

Community Subsector Wage Schedule**Effective April 1, 2024****2.0% General Wage Increase and 1.0% COLA**

Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$22.51	\$23.30	\$24.08
2	\$0.00	\$22.99	\$23.77	\$24.54
3	\$0.00	\$23.42	\$24.21	\$25.00
4	\$0.00	\$24.31	\$25.09	\$25.93
5	\$0.00	\$24.76	\$25.54	\$26.38
6	\$0.00	\$25.10	\$25.96	\$26.84
7	\$0.00	\$25.18	\$26.01	\$26.84
8	\$0.00	\$25.54	\$26.35	\$27.22
9	\$0.00	\$25.61	\$26.44	\$27.31
10	\$0.00	\$25.68	\$26.53	\$27.31
11	\$0.00	\$25.62	\$26.39	\$27.18
12	\$0.00	\$26.09	\$26.97	\$27.75
13	\$0.00	\$26.59	\$27.39	\$28.22
14	\$0.00	\$26.87	\$27.75	\$28.57
15	\$0.00	\$26.92	\$27.79	\$28.70
16	\$0.00	\$27.06	\$27.84	\$28.70
17	\$0.00	\$27.27	\$28.18	\$29.02
18	\$0.00	\$27.47	\$28.28	\$29.15
19	\$0.00	\$27.58	\$28.41	\$29.15
20	\$0.00	\$27.91	\$28.78	\$29.60
21	\$0.00	\$27.92	\$28.79	\$29.60
22	\$0.00	\$28.34	\$29.14	\$29.60
23	\$0.00	\$28.31	\$29.19	\$30.06
24	\$0.00	\$28.42	\$29.26	\$30.06
25	\$0.00	\$28.80	\$29.68	\$30.53
26	\$0.00	\$28.85	\$29.71	\$30.53
27	\$0.00	\$28.94	\$29.76	\$30.53
28	\$0.00	\$29.38	\$30.18	\$30.96
29	\$0.00	\$29.82	\$30.66	\$31.47
30	\$0.00	\$30.15	\$31.05	\$31.89
31	\$0.00	\$30.20	\$31.08	\$31.89
32	\$0.00	\$30.68	\$31.54	\$32.35
33	\$0.00	\$31.54	\$32.42	\$33.28
34	\$0.00	\$31.56	\$32.42	\$33.28
35	\$0.00	\$32.49	\$33.35	\$34.18
36	\$0.00	\$33.71	\$34.68	\$35.58
37	\$0.00	\$33.89	\$34.74	\$35.58
38	\$0.00	\$33.99	\$34.76	\$35.58
39	\$0.00	\$34.02	\$34.81	\$35.62
40	\$0.00	\$36.34	\$37.12	\$37.97
41	\$0.00	\$37.03	\$37.90	\$38.78
42	\$0.00	\$40.91	\$42.07	\$43.19
43	\$0.00	\$44.14	\$45.17	\$46.22
44	\$0.00	\$44.36	\$45.30	\$46.22

Increment progression for all classifications under the agreement shall be as follows:

For Employees hired before April 1, 2023:	
Step 1	Up to one year, or Up to 1950 hours [Eliminated first pay period after April 1, 2023*]
Step 2	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 3	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours
Step 4	More than three years, or Over 5850 Hours

*For those employees hired before April 1, 2023 and moved to Step 2 as a result of the elimination of Step 1, they must work	
Step 1	n/a - eliminated
Step 2	One year or 1950 hours worked at step 2
Step 3	More than one year and up to and including two years, Over 1950 hours up to and including 3900 hours
Step 4	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours

For employees hired on or after April 1, 2023:	
Step 1	n/a – eliminated
Step 2	Up to one year, or Up to 1950 hours
Step 3	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 4	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours