

SCHEDULE "A"

For all employees hired before September 20, 2013:

1.(a) Full-time Staff

Position	Current	Aug. 1, 2016 1.50%	Aug. 1, 2017 1.25%	Aug. 1, 2018 1.50%	Aug. 1, 2019 1.75%	Aug. 1, 2020 2.00%	Aug. 1, 2021 2.00%
Stock Clerk	\$25.80	\$26.19	\$26.52	\$26.92	\$27.39	\$27.94	\$28.50
Helper	\$25.39	\$25.77	\$26.09	\$26.48	\$26.94	\$27.48	\$28.03
Helper/Asbestos Cleanup Person*	\$25.39	\$25.77	\$26.09	\$26.48	\$26.94	\$27.48	\$28.03
Groundskeeper	\$24.44	\$24.81	\$25.12	\$25.50	\$25.95	\$26.47	\$27.00
Gardener	\$24.92	\$25.29	\$25.61	\$25.99	\$26.44	\$26.97	\$27.51
Custodian/Housekeeper	\$23.66	\$24.01	\$24.31	\$24.67	\$25.10	\$25.60	\$26.11
Locksmith	\$25.68	\$26.07	\$26.40	\$26.80	\$27.27	\$27.82	\$28.38
Cook	\$24.49	\$24.86	\$25.17	\$25.55	\$26.00	\$26.52	\$27.05
Cook's Helper	\$20.76	\$21.07	\$21.33	\$21.65	\$22.03	\$22.47	\$22.92
Porter	\$20.33	\$20.63	\$20.89	\$21.20	\$21.57	\$22.00	\$22.44
Porter 1	\$21.58	\$21.90	\$22.17	\$22.50	\$22.89	\$23.35	\$23.82
Baker	\$24.10	\$24.46	\$24.77	\$25.14	\$25.58	\$26.09	\$26.61
Baker's Helper	\$20.97	\$21.28	\$21.55	\$21.87	\$22.25	\$22.70	\$23.15
Storekeeper F. Services	\$23.01	\$23.36	\$23.65	\$24.00	\$24.42	\$24.91	\$25.41
Pizza Maker	\$20.76	\$21.07	\$21.33	\$21.65	\$22.03	\$22.47	\$22.92
Apprentice Cook	\$16.30	\$16.54	\$16.75	\$17.00	\$17.30	\$17.65	\$18.00
General Cafeteria	\$20.33	\$20.63	\$20.89	\$21.20	\$21.57	\$22.00	\$22.44

The Base Hourly Wage Rates effective reflect the Five (\$0.05) Cents noted in Article 29 herein.

Lead Hand will be paid 5% above the highest classification to which the Lead Hand oversees.

This represents a classification for purposes of the application of Article 9.

*A premium of one dollar \$1.00 per hour will be paid for all work while performing asbestos cleanup.

The foregoing schedule of full-time wages meets the requirements of the Pay Equity Act subject to confirmation.

2. Part-time Staff - Wage Grid

These amounts represent full compensation in lieu of all Employer supplied benefits (18%) and vacation pay in accordance with Article 16 and satisfies all Pay Equity obligations subject to confirmation.

The following terms and conditions have been agreed to respecting the part-time staff:

