Sept. 1, 2013)	35	TF0328	8	$28.59	$29.47	$30.38	$31.33	$0.00	$0.00	$0.00	0.00

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Printing Operator	35	TF0056	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Printing Operator	40	TF4056	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Quality Control Investigator	35	TF0239	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Quality Control Investigator	40	TF4239	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Registered Practical Nurse LTC (eff: Jan. 8, 2014 chg from 40 to 38.75 hrs and title change from Registered Practical Nurse LTC & Hostels)	38.75	TF0181	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Registered Practical Nurse LTC[1]	37.50	TFS181	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Registered Practical Nurse Public Health	35	TF0182	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Registered Practical Nurse SSHA (New eff: Jan. 8, 2014)	40	TF4181	8	$0.00	$0.00	$0.00	$0.00	$29.09	$29.99	$30.91	31.88
Rehabilitation Assistant (eff: Jan.01, 2013 changed from 40 to 35 hrs)	35	TF0183	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Rehabilitation Assistant LTC (New eff:Jan. 1, 2013. Replacing TF0183)	40	TF4183	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Research Analyst 3	35	TF0304	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Revenue Clerk 3	35	TF0140	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Senior Water Revenue Inspector	35	TF0248	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Street Outreach Worker	35	TFS426	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Support Assistant B	35	TF0005	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Support Assistant B	40	TF4005	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Technician Infant Hearing	35	TF0186	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Title & Status Researcher	35	TF0335	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
Zoning & Planning Information Officer	35	TF0253	8	$28.59	$29.47	$30.38	$31.33	$29.09	$29.99	$30.91	31.88
311 Contact Centre Svcs Representative	35	TFS348	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Accident & Insurance Expediter	35	TF0111	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Accounting Assistant 3	35	TF0114	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Administrative Assistant to Director	35	TF0352	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Application & Tech Supp Spec 4	35	TF0190	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Architectural Technical Assistant	35	TF0307	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Assistant Inspector Municipal Construct	35	TF0363	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Assistant Inspector Municipal Construct	40	TF4363	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Auto Equipment Inventory Clerk	40	TF0289	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Automotive Remarketing Advisor	40	TF0409	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Automotive Service Advisor	40	TF0362	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Banking Assistant 2	35	TF0119	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Chemist Assistant 1	35	TF0309	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Collections Officer	35	TF0440	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Contract Accounting Clerk 2	35	TF0128	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Coordinator Day Centre	35	TF0076	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Coordinator Design Services	35	TF0040	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Coordinator Exhibition	35	TF0077	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Coordinator Facility Rental	35	TF0009	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Coordinator Parking	35	TF0011	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Coordinator Volunteer Management	35	TF0402	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Corporate Accounting Assistant 3	35	TFS131	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Corporate Accounts Payable Service Rep	35	TFS133	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Counsellor Sexual Health Info Line	35	TF0157	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Court & Records Clerk Animal Control	35	TF0256	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Court Clerk Monitor	35	TF0257	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Design Technologist	35	TF0315	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Designer 3	35	TF0045	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Engineering Technologist Technician 3	35	TF0320	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Engineering Technologist Technician 3	40	TF4320	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Environmental Technician	35	TFS429	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Events Coordinator (New Jan. 1, 2013)	35	TF0475	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Fire Inspector	35	TF0219	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Bindery	40	TF0049	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Copycentre	35	TF0050	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Copycentre	40	TF4050	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Facilities	40	TF0016	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Farm	40	TF0017	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Forestry 2	40	TF0019	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Golf (New Feb. 6, 2013)	40	TF0478	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Mail	35	TF0381	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Parks 2	40	TF0024	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Sports Fields (New Jan. 2, 2013)	40	TF0473	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Foreperson Works 2	40	TF0028	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Inspector Emergency Services (Delimit)	40	TF0221	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Inspector Operations Equipment	40	TF0225	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Landscape Technician	35	TF0324	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Landscape Technician	40	TF4324	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Large Format Press Operator	40	TF0053	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Legal Conveyancing Clerk	35	TFS261	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Lottery Licensing Compliance Officer	35	TF0230	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Maintenance Patroller	40	TF0231	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Materials Management Assistant 1	35	TF0294	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Materials Management Assistant 1	40	TF4294	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Materials Planning Assistant 1	35	TFS360	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Pad Site Officer	35	TFS428	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Parks Program Officer 1	40	TF0414	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Playspace Technician	40	TF0421	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Recycling Advisor	35	TF0034	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Site Plan Technician	35	TF0359	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Technician Pre Press 1	35	TF0062	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Voice Infrastructure Analyst	35	TFS209	9	$30.15	$31.08	$32.04	$33.03	$30.68	$31.62	$32.60	33.61
Accounting & Payroll Assistant	35	TF0264	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Application Technician	35	TFS273	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Arborist Inspector	40	TF0305	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Budget Assistant	35	TF0122	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Business Application Support Rep	35	TFS123	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Bylaw Officer	35	TF0216	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Bylaw Officer	40	TF4216	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Caseworker Childrens Services	35	TF0068	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Caseworker Community Based Services	35	TF0069	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Caseworker Employment & Social Services	35	TF0070	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Caseworker Youth Vocation	35	TF0423	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Client Support Analyst 2 (Delimited Jan. 1, 2014)	35	TFS192	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Communications Coordinator Econ Dev	35	TF0104	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Communicative Disorders Assistant	35	TF0371	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Community Development Worker	35	TF0073	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Community Development Worker (New Jan. 9, 2013)	40	TF4073	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Community Recreation Programmer	35	TF0430	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Community Recreation Programmer	40	TF4430	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Community Recreation Programmer Envir	40	TF0453	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Coordinator Complement Review & Reporting	35	TF0419	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Coordinator Homeless Initiatives	35	TF0078	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Coordinator Public Consultation	35	TF0042	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Early Childhood Educator 1	35	TF0083	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Family Planning Community Worker	35	TF0163	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Finance Representative	35	TF0136	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson Conservatory	40	TF0015	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson Forestry 1	40	TF0018	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson General Construction	40	TF0020	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson Mechanical Electrical & Trades	40	TF0022	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Parks 1	40	TF0023	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson Parks Technical Services	40	TF0025	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson Plant Production & Greenhouse	40	TF0410	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson Print	40	TF0051	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Foreperson Works 1	40	TF0027	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Healthy Environments Enforcement Officer	35	TF0168	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Home Visitor Childrens Services	35	TF0088	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Legal Assistant 1	35	TF0259	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Operations Support Analyst 3	35	TFS197	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Parks Ambassador	40	TF0433	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Payroll Benefits Pension Service Rep 2	35	TFS269	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Payroll Program Assistant 1	35	TF0271	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Photographer	35	TF0055	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Property Officer 4	35	TF0033	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Property Officer 4	40	TF4033	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Quality Assurance Analyst	35	TF0457	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Resource Educator	35	TF0099	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Senior Cashier	35	TFS144	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Senior Title & Status Researcher	35	TF0333	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Support Assistant A	35	TF0004	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Traffic Field Investigator	35	TF0251	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Trainer Forestry	40	TF0403	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Translator Interpreter	35	TF0064	10	$31.81	$32.79	$33.82	$34.85	$32.37	$33.36	$34.41	35.46
Accounting Assistant 2	35	TF0113	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Administrator Letters of Credit	35	TFS116	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Advertising Coordinator	35	TF0424	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Application & Tech Supp Spec 3	35	TF0189	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Application Examiner	35	TF0212	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Architectural Planning Technologist	35	TF0306	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Assistant Fair Wage Officer	35	TFS265	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Assistant Housing Development Officer	35	TF0460	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Assistant Planner	35	TF0274	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Assistant Planner	35	TFS274	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Assistant Planner Urban Forestry	35	TF0275	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Banking Assistant 1	35	TF0118	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Client Support Analyst 1 (Delimit)	35	TFS191	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Commercial Area Officer BIA	35	TF0103	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Contract Accounting Clerk 1	35	TF0127	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Contracted Svcs & Warranty Administrator	40	TFS377	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Coordinator Bicycle Safety Education	35	TFS276	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Coordinator Commuter Cycling Program	35	TFS277	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Coordinator Contract Administration	35	TF0354	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator District Support	35	TF0448	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Coordinator Envrl Monitoring Programs	35	TF0217	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Coordinator Recruitment	35	TF0266	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Coordinator Training	35	TF0267	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Corporate Accounting Assistant 2	35	TFS130	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Corporate Buyer	35	TFS291	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Cultural Outreach Officer	35	TFS339	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Departmental Buyer	35	TF0293	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Designer 2	35	TF0044	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Emergency Medical Dispatcher	40	TF0048	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Engineering Technologist Technician 2	35	TF0319	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Facilities Planning Specialist	35	TF0322	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Family Support Worker	35	TF0085	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Foreperson Automotive	40	TF0013	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Carpentry	40	TF0014	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Foreperson HVAC	40	TF0021	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Foreperson Refrigeration & Filtration	40	TF0026	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Health Information Analyst	35	TF0165	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Inspector Standards & Specifications	35	TF0227	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Labour Force Development Advisor	35	TF0109	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Landscape Technologist	35	TF0325	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Law Clerk	35	TF0258	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Library Information Officer	35	TF0299	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Library Information Officer Legal	35	TFS300	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Methadone Support Worker	35	TF0090	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Multi-Media Specialist	35	TF0438	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Museum Outreach Officer	35	TFS461	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Operations Support Analyst 2	35	TFS196	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Payroll Benefits Pension Service Rep 1	35	TFS268	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Procurement Estimator	35	TF0057	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Program Development Officer	35	TF0093	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Purchasing Analyst	35	TF0296	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Registrar	35	TF0097	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Research Analyst 2	35	TF0303	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Revenue Clerk 2	35	TFS139	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Senior Design Technologist	35	TF0331	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Senior Fire Inspector	35	TF0243	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Senior Water Quality Inspector	35	TF0247	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Service Desk Analyst 2	35	TFS456	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Spatial Data Analyst	35	TFS198	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Spatial Support Analyst	35	TFS200	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Systems Integrator 3	35	TF0206	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Technician Network Support	35	TFS207	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Technology Analyst 2	35	TFS452	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Technology Lifecycle Management Specialist	35	TFS208	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Trainer Business Process	35	TFS145	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Training & Development Specialist	35	TF0102	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Training & Development Specialist Court	35	TF0439	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Voice Infrastructure Specialist	35	TFS210	11	$33.54	$34.59	$35.67	$36.75	$34.13	$35.20	$36.29	37.39
Accounting Assistant 1	35	TF0112	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Archivist	35	TF0298	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Chemist	35	TF0308	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Communications Training Officer	40	TF0039	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Conservator Archives & Records	35	TF0311	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Conservator Artifacts	35	TF0312	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Coordinator Contracted Svcs Proc Ops	35	TF0418	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Material Recycling & Reduction	35	TF0010	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Coordinator Material Recycling & Reduction	40	TF4010	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Coordinator ML&S Vehicle Inspection	40	TFS467	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Coordinator Purchasing Services	35	TFS290	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Coordinator Smart Commute	35	TF0422	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Corporate Coordinator Accounts Payable	35	TFS134	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Corporate Market Analyst	35	TFS292	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Counsellor	35	TF0081	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Counsellor Needle Exchange	35	TF0156	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Dental Hygienist	35	TF0160	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Designer 1	35	TF0043	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Engineering Technologist Technician 1	35	TF0318	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Engineering Technologist Technician 1	40	TF4318	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Fleet Standards & Specifications Analyst	35	TF0446	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
HBHC Inventory Coordinator	35	TF0167	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Housing Zoning Building Examiner	35	TF0427	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Inspector Forest Health Care	40	TF0222	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Inspector Municipal Construction	35	TF0224	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Inspector Municipal Construction	40	TF4224	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Legal Librarian	35	TFS369	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Multi-Media Coordinator	35	TF0417	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Municipal Standards Officer 1	35	TF0233	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Natural Resource Specialist	40	TF0344	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Photogrammetric Technologist	35	TF0327	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Preservation Officer (Delimited Apr. 1, 2014))	35	TF0329	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Property Officer 3	35	TF0032	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Public Health Dietician	35	TF0175	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Records & Information Analyst	35	TF0301	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Registered Nurse Counsellor	35	TF0178	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Registered Nurse LTC (eff: Jan. 8, 2014 chg from 40 to 38.75 hrs and title change from Registered Nurse LTC & Hostels)	38.75	TF0179	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Registered Nurse LTC[1]	37.50	TFS179	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Registered Nurse Public Health	35	TF0180	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Registered Nurse SSHA (New eff: Jan. 8, 2014)	40	TF4179	12	$0.00	$0.00	$0.00	$0.00	$36.04	$37.15	$38.29	39.48
Revenue Clerk 1	35	TFS138	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Senior Bylaw Officer	35	TF0242	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Senior Traffic Field Investigator	35	TF0246	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Sign Building Code Examiner Inspector	35	TF0449	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Social Worker Public Health	35	TFS435	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Street Outreach Counsellor	35	TFS425	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
System Developer 2	35	TFS202	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Wireless Infrastructure Specialist	35	TFS211	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Works Plan Examiner Inspector	35	TF0252	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Works Plan Examiner Inspector	40	TF4252	12	$35.42	$36.51	$37.63	$38.80	$36.04	$37.15	$38.29	39.48
Agency Review Coordinator	35	TF0074	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Application & Tech Supp Spec 2	35	TF0188	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Budget Analyst	35	TF0121	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Building Code Examiner	35	TF0213	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Communications Representative	35	TF0408	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Community Health Officer	35	TF0146	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Community Mental Health Worker	35	TF0147	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Community Partnership Advisor	35	TF0105	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Community Project Grants Officer	35	TF0149	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Construction Coordinator	35	TF0314	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Construction Coordinator	40	TF4314	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Coordinator Collections & Conservation	35	TFS463	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Fleet & Facilities	40	TF0431	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Corporate Accounting Assistant 1	35	TFS129	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Enterprise IT Contract Coordinator	35	TFS384	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Enterprise IT Training Designer Develop	35	TFS385	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Environmental Coordinator	35	TF0395	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Finance Officer	35	TF0135	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Gaming Services Analyst	35	TF0373	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Mechanical Plan Examiner	35	TF0232	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Operations Support Analyst 1	35	TFS195	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Plumbing & Mechanical Plan Examiner	35	TF0236	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Plumbing Specialist	35	TF0237	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Production Artist/CTP Administrator	35	TFS447	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Program Officer	35	TF0238	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Program Support Analyst	35	TF0412	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Project Coordinator Food Policy Council	35	TF0173	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Promoter Sexual Health	35	TF0174	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Prosecutor 2	35	TFS263	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Public Health Inspector	35	TF0176	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Public Health Nurse	35	TF0177	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Research Analyst 1	35	TF0302	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Revenue Analyst	35	TFS137	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Risk Management Analyst	35	TFS143	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Senior Corporate Buyer	35	TFS297	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Senior Emergency Medical Dispatcher	40	TF0059	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Senior Health Information Analyst	35	TF0185	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Senior Mechanical Examiner Inspector	35	TF0244	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Service Desk Analyst 1	35	TFS455	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Small Business Consultant	35	TF0110	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Spatial Data Specialist	35	TFS199	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Specialist HVAC	35	TF0250	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Systems Integrator 2	35	TF0205	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Technology Analyst 1	35	TFS451	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Traffic Planning Technologist	35	TF0336	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Zoning Examiner	35	TF0255	13	$37.35	$38.49	$39.71	$40.93	$38.00	$39.16	$40.40	41.65
Air Quality Specialist	35	TF0343	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Application & Tech Supp Spec 1	35	TF0187	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Building Specialist	35	TF0215	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Civil Engineering Technologist	35	TF0353	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Committee Secretary	35	TF0375	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Communications & Marketing Consultant	35	TF0349	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Community Cultural Coordinator	35	TF0382	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Community Partnership Advisor Designer	35	TF0106	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Coordinator Council Services	35	TF0376	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Coordinator Support Services	35	TF0372	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Cultural Development Officer	35	TFS443	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Energy Consultant	35	TF0317	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Engineering Technical Coordinator	35	TF0316	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Estimator	35	TF0012	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Estimator	40	TF4012	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Financial Analyst Finance & Admin	35	TF0351	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Financial Analyst SDFA	35	TFS416	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Health Planner	35	TF0166	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Inspection Coordinator	40	TF0364	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Inspector Generalist	35	TF0223	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Investment Advisor	35	TF0107	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Investment Advisor International	35	TF0108	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Market Research & Promotions Consultant	35	TF0470	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Museum Coordinator	35	TF0394	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Natural Environment Specialist	35	TF0404	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Planner Parks & Recreation	35	TF0280	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Planner Urban Forestry	35	TF0284	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Plumbing and HVAC Inspector	35	TF0436	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Project Coordinator	35	TF0330	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Project Coordinator	40	TF4330	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Project Coordinator Landscape Architect (Title change eff: Jul 01, 2013, from Landscapr Architect)	35	TF0323	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Property Officer 2	35	TF0031	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Senior Coordinator Public Consultation	35	TF0347	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Records & Information Analyst	35	TF0374	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Senior Technology Analyst	35	TFS450	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Senior Voice Infrastructure Specialist	35	TFS389	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
