

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1			Activity Aide (Uncertified)	HF	2015	Hourly 18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
						Monthly 3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332
						Annual 36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985
2			Activity Aide 1 (Trained)	HF	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
3	1,2		Activity Worker	CHL (Northern Scale)	1950	Hourly 19.271	19.849	20.445	21.058	21.689	22.339			22.786	23.242	23.939
						Monthly 3,131.538	3,225.463	3,322.313	3,421.925	3,524.463	3,630.088			3,702.725	3,776.825	3,890.088
						Annual 37,578.450	38,705.550	39,867.750	41,063.100	42,293.550	43,561.050			44,432.700	45,321.900	46,681.050
4			Activity Worker (Certified)	FDL	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
5			Activity Worker (Uncertified)	FDL	2015	Hourly 18.353	18.904	19.471	20.055	20.656	21.275			21.701	22.135	22.799
						Monthly 3,081.775	3,174.297	3,269.505	3,367.569	3,468.487	3,572.427			3,643.960	3,716.835	3,828.332
						Annual 36,981.295	38,091.560	39,234.065	40,410.825	41,621.840	42,869.125			43,727.515	44,602.025	45,939.985
6			Adult Day Centre Attendant	RHC	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
7			Adult Day Centre Coordinator	RHC	2015	Hourly 31.813	32.768	33.750	34.764	35.805	36.881			37.619	38.371	39.522
						Monthly 5,341.933	5,502.293	5,667.188	5,837.455	6,012.256	6,192.935			6,316.857	6,443.130	6,636.403
						Annual 64,103.195	66,027.520	68,006.250	70,049.460	72,147.075	74,315.215			75,802.285	77,317.565	79,636.830
8	23-13CERT		Aide	MHC	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
9	23-DUAL		Aide - Clerk	GH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
10			Bright Start Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
11			Camp Leader	SOGH	2080	Hourly 16.357	16.357							16.684	17.018	17.529
						Monthly 2,835.213	2,835.213							2,891.893	2,949.787	3,038.360
						Annual 34,022.560	34,022.560							34,702.720	35,397.440	36,460.320
12			Child Minder	WHC	2080	Hourly 16.357	16.357	16.357	16.357	16.357	16.412			16.740	17.075	17.587
						Monthly 2,835.213	2,835.213	2,835.213	2,835.213	2,835.213	2,844.747			2,901.600	2,959.667	3,048.413
						Annual 34,022.560	34,022.560	34,022.560	34,022.560	34,022.560	34,136.960			34,819.200	35,516.000	36,580.960
13			Community Action & Engagement Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
14			Community Chef	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
15			Community Development Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
16			Community Health Worker	Com	2015	Hourly 22.865	23.220	23.573	23.926	24.292	24.646			25.139	25.642	26.411
						Monthly 3,839.415	3,899.025	3,958.300	4,017.574	4,079.032	4,138.474			4,221.257	4,305.719	4,434.847
						Annual 46,072.975	46,788.300	47,499.595	48,210.890	48,948.380	49,661.690			50,655.085	51,668.630	53,218.165
17			Community Outreach Worker	MCC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
18	1		Community Services Coordinator	Com	1885	Hourly 27.666	28.626	29.635	30.623	31.771	32.845	34.020	35.078	35.780	36.496	37.591
						Monthly 4,345.868	4,496.668	4,655.165	4,810.363	4,990.695	5,159.402	5,343.975	5,510.169	5,620.442	5,732.913	5,904.920
						Annual 52,150.410	53,960.010	55,861.975	57,724.355	59,888.335	61,912.825	64,127.700	66,122.030	67,445.300	68,794.960	70,859.035
19			Cooking and Food Skills Programmer	NWC	1950	Hourly 24.507	25.243	25.999	26.780	27.584	28.412			28.980	29.560	30.447
						Monthly 3,982.388	4,101.988	4,224.838	4,351.750	4,482.400	4,616.950			4,709.250	4,803.500	4,947.638
						Annual 47,788.650	49,223.850	50,698.050	52,221.000	53,788.800	55,403.400			56,511.000	57,642.000	59,371.650
20			Cultural Support Worker	NCC	2015	Hourly 23.716	24.430	25.162	25.914	26.694	27.497			28.047	28.608	29.466
						Monthly 3,982.312	4,102.204	4,225.119	4,351.393	4,482.368	4,617.205			4,709.559	4,803.760	4,947.833
						Annual 47,787.740	49,226.450	50,701.430	52,216.710	53,788.410	55,406.455			56,514.705	57,645.120	59,373.990

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21			Cultural Support Worker - PIO	NCC	2015	Hourly Monthly Annual	<u>25.814</u> 4,334.601 52,015.210	<u>26.170</u> 4,394.379 52,732.550	<u>26.525</u> 4,453.990 53,447.875	<u>26.881</u> 4,513.768 54,165.215	<u>27.236</u> 4,573.378 54,880.540	<u>27.591</u> 4,632.989 55,595.865		<u>28.143</u> 4,725.679 56,708.145	<u>28.706</u> 4,820.216 57,842.590	<u>29.567</u> 4,964.792 59,577.505
22			Day Program Worker	HF	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
23			Diagnostic Imaging Assistant	VGH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
24			Diagnostic Imaging Assistant	MHC	2015	Hourly Monthly Annual	<u>20.805</u> 3,493.506 41,922.075	<u>21.164</u> 3,553.788 42,645.460	<u>21.504</u> 3,610.880 43,330.560	<u>22.080</u> 3,707.600 44,491.200	<u>22.943</u> 3,852.512 46,230.145			<u>23.402</u> 3,929.586 47,155.030	<u>23.870</u> 4,008.171 48,098.050	<u>24.586</u> 4,128.399 49,540.790
25			Dialysis Aide	SOGH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
26	23-50	1,2	Family First Home Visitor	CHL (Northern Scale)	1950	Hourly Monthly Annual	<u>22.820</u> 3,708.250 44,499.000	<u>23.339</u> 3,792.588 45,511.050	<u>23.859</u> 3,877.088 46,525.050	<u>24.336</u> 3,954.600 47,455.200	<u>24.826</u> 4,034.225 48,410.700	<u>25.323</u> 4,114.988 49,379.850		<u>25.829</u> 4,197.213 50,366.550	<u>26.346</u> 4,281.225 51,374.725	<u>27.136</u> 4,409.600 52,915.200
27			Financial Empowerment Programmer	NWC	1950	Hourly Monthly Annual	<u>24.507</u> 3,982.388 47,788.650	<u>25.243</u> 4,101.988 49,223.850	<u>25.999</u> 4,224.838 50,698.050	<u>26.780</u> 4,351.750 52,221.000	<u>27.584</u> 4,482.400 53,788.800	<u>28.412</u> 4,616.950 55,403.400		<u>28.980</u> 4,709.250 56,511.000	<u>29.560</u> 4,803.500 57,642.000	<u>30.447</u> 4,947.638 59,371.650
28			Garden and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	<u>24.507</u> 3,982.388 47,788.650	<u>25.243</u> 4,101.988 49,223.850	<u>25.999</u> 4,224.838 50,698.050	<u>26.780</u> 4,351.750 52,221.000	<u>27.584</u> 4,482.400 53,788.800	<u>28.412</u> 4,616.950 55,403.400		<u>28.980</u> 4,709.250 56,511.000	<u>29.560</u> 4,803.500 57,642.000	<u>30.447</u> 4,947.638 59,371.650
29	23-13CERT		Health Care Aide	SBH, LPCH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
30	23-13CERT		Health Care Aide	CRS	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
31	23-13CERT		Health Care Aide	GH, SH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
32	23-13CERT		Health Care Aide	CH, HSC, SH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
33	23-13CERT		Health Care Aide	SOGH, SH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
34	23-13CERT		Health Care Aide	PAC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
35	23-13CERT		Health Care Aide	DLC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
36	23-13CERT		Health Care Aide	RHC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
37	23-13CERT		Health Care Aide	RPG	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
38	23-13CERT		Health Care Aide	MH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
39	23-13CERT	3	Health Care Aide	DM	1950	Hourly Monthly Annual	<u>20.798</u> 3,379.675 40,556.100	<u>21.423</u> 3,481.238 41,774.850	<u>22.065</u> 3,585.563 43,026.750	<u>22.726</u> 3,692.975 44,315.700	<u>23.409</u> 3,803.963 45,647.550	<u>24.112</u> 3,918.200 47,018.400	<u>24.836</u> 4,035.850 48,430.200	<u>25.333</u> 4,116.613 49,399.350	<u>25.840</u> 4,199.000 50,388.000	<u>26.615</u> 4,324.938 51,899.250
40	23-13UNCERT		Health Care Aide - Uncertified	VGH	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT		Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
42	23-13UNCERT		Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
43	23-13UNCERT		Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
44	23-13UNCERT		Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
45	23-13CERT		Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
46	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	<u>20.798</u> 3,379.675 40,556.100	<u>21.423</u> 3,481.238 41,774.850	<u>22.065</u> 3,585.563 43,026.750	<u>22.726</u> 3,692.975 44,315.700	<u>23.409</u> 3,803.963 45,647.550	<u>24.112</u> 3,918.200 47,018.400	<u>24.836</u> 4,035.850 48,430.200	<u>25.333</u> 4,116.613 49,399.350	<u>25.840</u> 4,199.000 50,388.000	<u>26.615</u> 4,324.938 51,899.250
47	23-13CERT		Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	<u>20.798</u> 3,379.675 40,556.100	<u>21.423</u> 3,481.238 41,774.850	<u>22.065</u> 3,585.563 43,026.750	<u>22.726</u> 3,692.975 44,315.700	<u>23.409</u> 3,803.963 45,647.550	<u>24.112</u> 3,918.200 47,018.400	<u>24.836</u> 4,035.850 48,430.200	<u>25.333</u> 4,116.613 49,399.350	<u>25.840</u> 4,199.000 50,388.000	<u>26.615</u> 4,324.938 51,899.250
48	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
49	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	<u>20.193</u> 3,281.363 39,376.350							<u>20.597</u> 3,347.013 40,164.150	<u>21.009</u> 3,413.963 40,967.550	<u>21.639</u> 3,516.338 42,196.050
50	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
51	23-47CERT		Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	<u>21.839</u> 3,667.132 44,005.585	<u>22.495</u> 3,777.285 45,327.425	<u>23.169</u> 3,890.461 46,685.535	<u>23.863</u> 4,006.995 48,083.945	<u>24.580</u> 4,127.392 49,528.700	<u>25.318</u> 4,251.314 51,015.770	<u>26.078</u> 4,378.931 52,547.170	<u>26.600</u> 4,466.583 53,599.000	<u>27.132</u> 4,555.915 54,670.980	<u>27.946</u> 4,692.599 56,311.190
52	23-13CERT	2	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>21.838</u> 3,785.253 45,423.040	<u>22.495</u> 3,899.133 46,789.600	<u>23.169</u> 4,015.960 48,191.520	<u>23.862</u> 4,136.080 49,632.960	<u>24.580</u> 4,260.533 51,126.400	<u>25.318</u> 4,388.453 52,661.440	<u>26.077</u> 4,520.013 54,240.160	<u>26.599</u> 4,610.493 55,325.920	<u>27.131</u> 4,702.707 56,432.480	<u>27.945</u> 4,843.800 58,125.600
53	23-13UNCERT	2	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>21.202</u> 3,675.013 44,100.160							<u>21.626</u> 3,748.507 44,982.080	<u>22.059</u> 3,823.560 45,882.720	<u>22.721</u> 3,938.307 47,259.680
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
55	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>20.193</u> 3,500.120 42,001.440							<u>20.597</u> 3,570.147 42,841.760	<u>21.009</u> 3,641.560 43,698.720	<u>21.639</u> 3,750.760 45,009.120
56	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>20.193</u> 3,500.120 42,001.440							<u>20.597</u> 3,570.147 42,841.760	<u>21.009</u> 3,641.560 43,698.720	<u>21.639</u> 3,750.760 45,009.120
57	23-13CERT		Home Care Attendant 2	Com	2080	Hourly Monthly Annual	<u>20.798</u> 3,604.987 43,259.840	<u>21.423</u> 3,713.320 44,559.840	<u>22.065</u> 3,824.600 45,895.200	<u>22.726</u> 3,939.173 47,270.080	<u>23.409</u> 4,057.560 48,690.720	<u>24.112</u> 4,179.413 50,152.960	<u>24.836</u> 4,304.907 51,658.880	<u>25.333</u> 4,391.053 52,692.640	<u>25.840</u> 4,478.933 53,747.200	<u>26.615</u> 4,613.267 55,359.200
58	23-50	1	Home Visitor 2	Com	1885	Hourly Monthly Annual	<u>21.733</u> 3,413.892 40,966.705	<u>22.228</u> 3,491.648 41,899.780	<u>22.723</u> 3,569.405 42,832.855	<u>23.177</u> 3,640.720 43,688.645	<u>23.644</u> 3,714.078 44,568.940	<u>24.117</u> 3,788.379 45,460.545		<u>24.599</u> 3,864.093 46,369.115	<u>25.091</u> 3,941.378 47,296.535	<u>25.844</u> 4,059.662 48,715.940
59			Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	<u>22.976</u> 3,982.507 47,790.080	<u>23.665</u> 4,101.933 49,223.200	<u>24.375</u> 4,225.000 50,700.000	<u>25.107</u> 4,351.880 52,222.560	<u>25.860</u> 4,482.400 53,788.800	<u>26.635</u> 4,616.733 55,400.800		<u>27.168</u> 4,709.120 56,509.440	<u>27.711</u> 4,803.240 57,638.880	<u>28.542</u> 4,947.280 59,367.360
60			InSight Mentor	NWC	1950	Hourly Monthly Annual	<u>26.607</u> 4,323.638 51,883.650	<u>27.218</u> 4,422.925 53,075.100	<u>27.776</u> 4,513.600 54,163.200	<u>28.436</u> 4,620.850 55,450.200				<u>29.005</u> 4,713.313 56,559.750	<u>29.585</u> 4,807.563 57,690.750	<u>30.473</u> 4,951.863 59,422.350

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48		Integrated Support Worker	Com	2080	Hourly 21.422	22.066	22.727	23.408	24.111	24.836	25.581		26.093	26.615	27.413
						Monthly 3,713.147	3,824.773	3,939.347	4,057.387	4,179.240	4,304.907	4,434.040		4,522.787	4,613.267	4,751.587
						Annual 44,557.760	45,897.280	47,272.160	48,688.640	50,150.880	51,658.880	53,208.480		54,273.440	55,359.200	57,019.040
62			IOT Outreach Mentor	NWC	1950	Hourly 26.607	27.218	27.776	28.436					29.005	29.585	30.473
						Monthly 4,323.638	4,422.925	4,513.600	4,620.850					4,713.313	4,807.563	4,951.863
						Annual 51,883.650	53,075.100	54,163.200	55,450.200					56,559.750	57,690.960	59,422.350
63			Kids Corner Assistant	SOGH	1950	Hourly 16.357	16.357	16.357	16.357	16.357				16.684	17.018	17.529
						Monthly 2,658.013	2,658.013	2,658.013	2,658.013	2,658.013				2,711.150	2,765.425	2,848.463
						Annual 31,896.150	31,896.150	31,896.150	31,896.150	31,896.150				32,533.800	33,185.100	34,181.550
64			Lifeguard	SOGH	2015	Hourly 16.357	16.357	16.776	17.614	17.981				18.341	18.708	19.269
						Monthly 2,746.613	2,746.613	2,816.970	2,957.684	3,019.310				3,079.760	3,141.385	3,235.586
						Annual 32,959.355	32,959.355	33,803.640	35,492.210	36,231.715				36,957.115	37,696.620	38,827.035
65	23-51A		Mental Health - Proctor 2	Com	2080	Hourly 19.171	19.733	20.285	20.858	21.423	21.998			22.438	22.887	23.574
						Monthly 3,322.973	3,420.387	3,516.067	3,615.387	3,713.320	3,812.987			3,889.253	3,967.080	4,086.160
						Annual 39,875.680	41,044.640	42,192.800	43,384.640	44,559.840	45,755.840			46,671.040	47,604.960	49,033.920
66	23-51B		Mental Health - Proctor 3	Com	2080	Hourly 21.733	22.228	22.723	23.177	23.644	24.117			24.599	25.091	25.844
						Monthly 3,767.053	3,852.853	3,938.653	4,017.347	4,098.293	4,180.280			4,263.827	4,349.107	4,479.627
						Annual 45,204.640	46,234.240	47,263.840	48,208.160	49,179.520	50,163.360			51,165.920	52,189.280	53,755.520
67	1		Mental Health Support Worker	CRS	1885	Hourly 22.435	23.133	23.926	24.748	25.582	26.402			26.930	27.469	28.293
						Monthly 3,524.165	3,633.809	3,758.376	3,887.498	4,018.506	4,147.314			4,230.254	4,314.922	4,444.359
						Annual 42,289.975	43,605.705	45,100.510	46,649.980	48,222.070	49,767.770			50,763.050	51,779.065	53,332.305
68			Mental Health Support Worker	Com	2080	Hourly 22.435	23.133	23.926	24.748	25.582	26.402			26.930	27.469	28.293
						Monthly 3,888.733	4,009.720	4,147.173	4,289.653	4,434.213	4,576.347			4,667.867	4,761.293	4,904.120
						Annual 46,664.800	48,116.640	49,766.080	51,475.840	53,210.560	54,916.160			56,014.400	57,135.520	58,849.440
69			Nurses Aide (Uncertified)	MM	2015	Hourly 16.357	16.561	17.057	17.567	18.095	18.638			19.011	19.391	19.973
						Monthly 2,746.613	2,780.868	2,864.155	2,949.792	3,038.452	3,129.631			3,192.264	3,256.072	3,353.800
						Annual 32,959.355	33,370.415	34,369.855	35,397.505	36,461.425	37,555.570			38,307.165	39,072.865	40,245.595
70	23-13CERT		Nurses Aide (Trained)	FDL	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.833	4,338.967	4,469.102
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
73	23-13UNCERT		Nursing Assistant (Uncertified)	HF	2015	Hourly 20.193								20.597	21.009	21.639
						Monthly 3,390.741								3,458.580	3,527.761	3,633.549
						Annual 40,688.895								41,502.955	42,333.135	43,602.585
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
75			Occupational Therapy Assistant	Com	2015	Hourly 20.341	20.946	21.578	22.222	22.889	23.573			24.044	24.525	25.261
						Monthly 3,415.593	3,517.183	3,623.306	3,731.444	3,843.445	3,958.300			4,037.388	4,118.156	4,241.743
						Annual 40,987.115	42,206.190	43,479.670	44,777.330	46,121.335	47,499.595			48,448.660	49,417.875	50,900.915
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 25.166	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
						Monthly 4,225.791	4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
						Annual 50,709.490	52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 25.166	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
						Monthly 4,225.791	4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
						Annual 50,709.490	52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 25.166	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
						Monthly 4,225.791	4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
						Annual 50,709.490	52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 25.166	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
						Monthly 4,225.791	4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
						Annual 50,709.490	52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 25.166	25.922	26.700	27.498	28.326	29.174			29.757	30.352	31.263
						Monthly 4,225.791	4,352.736	4,483.375	4,617.373	4,756.408	4,898.801			4,996.696	5,096.607	5,249.579
						Annual 50,709.490	52,232.830	53,800.500	55,408.470	57,076.890	58,785.610			59,960.355	61,159.280	62,994.945

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly 25.166 Monthly 4,225.791 Annual 50,709.490	25.922 4,352.736 52,232.830	26.700 4,483.375 53,800.500	27.498 4,617.373 55,408.470	28.326 4,756.408 57,076.890	29.174 4,898.801 58,785.610			29.757 4,996.696 59,960.355	30.352 5,096.607 61,159.280	31.263 5,249.579 62,994.945
82		1	Ophthalmic Assistant	MHC	1950	Hourly 21.082 Monthly 3,425.825 Annual 41,109.900	21.714 3,528.525 42,342.300	22.369 3,634.963 43,619.550	23.037 3,743.513 44,922.150	23.729 3,855.963 46,271.550	24.442 3,971.825 47,661.900			24.931 4,051.288 48,615.450	25.430 4,132.375 49,588.500	26.193 4,256.363 51,076.350
83			OR Attendant	VGH	2015	Hourly 22.878 Monthly 3,841.598 Annual 46,099.170	23.565 3,956.956 47,483.475	24.271 4,075.505 48,906.065	24.998 4,197.581 50,370.970	25.750 4,323.854 51,886.250	26.523 4,453.654 53,443.845			27.053 4,542.650 54,511.795	27.594 4,633.493 55,601.910	28.422 4,772.528 57,270.330
84		1	Orientation Coordinator	Com	1885	Hourly 27.380 Monthly 4,300.942 Annual 51,611.300	28.355 4,454.098 53,449.175	29.361 4,612.124 55,345.485	30.423 4,778.946 57,347.355	31.550 4,955.979 59,471.750	32.699 5,136.468 61,637.615			33.353 5,239.200 62,870.405	34.020 5,343.975 64,127.700	35.041 5,504.357 66,052.285
85		1	Outreach Worker	CRS	1885	Hourly 27.666 Monthly 4,345.868 Annual 52,150.410	28.626 4,496.668 53,960.010	29.635 4,655.165 55,861.975	30.623 4,810.363 57,724.355	31.771 4,990.695 59,888.335	32.845 5,159.402 61,912.825	34.020 5,343.975 64,127.700	35.078 5,510.169 66,122.030	35.780 5,620.442 67,445.300	36.496 5,732.913 68,794.960	37.591 5,904.920 70,859.035
86			Outreach Worker	NCC	2015	Hourly 23.716 Monthly 3,982.312 Annual 47,787.740	24.430 4,102.204 49,226.450	25.162 4,225.119 50,701.430	25.914 4,351.393 52,216.710	26.694 4,482.368 53,788.410	27.497 4,617.205 55,406.455			28.047 4,709.559 56,514.705	28.608 4,803.760 57,645.120	29.466 4,947.833 59,373.990
87			Outreach Worker	WHC	2080	Hourly 22.976 Monthly 3,982.507 Annual 47,790.080	23.665 4,101.933 49,223.200	24.375 4,225.000 50,700.000	25.107 4,351.880 52,222.560	25.860 4,482.400 53,788.800	26.635 4,616.733 55,400.800			27.168 4,709.120 56,509.440	27.711 4,803.240 57,638.880	28.542 4,947.280 59,367.360
88	23-13CERT		P.C.A. - Trained	BPCH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680	24.836 4,170.378 50,044.540		25.333 4,253.833 51,045.995	25.840 4,338.967 52,067.600	26.615 4,469.102 53,629.225
89			PACT Support Worker	Com	2080	Hourly 22.435 Monthly 3,888.733 Annual 46,664.800	23.133 4,009.720 48,116.640	23.926 4,147.173 49,766.080	24.748 4,289.653 51,475.840	25.582 4,434.213 53,210.560	26.420 4,576.347 54,916.160			26.930 4,667.867 56,014.400	27.469 4,761.293 57,135.520	28.293 4,904.120 58,849.440
90			Peer Navigator	NWC	1950	Hourly 24.507 Monthly 3,982.388 Annual 47,788.650	25.243 4,101.988 49,223.850	25.999 4,224.838 50,698.050	26.780 4,351.750 52,221.000	27.584 4,482.400 53,788.800	28.412 4,616.950 55,403.400			28.980 4,709.250 56,511.000	29.560 4,803.500 57,642.000	30.447 4,947.638 59,371.650
91			Peer Support Worker	KL	2080	Hourly 22.976 Monthly 3,982.507 Annual 47,790.080	23.665 4,101.933 49,223.200	24.375 4,225.000 50,700.000	25.107 4,351.880 52,222.560	25.860 4,482.400 53,788.800	26.635 4,616.733 55,400.800			27.168 4,709.120 56,509.440	27.711 4,803.240 57,638.880	28.542 4,947.280 59,367.360
92	23-47CERT		Physiotherapy - Rehab Aide	CH	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170		26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
93	23-47CERT		Physiotherapy Assistant	DLC	2015	Hourly 21.839 Monthly 3,667.132 Annual 44,005.585	22.495 3,777.285 45,327.425	23.169 3,890.461 46,685.535	23.863 4,006.995 48,083.945	24.580 4,127.392 49,528.700	25.318 4,251.314 51,015.770	26.078 4,378.931 52,547.170		26.600 4,466.583 53,599.000	27.132 4,555.915 54,670.980	27.946 4,692.599 56,311.190
94			Porter / Orderly	VGH	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
95			Porter-Diagnostic Imaging	SBH	2015	Hourly 19.852 Monthly 3,333.482 Annual 40,001.780	20.445 3,433.056 41,196.675	21.059 3,536.157 42,433.885	21.692 3,642.448 43,709.380	22.343 3,751.762 45,021.145	23.013 3,864.266 46,371.195			23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
96			Porter-Rehabilitation	SBH	2015	Hourly 19.852 Monthly 3,333.482 Annual 40,001.780	20.445 3,433.056 41,196.675	21.059 3,536.157 42,433.885	21.692 3,642.448 43,709.380	22.343 3,751.762 45,021.145	23.013 3,864.266 46,371.195			23.473 3,941.508 47,298.095	23.942 4,020.261 48,243.130	24.660 4,140.825 49,689.900
97		2	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 21.511 Monthly 3,728.573 Annual 44,742.880	22.038 3,819.920 45,839.040	22.564 3,911.093 46,933.120	23.082 4,000.880 48,010.560	23.612 4,092.747 49,112.960	24.134 4,183.227 50,198.720			24.617 4,266.947 51,203.360	25.109 4,352.227 52,226.720	25.862 4,482.747 53,792.960
98		2	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 19.485 Monthly 3,377.400 Annual 40,528.800	19.947 3,457.480 41,489.760	20.404 3,536.693 42,440.320	20.905 3,623.533 43,482.400	21.533 3,716.135 44,519.135	22.166 3,807.266 45,619.135			21.323 3,695.987 44,351.840	21.749 3,769.827 45,237.920	22.401 3,882.840 46,594.080
99			Recreation Coordinator	RPG	2015	Hourly 20.798 Monthly 3,492.331 Annual 41,907.970	21.423 3,597.279 43,167.345	22.065 3,705.081 44,460.975	22.726 3,816.074 45,792.890	23.409 3,930.761 47,169.135	24.112 4,048.807 48,585.680			24.594 4,129.743 49,556.910	25.086 4,212.358 50,548.290	25.839 4,338.799 52,065.585
100			Recreation Coordinator	SEPCH, LPCH	2015	Hourly 21.967 Monthly 3,688.625 Annual 44,263.505	22.625 3,799.115 45,589.375	23.306 3,913.466 46,961.590	24.006 4,031.008 48,372.090	24.724 4,151.572 49,818.860	25.465 4,275.998 51,311.975			25.974 4,361.468 52,337.610	26.493 4,448.616 53,383.395	27.288 4,582.110 54,985.320

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101			Recreation Facilitator	MH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
102			Recreation Facilitator	MHC	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
103			Recreation Facilitator	RPG	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
104			Recreation Facilitator	SEPCH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680	<u>24.836</u> 4,170.378 50,044.540	<u>25.333</u> 4,253.833 51,045.995	<u>25.840</u> 4,338.967 52,067.600	<u>26.615</u> 4,469.102 53,629.225
105			Recreation Facilitator (Uncertified)	MM	2015	Hourly Monthly Annual	<u>16.357</u> 2,746.613 32,959.355	<u>16.561</u> 2,780.868 33,370.415	<u>17.057</u> 2,864.155 34,369.855	<u>17.567</u> 2,949.792 35,397.505	<u>18.095</u> 3,038.452 36,461.425	<u>18.638</u> 3,129.631 37,555.570		<u>19.011</u> 3,192.264 38,307.165	<u>19.391</u> 3,256.072 39,072.862	<u>19.973</u> 3,353.800 40,245.595
106			Recreation Facilitator - PIO	MHC	2015	Hourly Monthly Annual	<u>22.776</u> 3,824.470 45,893.640	<u>23.131</u> 3,884.080 46,608.965	<u>23.633</u> 3,968.375 47,620.495	<u>24.357</u> 4,089.946 49,079.355	<u>25.465</u> 4,275.998 51,311.975			<u>25.974</u> 4,361.468 52,337.610	<u>26.493</u> 4,448.616 53,383.395	<u>27.288</u> 4,582.110 54,985.320
107			Recreation Facilitator - Trained	MM	2015	Hourly Monthly Annual	<u>21.967</u> 3,688.625 44,263.505	<u>22.624</u> 3,798.947 45,587.360	<u>23.306</u> 3,913.466 46,961.590	<u>24.004</u> 4,030.672 48,368.060	<u>24.724</u> 4,151.572 49,818.860	<u>25.465</u> 4,275.998 51,311.975		<u>25.974</u> 4,361.468 52,337.610	<u>26.493</u> 4,448.616 53,383.395	<u>27.288</u> 4,582.110 54,985.320
108			Recreation Facilitator (ADP Certified)	ASB	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
109			Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly Monthly Annual	<u>20.193</u> 3,390.741 40,688.895							<u>20.597</u> 3,458.580 41,502.955	<u>21.009</u> 3,527.761 42,333.135	<u>21.639</u> 3,633.549 43,602.585
110			Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
111			Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
112			Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly Monthly Annual	<u>18.353</u> 3,081.775 36,981.295	<u>18.904</u> 3,174.297 38,091.560	<u>19.471</u> 3,269.505 39,234.065	<u>20.055</u> 3,367.569 40,410.825	<u>20.656</u> 3,468.487 41,621.840	<u>21.275</u> 3,572.427 42,869.125		<u>21.701</u> 3,643.960 43,727.515	<u>22.135</u> 3,716.835 44,602.025	<u>22.799</u> 3,828.332 45,939.985
113			Recreation Programmer (Certified)	SCPCH	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
114			Recreation Programmer (Uncertified)	SCPCH	2015	Hourly Monthly Annual	<u>18.353</u> 3,081.775 36,981.295	<u>18.904</u> 3,174.297 38,091.560	<u>19.471</u> 3,269.505 39,234.065	<u>20.055</u> 3,367.569 40,410.825	<u>20.656</u> 3,468.487 41,621.840	<u>21.275</u> 3,572.427 42,869.125		<u>21.701</u> 3,643.960 43,727.515	<u>22.135</u> 3,716.835 44,602.025	<u>22.799</u> 3,828.332 45,939.985
115			Recreation Worker	DLC	2015	Hourly Monthly Annual	<u>25.368</u> 4,259.710 51,116.520	<u>26.362</u> 4,426.619 53,119.430	<u>27.466</u> 4,611.999 55,343.990	<u>28.540</u> 4,792.342 57,508.100	<u>29.641</u> 4,977.218 59,726.615	<u>30.810</u> 5,173.513 62,082.150		<u>31.426</u> 5,276.949 63,323.390	<u>32.055</u> 5,382.569 64,590.825	<u>33.017</u> 5,544.105 66,529.255
116			Recreation Worker (Certified)	ASJ	2015	Hourly Monthly Annual	<u>20.798</u> 3,492.331 41,907.970	<u>21.423</u> 3,597.279 43,167.345	<u>22.065</u> 3,705.081 44,460.975	<u>22.726</u> 3,816.074 45,792.890	<u>23.409</u> 3,930.761 47,169.135	<u>24.112</u> 4,048.807 48,585.680		<u>24.594</u> 4,129.743 49,556.910	<u>25.086</u> 4,212.358 50,548.290	<u>25.839</u> 4,338.799 52,065.585
117	23-47CERT		Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly Monthly Annual	<u>21.839</u> 3,667.132 44,005.585	<u>22.495</u> 3,777.285 45,327.425	<u>23.169</u> 3,890.461 46,685.535	<u>23.863</u> 4,006.995 48,083.945	<u>24.580</u> 4,127.392 49,528.700	<u>25.318</u> 4,251.314 51,015.770	<u>26.078</u> 4,378.931 52,547.170	<u>26.600</u> 4,466.583 53,599.000	<u>27.132</u> 4,555.915 54,670.980	<u>27.946</u> 4,692.599 56,311.190
118	23-47CERT		Rehab Assistant	Com	2080	Hourly Monthly Annual	<u>21.839</u> 3,785.427 45,425.120	<u>22.495</u> 3,899.133 46,789.600	<u>23.169</u> 4,015.960 48,191.520	<u>23.863</u> 4,136.253 49,635.040	<u>24.580</u> 4,260.533 51,126.400	<u>25.318</u> 4,388.453 52,661.440	<u>26.078</u> 4,520.187 54,242.240	<u>26.600</u> 4,610.667 55,328.667	<u>27.132</u> 4,702.880 56,434.560	<u>27.946</u> 4,843.973 58,127.680
119	23-47CERT		Rehabilitation Assistant	SBH	2015	Hourly Monthly Annual	<u>21.839</u> 3,667.132 44,005.585	<u>22.495</u> 3,777.285 45,327.425	<u>23.169</u> 3,890.461 46,685.535	<u>23.863</u> 4,006.995 48,083.945	<u>24.580</u> 4,127.392 49,528.700	<u>25.318</u> 4,251.314 51,015.770	<u>26.078</u> 4,378.931 52,547.170	<u>26.600</u> 4,466.583 53,599.000	<u>27.132</u> 4,555.915 54,670.980	<u>27.946</u> 4,692.599 56,311.190
120	23-47CERT		Rehabilitation Assistant	VGH	2015	Hourly Monthly Annual	<u>21.839</u> 3,667.132 44,005.585	<u>22.495</u> 3,777.285 45,327.425	<u>23.169</u> 3,890.461 46,685.535	<u>23.863</u> 4,006.995 48,083.945	<u>24.580</u> 4,127.392 49,528.700	<u>25.318</u> 4,251.314 51,015.770	<u>26.078</u> 4,378.931 52,547.170	<u>26.600</u> 4,466.583 53,599.000	<u>27.132</u> 4,555.915 54,670.980	<u>27.946</u> 4,692.599 56,311.190

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2024

Effective April 1, 2024, All Scales received a 1% Market Adjustment and 2.5% GWI, compounded
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT		Rehabilitation Assistant	SOGH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
122	23-47CERT		Rehabilitation Assistant	DLC	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
123	23-47CERT		Rehabilitation Assistant	MHC	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
124	23-47CERT	1	Rehabilitation Assistant	GH	1950	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,548.838	3,655.438	3,764.963	3,877.738	3,994.250	4,114.175	4,237.675		4,322.500	4,408.950	4,541.225
						Annual 42,586.050	43,865.250	45,179.550	46,532.850	47,931.000	49,370.100	50,852.100		51,870.000	52,907.400	54,494.700
125	23-47CERT		Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,548.838	3,655.438	3,764.963	3,877.738	3,994.250	4,114.175	4,237.675		4,322.500	4,408.950	4,541.225
						Annual 42,586.050	43,865.250	45,179.550	46,532.850	47,931.000	49,370.100	50,852.100		51,870.000	52,907.400	54,494.700
126	23-47CERT		Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
127	23-47CERT		Rehabilitation Attendant	RHC, LPCH	2015	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,667.132	3,777.285	3,890.461	4,006.995	4,127.392	4,251.314	4,378.931		4,466.583	4,555.915	4,692.599
						Annual 44,005.585	45,327.425	46,685.535	48,083.945	49,528.700	51,015.770	52,547.170		53,599.000	54,670.980	56,311.190
128			Resident Aide	GH	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112	24.836		25.333	25.840	26.615
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807	4,170.378		4,253.933	4,338.967	4,469.102
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680	50,044.540		51,045.995	52,067.600	53,629.225
129			Residential Care Worker	Com	2080	Hourly 18.845	19.458	20.092	20.728	21.405	22.128	22.851	23.584	24.056	24.537	25.273
						Monthly 3,266.467	3,372.720	3,482.613	3,592.853	3,710.200	3,835.520	3,960.840	4,087.893	4,169.707	4,253.080	4,380.653
						Annual 39,197.600	40,472.640	41,791.360	43,114.240	44,522.400	46,026.240	47,530.080	49,054.720	50,036.480	51,036.960	52,567.840
130			Skill Development Worker	NWC	1950	Hourly 16.844	18.070	19.294	20.523					20.933	21.352	21.993
						Monthly 2,737.150	2,936.375	3,135.275	3,334.988					3,401.613	3,469.700	3,573.863
						Annual 32,845.800	35,236.500	37,623.300	40,019.850					40,819.350	41,636.400	42,886.350
131			Support Worker	NWC	1950	Hourly 22.491	22.995	23.509	23.979	24.539				25.030	25.531	26.297
						Monthly 3,654.788	3,736.688	3,820.213	3,896.588	3,987.588				4,067.375	4,148.788	4,273.263
						Annual 43,857.450	44,840.250	45,842.550	46,759.050	47,851.050				48,808.500	49,785.450	51,279.150
132		1	Systems Navigation Support Worker	Com	1885	Hourly 22.435	23.133	23.926	24.748	25.582	26.402			26.930	27.469	28.293
						Monthly 3,524.165	3,633.809	3,758.376	3,887.498	4,018.506	4,147.314			4,230.254	4,314.922	4,444.359
						Annual 42,289.975	43,605.705	45,100.510	46,649.980	48,222.070	49,767.770			50,763.050	51,779.065	53,332.305
133		3	Therapeutic Recreation (Certified)	DM	1950	Hourly 20.470	21.085	21.716	22.368	23.037	23.731			24.206	24.690	25.431
						Monthly 3,326.375	3,426.313	3,528.850	3,634.800	3,743.513	3,856.288			3,933.475	4,012.125	4,132.538
						Annual 39,916.500	41,115.750	42,346.200	43,617.600	44,922.150	46,275.450			47,201.700	48,145.500	49,590.450
134			Therapeutic Recreation Facilitator	RHC	2015	Hourly 25.368	26.362	27.466	28.540	29.641	30.810			31.426	32.055	33.017
						Monthly 4,259.710	4,426.619	4,611.999	4,792.342	4,977.218	5,173.513			5,276.949	5,382.569	5,544.105
						Annual 51,116.520	53,119.430	55,343.990	57,508.100	59,726.615	62,082.150			63,323.390	64,590.825	66,529.255
135			Therapeutic Recreation Facilitator	SCPCH	2015	Hourly 20.798	21.423	22.065	22.726	23.409	24.112			24.594	25.086	25.839
						Monthly 3,492.331	3,597.279	3,705.081	3,816.074	3,930.761	4,048.807			4,129.743	4,212.358	4,338.799
						Annual 41,907.970	43,167.345	44,460.975	45,792.890	47,169.135	48,585.680			49,556.910	50,548.290	52,065.585
136			Transport Assistant	SOGH	2015	Hourly 19.853	20.446	21.059	21.692	22.343	23.013			23.473	23.942	24.660
						Monthly 3,333.650	3,433.224	3,536.157	3,642.448	3,751.762	3,864.266			3,941.508	4,020.261	4,140.825
						Annual 40,003.795	41,198.690	42,433.885	43,709.380	45,021.145	46,371.195			47,298.095	48,243.130	49,689.900
137	23-DUAL	1	Unit Assistant	CH	1950	Hourly 21.839	22.495	23.169	23.863	24.580	25.318	26.078		26.600	27.132	27.946
						Monthly 3,548.838	3,655.438	3,764.963	3,877.738	3,994.250	4,114.175	4,237.675		4,322.500	4,408.950	4,541.225
						Annual 42,586.050	43,865.250	45,179.550	46,532.850	47,931.000	49,370.100	50,852.100		51,870.000	52,907.400	54,494.700

***Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Standardized to 2015 Base Annual Hours effective October 25, 2024

² Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

³ Standardized to 2015 Base Annual Hours effective October 6, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	19.424 3,261.613 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900			22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375	
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
3		1,2,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	20.395 3,535.133 42,421.600	21.007 3,641.213 43,694.560	21.637 3,750.413 45,004.960	22.285 3,862.733 46,352.800	22.953 3,978.520 47,742.240			23.412 4,058.080 48,696.960	23.880 4,139.200 49,670.400	24.596 4,263.307 51,159.680	
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	19.424 3,261.613 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900			22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375	
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	33.669 5,653.586 67,843.035	34.678 5,823.014 69,876.170	35.720 5,997.983 71,975.800	36.790 6,177.654 74,131.850	37.895 6,363.202 76,358.425			38.653 6,490.483 77,885.795	39.426 6,620.283 79,443.390	40.609 6,818.928 81,827.135	
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205	
9	23-DUAL		Aide - Clerk	GH	2015	Hourly Monthly Annual	22.440 3,768.050 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925	27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725	
10			Bright Start Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
11			Camp Leader	SOGH	2080	Hourly Monthly Annual	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560						17.143 2,971.453 35,657.440	17.486 3,030.907 36,370.880	18.011 3,121.907 37,462.880	
12			Child Minder	WHC	2080	Hourly Monthly Annual	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.807 2,913.213 34,958.560	16.863 2,922.920 35,075.040		17.200 2,981.333 35,776.000	17.545 3,041.133 36,493.600	18.071 3,132.307 37,587.680	
13			Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
14			Community Chef	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
15			Community Development Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
16			Community Health Worker	Com	2015	Hourly Monthly Annual	23.494 3,945.034 47,340.410	23.859 4,006.324 48,075.885	24.221 4,067.110 48,805.315	24.584 4,128.063 49,536.760	24.960 4,191.200 50,294.400	25.324 4,252.322 51,027.860		25.830 4,337.288 52,047.450	26.347 4,424.100 53,089.205	27.137 4,556.755 54,681.055	
17			Community Outreach Worker	MCC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	28.427 4,773.367 57,280.405	29.413 4,938.933 59,267.195	30.450 5,113.063 61,356.750	31.465 5,283.498 63,401.975	32.645 5,481.640 65,779.675	33.748 5,666.852 68,002.220	34.956 5,869.695 70,436.340	36.043 6,052.220 72,626.645	36.764 6,173.288 74,079.460	37.500 6,296.875 75,562.500	38.625 6,485.781 77,829.375
19			Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	25.181 4,091.913 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350		29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800	
20			Cultural Support Worker	NCC	2015	Hourly Monthly Annual	24.368 4,091.793 49,101.520	25.102 4,215.044 50,580.530	25.854 4,341.318 52,095.810	26.627 4,471.117 53,653.405	27.428 4,605.618 55,267.420	28.253 4,744.150 56,929.795		28.818 4,839.023 58,068.270	29.395 4,935.910 59,230.925	30.276 5,083.845 61,006.140	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21			Cultural Support Worker - PIO	NCC	2015	Hourly 26.524 Monthly 4,453.822 Annual 53,445.860	26.890 4,515.279 54,183.350	27.254 4,576.401 54,916.810	27.620 4,637.858 55,654.300	27.985 4,699.148 56,389.775	28.350 4,760.438 57,125.250			28.917 4,855.646 58,267.755	29.495 4,952.702 59,432.425	30.380 5,101.308 61,215.700
22		1	Day Program Worker	HF	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,498.235	
23			Diagnostic Imaging Assistant	VGH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
24			Diagnostic Imaging Assistant	MHC	2015	Hourly 21.377 Monthly 3,589.555 Annual 43,074.655	21.746 3,651.516 43,818.190	22.095 3,710.119 44,521.425	22.687 3,809.525 45,714.305	23.574 3,958.468 47,501.610			24.046 4,037.724 48,452.690	24.526 4,118.324 49,419.890	25.262 4,241.911 50,902.930	
25			Dialysis Aide	SOGH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
26	23-50	1,2,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly 23.981 Monthly 4,026.810 Annual 48,321.715	24.515 4,116.477 49,397.725	25.005 4,198.756 50,385.075	25.509 4,283.386 51,400.635	26.019 4,369.024 52,428.285			26.539 4,456.340 53,476.085	27.070 4,545.504 54,546.050	27.882 4,681.853 56,182.230	
27			Financial Empowerment Programmer	NWC	1950	Hourly 25.181 Monthly 4,091.913 Annual 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350			29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800
28			Garden and Food Skills Programmer	NWC	1950	Hourly 25.181 Monthly 4,091.913 Annual 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350			29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
39	23-13CERT	1,4	Health Care Aide	DM	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	20.748 3,483.935 41,807.220							21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	20.748 3,483.935 41,807.220							21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	20.748 3,483.935 41,807.220							21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	20.748 3,483.935 41,807.220							21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	22.012 3,576.950 42,923.400	22.672 3,684.200 44,210.400	23.351 3,794.538 45,534.450	24.053 3,908.613 46,903.350	24.775 4,025.938 48,311.250	25.519 4,146.838 49,762.050		26.029 4,229.713 50,756.550	26.550 4,314.375 51,772.500	27.347 4,443.888 53,326.650
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	22.012 3,576.950 42,923.400	22.672 3,684.200 44,210.400	23.351 3,794.538 45,534.450	24.053 3,908.613 46,903.350	24.775 4,025.938 48,311.250	25.519 4,146.838 49,762.050		26.029 4,229.713 50,756.550	26.550 4,314.375 51,772.500	27.347 4,443.888 53,326.650
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	20.748 3,371.550 40,458.600							21.163 3,438.988 41,267.850	21.586 3,507.725 42,092.700	22.234 3,613.025 43,356.300
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	20.748 3,483.935 41,807.220							21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	23.114 4,006.427 48,077.120	23.806 4,126.373 49,516.480	24.518 4,249.787 50,997.440	25.256 4,377.707 52,532.480	26.014 4,509.093 54,109.120	26.794 4,644.293 55,731.520		27.330 4,737.200 56,846.400	27.877 4,832.013 57,984.160	28.713 4,976.920 59,723.040
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	21.785 3,776.067 45,312.800							22.221 3,851.640 46,219.680	22.665 3,928.600 47,143.200	23.345 4,046.467 48,557.600
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly Monthly Annual	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	20.748 3,596.320 43,155.840							21.163 3,668.253 44,019.040	21.586 3,741.573 44,898.880	22.234 3,853.893 46,246.720
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	20.748 3,596.320 43,155.840							21.163 3,668.253 44,019.040	21.586 3,741.573 44,898.880	22.234 3,853.893 46,246.720
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly Monthly Annual	22.012 3,815.413 45,784.960	22.672 3,929.813 47,157.760	23.351 4,047.507 48,570.080	24.053 4,169.187 50,030.240	24.775 4,294.333 51,532.000	25.519 4,423.293 53,079.520		26.029 4,511.693 54,140.320	26.550 4,602.000 55,224.000	27.347 4,740.147 56,881.760
58	23-50	1, 2	Home Visitor 2	Com	2015	Hourly Monthly Annual	22.839 3,835.049 46,020.585	23.348 3,920.518 47,046.220	23.814 3,998.768 47,985.210	24.294 4,079.368 48,952.410	24.780 4,160.975 49,931.700		25.276 4,244.262 50,931.140	25.782 4,329.228 51,950.730	26.555 4,459.027 53,508.325	
59			Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	23.608 4,092.053 49,104.640	24.316 4,214.773 50,577.280	25.045 4,341.133 52,093.600	25.797 4,471.480 53,657.760	26.571 4,605.640 55,267.680	27.367 4,743.613 56,923.360		27.915 4,838.600 58,063.200	28.473 4,935.320 59,223.840	29.327 5,083.347 61,000.160
60			InSight Mentor	NWC	1950	Hourly Monthly Annual	27.339 4,442.588 53,311.050	27.966 4,544.475 54,533.700	28.540 4,637.750 55,653.000	29.218 4,747.925 56,975.100				29.803 4,842.988 58,115.850	30.399 4,939.838 59,278.050	31.311 5,088.038 61,056.450