A. The wage levels for all Part-time Food Service employees hired after March 28, 1997 will be as follows:

		Current	Aug. 1, 2016 1.50%	Aug. 1, 2017 1.25%	Aug. 1, 2018 1.50%	Aug. 1, 2019 1.75%	Aug. 1, 2020 2.00%	Aug. 1, 2021 2.00%
Probation - 1 Year	Rate*	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits	\$2.02	\$2.06	\$2.08	\$2.11	\$2.15	\$2.19	\$2.24
	Vacation Pay	\$0.53	\$0.54	\$0.55	\$0.55	\$0.56	\$0.57	\$0.59
	Total	\$13.80	\$14.02	\$14.19	\$14.39	\$14.65	\$14.94	\$15.25
1-4 Year	Rate*	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits	\$2.02	\$2.06	\$2.08	\$2.11	\$2.15	\$2.19	\$2.24
	Vacation Pay	\$0.53	\$0.54	\$0.55	\$0.55	\$0.56	\$0.57	\$0.59
	Total	\$13.80	\$14.02	\$14.19	\$14.39	\$14.65	\$14.94	\$15.25
4-5 Year	Rate	\$11.37	\$11.54	\$11.68	\$11.86	\$12.07	\$12.31	\$12.56
	Benefits	\$2.05	\$2.08	\$2.10	\$2.13	\$2.17	\$2.22	\$2.26
	Vacation Pay	\$0.54	\$0.54	\$0.55	\$0.56	\$0.57	\$0.58	\$0.59
	Total	\$13.96	\$14.16	\$14.33	\$14.55	\$14.81	\$15.11	\$15.41
5-6 Year	Rate	\$11.37	\$11.54	\$11.68	\$11.86	\$12.07	\$12.31	\$12.56
	Benefits	\$2.05	\$2.08	\$2.10	\$2.13	\$2.17	\$2.22	\$2.26
	Vacation Pay	\$0.67	\$0.68	\$0.69	\$0.70	\$0.71	\$0.73	\$0.74
	Total	\$14.09	\$14.30	\$14.47	\$14.69	\$14.95	\$15.26	\$15.56
Greater than 6 Years	Rate	\$15.60	\$15.83	\$16.03	\$16.27	\$16.55	\$16.88	\$17.22
	Benefits	\$2.81	\$2.85	\$2.89	\$2.93	\$2.98	\$3.04	\$3.10
	Vacation Pay	\$0.92	\$0.93	\$0.95	\$0.96	\$0.98	\$1.00	\$1.02
	Total	\$19.33	\$19.61	\$19.87	\$20.16	\$20.51	\$20.92	\$21.34

*Indicates a change to Schedule "A" rate to reflect minimum wage increase effective October 1, 2015

B. Catering/Bar Classification:

		Current	Aug. 1, 2016 1.50%	Aug. 1, 2017 1.25%	Aug. 1, 2018 1.50%	Aug. 1, 2019 1.75%	Aug. 1, 2020 2.00%	Aug. 1, 2021 2.00%
Probation - 5 Year	Rate	\$11.44	\$11.61	\$11.76	\$11.94	\$12.15	\$12.39	\$12.64
	Benefits	\$2.06	\$2.09	\$2.12	\$2.15	\$2.19	\$2.23	\$2.28
	Vacation Pay	\$0.54	\$0.55	\$0.56	\$0.56	\$0.57	\$0.58	\$0.60
	Total	\$14.04	\$14.25	\$14.44	\$14.65	\$14.91	\$15.20	\$15.52
Greater than 5 Years	Rate	\$11.44	\$11.61	\$11.76	\$11.94	\$12.15	\$12.39	\$12.64
	Benefits	\$2.06	\$2.09	\$2.12	\$2.15	\$2.19	\$2.23	\$2.28
	Vacation Pay	\$0.68	\$0.69	\$0.69	\$0.70	\$0.72	\$0.73	\$0.75
	Total	\$14.18	\$14.39	\$14.57	\$14.79	\$15.06	\$15.35	\$15.67

It is understood that the Catering/Bar classification meets the casual definition under the Pay Equity Act. It is understood that anyone performing the duties of this casual classification shall assume the terms and conditions of this casual classification subject to 17.01(3). For example, full-timers recalled to or bumping into this position would assume the wage rate attached to this position.

Placement on the above grid shall be by bargaining unit wide seniority.

C. Premium Pay for the following assigned duties:

Grill Cook	\$0.29
Cook's Helper	\$0.35
Pizza Helper	\$0.29

D. Catering/Bar Lead Hands:

		Current	Aug. 1, 2016 1.50%	Aug. 1, 2017 1.25%	Aug. 1, 2018 1.50%	Aug. 1, 2019 1.75%	Aug. 1, 2020 2.00%	Aug. 1, 2021 2.00%
Probation - 5 Year	Rate	\$15.60	\$15.83	\$16.03	\$16.27	\$16.55	\$16.88	\$17.22
	Benefits	\$2.81	\$2.85	\$2.89	\$2.93	\$2.98	\$3.04	\$3.10
	Vacation Pay	\$0.74	\$0.75	\$0.76	\$0.77	\$0.78	\$0.80	\$0.81
	Total	\$19.15	\$19.43	\$19.68	\$19.97	\$20.31	\$20.72	\$21.13
Greater than 5 Years	Rate	\$15.60	\$15.83	\$16.03	\$16.27	\$16.55	\$16.88	\$17.22
	Benefits	\$2.81	\$2.85	\$2.89	\$2.93	\$2.98	\$3.04	\$3.10
	Vacation Pay	\$0.92	\$0.93	\$0.95	\$0.96	\$0.98	\$1.00	\$1.02
	Total	\$19.33	\$19.61	\$19.87	\$20.16	\$20.51	\$20.92	\$21.34

Catering/Bar Lead Hands will be paid the appropriate hourly rate per hour as above plus 5%, and all other Lead Hands will be paid 5% above the highest classification to which the Lead Hand oversees. This represents a classification for purposes of the application of Article 9.

E. Part-time Custodian/Housekeeper : With less than five (5) years seniority

	Current	Aug. 1, 2016 1.50%	Aug. 1, 2017 1.25%	Aug. 1, 2018 1.50%	Aug. 1, 2019 1.75%	Aug. 1, 2020 2.00%	Aug. 1, 2021 2.00%
Rate	\$19.55	\$19.84	\$20.09	\$20.39	\$20.75	\$21.17	\$21.59
Benefits	\$3.52	\$3.57	\$3.62	\$3.67	\$3.74	\$3.81	\$3.89
Vacation Pay	\$0.92	\$0.94	\$0.95	\$0.96	\$0.98	\$1.00	\$1.02
Total	\$23.99	\$24.35	\$24.66	\$25.02	\$25.47	\$25.98	\$26.50

F. Part-time Custodian/Housekeeper : With greater than five (5) years seniority

	Current	Aug. 1, 2016 1.50%	Aug. 1, 2017 1.25%	Aug. 1, 2018 1.50%	Aug. 1, 2019 1.75%	Aug. 1, 2020 2.00%	Aug. 1, 2021 2.00%
Rate	\$19.55	\$19.84	\$20.09	\$20.39	\$20.75	\$21.17	\$21.59
Benefits	\$3.52	\$3.57	\$3.62	\$3.67	\$3.74	\$3.81	\$3.89
Vacation Pay	\$1.15	\$1.17	\$1.19	\$1.20	\$1.22	\$1.25	\$1.27
Total	\$24.22	\$24.58	\$24.90	\$25.26	\$25.71	\$26.23	\$26.75

SCHEDULE "B"

For all Food Service employees on or after September 20, 2013

1.(a). Full-time Staff

Position	Current	Aug. 1, 2016 1.50%	Aug. 1, 2017 1.25%	Aug. 1, 2018 1.50%	Aug. 1, 2019 1.75%	Aug. 1, 2020 2.00%	Aug. 1, 2021 2.00%
Cook	\$15.91	\$16.15	\$16.35	\$16.60	\$16.89	\$17.23	\$17.57
Cook's Helper	\$13.53	\$13.73	\$13.90	\$14.11	\$14.36	\$14.65	\$14.94
Porter	\$13.26	\$13.46	\$13.63	\$13.83	\$14.07	\$14.35	\$14.64
Porter 1	\$14.06	\$14.27	\$14.45	\$14.67	\$14.93	\$15.23	\$15.53
Baker	\$15.78	\$16.02	\$16.22	\$16.46	\$16.75	\$17.09	\$17.43
Baker's Helper	\$13.53	\$13.73	\$13.90	\$14.11	\$14.36	\$14.65	\$14.94
Storekeeper F. Services	\$14.98	\$15.20	\$15.39	\$15.62	\$15.89	\$16.21	\$16.53
Pizza Maker	\$13.53	\$13.73	\$13.90	\$14.11	\$14.36	\$14.65	\$14.94
Apprentice Cook	\$13.26	\$13.46	\$13.63	\$13.83	\$14.07	\$14.35	\$14.64
General Cafeteria	\$13.26	\$13.46	\$13.63	\$13.83	\$14.07	\$14.35	\$14.64

The Base Hourly Wage Rates effective reflect the Five (\$0.05) Cents noted in Article 29 herein.