System Developer 1	35	TFS201	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Transportation Engineering Coordinator	35	TF0378	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Water Consultant	35	TF0454	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Work Zone Traffic Coordinator	35	TF0379	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Zoning Building Code Examiner	35	TF0254	14	$39.41	$40.62	$41.90	$43.19	$40.10	$41.33	$42.63	43.95
Agency Review Officer Asset Management	35	TF0401	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Building Consultant	35	TF0214	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Case Presenter	35	TF0366	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Consultant Health Promotion	35	TF0151	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Consultant Nutrition Promotion	35	TF0152	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Consultant Professional Practice	35	TF0153	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Consultant Research	35	TF0154	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Coordinator Education	35	TF0155	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Enterprise Technical Support Specialist	35	TFS194	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Epidemiologist	35	TF0161	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Financial Analyst Rev Svcs	35	TFS341	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Health Educator	35	TF0164	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Information & Technology Integrator	35	TF0355	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
PHN Mental Health Nurse Consultant	35	TF0170	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Planner Accessibility	35	TFS278	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Planner Community Planning	35	TFS279	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Planner SIPA	35	TFS281	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Planner Transportation	35	TFS282	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Planner Urban Design	35	TFS283	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Planning Consultant	35	TF0235	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Policy & Research Consultant	35	TF0345	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Program Evaluator	35	TF0172	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Senior Plan Examiner	35	TF0245	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Spatial Products Analyst	35	TFS387	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Spatial Specialist	35	TFS388	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Specifications & Contract Coordinator	35	TF0334	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Speech Language Pathologist	35	TF0370	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Systems Integrator 1	35	TF0204	15	$41.58	$42.87	$44.17	$45.56	$42.31	$43.62	$44.94	46.36
Enterprise Application Tech Specialist	35	TFS383	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
Homeless Employability Specialist	35	TFS407	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
Nurse Practitioner	35	TF0462	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
Property Officer 1	35	TF0030	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
Prosecutor 1	35	TFS340	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Public Art Officer	35	TF0400	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
Senior Building Inspector	35	TF0241	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
Senior Environmental Planner	35	TF0332	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
System Development Specialist	35	TFS203	16	$43.88	$45.21	$46.63	$48.06	$44.65	$46.00	$47.45	48.90
Agency Review Officer	35	TF0368	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Corporate Application Project Leader	35	TFS392	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Economic Partnership Advisor	35	TFS397	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Financial Analyst Corporate Finance	35	TFS365	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Senior Air Quality Specialist	35	TF0342	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Senior Policy Advisor ED&C (Title change eff: Nov. 27, 2013 from Senior Policy Advisor EDC)	35	TFS346	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Senior Project Coordinator PF&R & ED&C (Title chg eff: Nov. 27/13 from Senior Project Coord PF&R & EDC)	35	TFS411	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Senior Risk Management Analyst	35	TFS393	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Senior Spatial Specialist	35	TFS390	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59

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				2013 with Negotiated Increase (2011 + 0.50%, eff Jan 1)				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Technical Support Analyst	35	TFS391	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Streetscape Designers Cap Projects Coord	35	TFS396	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Systems Integration Specialist	35	TFS399	17	$46.27	$47.70	$49.19	$50.70	$47.08	$48.53	$50.05	51.59
Housing Development Officer	35	TF0413	18	$48.82	$50.32	$51.89	$53.49	$49.67	$51.20	$52.80	54.43
Senior Planner Community Planning	35	TFS285	18	$48.82	$50.32	$51.89	$53.49	$49.67	$51.20	$52.80	54.43
Senior Planner SIPA	35	TFS286	18	$48.82	$50.32	$51.89	$53.49	$49.67	$51.20	$52.80	54.43
Senior Planner Transportation	35	TFS287	18	$48.82	$50.32	$51.89	$53.49	$49.67	$51.20	$52.80	54.43
Senior Planner Urban Design	35	TFS288	18	$48.82	$50.32	$51.89	$53.49	$49.67	$51.20	$52.80	54.43
No Job Classification			19	$51.51	$53.09	$54.72	$56.43	$52.41	$54.02	$55.68	57.42
No Job Classification			20	$54.33	$56.02	$57.75	$59.54	$55.28	$57.00	$58.76	60.58

Footnote Legend

(1) For employees newly hired, promoted or transferred into the job April 02, 2012 or later, and for employees who elected to move directly to the 37.5 hour shift.

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
No Job Classification			1	$20.01	$20.60	$21.25	$21.91	$20.46	$21.06	$21.73	$22.40
Cleaner Light Duty	40	TF0008	2	$21.08	$21.74	$22.42	$23.11	$21.55	$22.23	$22.92	$23.63
Laundry Aide	40	TFS437	2	$21.08	$21.74	$22.42	$23.11	$21.55	$22.23	$22.92	$23.63
Cleaner Heavy Duty	35	TF0007	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Cleaner Heavy Duty	40	TF4007	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Courier	35	TF0001	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Courier	40	TF4001	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Food Services Worker	40	TF4086	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Food Services Worker LTC	35	TF0086	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Mail Clerk	35	TF0002	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Room Attendant	40	TF0035	3	$22.25	$22.92	$23.65	$24.37	$22.75	$23.44	$24.18	$24.92
Kennel Attendant	7	TF0367	4	$23.47	$24.20	$24.95	$25.71	$24.00	$24.74	$25.51	$26.29
Receptionist	35	TF0003	4	$23.47	$24.20	$24.95	$25.71	$24.00	$24.74	$25.51	$26.29

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Receptionist	40	TF4003	4	$23.47	$24.20	$24.95	$25.71	$24.00	$24.74	$25.51	$26.29
Bindery Operator	35	TF0038	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Bindery Operator	40	TF4038	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Cook	40	TF4075	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Cook LTC	35	TF0075	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Day Care Housekeeper	40	TF0082	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Mailing Operator	35	TF0415	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Micrographics Technician	35	TF0326	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Practical Care Aide LTC (eff: Jan. 8, 2014 chg from 40 to 38.75 hrs and title change from Practical Care Aide)	38.75	TF0171	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Practical Care Aide LTC (eff: Jan. 7, 2015 chg from 38.75 to 37.50 hrs)	37.50	TF0171	5	$0.00	$0.00	$0.00	$0.00	$25.32	$26.11	$26.91	$27.76
Practical Care Aide LTC	37.50	TFS171	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Registration Assistant	35	TF0098	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Reproduction Copier Operator	35	TF0058	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Reproduction Copier Operator	40	TF4058	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Resident Aide	40	TF0184	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Security Reception Officer	40	TF0037	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Weighscale Operator	40	TF0337	5	$24.76	$25.54	$26.32	$27.15	$25.32	$26.11	$26.91	$27.76
Assistant Cashier CNS	35	TF0117	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Complementary Care Assistant	35	TF0150	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Customer Service Dispatch 2	40	TFS441	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Dental Clerk	35	TF0159	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Dispatcher Operations	40	TF0046	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Dispatcher Water Service	35	TF0047	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Engineering Technologist Technician 4	35	TF0321	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Engineering Technologist Technician 4	40	TF4321	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Family Home Visitor	35	TF0162	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Forestry Data Collector	40	TF0405	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Gallery Clerk	35	TF0087	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Home Visitor TB	35	TF0169	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Process Server	35	TF0262	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Revenue Clerk 4	35	TF0141	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Revenue Clerk CNS	35	TF0142	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Security Officer	40	TF0036	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Support Assistant C	35	TF0006	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Support Assistant C	40	TF4006	6	$26.12	$26.93	$27.77	$28.64	$26.71	$27.54	$28.39	$29.28