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48	1	Integrated Support Worker	Com	2080	Hourly 22.673 Monthly 3,929.987 Annual 47,159.840	23.352 4,047.680 48,572.160	24.052 4,169.013 50,028.160	24.774 4,294.160 51,529.920	25.519 4,423.293 53,079.520	26.284 4,555.893 54,670.720			26.810 4,647.067 55,764.800	27.346 4,739.973 56,879.680	28.166 4,882.107 58,585.280
62			IOT Outreach Mentor	NWC	1950	Hourly 27.339 Monthly 4,442.588 Annual 53,311.050	27.966 4,544.475 54,533.700	28.540 4,637.750 55,653.000	29.218 4,747.925 56,975.100					29.803 4,842.988 58,115.850	30.399 4,939.838 59,278.050	31.311 5,088.038 61,056.450
63			Kids Corner Assistant	SOGH	1950	Hourly 16.807 Monthly 2,731.138 Annual 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650	16.807 2,731.138 32,773.650				17.143 2,785.738 33,428.850	17.486 2,841.475 34,097.700	18.011 2,926.788 35,121.450
64			Lifeguard	SOGH	2015	Hourly 16.807 Monthly 2,822.175 Annual 33,866.105	16.807 2,822.175 33,866.105	17.237 2,894.380 34,732.555	18.098 3,038.956 36,467.470	18.475 3,102.260 37,227.125				18.845 3,164.390 37,972.675	19.222 3,227.694 38,732.330	19.799 3,324.582 39,894.985
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly 20.276 Monthly 3,514.507 Annual 42,174.080	20.843 3,612.787 43,353.440	21.432 3,714.880 44,578.560	22.012 3,815.413 45,784.960	22.603 3,917.853 47,014.240				23.055 3,996.200 47,954.400	23.516 4,076.107 48,913.280	24.221 4,198.307 50,379.680
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly 22.839 Monthly 3,958.760 Annual 47,505.120	23.348 4,046.987 48,563.840	23.814 4,127.760 49,533.120	24.294 4,210.960 50,531.520	24.780 4,295.200 51,542.400				25.276 4,381.173 52,574.080	25.782 4,468.880 53,626.560	26.555 4,602.867 55,234.400
67		2	Mental Health Support Worker	CRS	2015	Hourly 23.052 Monthly 3,870.815 Annual 46,449.780	23.769 3,991.211 47,894.535	24.584 4,128.063 49,536.760	25.429 4,269.953 51,239.435	26.286 4,413.858 52,966.290	27.128 4,555.243 54,662.920			27.671 4,646.422 55,757.065	28.224 4,739.280 56,871.360	29.071 4,881.505 58,578.065
68			Mental Health Support Worker	Com	2080	Hourly 23.052 Monthly 3,995.680 Annual 47,948.160	23.769 4,119.960 49,439.520	24.584 4,261.227 51,134.720	25.429 4,407.693 52,892.320	26.286 4,556.240 54,674.880	27.128 4,702.187 56,426.240			27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly 17.016 Monthly 2,857.270 Annual 34,287.240	17.526 2,942.908 35,314.890	18.050 3,030.896 36,370.750	18.593 3,122.075 37,464.895	19.151 3,215.772 38,589.265				19.534 3,280.084 39,361.010	19.925 3,345.740 40,148.875	20.523 3,446.154 41,353.845
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725
75			Occupational Therapy Assistant	Com	2015	Hourly 20.900 Monthly 3,509.458 Annual 42,113.500	21.522 3,613.903 43,366.830	22.171 3,722.880 44,674.565	22.833 3,834.041 46,008.495	23.518 3,949.064 47,388.770	24.221 4,067.110 48,805.315			24.705 4,148.381 49,780.575	25.199 4,231.332 50,775.985	25.956 4,358.445 52,301.340
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly 25.858 Monthly 4,341.989 Annual 52,103.870	26.635 4,472.460 53,669.525	27.434 4,606.626 55,279.510	28.254 4,744.318 56,931.810	29.105 4,887.215 58,646.575	29.976 5,033.470 60,401.640			30.575 5,134.052 61,608.625	31.187 5,236.817 62,841.805	32.123 5,393.987 64,727.845
82		2	Ophthalmic Assistant	MHC	2015	Hourly 21.662 Monthly 3,637.411 Annual 43,648.930	22.311 3,746.389 44,956.665	22.984 3,859.397 46,312.760	23.671 3,974.755 47,697.065	24.382 4,094.144 49,129.730	25.114 4,217.059 50,604.710			25.617 4,301.521 51,618.255	26.129 4,387.495 52,649.935	26.913 4,519.141 54,229.695
83			OR Attendant	VGH	2015	Hourly 23.507 Monthly 3,947.217 Annual 47,366.605	24.213 4,065.766 48,789.195	24.938 4,187.506 50,250.070	25.685 4,312.940 51,755.275	26.458 4,442.739 53,312.870	27.252 4,576.065 54,912.780			27.797 4,667.580 56,010.955	28.353 4,760.941 57,131.295	29.204 4,903.838 58,846.060
84		2	Orientation Coordinator	Com	2015	Hourly 28.133 Monthly 4,724.000 Annual 56,687.995	29.135 4,892.252 58,707.025	30.168 5,065.710 60,788.520	31.260 5,249.075 62,988.900	32.418 5,443.523 65,322.270	33.598 5,641.664 67,699.970			34.270 5,754.504 69,054.050	34.956 5,869.695 70,436.340	36.005 6,045.840 72,550.075
85		2	Outreach Worker	CRS	2015	Hourly 28.427 Monthly 4,773.367 Annual 57,280.405	29.413 4,938.933 59,267.195	30.450 5,113.063 61,356.750	31.465 5,283.498 63,401.975	32.645 5,481.640 65,779.675	33.748 5,666.852 68,002.220	34.956 5,869.695 70,436.340	36.043 6,052.220 72,626.645	36.764 6,173.288 74,079.460	37.500 6,296.875 75,662.500	38.625 6,485.781 77,292.375
86			Outreach Worker	NCC	2015	Hourly 24.368 Monthly 4,091.793 Annual 49,101.520	25.102 4,215.044 50,580.530	25.854 4,341.318 52,095.810	26.627 4,471.117 53,653.405	27.428 4,605.618 55,267.420	28.253 4,744.150 56,929.795			28.818 4,839.023 58,068.270	29.395 4,935.910 59,230.925	30.276 5,083.845 61,006.140
87			Outreach Worker	WHC	2080	Hourly 23.608 Monthly 4,092.053 Annual 49,104.640	24.316 4,214.773 50,577.280	25.045 4,341.133 52,093.600	25.797 4,471.480 53,657.760	26.571 4,605.640 55,267.680	27.367 4,743.613 56,923.360			27.915 4,838.600 58,063.200	28.473 4,935.320 59,223.840	29.327 5,083.347 61,006.160
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.033 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
89			PACT Support Worker	Com	2080	Hourly 23.052 Monthly 3,995.680 Annual 47,948.160	23.769 4,119.960 49,439.520	24.584 4,261.227 51,134.720	25.429 4,407.693 52,892.320	26.286 4,556.240 54,674.880	27.128 4,702.187 56,426.240			27.671 4,796.307 57,555.680	28.224 4,892.160 58,705.920	29.071 5,038.973 60,467.680
90			Peer Navigator	NWC	1950	Hourly 25.181 Monthly 4,091.913 Annual 49,102.950	25.937 4,214.763 50,577.150	26.714 4,341.025 52,092.300	27.516 4,471.350 53,656.200	28.343 4,605.738 55,268.850	29.193 4,743.863 56,926.350			29.777 4,838.763 58,065.150	30.373 4,935.613 59,227.350	31.284 5,083.650 61,003.800
91			Peer Support Worker	KL	2080	Hourly 23.608 Monthly 4,092.053 Annual 49,104.640	24.316 4,214.773 50,577.280	25.045 4,341.133 52,093.600	25.797 4,471.480 53,657.760	26.571 4,605.640 55,267.680	27.367 4,743.613 56,923.360			27.915 4,838.600 58,063.200	28.473 4,935.320 59,223.840	29.327 5,083.347 61,006.160
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
94			Porter / Orderly	VGH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.270 4,243.254 50,919.050	25.776 4,328.220 51,938.640	26.550 4,458.188 53,498.250
95			Porter-Diagnostic Imaging	SBH	2015	Hourly 20.398 Monthly 3,425.164 Annual 41,101.970	21.007 3,527.425 42,329.105	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690			24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070
96			Porter-Rehabilitation	SBH	2015	Hourly 20.398 Monthly 3,425.164 Annual 41,101.970	21.007 3,527.425 42,329.105	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690			24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070
97		3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 22.103 Monthly 3,831.187 Annual 45,974.240	22.644 3,924.960 47,099.520	23.185 4,018.733 48,224.800	23.717 4,110.947 49,331.360	24.261 4,205.240 50,462.880	24.798 4,298.320 51,579.840			25.294 4,384.293 52,611.520	25.799 4,471.827 53,661.920	26.573 4,605.987 55,271.840
98		3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 20.021 Monthly 3,470.307 Annual 41,643.680	20.496 3,552.640 42,631.680	20.965 3,633.933 43,607.200	21.480 3,723.200 44,678.400					21.909 3,797.560 45,570.720	22.347 3,873.480 46,481.760	23.017 3,989.613 47,875.360
99		1	Recreation Coordinator	RPG	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625			25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235	
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly 23.247 Monthly 3,903.559 Annual 46,842.705	23.947 4,021.100 48,253.205	24.666 4,141.833 49,701.990	25.404 4,265.755 51,189.060	26.165 4,393.540 52,722.475			26.688 4,481.360 53,776.320	27.222 4,571.028 54,852.330	28.039 4,708.215 56,498.585	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
102		1	Recreation Facilitator	MHC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
103		1	Recreation Facilitator	RPG	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
104		1	Recreation Facilitator	SEPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785			26.029 4,370.703 52,448.435	26.550 4,458.188 53,498.250	27.347 4,592.017 55,104.205
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 17.016 Monthly 2,857.270 Annual 34,287.240	17.526 2,942.908 35,314.890	18.050 3,030.896 36,370.750	18.593 3,122.075 37,464.895	19.151 3,215.772 38,589.265				19.534 3,280.084 39,361.010	19.925 3,345.740 40,148.875	20.523 3,446.154 41,353.845
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 23.767 Monthly 3,990.875 Annual 47,890.505	24.283 4,077.520 48,930.245	25.027 4,202.450 50,429.405	26.165 4,393.540 52,722.475					26.688 4,481.360 53,776.320	27.222 4,571.028 54,852.330	28.039 4,708.215 56,498.585
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 23.246 Monthly 3,903.391 Annual 46,840.690	23.947 4,021.100 48,253.205	24.664 4,141.497 49,697.960	25.404 4,265.755 51,189.060	26.165 4,393.540 52,722.475				26.688 4,481.360 53,776.320	27.222 4,571.028 54,852.330	28.039 4,708.215 56,498.585
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 20.748 Monthly 3,483.935 Annual 41,807.220								21.163 3,553.620 42,643.445	21.586 3,624.649 43,495.790	22.234 3,733.459 44,801.510
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 19.424 Monthly 3,261.613 Annual 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 19.424 Monthly 3,261.613 Annual 39,139.360	20.006 3,359.341 40,312.090	20.607 3,460.259 41,523.105	21.224 3,563.863 42,766.360	21.860 3,670.658 44,047.900				22.297 3,744.038 44,928.455	22.743 3,818.929 45,827.145	23.425 3,933.448 47,201.375
115		1	Recreation Worker	DLC	2015	Hourly 27.087 Monthly 4,548.359 Annual 54,580.305	28.221 4,738.776 56,865.315	29.325 4,924.156 59,089.875	30.456 5,114.070 61,368.840	31.657 5,315.738 63,788.855				32.290 5,422.029 65,064.350	32.936 5,530.503 66,366.040	33.924 5,696.405 68,356.860
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 23.114 Monthly 4,006.427 Annual 48,077.120	23.806 4,126.373 49,516.480	24.519 4,249.960 50,999.520	25.256 4,377.707 52,532.480	26.014 4,509.093 54,109.120	26.795 4,644.467 55,733.600			27.331 4,737.373 56,848.480	27.878 4,832.187 57,986.240	28.714 4,977.093 59,725.120
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2025