Lead Hand will be paid 5% above the highest classification to which the Lead Hand oversees. This represents a classification for purposes of the application of Article 9.

The foregoing schedule of full-time wages meets the requirements of the Pay Equity Act subject to confirmation.

2. Part-time Staff - Wage Grid

These amounts represent full compensation in lieu of all Employer supplied benefits (12%) for Food Services only and vacation pay in accordance with Article 16 and satisfies all Pay Equity obligations subject to confirmation.

The following terms and conditions have been agreed to respecting the part-time staff:

A. The wage levels for all Part-time Food Service employees hired on or after September 20, 2013 will be as follows:

		Current	Aug 1, 2016 1.50%	Aug 1, 2017 1.25%	Aug 1, 2018 1.50%	Aug 1, 2019 1.75%	Aug 1, 2020 2.00%	Aug 1, 2021 2.00%
Level 1 (0 - 800 hours)	Rate*	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits (12%)	\$1.35	\$1.37	\$1.39	\$1.41	\$1.43	\$1.46	\$1.49
	Vacation Pay (4%)	\$0.50	\$0.51	\$0.52	\$0.53	\$0.53	\$0.55	\$0.56
	Total	\$13.10	\$13.30	\$13.47	\$13.67	\$13.90	\$14.19	\$14.47
Level 2 (801 - 1600 hours)	Rate*	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits (12%)	\$1.35	\$1.37	\$1.39	\$1.41	\$1.43	\$1.46	\$1.49
	Vacation Pay (4%)	\$0.50	\$0.51	\$0.52	\$0.53	\$0.53	\$0.55	\$0.56
	Total	\$13.10	\$13.30	\$13.47	\$13.67	\$13.90	\$14.19	\$14.47
Level 3 (1601 - 2400 hours)	Rate*	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits (12%)	\$1.35	\$1.37	\$1.39	\$1.41	\$1.43	\$1.46	\$1.49
	Vacation Pay (4%)	\$0.50	\$0.51	\$0.52	\$0.53	\$0.53	\$0.55	\$0.56
	Total	\$13.10	\$13.30	\$13.47	\$13.67	\$13.90	\$14.19	\$14.47
Level 4 (2401 - 3200 hours)	Rate	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits (12%)	\$1.35	\$1.37	\$1.39	\$1.41	\$1.43	\$1.46	\$1.49
	Vacation Pay (4%)	\$0.50	\$0.51	\$0.52	\$0.53	\$0.53	\$0.55	\$0.56
	Total	\$13.10	\$13.30	\$13.47	\$13.67	\$13.90	\$14.19	\$14.47
Level 5 (3201 - 4000 hours)	Rate	\$11.50	\$11.67	\$11.82	\$12.00	\$12.21	\$12.45	\$12.70
	Benefits (12%)	\$1.38	\$1.40	\$1.42	\$1.44	\$1.47	\$1.49	\$1.52
	Vacation Pay (4%)	\$0.52	\$0.52	\$0.53	\$0.54	\$0.55	\$0.56	\$0.57
	Total	\$13.40	\$13.59	\$13.77	\$13.98	\$14.23	\$14.50	\$14.79
Level 6 (4001 - 4800 hours)	Rate	\$11.75	\$11.93	\$12.08	\$12.26	\$12.47	\$12.72	\$12.97
	Benefits (12%)	\$1.41	\$1.43	\$1.45	\$1.47	\$1.50	\$1.53	\$1.56
	Vacation Pay (4%)	\$0.53	\$0.53	\$0.54	\$0.55	\$0.56	\$0.57	\$0.58
	Total	\$13.69	\$13.89	\$14.07	\$14.28	\$14.53	\$14.82	\$15.11
Level 7 (4801+ hours)	Rate	\$12.75	\$12.94	\$13.10	\$13.30	\$13.53	\$13.80	\$14.08
	Benefits (12%)	\$1.53	\$1.55	\$1.57	\$1.60	\$1.62	\$1.66	\$1.69
	Vacation Pay (4%)	\$0.57	\$0.58	\$0.59	\$0.60	\$0.61	\$0.62	\$0.63
	Total	\$14.85	\$15.07	\$15.26	\$15.50	\$15.76	\$16.07	\$16.40