Accounting Assistant 4	35	TF0115	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Activities Organizer	35	TF0065	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Adult Day Program Assistant	40	TF0066	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Arts Program Officer	35	TF0067	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Banking Assistant 3	35	TF0120	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Caseworker Trainee	35	TF0071	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Cashier	35	TF0124	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Cashier CNS	35	TF0125	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Cashier SAC	35	TF0126	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Community Nutrition Educator	35	TF0148	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Community Oral Health Outreach Worker	35	TF0398	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Coordinator Rooming House Info Centre	35	TF0079	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Corporate Accounting Assistant 4	35	TFS132	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Costume Technician	35	TF0080	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Dental Assistant	35	TF0158	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Hostel Aide	40	TF0089	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Inspector Water Revenue	35	TF0229	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Materials Management Assistant 2	35	TF0295	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Materials Management Assistant 2	40	TF4295	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Municipal Standards Officer Level 2	35	TF0234	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Museum Program Officer	35	TF0091	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Museum Store Attendant	35	TF0350	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Parks Program Officer 2	40	TF0432	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Program Development Assistant	35	TF0092	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Recreation Services Assistant	35	TF0095	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Recreation Services Assistant LTC	40	TF4095	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Technician Audio Visual	35	TF0060	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Technician Audio Visual	40	TF4060	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Technician Darkroom	40	TF0061	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Technician Exhibit & Outreach	35	TF0101	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Technician Pre Press 2	35	TF0063	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Youth Advisor	35	TF0358	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Youth Outreach Worker	40	TF0338	7	$27.54	$28.40	$29.28	$30.20	$28.16	$29.04	$29.94	$30.88
Chemist Assistant 2	35	TF0310	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Client Service Worker	40	TF0072	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Coordinator Dispatch	40	TF0041	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Customer Service Dispatch 1	35	TF0442	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Customer Service Dispatch 1	40	TF4442	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Cut Repair Examiner	40	TF0218	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Early Childhood Educator 2	35	TF0084	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Large Format Press Feeder	35	TF0052	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Large Format Press Feeder	40	TF4052	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Legal Assistant 2	35	TF0260	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Mate	40	TF0029	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Materials Planning Assistant 2	35	TFS361	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Media Buyer	35	TF0054	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Payroll Benefits Pension Service Rep 3	35	TFS270	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Payroll Program Assistant 2	35	TF0272	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Printing Operator	35	TF0056	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Printing Operator	40	TF4056	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Quality Control Investigator	35	TF0239	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Quality Control Investigator	40	TF4239	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Registered Practical Nurse LTC (eff: Jan. 8, 2014 chg from 40 to 38.75 hrs and title change from Registered Practical Nurse LTC & Hostels)	38.75	TF0181	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Registered Practical Nurse LTC (eff: Jan. 7, 2015 chg from 38.75 to 37.50 hrs)	37.50	TF0181	8	$0.00	$0.00	$0.00	$0.00	$29.74	$30.66	$31.61	$32.60

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Registered Practical Nurse LTC	37.50	TFS181	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Registered Practical Nurse Public Health	35	TF0182	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Registered Practical Nurse SSHA (New eff: Jan. 8, 2014)	40	TF4181	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Rehabilitation Assistant	35	TF0183	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Rehabilitation Assistant LTC	40	TF4183	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Research Analyst 3	35	TF0304	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Revenue Clerk 3	35	TF0140	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Senior Water Revenue Inspector	35	TF0248	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Street Outreach Worker	35	TFS426	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Support Assistant B	35	TF0005	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Support Assistant B	40	TF4005	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Technician Infant Hearing	35	TF0186	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
Title & Status Researcher	35	TF0335	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Zoning & Planning Information Officer	35	TF0253	8	$29.09	$29.99	$30.91	$31.88	$29.74	$30.66	$31.61	$32.60
311 Contact Centre Svcs Representative	35	TFS348	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Accident & Insurance Expediter	35	TF0111	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Accounting Assistant 3	35	TF0114	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Administrative Assistant to Director	35	TF0352	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Application & Tech Supp Spec 4	35	TF0190	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Architectural Technical Assistant	35	TF0307	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Assistant Inspector Municipal Construct	35	TF0363	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Assistant Inspector Municipal Construct	40	TF4363	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Auto Equipment Inventory Clerk	40	TF0289	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Automotive Remarketing Advisor	40	TF0409	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Automotive Service Advisor	40	TF0362	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Banking Assistant 2	35	TF0119	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Chemist Assistant 1	35	TF0309	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Collections Officer	35	TF0440	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Contract Accounting Clerk 2	35	TF0128	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Coordinator Day Centre	35	TF0076	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Coordinator Design Services	35	TF0040	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Coordinator Exhibition	35	TF0077	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Coordinator Facility Rental	35	TF0009	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Coordinator Parking	35	TF0011	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Coordinator Volunteer Management	35	TF0402	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Corporate Accounting Assistant 3	35	TFS131	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Corporate Accounts Payable Service Rep	35	TFS133	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Counsellor Sexual Health Info Line	35	TF0157	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Court & Records Clerk Animal Control	35	TF0256	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Court Clerk Monitor	35	TF0257	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Design Technologist	35	TF0315	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Designer 3	35	TF0045	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Engineering Technologist Technician 3	35	TF0320	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Engineering Technologist Technician 3	40	TF4320	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Environmental Technician	35	TFS429	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Events Coordinator	35	TF0475	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Fire Inspector	35	TF0219	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Bindery	40	TF0049	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Copycentre	35	TF0050	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Copycentre	40	TF4050	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Facilities	40	TF0016	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Farm	40	TF0017	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson Forestry 2	40	TF0019	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Mail	35	TF0381	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Parks 2	40	TF0024	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Sports Fields	40	TF0473	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Foreperson Works 2	40	TF0028	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Inspector Emergency Services (Delimit)	40	TF0221	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Inspector Operations Equipment	40	TF0225	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Landscape Technician	35	TF0324	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Landscape Technician	40	