- Monthly salaries include a 2.75% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
124	23-47CERT	1, 2	Rehabilitation Assistant	GH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 23.114 Monthly 3,756.025 Annual 45,072.300	23.806 3,868.475 46,421.700	24.519 3,984.338 47,812.050	25.256 4,104.100 49,249.200	26.014 4,227.275 50,727.300	26.795 4,354.188 52,250.250			27.331 4,441.288 53,295.450	27.878 4,530.175 54,362.100	28.714 4,666.025 55,992.300
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPC	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly 23.114 Monthly 3,881.226 Annual 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925			27.331 4,589.330 55,071.965	27.878 4,681.181 56,174.170	28.714 4,821.559 57,858.710
128			Resident Aide	GH	2015	Hourly 21.370 Monthly 3,588.379 Annual 43,060.550	22.012 3,696.182 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625	25.519 4,285.065 51,420.785		26.030 4,370.871 52,450.450	26.551 4,458.355 53,500.265	27.347 4,592.017 55,104.205
129		1	Residential Care Worker	Com	2080	Hourly 19.993 Monthly 3,465.453 Annual 41,585.440	20.645 3,578.467 42,941.600	21.298 3,691.653 44,299.840	21.994 3,812.293 45,747.520	22.737 3,941.080 47,292.960	23.479 4,069.693 48,836.320	24.233 4,200.387 50,404.640		24.718 4,284.453 51,413.440	25.212 4,370.080 52,440.960	25.968 4,501.120 54,013.440
130			Skill Development Worker	NWC	1950	Hourly 17.307 Monthly 2,812.388 Annual 33,748.650	18.567 3,017.138 36,205.650	19.825 3,221.563 38,658.750	21.087 3,426.638 41,119.650					21.509 3,495.213 41,942.550	21.939 3,565.088 42,781.050	22.598 3,672.175 44,066.100
131			Support Worker	NWC	1950	Hourly 23.110 Monthly 3,755.375 Annual 45,064.500	23.627 3,839.388 46,072.650	24.155 3,925.188 47,102.250	24.638 4,003.675 48,044.100	25.214 4,097.275 49,167.300				25.718 4,179.175 50,150.100	26.233 4,262.863 51,154.350	27.020 4,390.750 52,689.000
132		2	Systems Navigation Support Worker	Com	2015	Hourly 23.052 Monthly 3,870.815 Annual 46,449.780	23.769 3,991.211 47,894.535	24.584 4,128.063 49,536.760	25.429 4,269.953 51,239.435	26.286 4,413.858 52,966.290	27.128 4,555.243 54,662.920			27.671 4,646.422 55,757.065	28.224 4,739.280 56,871.360	29.071 4,881.505 58,578.065
133		1,4	Therapeutic Recreation (Certified)	DM	2015	Hourly 21.665 Monthly 3,637.915 Annual 43,654.975	22.313 3,746.725 44,960.695	22.983 3,859.229 46,310.745	23.671 3,974.755 47,697.065	24.384 4,094.480 49,133.760				24.872 4,176.423 50,117.080	25.369 4,259.878 51,118.535	26.130 4,387.663 52,651.950
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly 27.087 Monthly 4,548.359 Annual 54,580.305	28.221 4,738.776 56,865.315	29.325 4,924.156 59,089.875	30.456 5,114.070 61,368.840	31.657 5,315.738 63,788.855				32.290 5,422.029 65,064.350	32.936 5,530.503 66,366.040	33.924 5,696.405 68,356.860
135		1	Therapeutic Recreation Facilitator	SCPC	2015	Hourly 22.012 Monthly 3,696.182 Annual 44,354.180	22.672 3,807.007 45,684.080	23.351 3,921.022 47,052.265	24.053 4,038.900 48,466.795	24.775 4,160.135 49,921.625				25.271 4,243.422 50,921.065	25.776 4,328.220 51,938.640	26.549 4,458.020 53,496.235
136			Transport Assistant	SOGH	2015	Hourly 20.399 Monthly 3,425.332 Annual 41,103.985	21.008 3,527.593 42,331.120	21.638 3,633.381 43,600.570	22.289 3,742.695 44,912.335	22.957 3,854.863 46,258.355	23.646 3,970.558 47,646.690			24.119 4,049.982 48,599.785	24.600 4,130.750 49,569.000	25.338 4,254.673 51,056.070
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly 22.440 Monthly 3,768.050 Annual 45,216.600	23.114 3,881.226 46,574.710	23.806 3,997.424 47,969.090	24.519 4,117.149 49,405.785	25.256 4,240.903 50,890.840	26.014 4,368.184 52,418.210	26.795 4,499.327 53,991.925		27.332 4,589.498 55,073.980	27.878 4,681.181 56,174.170	28.715 4,821.727 57,860.725

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Part of Minimum Wage Gap Adjustment Group. Effective April 1, 2025 1st Step eliminated for multi-step salary scales

² Standardized to 2015 Base Annual Hours effective October 25, 2024

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

⁴ Standardized to 2015 Base Annual Hours effective October 6, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	<u>19.924</u> 3,345.572 40,146.860	<u>20.506</u> 3,443.299 41,319.590	<u>21.107</u> 3,544.217 42,530.605	<u>21.724</u> 3,647.822 43,773.860	<u>22.360</u> 3,754.617 45,055.400			<u>22.807</u> 3,829.675 45,956.105	<u>23.263</u> 3,906.245 46,874.945	<u>23.961</u> 4,023.451 48,281.415	
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125			<u>25.781</u> 4,329.060 51,948.715	<u>26.297</u> 4,415.705 52,988.455	<u>27.086</u> 4,548.191 54,578.290	
3		1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>20.895</u> 3,621.800 43,461.600	<u>21.507</u> 3,727.880 44,734.560	<u>22.137</u> 3,837.080 46,044.960	<u>22.785</u> 3,949.400 47,392.800	<u>23.453</u> 4,065.187 48,782.240			<u>23.922</u> 4,146.480 49,757.760	<u>24.400</u> 4,229.333 50,752.000	<u>25.132</u> 4,356.213 52,274.560	
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125			<u>25.781</u> 4,329.060 51,948.715	<u>26.297</u> 4,415.705 52,988.455	<u>27.086</u> 4,548.191 54,578.290	
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	<u>19.924</u> 3,345.572 40,146.860	<u>20.506</u> 3,443.299 41,319.590	<u>21.107</u> 3,544.217 42,530.605	<u>21.724</u> 3,647.822 43,773.860	<u>22.360</u> 3,754.617 45,055.400			<u>22.807</u> 3,829.675 45,956.105	<u>23.263</u> 3,906.245 46,874.945	<u>23.961</u> 4,023.451 48,281.415	
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125			<u>25.781</u> 4,329.060 51,948.715	<u>26.297</u> 4,415.705 52,988.455	<u>27.086</u> 4,548.191 54,578.290	
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	<u>34.169</u> 5,737.545 68,850.535	<u>35.178</u> 5,906.973 70,883.670	<u>36.220</u> 6,081.942 72,983.300	<u>37.290</u> 6,261.613 75,139.350	<u>38.395</u> 6,447.160 77,365.925			<u>39.163</u> 6,576.120 78,913.445	<u>39.946</u> 6,707.599 80,491.190	<u>41.144</u> 6,908.763 82,905.160	
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230	
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675	<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940	
10		2	Bright Start Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
11		2	Camp Leader	SOGH	2080	Hourly Monthly Annual	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560						<u>17.602</u> 3,051.013 36,612.160	<u>17.954</u> 3,112.027 37,344.320	<u>18.493</u> 3,205.453 38,465.440	
12		2	Child Minder	WHC	2080	Hourly Monthly Annual	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.257</u> 2,991.213 35,894.560	<u>17.313</u> 3,000.920 36,011.040		<u>17.659</u> 3,060.893 36,730.720	<u>18.012</u> 3,122.080 37,464.960	<u>18.552</u> 3,215.680 38,588.160	
13		2	Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
14		2	Community Chef	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
15		2	Community Development Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
16		2	Community Health Worker	Com	2015	Hourly Monthly Annual	<u>23.944</u> 4,020.597 48,247.160	<u>24.309</u> 4,081.886 48,982.635	<u>24.671</u> 4,142.672 49,712.065	<u>25.034</u> 4,203.626 50,443.510	<u>25.410</u> 4,266.763 51,201.150	<u>25.774</u> 4,327.884 51,934.610		<u>26.289</u> 4,414.361 52,972.335	<u>26.815</u> 4,502.685 54,032.225	<u>27.619</u> 4,637.690 55,652.285	
17		2	Community Outreach Worker	MCC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	<u>28.877</u> 4,848.930 58,187.155	<u>29.863</u> 5,014.495 60,173.945	<u>30.900</u> 5,188.625 62,263.500	<u>31.915</u> 5,359.060 64,308.725	<u>33.095</u> 5,557.202 66,686.425	<u>34.198</u> 5,742.414 68,908.970	<u>35.406</u> 5,945.258 71,343.090	<u>36.493</u> 6,127.783 73,533.395	<u>37.223</u> 6,250.362 75,004.345	<u>37.967</u> 6,375.292 76,503.505	<u>39.106</u> 6,566.549 78,798.590
19		2	Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700	
20		2	Cultural Support Worker	NCC	2015	Hourly Monthly Annual	<u>24.818</u> 4,167.356 50,008.270	<u>25.552</u> 4,290.607 51,487.280	<u>26.304</u> 4,416.880 53,002.560	<u>27.077</u> 4,546.680 54,560.155	<u>27.878</u> 4,681.181 56,174.170	<u>28.703</u> 4,819.712 57,836.545		<u>29.277</u> 4,916.096 58,993.155	<u>29.863</u> 5,014.495 60,173.945	<u>30.759</u> 5,164.949 61,979.385	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21		2	Cultural Support Worker - PIO	NCC	2015	Hourly Monthly Annual	<u>26.974</u> 4,529.384 54,352.610	<u>27.340</u> 4,590.842 55,090.100	<u>27.704</u> 4,651.963 55,823.560	<u>28.070</u> 4,713.421 56,561.050	<u>28.435</u> 4,774.710 57,296.525	<u>28.800</u> 4,836.000 58,032.000		<u>29.376</u> 4,932.720 59,192.640	<u>29.964</u> 5,031.455 60,377.460	<u>30.863</u> 5,182.412 62,188.945
22		1	Day Program Worker	HF	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125		<u>25.781</u> 4,329.060 51,948.715	<u>26.297</u> 4,415.705 52,988.455	<u>27.086</u> 4,548.191 54,578.290	
23		2	Diagnostic Imaging Assistant	VGH	2015	Hourly Monthly Annual	<u>21.820</u> 3,663.942 43,967.300	<u>22.462</u> 3,771.744 45,260.930	<u>23.122</u> 3,882.569 46,590.830	<u>23.801</u> 3,996.585 47,959.015	<u>24.503</u> 4,114.462 49,373.545	<u>25.225</u> 4,235.698 50,828.375		<u>25.730</u> 4,320.496 51,845.950	<u>26.245</u> 4,406.973 52,883.675	<u>27.032</u> 4,539.123 54,469.480
24		2	Diagnostic Imaging Assistant	MHC	2015	Hourly Monthly Annual	<u>21.827</u> 3,665.117 43,981.405	<u>22.196</u> 3,727.078 44,724.940	<u>22.545</u> 3,785.681 45,428.175	<u>23.137</u> 3,885.088 46,621.055	<u>24.024</u> 4,034.030 48,408.360		<u>24.504</u> 4,114.630 49,375.560	<u>24.994</u> 4,196.909 50,362.910	<u>25.744</u> 4,322.847 51,874.160	
25		2	Dialysis Aide	SOGH	2015	Hourly Monthly Annual	<u>21.820</u> 3,663.942 43,967.300	<u>22.462</u> 3,771.744 45,260.930	<u>23.122</u> 3,882.569 46,590.830	<u>23.801</u> 3,996.585 47,959.015	<u>24.503</u> 4,114.462 49,373.545	<u>25.225</u> 4,235.698 50,828.375		<u>25.730</u> 4,320.496 51,845.950	<u>26.245</u> 4,406.973 52,883.675	<u>27.032</u> 4,539.123 54,469.480
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly Monthly Annual	<u>24.481</u> 4,110.768 49,329.215	<u>25.015</u> 4,200.435 50,405.225	<u>25.505</u> 4,282.715 51,392.575	<u>26.009</u> 4,367.345 52,408.135	<u>26.519</u> 4,452.982 53,435.785		<u>27.049</u> 4,541.978 54,503.735	<u>27.590</u> 4,632.821 55,593.850	<u>28.418</u> 4,771.856 57,262.270	
27		2	Financial Empowerment Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700
28		2	Garden and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	<u>25.631</u> 4,165.038 49,980.450	<u>26.387</u> 4,287.888 51,454.650	<u>27.164</u> 4,414.150 52,969.800	<u>27.966</u> 4,544.475 54,533.700	<u>28.793</u> 4,678.863 56,146.350	<u>29.643</u> 4,816.988 57,803.850		<u>30.236</u> 4,913.350 58,960.200	<u>30.841</u> 5,011.663 60,139.950	<u>31.766</u> 5,161.975 61,943.700
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,543.590	<u>27.882</u> 4,681.853 56,182.230
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	<u>22.512</u> 3,658.200 43,898.400	<u>23.172</u> 3,765.450 45,185.400	<u>23.851</u> 3,875.788 46,509.450	<u>24.553</u> 3,989.863 47,878.350	<u>25.275</u> 4,107.188 49,286.250	<u>26.019</u> 4,228.088 50,737.050		<u>26.539</u> 4,312.588 51,751.050	<u>27.070</u> 4,398.875 52,786.500	<u>27.882</u> 4,530.825 54,369.900
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	<u>22.512</u> 3,658.200 43,898.400	<u>23.172</u> 3,765.450 45,185.400	<u>23.851</u> 3,875.788 46,509.450	<u>24.553</u> 3,989.863 47,878.350	<u>25.275</u> 4,107.188 49,286.250	<u>26.019</u> 4,228.088 50,737.050		<u>26.539</u> 4,312.588 51,751.050	<u>27.070</u> 4,398.875 52,786.500	<u>27.882</u> 4,530.825 54,369.900
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	<u>21.248</u> 3,452.800 41,433.600							<u>21.673</u> 3,521.863 42,262.350	<u>22.106</u> 3,592.225 43,106.700	<u>22.769</u> 3,699.963 44,399.550
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	<u>23.614</u> 3,965.184 47,582.210	<u>24.306</u> 4,081.383 48,976.590	<u>25.019</u> 4,201.107 50,413.285	<u>25.756</u> 4,324.862 51,898.340	<u>26.514</u> 4,452.143 53,425.710	<u>27.295</u> 4,583.285 54,999.425		<u>27.841</u> 4,674.968 56,099.615	<u>28.398</u> 4,768.498 57,221.970	<u>29.250</u> 4,911.563 58,938.750
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>23.614</u> 4,093.093 49,117.120	<u>24.306</u> 4,213.040 50,556.480	<u>25.018</u> 4,336.453 52,037.440	<u>25.756</u> 4,464.373 53,572.480	<u>26.514</u> 4,595.760 55,149.120	<u>27.294</u> 4,730.960 56,771.520		<u>27.840</u> 4,825.600 57,907.200	<u>28.397</u> 4,922.147 59,065.760	<u>29.249</u> 5,069.827 60,837.920
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>22.285</u> 3,862.733 46,352.800							<u>22.731</u> 3,940.040 47,280.480	<u>23.186</u> 4,018.907 48,226.880	<u>23.882</u> 4,139.547 49,674.560
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>21.248</u> 3,682.987 44,195.840							<u>21.673</u> 3,756.653 45,079.840	<u>22.106</u> 3,831.707 45,980.480	<u>22.769</u> 3,946.627 47,359.520
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	<u>21.248</u> 3,682.987 44,195.840							<u>21.673</u> 3,756.653 45,079.840	<u>22.106</u> 3,831.707 45,980.480	<u>22.769</u> 3,946.627 47,359.520
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly Monthly Annual	<u>22.512</u> 3,902.080 46,824.960	<u>23.172</u> 4,016.480 48,197.760	<u>23.851</u> 4,134.173 49,610.080	<u>24.553</u> 4,255.853 51,070.240	<u>25.275</u> 4,381.000 52,572.000	<u>26.019</u> 4,509.960 54,119.520		<u>26.539</u> 4,600.093 55,201.120	<u>27.070</u> 4,692.133 56,305.600	<u>27.882</u> 4,832.880 57,994.560
58	23-50	1	Home Visitor 2	Com	2015	Hourly Monthly Annual	<u>23.339</u> 3,919.007 47,028.085	<u>23.848</u> 4,004.477 48,053.720	<u>24.314</u> 4,082.726 48,992.710	<u>24.794</u> 4,163.326 49,959.910	<u>25.280</u> 4,244.933 50,939.200			<u>25.786</u> 4,329.899 51,958.790	<u>26.302</u> 4,416.544 52,998.530	<u>27.091</u> 4,549.030 54,588.365
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	<u>24.058</u> 4,170.053 50,040.640	<u>24.766</u> 4,292.773 51,513.280	<u>25.495</u> 4,419.133 53,029.600	<u>26.247</u> 4,549.480 54,593.760	<u>27.021</u> 4,683.640 56,203.680	<u>27.817</u> 4,821.613 57,859.360		<u>28.373</u> 4,917.987 59,015.840	<u>28.940</u> 5,016.267 60,195.200	<u>29.808</u> 5,166.720 62,000.640
60		2	InSight Mentor	NWC	1950	Hourly Monthly Annual	<u>27.789</u> 4,515.713 54,188.550	<u>28.416</u> 4,617.600 55,411.200	<u>28.990</u> 4,710.875 56,530.500	<u>29.668</u> 4,821.050 57,852.600				<u>30.261</u> 4,917.413 59,008.950	<u>30.866</u> 5,015.725 60,188.700	<u>31.792</u> 5,166.200 61,994.400