*Indicates a change to Schedule "B" rate to reflect minimum wage increase effective October 1, 2015

B. Catering/Bar Classification:

		Current	Aug 1, 2016 1.50%	Aug 1, 2017 1.25%	Aug 1, 2018 1.50%	Aug 1, 2019 1.75%	Aug 1, 2020 2.00%	Aug 1, 2021 2.00%
Probation - 5 Year	Rate*	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits (12%)	\$1.35	\$1.37	\$1.39	\$1.41	\$1.43	\$1.46	\$1.49
	Vacation Pay (4%)	\$0.50	\$0.51	\$0.52	\$0.53	\$0.53	\$0.55	\$0.56
	Total	\$13.10	\$13.30	\$13.47	\$13.67	\$13.90	\$14.19	\$14.47
Greater than 5 Years	Rate*	\$11.25	\$11.42	\$11.56	\$11.73	\$11.94	\$12.18	\$12.42
	Benefits (12%)	\$1.35	\$1.37	\$1.39	\$1.41	\$1.43	\$1.46	\$1.49
	Vacation Pay (4%)	\$0.50	\$0.51	\$0.52	\$0.53	\$0.53	\$0.55	\$0.56
	Total	\$13.10	\$13.30	\$13.47	\$13.67	\$13.90	\$14.19	\$14.47

*Indicates a change to Schedule "B" rate to reflect minimum wage increase effective October 1, 2015

It is understood that the Catering/Bar classification meets the casual definition under the Pay Equity Act. It is understood that anyone performing the duties of this casual classification shall assume the terms and conditions of this casual classification subject to 17.01(3). For example, full-timers recalled to or bumping into this position would assume the wage rate attached to this position.

Placement on the above grid shall be by bargaining unit wide seniority.

C. Premium Pay for the following assigned duties:

Grill Cook	\$0.29
Cook's Helper	\$0.35
Pizza Helper	\$0.29

D. Catering/Bar Lead Hands:

		Current	Aug 1, 2016 1.50%	Aug 1, 2017 1.25%	Aug 1, 2018 1.50%	Aug 1, 2019 1.75%	Aug 1, 2020 2.00%	Aug 1, 2021 2.00%
Probation - 5 Year	Rate	\$15.15	\$15.38	\$15.57	\$15.80	\$16.08	\$16.40	\$16.73
	Benefits (12%)	\$1.82	\$1.85	\$1.87	\$1.90	\$1.93	\$1.97	\$2.01
	Vacation Pay (4%)	\$0.68	\$0.69	\$0.70	\$0.71	\$0.72	\$0.73	\$0.75
	Total	\$17.65	\$17.92	\$18.14	\$18.41	\$18.73	\$19.10	\$19.49
Greater than 5 Years	Rate	\$15.15	\$15.38	\$15.57	\$15.80	\$16.08	\$16.40	\$16.73
	Benefits (12%)	\$1.82	\$1.85	\$1.87	\$1.90	\$1.93	\$1.97	\$2.01
	Vacation Pay (4%)	\$0.68	\$0.69	\$0.70	\$0.71	\$0.72	\$0.73	\$0.75
	Total	\$17.65	\$17.92	\$18.14	\$18.41	\$18.73	\$19.10	\$19.49

Catering/Bar Lead Hands will be paid the appropriate hourly rate per hour as above plus 5%, and all other Lead Hands will be paid 5% above the highest classification to which the Lead Hand oversees. This represents a classification for purposes of the application of Article 9.