TF4324	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Large Format Press Operator	40	TF0053	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Legal Conveyancing Clerk	35	TFS261	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Lottery Licensing Compliance Officer	35	TF0230	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Maintenance Patroller	40	TF0231	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Materials Management Assistant 1	35	TF0294	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Materials Management Assistant 1	40	TF4294	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Materials Planning Assistant 1	35	TFS360	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Pad Site Officer	35	TFS428	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Parks Program Officer 1	40	TF0414	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Playspace Technician	40	TF0421	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Recycling Advisor	35	TF0034	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Site Plan Technician	35	TF0359	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Technician Pre Press 1	35	TF0062	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Voice Infrastructure Analyst	35	TFS209	9	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Accounting & Payroll Assistant	35	TF0264	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Application Technician	35	TFS273	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Arborist Inspector	40	TF0305	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Budget Assistant	35	TF0122	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Business Application Support Rep	35	TFS123	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Bylaw Officer	35	TF0216	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Bylaw Officer	40	TF4216	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Caseworker Childrens Services	35	TF0068	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Caseworker Community Based Services	35	TF0069	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Caseworker Employment & Social Services	35	TF0070	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Caseworker Youth Vocation	35	TF0423	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Client Support Analyst 2 (Delimited Jan. 1, 2014)	35	TFS192	10	$32.37	$33.36	$34.41	$35.46	$0.00	$0.00	$0.00	$0.00
Communications Coordinator Econ Dev	35	TF0104	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Communicative Disorders Assistant	35	TF0371	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Community Development Worker	35	TF0073	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Community Development Worker	40	TF4073	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Community Recreation Programmer	35	TF0430	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Community Recreation Programmer	40	TF4430	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Community Recreation Programmer Envir	40	TF0453	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Coordinator Complement Review & Reporting	35	TF0419	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Coordinator Homeless Initiatives	35	TF0078	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Coordinator Public Consultation	35	TF0042	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Early Childhood Educator 1	35	TF0083	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Family Planning Community Worker	35	TF0163	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Finance Representative	35	TF0136	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Conservatory	40	TF0015	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Forestry 1	40	TF0018	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Foreperson General Construction	40	TF0020	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Mechanical Electrical & Trades	40	TF0022	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Parks 1	40	TF0023	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Parks Technical Services	40	TF0025	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Plant Production & Greenhouse	40	TF0410	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Print	40	TF0051	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Foreperson Works 1	40	TF0027	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Healthy Environments Enforcement Officer	35	TF0168	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Home Visitor Childrens Services	35	TF0088	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Legal Assistant 1	35	TF0259	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Operations Support Analyst 3	35	TFS197	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Parks Ambassador	40	TF0433	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Payroll Benefits Pension Service Rep 2	35	TFS269	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Payroll Program Assistant 1	35	TF0271	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Photographer	35	TF0055	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Property Officer 4	35	TF0033	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Property Officer 4	40	TF4033	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Quality Assurance Analyst	35	TF0457	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Resource Educator	35	TF0099	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Senior Cashier	35	TFS144	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Senior Title & Status Researcher	35	TF0333	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Support Assistant A	35	TF0004	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Traffic Field Investigator	35	TF0251	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Trainer Forestry	40	TF0403	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Translator Interpreter	35	TF0064	10	$32.37	$33.36	$34.41	$35.46	$33.10	$34.11	$35.18	$36.26
Accounting Assistant 2	35	TF0113	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Administrator Letters of Credit	35	TFS116	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Advertising Coordinator	35	TF0424	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Application & Tech Supp Spec 3	35	TF0189	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Application Examiner	35	TF0212	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Architectural Planning Technologist	35	TF0306	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Assistant Fair Wage Officer	35	TFS265	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Assistant Housing Development Officer	35	TF0460	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Assistant Planner	35	TF0274	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Assistant Planner	35	TFS274	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Assistant Planner Urban Forestry	35	TF0275	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Banking Assistant 1	35	TF0118	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Client Support Analyst 1 (Delimit)	35	TFS191	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Commercial Area Officer BIA	35	TF0103	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Contract Accounting Clerk 1	35	TF0127	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Contracted Svcs & Warranty Administrator	40	TFS377	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Coordinator Bicycle Safety Education	35	TFS276	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Coordinator Commuter Cycling Program	35	TFS277	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Coordinator Contract Administration	35	TF0354	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Coordinator District Support	35	TF0448	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	
Coordinator Envrl Monitoring Programs	35	TF0217	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Coordinator Recruitment	35	TF0266	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Coordinator Training	35	TF0267	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Corporate Accounting Assistant 2	35	TFS130	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Corporate Buyer	35	TFS291	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Cultural Outreach Officer	35	TFS339	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Departmental Buyer	35	TF0293	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Designer 2	35	TF0044	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Emergency Medical Dispatcher	40	TF0048	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Engineering Technologist Technician 2	35	TF0319	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Facilities Planning Specialist	35	TF0322	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Family Support Worker	35	TF0085	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Foreperson Automotive	40	TF0013	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Foreperson Carpentry	40	TF0014	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Foreperson HVAC	40	TF0021	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Foreperson Refrigeration & Filtration	40	TF0026	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Health Information Analyst	35	TF0165	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Inspector Standards & Specifications	35	TF0227	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Labour Force Development Advisor	35	TF0109	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Landscape Technologist	35	TF0325	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Law Clerk	35	TF0258	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Library Information Officer	35	TF0299	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Library Information Officer Legal	35	TFS300	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Methadone Support Worker	35	TF0090	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Multi-Media Specialist	35	TF0438	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Museum Outreach Officer	35	TFS461	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Operations Support Analyst 2	35	TFS196	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Payroll Benefits Pension Service Rep 1	35	TFS268	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Procurement Estimator	35	TF0057	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Program Development Officer	35	TF0093	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Purchasing Analyst	35	TF0296	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Registrar	35	TF0097	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Research Analyst 2	35	TF0303	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Revenue Clerk 2	35	TFS139	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Senior Design Technologist	35	TF0331	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Senior Fire Inspector	35	TF0243	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Senior Water Quality Inspector	35	TF0247	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Service Desk Analyst 2	35	TFS456	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Spatial Data Analyst	35	TFS198	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Spatial Support Analyst	35	TFS200	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Systems Integrator 3	35	TF0206	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Technician Network Support	35	TFS207	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Technology Analyst 2	35	TFS452	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Technology Lifecycle Management Specialist	35	TFS208	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Trainer Business Process	35	TFS145	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Training & Development Specialist	35	TF0102	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Training & Development Specialist Court	35	TF0439	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Voice Infrastructure Specialist	35	TFS210	11	$34.13	$35.20	$36.29	$37.39	$34.90	$35.99	$37.11	$38.23
Accounting Assistant 1	35	TF0112	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Archivist	35	TF0298	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Chemist	35	TF0308	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Communications Training Officer	40	TF0039	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Conservator Archives & Records	35	TF0311	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Conservator Artifacts	35	TF0312	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Coordinator Contracted Svcs Proc Ops	35	TF0418	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Coordinator Material Recycling & Reduction	35	TF0010	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Coordinator Material Recycling & Reduction	40	TF4010	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Coordinator ML&S Vehicle Inspection	40	TFS467	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Coordinator Purchasing Services	35	TFS290	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Coordinator Smart Commute	35	TF0422	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Corporate Coordinator Accounts Payable	35	TFS134	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Corporate Market Analyst	35	TFS292	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Counsellor	35	TF0081	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Counsellor Needle Exchange	35	TF0156	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Dental Hygienist	35	TF0160	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Designer 1	35	TF0043	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Engineering Technologist Technician 1	35	TF0318	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Engineering Technologist Technician 1	40	TF4318	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Fleet Standards & Specifications Analyst	35	TF0446	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
HBHC Inventory Coordinator	35	TF0167	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Housing Zoning Building Examiner	35	TF0427	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Inspector Forest Health Care	40	TF0222	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Inspector Municipal Construction	35	TF0224	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Inspector Municipal Construction	40	TF4224	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Legal Librarian	35	TFS369	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Multi-Media Coordinator	35	TF0417	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Municipal Standards Officer 1	35	TF0233	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Natural Resource Specialist	40	TF0344	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Photogrammetric Technologist	35	TF0327	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Preservation Officer (Delimited Apr. 1, 2014)	35	TF0329	12	$36.04	$37.15	$38.29	$39.48	$0.00	$0.00	$0.00	$0.00
Property Officer 3	35	TF0032	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Public Health Dietician	35	TF0175	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Records & Information Analyst	35	TF0301	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Registered Nurse Counsellor	35	TF0178	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Registered Nurse LTC (eff: Jan. 8, 2014 chg from 40 to 38.75 hrs and title change from Registered Nurse LTC & Hostels)	38.75	TF0179	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Registered Nurse LTC (eff: Jan. 7, 2015 chg from 38.75 to 37.50 hrs)	37.50	TF0179	12	$0.00	$0.00	$0.00	$0.00	$36.85	$37.99	$39.15	$40.37
Registered Nurse LTC	37.50	TFS179	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Registered Nurse Public Health	35	TF0180	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Registered Nurse SSHA	40	TF4179	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Revenue Clerk 1	35	TFS138	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Senior Bylaw Officer	35	TF0242	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Senior Traffic Field Investigator	35	TF0246	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Sign Building Code Examiner Inspector	35	TF0449	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Social Worker Public Health	35	TFS435	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Street Outreach Counsellor	35	TFS425	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
System Developer 2	35	TFS202	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Wireless Infrastructure Specialist	35	TFS211	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Works Plan Examiner Inspector	35	TF0252	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Works Plan Examiner Inspector	40	TF4252	12	$36.04	$37.15	$38.29	$39.48	$36.85	$37.99	$39.15	$40.37
Agency Review Coordinator	35	TF0074	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Application & Tech Supp Spec 2	35	TF0188	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Budget Analyst	35	TF0121	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Building Code Examiner	35	TF0213	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Communications Representative	35	TF0408	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Community Health Officer	35	TF0146	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Community Mental Health Worker	35	TF0147	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Community Partnership Advisor	35	TF0105	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Community Project Grants Officer	35	TF0149	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Construction Coordinator	35	TF0314	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Construction Coordinator	40	TF4314	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Coordinator Collections & Conservation	35	TFS463	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Coordinator Fleet & Facilities	40	TF0431	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Corporate Accounting Assistant 1	35	TFS129	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Enterprise IT Contract Coordinator	35	TFS384	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Enterprise IT Training Designer Develop	35	TFS385	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Environmental Coordinator	35	TF0395	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Finance Officer	35	TF0135	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Gaming Services Analyst	35	TF0373	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Mechanical Plan Examiner	35	TF0232	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Operations Support Analyst 1	35	TFS195	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Plumbing & Mechanical Plan Examiner	35	TF0236	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Plumbing Specialist	35	TF0237	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59

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A	B	C	D	Q	R	S	T				
				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Production Artist/CTP Administrator	35	TFS447	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Program Officer	35	TF0238	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Program Support Analyst	35	TF0412	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Project Coordinator Food Policy Council	35	TF0173	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Promoter Sexual Health	35	TF0174	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Prosecutor 2	35	TFS263	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Public Health Inspector	35	TF0176	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Public Health Nurse	35	TF0177	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Research Analyst 1	35	TF0302	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Revenue Analyst	35	TFS137	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Risk Management Analyst	35	TFS143	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Senior Corporate Buyer	35	TFS297	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Senior Emergency Medical Dispatcher	40	TF0059	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Health Information Analyst	35	TF0185	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Senior Mechanical Examiner Inspector	35	TF0244	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Service Desk Analyst 1	35	TFS455	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Small Business Consultant	35	TF0110	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Spatial Data Specialist	35	TFS199	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Specialist HVAC	35	TF0250	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Systems Integrator 2	35	TF0205	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Technology Analyst 1	35	TFS451	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Traffic Planning Technologist	35	TF0336	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Zoning Examiner	35	TF0255	13	$38.00	$39.16	$40.40	$41.65	$38.86	$40.04	$41.31	$42.59