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
61	23-48	1	Integrated Support Worker	Com	2080	Hourly Monthly Annual	<u>23.173</u> 4,016.653 48,199.840	<u>23.852</u> 4,134.347 49,612.160	<u>24.552</u> 4,255.680 51,068.160	<u>25.274</u> 4,380.827 52,569.920	<u>26.019</u> 4,509.960 54,119.520	<u>26.784</u> 4,642.560 55,710.720		<u>27.320</u> 4,735.467 56,825.600	<u>27.866</u> 4,830.107 57,961.280	<u>28.702</u> 4,975.013 59,700.160	
62		2	IOT Outreach Mentor	NWC	1950	Hourly Monthly Annual	<u>27.789</u> 4,515.713 54,188.550	<u>28.416</u> 4,617.600 55,411.200	<u>28.990</u> 4,710.875 56,530.500	<u>29.668</u> 4,821.050 57,852.600				<u>30.261</u> 4,917.413 59,008.950	<u>30.866</u> 5,015.725 60,188.700	<u>31.792</u> 5,166.200 61,994.400	
63		2	Kids Corner Assistant	SOGH	1950	Hourly Monthly Annual	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150	<u>17.257</u> 2,804.263 33,651.150			<u>17.602</u> 2,860.325 34,323.900	<u>17.954</u> 2,917.525 35,010.300	<u>18.493</u> 3,005.113 36,061.350	
64		2	Lifeguard	SOGH	2015	Hourly Monthly Annual	<u>17.257</u> 2,897.738 34,772.855	<u>17.257</u> 2,897.738 34,772.855	<u>17.687</u> 2,969.942 35,639.305	<u>18.548</u> 3,114.518 37,374.220	<u>18.925</u> 3,177.823 38,133.875			<u>19.304</u> 3,241.463 38,897.560	<u>19.690</u> 3,306.279 39,675.350	<u>20.281</u> 3,405.518 40,866.215	
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly Monthly Annual	<u>20.776</u> 3,601.173 43,214.080	<u>21.343</u> 3,699.453 44,393.440	<u>21.932</u> 3,801.547 45,618.560	<u>22.512</u> 3,902.080 46,824.960	<u>23.103</u> 4,004.520 48,054.240			<u>23.565</u> 4,084.600 49,015.200	<u>24.036</u> 4,166.240 49,994.880	<u>24.757</u> 4,291.213 51,494.560	
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly Monthly Annual	<u>23.339</u> 4,045.427 48,545.120	<u>23.848</u> 4,133.653 49,603.840	<u>24.314</u> 4,214.427 50,573.120	<u>24.794</u> 4,297.627 51,571.520	<u>25.280</u> 4,381.867 52,582.400			<u>25.786</u> 4,469.573 53,634.880	<u>26.302</u> 4,559.013 54,708.160	<u>27.091</u> 4,695.773 56,349.280	
67		2	Mental Health Support Worker	CRS	2015	Hourly Monthly Annual	<u>23.502</u> 3,946.378 47,356.530	<u>24.219</u> 4,066.774 48,801.285	<u>25.034</u> 4,203.626 50,443.510	<u>25.879</u> 4,345.515 52,146.185	<u>26.736</u> 4,489.420 53,873.040	<u>27.578</u> 4,630.806 55,569.670		<u>28.130</u> 4,723.496 56,681.950	<u>28.693</u> 4,818.033 57,816.395	<u>29.554</u> 4,962.609 59,551.310	
68		2	Mental Health Support Worker	Com	2080	Hourly Monthly Annual	<u>23.502</u> 4,073.680 48,884.160	<u>24.219</u> 4,197.960 50,375.520	<u>25.034</u> 4,339.227 52,070.720	<u>25.879</u> 4,485.693 53,828.320	<u>26.736</u> 4,634.240 55,610.880	<u>27.578</u> 4,780.187 57,362.240		<u>28.130</u> 4,875.867 58,510.400	<u>28.693</u> 4,973.453 59,681.440	<u>29.554</u> 5,122.693 61,472.320	
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly Monthly Annual	<u>17.516</u> 2,941.228 35,294.740	<u>18.026</u> 3,026.866 36,322.390	<u>18.550</u> 3,114.854 37,378.250	<u>19.093</u> 3,206.033 38,472.395	<u>19.651</u> 3,299.730 39,596.765			<u>20.044</u> 3,365.722 40,388.660	<u>20.445</u> 3,433.056 41,196.675	<u>21.058</u> 3,535.989 42,431.870	
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly Monthly Annual	<u>22.512</u> 3,780.140 45,361.680	<u>23.172</u> 3,890.965 46,691.580	<u>23.851</u> 4,004.980 48,059.765	<u>24.553</u> 4,122.858 49,474.295	<u>25.275</u> 4,244.094 50,929.125	<u>26.019</u> 4,369.024 52,428.285		<u>26.539</u> 4,456.340 53,476.085	<u>27.070</u> 4,545.504 54,546.050	<u>27.882</u> 4,681.853 56,182.230	
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675		<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675		<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly Monthly Annual	<u>21.248</u> 3,567.893 42,814.720							<u>21.673</u> 3,639.258 43,671.095	<u>22.106</u> 3,711.966 44,543.590	<u>22.769</u> 3,823.295 45,879.535	
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly Monthly Annual	<u>22.890</u> 3,843.613 46,123.350	<u>23.564</u> 3,956.788 47,481.460	<u>24.256</u> 4,072.987 48,875.840	<u>24.969</u> 4,192.711 50,312.535	<u>25.706</u> 4,316.466 51,797.590	<u>26.464</u> 4,443.747 53,324.960	<u>27.245</u> 4,574.890 54,898.675		<u>27.790</u> 4,666.404 55,996.850	<u>28.346</u> 4,759.766 57,117.190	<u>29.196</u> 4,902.495 58,829.940
75		2	Occupational Therapy Assistant	Com	2015	Hourly Monthly Annual	<u>21.350</u> 3,585.021 43,020.250	<u>21.972</u> 3,689.465 44,273.580	<u>22.621</u> 3,798.443 45,581.315	<u>23.283</u> 3,909.604 46,915.245	<u>23.968</u> 4,024.627 48,295.520	<u>24.671</u> 4,142.672 49,712.065		<u>25.164</u> 4,225.455 50,705.460	<u>25.667</u> 4,309.917 51,719.005	<u>26.437</u> 4,439.213 53,270.555	
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090	
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090	
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090	
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090	
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly Monthly Annual	<u>26.308</u> 4,417.552 53,010.620	<u>27.085</u> 4,548.023 54,576.275	<u>27.884</u> 4,682.188 56,186.260	<u>28.704</u> 4,819.880 57,838.560	<u>29.555</u> 4,962.777 59,553.325	<u>30.426</u> 5,109.033 61,308.390		<u>31.035</u> 5,211.294 62,535.525	<u>31.656</u> 5,315.570 63,786.840	<u>32.606</u> 5,475.091 65,701.090	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly 26.308 27.085 27.884 28.704 29.555 30.426	4,417.552 4,548.023 4,682.188 4,819.880 4,962.777 5,109.033	54,576.275 56,186.260 57,838.560 59,553.325 61,308.390	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
82		2	Ophthalmic Assistant	MHC	2015	Hourly 22.112 22.761 23.434 24.121 24.832 25.564	3,712.973 3,821.951 3,934.959 4,050.318 4,169.707 4,292.622	44,555.680 45,863.415 47,219.510 48,603.815 50,036.480 51,511.460	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
83		2	OR Attendant	VGH	2015	Hourly 23.957 24.663 25.388 26.135 26.908 27.702	4,022.780 4,141.329 4,263.068 4,388.502 4,518.302 4,651.628	48,273.355 49,695.945 51,156.820 52,662.025 54,219.620 55,819.530	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
84		2	Orientation Coordinator	Com	2015	Hourly 28.583 29.585 30.618 31.710 32.868 34.048	4,799.562 4,967.815 5,141.273 5,324.638 5,519.085 5,717.227	57,594.745 59,613.775 61,695.270 63,898.650 66,229.020 68,606.720	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
85		2	Outreach Worker	CRS	2015	Hourly 28.877 29.863 30.900 31.915 33.095 34.198	4,848.930 5,014.495 5,188.625 5,359.060 5,557.202 5,742.414	58,187.155 60,173.945 62,263.500 64,308.725 66,406.925 68,559.590	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
86		2	Outreach Worker	NCC	2015	Hourly 24.818 25.552 26.304 27.077 27.878 28.703	4,167.356 4,290.607 4,416.880 4,546.680 4,681.181 4,819.712	50,008.270 51,487.280 53,002.560 54,560.155 56,174.170 57,836.545	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
87		2	Outreach Worker	WHC	2080	Hourly 24.058 24.766 25.495 26.247 27.021 27.817	4,170.053 4,292.773 4,419.133 4,549.480 4,683.640 4,821.613	50,040.640 51,513.280 53,029.600 54,593.760 56,203.680 57,859.360	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly 22.512 23.172 23.851 24.553 25.275 26.019	3,780.140 3,890.965 4,004.980 4,122.858 4,244.094 4,369.024	45,361.680 46,691.580 48,059.765 49,474.295 50,929.125 52,428.285	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
89		2	PACT Support Worker	Com	2080	Hourly 23.502 24.219 25.034 25.873 26.740 27.633	4,073.680 4,197.960 4,339.227 4,485.693 4,634.240 4,780.187	48,884.160 50,375.520 52,070.720 53,828.320 55,610.880 57,432.240	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
90		2	Peer Navigator	NWC	1950	Hourly 25.631 26.387 27.164 27.966 28.793 29.643	4,165.038 4,287.888 4,414.150 4,544.475 4,678.863 4,816.988	49,980.450 51,454.650 52,969.800 54,533.700 56,146.350 57,803.850	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
91		2	Peer Support Worker	KL	2080	Hourly 24.058 24.766 25.495 26.247 27.021 27.817	4,170.053 4,292.773 4,419.133 4,549.480 4,683.640 4,821.613	50,040.640 51,513.280 53,029.600 54,593.760 56,203.680 57,859.360	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3,965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	47,582.210 48,976.590 50,413.285 51,898.340 53,425.710 54,999.425	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3,965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	47,582.210 48,976.590 50,413.285 51,898.340 53,425.710 54,999.425	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
94		2	Porter / Orderly	VGH	2015	Hourly 21.820 22.462 23.122 23.801 24.503 25.225	3,663.942 3,771.744 3,882.569 3,996.585 4,114.462 4,236.698	43,967.300 45,260.930 46,590.830 47,959.015 49,373.545 50,828.375	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly 20.848 21.457 22.088 22.739 23.407 24.096	3,500.727 3,602.988 3,708.943 3,818.257 3,930.425 4,046.120	42,008.720 43,235.855 44,507.320 45,819.085 47,165.105 48,553.440	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
96		2	Porter-Rehabilitation	SBH	2015	Hourly 20.848 21.457 22.088 22.739 23.407 24.096	3,500.727 3,602.988 3,708.943 3,818.257 3,930.425 4,046.120	42,008.720 43,235.855 44,507.320 45,819.085 47,165.105 48,553.440	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
97		2,3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 22.553 23.094 23.635 24.167 24.711 25.248	3,909.187 4,002.960 4,096.733 4,188.947 4,283.240 4,376.320	46,910.240 48,035.520 49,160.800 50,267.360 51,398.880 52,515.840	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
98		2,3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 20.471 20.946 21.415 21.930 22.471 22.996	3,548.307 3,630.640 3,711.933 3,801.200 3,891.517 3,981.980	42,579.680 43,567.680 44,543.200 45,514.400	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
99		1	Recreation Coordinator	RPG	2015	Hourly 22.512 23.172 23.851 24.553 25.275 26.019	3,780.140 3,890.965 4,004.980 4,122.858 4,244.094 4,369.024	45,361.680 46,691.580 48,059.765 49,474.295 50,929.125	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly 23.747 24.447 25.166 25.904 26.665 27.447	3,987.517 4,105.059 4,225.791 4,349.713 4,477.498	47,850.205 49,260.705 50,709.490 52,196.560 53,729.975	4,050.318 4,169.707 4,292.622	5,211.294 5,315.570 5,475.091	62,535.525 63,786.840 65,701.090					

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
102		1	Recreation Facilitator	MHC	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
103		1	Recreation Facilitator	RPG	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
104		1	Recreation Facilitator	SEPCH	2015	Hourly 22.512	23.172	23.851	24.553	25.275		26.019		26.539	27.070	27.882
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094	4,369.024			4,456.340	4,545.504	4,681.853
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125	52,428.285			53,476.085	54,546.050	56,182.230
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 17.516	18.026	18.550	19.093	19.651				20.044	20.445	21.058
						Monthly 2,941.228	3,026.866	3,114.854	3,206.033	3,299.730				3,365.722	3,433.056	3,535.989
						Annual 35,294.740	36,322.390	37,378.250	38,472.395	39,596.765				40,388.660	41,196.675	42,431.870
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 24.267	24.783	25.527	26.665					27.198	27.742	28.574
						Monthly 4,074.834	4,161.479	4,286.409	4,477.498					4,566.998	4,658.344	4,798.051
						Annual 48,898.005	49,937.745	51,436.905	53,729.975					54,803.970	55,900.130	57,576.610
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 23.746	24.447	25.164	25.904	26.665				27.198	27.742	28.574
						Monthly 3,987.349	4,105.059	4,225.455	4,349.713	4,477.498				4,566.998	4,658.344	4,798.051
						Annual 47,848.190	49,260.705	50,705.460	52,196.560	53,729.975				54,803.970	55,900.130	57,576.610
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 21.248								21.673	22.106	22.769
						Monthly 3,567.893								3,639.258	3,711.966	3,823.295
						Annual 42,814.720								43,671.095	44,543.590	45,879.535
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 19.924	20.506	21.107	21.724	22.360				22.807	23.263	23.961
						Monthly 3,345.572	3,443.299	3,544.217	3,647.822	3,754.617				3,829.675	3,906.245	4,023.451
						Annual 40,146.860	41,319.590	42,530.605	43,773.860	45,055.400				45,956.105	46,874.945	48,281.415
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 19.924	20.506	21.107	21.724	22.360				22.807	23.263	23.961
						Monthly 3,345.572	3,443.299	3,544.217	3,647.822	3,754.617				3,829.675	3,906.245	4,023.451
						Annual 40,146.860	41,319.590	42,530.605	43,773.860	45,055.400				45,956.105	46,874.945	48,281.415
115		1	Recreation Worker	DLC	2015	Hourly 27.587	28.721	29.825	30.956	32.157				32.800	33.456	34.460
						Monthly 4,632.317	4,822.735	5,008.115	5,198.028	5,399.696				5,507.667	5,617.820	5,786.408
						Annual 55,587.805	57,872.815	60,097.375	62,376.340	64,796.355				66,092.000	67,413.840	69,436.900
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 22.512	23.172	23.851	24.553	25.275				25.781	26.297	27.086
						Monthly 3,780.140	3,890.965	4,004.980	4,122.858	4,244.094				4,329.060	4,415.705	4,548.191
						Annual 45,361.680	46,691.580	48,059.765	49,474.295	50,929.125				51,948.715	52,988.455	54,578.290
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 23.614	24.306	25.019	25.756	26.514		27.295		27.841	28.398	29.250
						Monthly 3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual 47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 23.614	24.306	25.019	25.756	26.514		27.295		27.841	28.398	29.250
						Monthly 4,093.093	4,213.040	4,336.627	4,464.373	4,595.760	4,731.133			4,825.773	4,922.320	5,070.000
						Annual 49,117.120	50,556.480	52,039.520	53,572.480	55,149.120	56,773.600			57,909.280	59,067.840	60,840.000
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 23.614	24.306	25.019	25.756	26.514		27.295		27.841	28.398	29.250
						Monthly 3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual 47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 23.614	24.306	25.019	25.756	26.514		27.295		27.841	28.398	29.250
						Monthly 3,965.184	4,081.383	4,201.107	4,324.862	4,452.143	4,583.285			4,674.968	4,768.498	4,911.563
						Annual 47,582.210	48,976.590	50,413.285	51,898.340	53,425.710	54,999.425			56,099.615	57,221.970	58,938.750

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2025

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3.965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,201.107 4,324.862 4,452.143 4,583.285	4,324.862 4,452.143 4,583.285	4,452.143 4,583.285	4,583.285		27.841 28.398 29.250	27.841 28.398 29.250	27.841 28.398 29.250
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3.965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,201.107 4,324.862 4,452.143 4,583.285	4,324.862 4,452.143 4,583.285	4,452.143 4,583.285	4,583.285		27.841 28.398 29.250	27.841 28.398 29.250	27.841 28.398 29.250
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3.965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,201.107 4,324.862 4,452.143 4,583.285	4,324.862 4,452.143 4,583.285	4,452.143 4,583.285	4,583.285		27.841 28.398 29.250	27.841 28.398 29.250	27.841 28.398 29.250
124	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3.965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,201.107 4,324.862 4,452.143 4,583.285	4,324.862 4,452.143 4,583.285	4,452.143 4,583.285	4,583.285		27.841 28.398 29.250	27.841 28.398 29.250	27.841 28.398 29.250
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3.837.275 3,949.725 4,065.588 4,185.350 4,308.525 4,435.438	3,949.725 4,065.588 4,185.350 4,308.525 4,435.438	4,065.588 4,185.350 4,308.525 4,435.438	4,185.350 4,308.525 4,435.438	4,308.525 4,435.438	4,435.438		27.841 28.398 29.250	27.841 28.398 29.250	27.841 28.398 29.250
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3.965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,201.107 4,324.862 4,452.143 4,583.285	4,324.862 4,452.143 4,583.285	4,452.143 4,583.285	4,583.285		27.841 28.398 29.250	27.841 28.398 29.250	27.841 28.398 29.250
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly 23.614 24.306 25.019 25.756 26.514 27.295	3.965.184 4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,081.383 4,201.107 4,324.862 4,452.143 4,583.285	4,201.107 4,324.862 4,452.143 4,583.285	4,324.862 4,452.143 4,583.285	4,452.143 4,583.285	4,583.285		27.841 28.398 29.250	27.841 28.398 29.250	27.841 28.398 29.250
128		2	Resident Aide	GH	2015	Hourly 21.820 22.462 23.122 23.801 24.503 25.225	3.663.942 3,771.744 3,882.569 3,996.585 4,114.462 4,235.698	3,771.744 3,882.569 3,996.585 4,114.462 4,235.698	3,882.569 3,996.585 4,114.462 4,235.698	3,996.585 4,114.462 4,235.698	4,114.462 4,235.698	4,235.698 4,360.628	25.969	26.488 27.018 27.829	26.488 27.018 27.829	26.488 27.018 27.829
129		1	Residential Care Worker	Com	2080	Hourly 20.493 21.145 21.798 22.494 23.237 23.979	3.552.120 3,665.133 3,778.320 3,898.960 4,027.747 4,156.360	3,665.133 3,778.320 3,898.960 4,027.747 4,156.360	3,778.320 3,898.960 4,027.747 4,156.360	3,898.960 4,027.747 4,156.360	4,027.747 4,156.360	4,156.360 4,287.053	24.733	25.228 25.733 26.505	25.228 25.733 26.505	25.228 25.733 26.505
130		2	Skill Development Worker	NWC	1950	Hourly 17.757 19.017 20.275 21.537	2.885.513 3,090.263 3,294.688 3,499.763	3,090.263 3,294.688 3,499.763	3,294.688 3,499.763	3,499.763				21.968 22.407 22.850	21.968 22.407 22.850	21.968 22.407 22.850
131		2	Support Worker	NWC	1950	Hourly 23.560 24.077 24.605 25.088	3.828.500 3,912.513 3,998.313 4,076.800	3,912.513 3,998.313 4,076.800	3,998.313 4,076.800	4,076.800	25.664			26.177 26.701 27.502	26.177 26.701 27.502	26.177 26.701 27.502
132		2	Systems Navigation Support Worker	Com	2015	Hourly 23.502 24.219 25.034 25.879	3.946.378 4,066.774 4,203.626 4,345.515	4,066.774 4,203.626 4,345.515	4,203.626 4,345.515	4,345.515 4,489.420	26.736	27.578		28.130 28.693 29.554	28.130 28.693 29.554	28.130 28.693 29.554
133		1	Therapeutic Recreation (Certified)	DM	2015	Hourly 22.165 22.813 23.483 24.171 24.884	3.721.873 3,830.683 3,943.187 4,058.714 4,178.438	3,830.683 3,943.187 4,058.714 4,178.438	3,943.187 4,058.714 4,178.438	4,058.714 4,178.438	24.884			25.382 25.890 26.667	25.382 25.890 26.667	25.382 25.890 26.667
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly 27.587 28.721 29.825 30.956 32.157	4.632.317 4,822.735 5,008.115 5,198.028 5,399.696	4,822.735 5,008.115 5,198.028 5,399.696	5,008.115 5,198.028 5,399.696	5,198.028 5,399.696	32.157			32.800 33.456 34.460	32.800 33.456 34.460	32.800 33.456 34.460
135		1	Therapeutic Recreation Facilitator	SCPCH	2015	Hourly 22.512 23.172 23.851 24.553 25.275	3.780.140 3,890.965 4,004.980 4,122.858 4,244.094	3,890.965 4,004.980 4,122.858 4,244.094	4,004.980 4,122.858 4,244.094	4,122.858 4,244.094	25.275			25.781 26.297 27.086	25.781 26.297 27.086	25.781 26.297 27.086
136		2	Transport Assistant	SOGH	2015	Hourly 20.849 21.458 22.088 22.739 23.407 24.096	3.500.895 3,603.156 3,708.943 3,818.257 3,930.425 4,046.120	3,603.156 3,708.943 3,818.257 3,930.425 4,046.120	3,708.943 3,818.257 3,930.425 4,046.120	3,818.257 3,930.425 4,046.120	23.407 24.096		24.578 25.070 25.822	24.578 25.070 25.822	24.578 25.070 25.822	
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly 22.890 23.564 24.256 24.969 25.706 26.464	3.843.613 3,956.788 4,072.987 4,192.711 4,316.466 4,443.747	3,956.788 4,072.987 4,192.711 4,316.466	4,072.987 4,192.711 4,316.466	4,192.711 4,316.466	25.706 26.464	27.245		27.790 28.346 29.196	27.790 28.346 29.196	27.790 28.346 29.196

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2025

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2025

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
1			Activity Aide (Uncertified)	HF	2015	Hourly 20.522	21.121	21.740	22.376	23.031				23.491	23.961	24.680
						Monthly 3,445.986	3,546.568	3,650.508	3,757.303	3,867.289				3,944.530	4,023.451	4,144.183
						Annual 41,351.830	42,558.815	43,806.100	45,087.640	46,407.465				47,334.365	48,281.415	49,730.200
2			Activity Aide 1 (Trained)	HF	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
3	1		Activity Worker	CHL (Northern Scale)	2080	Hourly 21.522	22.152	22.801	23.469	24.157				24.640	25.132	25.886
						Monthly 3,730.480	3,839.680	3,952.173	4,067.960	4,187.213				4,270.933	4,356.213	4,486.907
						Annual 44,765.760	46,076.160	47,426.080	48,815.520	50,246.560				51,251.200	52,274.560	53,842.880
4			Activity Worker (Certified)	FDL	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
5			Activity Worker (Uncertified)	FDL	2015	Hourly 20.522	21.121	21.740	22.376	23.031				23.491	23.961	24.680
						Monthly 3,445.986	3,546.568	3,650.508	3,757.303	3,867.289				3,944.530	4,023.451	4,144.183
						Annual 41,351.830	42,558.815	43,806.100	45,087.640	46,407.465				47,334.365	48,281.415	49,730.200
6			Adult Day Centre Attendant	RHC	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
7			Adult Day Centre Coordinator	RHC	2015	Hourly 35.194	36.233	37.307	38.409	39.547				40.338	41.144	42.378
						Monthly 5,909.659	6,084.125	6,264.467	6,449.511	6,640.600				6,773.423	6,908.763	7,115.973
						Annual 70,915.910	73,009.495	75,173.605	77,394.135	79,687.205				81,281.070	82,905.160	85,391.670
8	23-13CERT		Aide	MHC	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
9	23-DUAL		Aide - Clerk	GH	2015	Hourly 23.577	24.271	24.984	25.718	26.477	27.258	28.062		28.624	29.196	30.072
						Monthly 3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078		4,806.447	4,902.495	5,049.590
						Annual 47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930		57,677.360	58,829.940	60,595.080
10			Bright Start Programmer	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
11			Camp Leader	SOGH	2080	Hourly 17.775	17.775							18.130	18.493	19.048
						Monthly 3,081.000	3,081.000							3,142.533	3,205.453	3,301.653
						Annual 36,972.000	36,972.000							37,710.400	38,465.440	39,619.840
12			Child Minder	WHC	2080	Hourly 17.775	17.775	17.775	17.775	17.775	17.832			18.189	18.552	19.109
						Monthly 3,081.000	3,081.000	3,081.000	3,081.000	3,081.000	3,090.880			3,152.760	3,215.680	3,312.227
						Annual 36,972.000	36,972.000	36,972.000	36,972.000	36,972.000	37,090.560			37,833.120	38,588.160	39,746.720
13			Community Action & Engagement Programmer	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
14			Community Chef	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
15			Community Development Programmer	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
16			Community Health Worker	Com	2015	Hourly 24.662	25.038	25.411	25.785	26.172	26.547			27.078	27.619	28.448
						Monthly 4,141.161	4,204.298	4,266.930	4,329.731	4,394.715	4,457.684			4,546.848	4,637.690	4,776.893
						Annual 49,693.930	50,451.570	51,203.165	51,956.775	52,736.580	53,492.205			54,562.170	55,652.285	57,322.720
17			Community Outreach Worker	MCC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
18			Community Services Coordinator	Com	2015	Hourly 29.743	30.759	31.827	32.872	34.088	35.224	36.468	37.588	38.340	39.106	40.279
						Monthly 4,994.345	5,164.949	5,344.284	5,519.757	5,723.943	5,914.697	6,123.585	6,311.652	6,437.925	6,566.549	6,763.515
						Annual 59,932.145	61,979.385	64,131.405	66,237.080	68,687.320	70,976.360	73,483.020	75,739.820	77,255.100	78,798.590	81,162.185
19			Cooking and Food Skills Programmer	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
20			Cultural Support Worker	NCC	2015	Hourly 25.563	26.319	27.093	27.889	28.714	29.564			30.155	30.759	31.682
						Monthly 4,292.454	4,419.399	4,549.366	4,683.028	4,821.559	4,964.288			5,063.527	5,164.949	5,319.936
						Annual 51,509.445	53,032.785	54,592.395	56,196.335	57,858.710	59,571.460			60,762.325	61,979.385	63,839.230

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21			Cultural Support Worker - PIO	NCC	2015	Hourly 27.783	28.160	28.535	28.912	29.288	29.664			30.257	30.863	31.789
						Monthly 4,665.229	4,728.533	4,791.502	4,854.807	4,917.943	4,981.080			5,080.655	5,182.412	5,337.903
						Annual 55,982.745	56,742.400	57,498.025	58,257.680	59,015.320	59,772.960			60,967.855	62,188.945	64,054.835
22			Day Program Worker	HF	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
23			Diagnostic Imaging Assistant	VGH	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
24			Diagnostic Imaging Assistant	MHC	2015	Hourly 22.482	22.862	23.221	23.831	24.745				25.239	25.744	26.516
						Monthly 3,775.103	3,838.911	3,899.193	4,001.622	4,155.098				4,238.049	4,322.847	4,452.478
						Annual 45,301.230	46,066.930	46,790.315	48,019.465	49,861.175				50,856.585	51,874.160	53,429.740
25			Dialysis Aide	SOGH	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
26	23-50	1	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly 25.215	25.765	26.270	26.789	27.315				27.860	28.418	29.271
						Monthly 4,234.019	4,326.373	4,411.171	4,498.320	4,586.644				4,678.158	4,771.856	4,915.089
						Annual 50,808.225	51,916.475	52,934.050	53,979.835	55,039.725				56,137.900	57,262.270	58,981.065
27			Financial Empowerment Programmer	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
28			Garden and Food Skills Programmer	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
29	23-13CERT		Health Care Aide	SBH, LPCH	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
30	23-13CERT		Health Care Aide	CRS	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
31	23-13CERT		Health Care Aide	GH, SH	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
32	23-13CERT		Health Care Aide	CH, HSC, SH	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
33	23-13CERT		Health Care Aide	SOGH, SH	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
34	23-13CERT		Health Care Aide	PAC	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
35	23-13CERT		Health Care Aide	DLC	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
36	23-13CERT		Health Care Aide	RHC	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
37	23-13CERT		Health Care Aide	RPG	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
38	23-13CERT		Health Care Aide	MH	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
39	23-13CERT		Health Care Aide	DM	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
40	23-13UNCERT		Health Care Aide - Uncertified	VGH	2015	Hourly 21.885								22.323	22.769	23.452
						Monthly 3,674.856								3,748.404	3,823.295	3,937.982
						Annual 44,098.275								44,980.845	45,879.535	47,255.780