Air Quality Specialist	35	TF0343	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Application & Tech Supp Spec 1	35	TF0187	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Building Specialist	35	TF0215	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Civil Engineering Technologist	35	TF0353	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Committee Secretary	35	TF0375	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Communications & Marketing Consultant	35	TF0349	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Community Cultural Coordinator	35	TF0382	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Community Partnership Advisor Designer	35	TF0106	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Coordinator Council Services	35	TF0376	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Coordinator Support Services	35	TF0372	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Cultural Development Officer	35	TFS443	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Energy Consultant	35	TF0317	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Engineering Technical Coordinator	35	TF0316	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Estimator	35	TF0012	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Estimator	40	TF4012	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Financial Analyst Finance & Admin	35	TF0351	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Financial Analyst SDFA	35	TFS416	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Foreperson Golf	40	TF0478	14	$30.68	$31.62	$32.60	$33.61	$31.37	$32.33	$33.33	$34.37
Health Planner	35	TF0166	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Inspection Coordinator	40	TF0364	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Inspector Generalist	35	TF0223	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Investment Advisor	35	TF0107	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Investment Advisor International	35	TF0108	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Market Research & Promotions Consultant	35	TF0470	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Museum Coordinator	35	TF0394	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Natural Environment Specialist	35	TF0404	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Planner Parks & Recreation	35	TF0280	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Planner Urban Forestry	35	TF0284	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Plumbing and HVAC Inspector	35	TF0436	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94

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				2014 with Negotiated Increase (2013 + 1.75%, eff. Jan. 1)				2015 with Negotiated Increase (2014 + 2.25%, eff. Jan. 1)			
Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Project Coordinator	35	TF0330	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Project Coordinator	40	TF4330	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Project Coordinator Landscape Architect	35	TF0323	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Property Officer 2	35	TF0031	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Senior Coordinator Public Consultation	35	TF0347	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Senior Records & Information Analyst	35	TF0374	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Senior Technology Analyst	35	TFS450	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Senior Voice Infrastructure Specialist	35	TFS389	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
System Developer 1	35	TFS201	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Transportation Engineering Coordinator	35	TF0378	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Water Consultant	35	TF0454	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Work Zone Traffic Coordinator	35	TF0379	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94
Zoning Building Code Examiner	35	TF0254	14	$40.10	$41.33	$42.63	$43.95	$41.00	$42.26	$43.59	$44.94

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Agency Review Officer Asset Management	35	TF0401	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Building Consultant	35	TF0214	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Case Presenter	35	TF0366	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Consultant Health Promotion	35	TF0151	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Consultant Nutrition Promotion	35	TF0152	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Consultant Professional Practice	35	TF0153	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Consultant Research	35	TF0154	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Coordinator Education	35	TF0155	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Enterprise Technical Support Specialist	35	TFS194	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Epidemiologist	35	TF0161	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Financial Analyst Rev Svcs	35	TFS341	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Health Educator	35	TF0164	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Information & Technology Integrator	35	TF0355	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
PHN Mental Health Nurse Consultant	35	TF0170	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Planner Accessibility	35	TFS278	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Planner Community Planning	35	TFS279	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Planner SIPA	35	TFS281	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Planner Transportation	35	TFS282	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Planner Urban Design	35	TFS283	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Planning Consultant	35	TF0235	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Policy & Research Consultant	35	TF0345	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Program Evaluator	35	TF0172	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Senior Plan Examiner	35	TF0245	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Spatial Products Analyst	35	TFS387	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Spatial Specialist	35	TFS388	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Specifications & Contract Coordinator	35	TF0334	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Speech Language Pathologist	35	TF0370	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Systems Integrator 1	35	TF0204	15	$42.31	$43.62	$44.94	$46.36	$43.26	$44.60	$45.95	$47.40
Enterprise Application Tech Specialist	35	TFS383	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Homeless Employability Specialist	35	TFS407	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Nurse Practitioner	35	TF0462	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Property Officer 1	35	TF0030	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Prosecutor 1	35	TFS340	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Public Art Officer	35	TF0400	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Senior Building Inspector	35	TF0241	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Senior Environmental Planner	35	TF0332	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
System Development Specialist	35	TFS203	16	$44.65	$46.00	$47.45	$48.90	$45.65	$47.04	$48.52	$50.00
Agency Review Officer	35	TF0368	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Corporate Application Project Leader	35	TFS392	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Economic Partnership Advisor	35	TFS397	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Financial Analyst Corporate Finance	35	TFS365	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Senior Air Quality Specialist	35	TF0342	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Senior Policy Advisor ED&C	35	TFS346	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Senior Project Coordinator PF&R & ED&C	35	TFS411	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Senior Risk Management Analyst	35	TFS393	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Senior Spatial Specialist	35	TFS390	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Senior Technical Support Analyst	35	TFS391	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Streetscape Designers Cap Projects Coord	35	TFS396	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Systems Integration Specialist	35	TFS399	17	$47.08	$48.53	$50.05	$51.59	$48.14	$49.62	$51.18	$52.75
Housing Development Officer	35	TF0413	18	$49.67	$51.20	$52.80	$54.43	$50.79	$52.35	$53.99	$55.65
Senior Planner Community Planning	35	TFS285	18	$49.67	$51.20	$52.80	$54.43	$50.79	$52.35	$53.99	$55.65
Senior Planner SIPA	35	TFS286	18	$49.67	$51.20	$52.80	$54.43	$50.79	$52.35	$53.99	$55.65

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Harmonized Classification	Hrs	New Job Code	Wage Grade	1	2	3	4	1	2	3	4
Senior Planner Transportation	35	TFS287	18	$49.67	$51.20	$52.80	$54.43	$50.79	$52.35	$53.99	$55.65
Senior Planner Urban Design	35	TFS288	18	$49.67	$51.20	$52.80	$54.43	$50.79	$52.35	$53.99	$55.65
No Job Classification			19	$52.41	$54.02	$55.68	$57.42	$53.59	$55.24	$56.93	$58.71
No Job Classification			20	$55.28	$57.00	$58.76	$60.58	$56.52	$58.28	$60.08	$61.94

Footnote Legend

(1) For employees newly hired, promoted or transferred into the job April 02, 2012 or later, and for employees who elected to move directly to the 37.5 hour shift.