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT		Health Care Aide - Uncertified	CH	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
42	23-13UNCERT		Health Care Aide - Uncertified	MHC	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
43	23-13UNCERT		Health Care Aide - Uncertified	RHC	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
44	23-13UNCERT		Health Care Aide - Uncertified	DLC	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
45	23-13CERT		Health Care Aide & Aide Porter	MHC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
46	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly 23.187 Monthly 3,767.888 Annual 45,214.650	23.867 3,878.388 46,540.650	24.567 3,992.138 47,905.650	25.290 4,109.625 49,315.500	26.033 4,230.363 50,764.350	26.800 4,355.000 52,260.000			27.335 4,441.938 53,303.250	27.882 4,530.825 54,369.900	28.718 4,666.675 56,000.100
47	23-13CERT		Health Care Aide (Certified)	PPCH	1950	Hourly 23.187 Monthly 3,767.888 Annual 45,214.650	23.867 3,878.388 46,540.650	24.567 3,992.138 47,905.650	25.290 4,109.625 49,315.500	26.033 4,230.363 50,764.350	26.800 4,355.000 52,260.000			27.335 4,441.938 53,303.250	27.882 4,530.825 54,369.900	28.718 4,666.675 56,000.100
48	23-13CERT		Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
49	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly 21.885 Monthly 3,556.313 Annual 42,675.750								22.323 3,627.488 43,529.850	22.769 3,699.963 44,399.550	23.452 3,810.950 45,731.400
50	23-13UNCERT		Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
51	23-47CERT		Health Care Aide 3/Rehab Aide	MH	2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
52	23-13CERT	1	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly 24.322 Monthly 4,215.813 Annual 50,589.760	25.035 4,339.400 52,072.800	25.769 4,466.627 53,599.520	26.529 4,598.360 55,180.320	27.309 4,733.560 56,802.720	28.113 4,872.920 58,475.040			28.675 4,970.333 59,644.000	29.249 5,069.827 60,837.920	30.126 5,221.840 62,662.080
53	23-13UNCERT	1	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly 22.954 Monthly 3,978.693 Annual 47,744.320								23.413 4,058.253 48,699.040	23.882 4,139.547 49,674.560	24.598 4,263.653 51,163.840
54	23-13CERT		Health Care Assistant	VGH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
55	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly 21.885 Monthly 3,793.400 Annual 45,520.800								22.323 3,869.320 46,431.840	22.769 3,946.627 47,359.520	23.452 4,065.013 48,780.160
56	23-13UNCERT		Home Care Attendant 1	Com	2080	Hourly 21.885 Monthly 3,793.400 Annual 45,520.800								22.323 3,869.320 46,431.840	22.769 3,946.627 47,359.520	23.452 4,065.013 48,780.160
57	23-13CERT		Home Care Attendant 2	Com	2080	Hourly 23.187 Monthly 4,019.080 Annual 48,228.960	23.867 4,136.947 49,643.360	24.567 4,258.280 51,099.360	25.290 4,383.600 52,603.200	26.033 4,512.387 54,148.640	26.800 4,645.333 55,744.000			27.335 4,738.067 56,856.800	27.882 4,832.880 57,994.560	28.718 4,977.787 59,733.440
58	23-50		Home Visitor 2	Com	2015	Hourly 24.039 Monthly 4,036.549 Annual 48,438.585	24.563 4,124.537 49,494.445	25.043 4,205.137 50,461.645	25.538 4,288.256 51,459.070	26.038 4,372.214 52,466.570			26.560 4,459.867 53,518.400	27.091 4,549.030 54,588.365	27.904 4,685.547 56,226.560	
59			Indigenous Cultural Support Worker	KL	2080	Hourly 24.780 Monthly 4,295.200 Annual 51,542.400	25.509 4,421.560 53,058.720	26.260 4,551.733 54,620.800	27.034 4,685.893 56,230.720	27.832 4,824.213 57,890.560	28.652 4,966.347 59,596.160			29.224 5,065.493 60,785.920	29.808 5,166.720 62,000.640	30.702 5,321.680 63,860.160
60			InSight Mentor	NWC	1950	Hourly 28.623 Monthly 4,651.238 Annual 55,814.850	29.268 4,756.050 57,072.600	29.860 4,852.250 58,227.000	30.558 4,965.675 59,588.100					31.169 5,064.963 60,779.550	31.792 5,166.200 61,994.400	32.746 5,321.225 63,854.700

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
61	23-48		Integrated Support Worker	Com	2080	Hourly 23.868 Monthly 4,137.120 Annual 49,645.440	24.568 4,258.453 51,101.440	25.289 4,383.427 52,601.120	26.032 4,512.213 54,146.560	26.800 4,645.333 55,744.000	27.588 4,781.920 57,383.040			28.140 4,877.600 58,531.200	28.702 4,975.013 59,700.160	29.563 5,124.253 61,491.040
62		IOT Outreach Mentor	NWC		1950	Hourly 28.623 Monthly 4,651.238 Annual 55,814.850	29.268 4,756.050 57,072.600	29.860 4,852.250 58,227.000	30.558 4,965.675 59,588.100					31.169 5,064.963 60,779.550	31.792 5,166.200 61,994.400	32.746 5,321.225 63,854.700
63		Kids Corner Assistant	SOGH		1950	Hourly 17.775 Monthly 2,888.438 Annual 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250	17.775 2,888.438 34,661.250				18.130 2,946.125 35,353.500	18.493 3,005.113 36,061.350	19.048 3,095.300 37,143.600
64		Lifeguard	SOGH		2015	Hourly 17.775 Monthly 2,984.719 Annual 35,816.625	17.775 2,984.719 35,816.625	18.218 3,059.106 36,709.270	19.104 3,207.880 38,494.560	19.493 3,273.200 39,278.395				19.883 3,338.687 40,064.245	20.281 3,405.518 40,866.215	20.889 3,507.611 42,091.335
65	23-51A		Mental Health - Proctor 2	Com	2080	Hourly 21.399 Monthly 3,709.160 Annual 44,509.920	21.983 3,810.387 45,724.640	22.590 3,915.600 46,987.200	23.187 4,019.080 48,228.960	23.796 4,124.640 49,495.680				24.272 4,207.147 50,485.560	24.757 4,291.213 51,494.560	25.500 4,420.000 53,040.000
66	23-51B		Mental Health - Proctor 3	Com	2080	Hourly 24.039 Monthly 4,166.760 Annual 50,001.120	24.563 4,257.587 51,091.040	25.043 4,340.787 52,089.440	25.538 4,426.587 53,119.040	26.038 4,513.253 54,159.040				26.560 4,603.733 55,244.800	27.091 4,695.773 56,349.280	27.904 4,836.693 58,040.320
67		Mental Health Support Worker	CRS		2015	Hourly 24.207 Monthly 4,064.759 Annual 48,777.105	24.946 4,188.849 50,266.190	25.785 4,329.731 51,956.775	26.655 4,475.819 53,709.825	27.538 4,624.089 55,489.070	28.405 4,769.673 57,236.075			28.974 4,865.218 58,382.610	29.554 4,962.609 59,551.310	30.441 5,111.551 61,338.615
68		Mental Health Support Worker	Com		2080	Hourly 24.207 Monthly 4,195.880 Annual 50,350.560	24.946 4,323.973 51,887.680	25.785 4,469.400 53,632.800	26.655 4,620.200 55,442.400	27.538 4,773.253 57,279.040	28.405 4,923.533 59,082.400			28.974 5,022.160 60,265.920	29.554 5,122.693 61,472.320	30.441 5,276.440 63,317.280
69		Nurses Aide (Uncertified)	MM		2015	Hourly 18.041 Monthly 3,029.385 Annual 36,352.615	18.567 3,117.709 37,412.505	19.107 3,208.384 38,500.605	19.666 3,302.249 39,626.990	20.241 3,398.801 40,785.615				20.645 3,466.640 41,599.675	21.058 3,535.989 42,431.870	21.690 3,642.113 43,705.350
70	23-13CERT		Nurses Aide (Trained)	FDL	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
71	23-DUAL		Nursing Assistant (Dually Trained)	SOGH	2015	Hourly 23.577 Monthly 3,958.971 Annual 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930		28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
72	23-DUAL		Nursing Assistant (UCA)	PAC, SH	2015	Hourly 23.577 Monthly 3,958.971 Annual 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930		28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
73	23-13UNCERT		Nursing Assistant (Uncertified)	HF	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
74	23-DUAL		Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly 23.577 Monthly 3,958.971 Annual 47,507.655	24.271 4,075.505 48,906.065	24.984 4,195.230 50,342.760	25.718 4,318.481 51,821.770	26.477 4,445.930 53,351.155	27.258 4,577.073 54,924.870	28.062 4,712.078 56,544.930		28.624 4,806.447 57,677.360	29.196 4,902.495 58,829.940	30.072 5,049.590 60,595.080
75		Occupational Therapy Assistant	Com		2015	Hourly 21.991 Monthly 3,692.655 Annual 44,311.865	22.631 3,800.122 45,601.465	23.300 3,912.458 46,949.500	23.981 4,026.810 48,321.715	24.687 4,145.359 49,744.305	25.411 4,266.930 51,203.165			25.919 4,352.232 52,226.785	26.437 4,439.213 53,270.555	27.230 4,572.371 54,868.450
76	23-55ORA		Operating Room Assistant	GH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
77	23-55ORA		Operating Room Assistant	PAC	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
78	23-55ORA		Operating Room Assistant	SBH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
79	23-55ORA		Operating Room Assistant	VGH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760
80	23-55ORA		Operating Room Assistant	CH	2015	Hourly 27.097 Monthly 4,550.038 Annual 54,600.455	27.898 4,684.539 56,214.470	28.721 4,822.735 57,872.815	29.565 4,964.456 59,573.475	30.442 5,111.719 61,340.630	31.339 5,262.340 63,148.085			31.966 5,367.624 64,411.490	32.606 5,475.091 65,701.090	33.584 5,639.313 67,671.760

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA		Operating Room Assistant	MHC	2015	Hourly 27.097	27.898	28.721	29.565	30.442	31.339			31.966	32.606	33.584
						Monthly 4,550.038	4,684.539	4,822.735	4,964.456	5,111.719	5,262.340			5,367.624	5,475.091	5,639.313
						Annual 54,600.455	56,214.470	57,872.815	59,573.475	61,340.630	63,148.085			64,411.490	65,701.090	67,671.760
82			Ophthalmic Assistant	MHC	2015	Hourly 22.775	23.444	24.137	24.845	25.577	26.331			26.857	27.395	28.217
						Monthly 3,824.302	3,936.638	4,053.005	4,171.890	4,294.805	4,421.414			4,509.738	4,600.077	4,738.105
						Annual 45,891.625	47,239.660	48,636.055	50,062.675	51,537.655	53,056.965			54,116.855	55,200.925	56,857.255
83			OR Attendant	VGH	2015	Hourly 24.676	25.403	26.150	26.919	27.715	28.533			29.104	29.686	30.577
						Monthly 4,143.512	4,265.587	4,391.021	4,520.149	4,653.810	4,791.166			4,887.047	4,984.774	5,134.388
						Annual 49,722.140	51,187.045	52,692.250	54,241.785	55,845.725	57,493.995			58,644.560	59,817.290	61,612.655
84			Orientation Coordinator	Com	2015	Hourly 29.440	30.473	31.537	32.661	33.854	35.069			35.771	36.487	37.582
						Monthly 4,943.467	5,116.925	5,295.588	5,484.326	5,684.651	5,888.670			6,006.547	6,126.775	6,310.644
						Annual 59,321.600	61,403.095	63,547.055	65,811.915	68,215.810	70,664.035			72,078.565	73,521.305	75,727.730
85			Outreach Worker	CRS	2015	Hourly 29.743	30.759	31.827	32.872	34.088	35.224	36.468	37.588	38.340	39.106	40.279
						Monthly 4,994.345	5,164.949	5,344.284	5,519.757	5,723.943	5,914.697	6,123.585	6,311.652	6,437.925	6,566.549	6,763.515
						Annual 59,932.145	61,979.385	64,131.405	66,237.080	68,687.320	70,976.360	73,483.020	75,739.820	77,255.100	78,798.590	81,162.185
86			Outreach Worker	NCC	2015	Hourly 25.563	26.319	27.093	27.889	28.714	29.564			30.155	30.759	31.682
						Monthly 4,292.454	4,419.399	4,549.366	4,683.028	4,821.559	4,964.288			5,063.525	5,164.949	5,319.936
						Annual 51,509.445	53,032.785	54,592.395	56,196.335	57,858.710	59,571.460			60,762.325	61,979.385	63,839.230
87			Outreach Worker	WHC	2080	Hourly 24.780	25.509	26.260	27.034	27.832	28.652			29.224	29.808	30.702
						Monthly 4,295.200	4,421.560	4,551.733	4,685.893	4,824.213	4,966.347			5,065.493	5,166.720	5,321.680
						Annual 51,542.400	53,058.720	54,620.800	56,230.720	57,890.560	59,596.160			60,785.920	62,000.640	63,860.160
88	23-13CERT		P.C.A. - Trained	BPCH	2015	Hourly 23.187	23.867	24.567	25.290	26.033	26.800			27.335	27.882	28.718
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375	4,500.167			4,590.002	4,681.853	4,822.231
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495	54,002.000			55,080.025	56,182.230	57,866.770
89			PACT Support Worker	Com	2080	Hourly 24.207	24.946	25.785	26.655	27.538	28.405			28.974	29.554	30.441
						Monthly 4,195.880	4,323.973	4,469.400	4,620.200	4,773.253	4,923.533			5,022.160	5,122.693	5,276.440
						Annual 50,350.560	51,887.680	53,632.800	55,442.400	57,279.040	59,082.400			60,265.920	61,472.320	63,317.280
90			Peer Navigator	NWC	1950	Hourly 26.400	27.179	27.979	28.805	29.657	30.532			31.143	31.766	32.719
						Monthly 4,290.000	4,416.588	4,546.588	4,680.813	4,819.263	4,961.450			5,060.738	5,161.975	5,316.838
						Annual 51,480.000	52,999.050	54,559.050	56,169.750	57,831.150	59,537.400			60,728.850	61,943.700	63,802.050
91			Peer Support Worker	KL	2080	Hourly 24.780	25.509	26.260	27.034	27.832	28.652			29.224	29.808	30.702
						Monthly 4,295.200	4,421.560	4,551.733	4,685.893	4,824.213	4,966.347			5,065.493	5,166.720	5,321.680
						Annual 51,542.400	53,058.720	54,620.800	56,230.720	57,890.560	59,596.160			60,785.920	62,000.640	63,860.160
92	23-47CERT		Physiotherapy - Rehab Aide	CH	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
93	23-47CERT		Physiotherapy Assistant	DLC	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
94			Porter / Orderly	VGH	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982			26.502	27.032	27.843
						Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811			4,450.128	4,539.123	4,675.304
						Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730			53,401.530	54,469.480	56,103.645
95			Porter-Diagnostic Imaging	SBH	2015	Hourly 21.473	22.101	22.751	23.421	24.109	24.819			25.315	25.822	26.597
						Monthly 3,605.675	3,711.126	3,820.272	3,932.776	4,048.303	4,167.524			4,250.810	4,335.944	4,466.080
						Annual 43,268.095	44,533.515	45,843.265	47,193.315	48,579.635	50,010.285			51,009.725	52,031.330	53,592.955
96			Porter-Rehabilitation	SBH	2015	Hourly 21.473	22.101	22.751	23.421	24.109	24.819			25.315	25.822	26.597
						Monthly 3,605.675	3,711.126	3,820.272	3,932.776	4,048.303	4,167.524			4,250.810	4,335.944	4,466.080
						Annual 43,268.095	44,533.515	45,843.265	47,193.315	48,579.635	50,010.285			51,009.725	52,031.330	53,592.955
97		1	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 23.230	23.787	24.344	24.892	25.452	26.005			26.526	27.056	27.868
						Monthly 4,026.533	4,123.080	4,219.627	4,314.613	4,411.680	4,507.533			4,597.840	4,689.707	4,830.453
						Annual 48,318.400	49,476.960	50,635.520	51,775.360	52,940.160	54,090.400			55,174.080	56,276.480	57,965.440
98		1	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 21.085	21.574	22.057	22.588					23.040	23.500	24.205
						Monthly 3,654.733	3,739.493	3,823.213	3,915.253					3,993.600	4,073.333	4,195.533
						Annual 43,856.800	44,873.920	45,878.560	46,983.040					47,923.200	48,880.000	50,346.400
99			Recreation Coordinator	RPG	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
100			Recreation Coordinator	SEPCH, LPCH	2015	Hourly 24.459	25.180	25.921	26.681	27.465				28.014	28.574	29.431
						Monthly 4,107.074	4,228.142	4,352.568	4,480.185	4,611.831				4,704.018	4,798.051	4,941.955
						Annual 49,284.885	50,737.700	52,230.815	53,762.215	55,341.975				56,448.210	57,576.610	59,303.465

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2026

- Monthly salaries include a 3.0% increase

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101			Recreation Facilitator	MH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
102			Recreation Facilitator	MHC	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
103			Recreation Facilitator	RPG	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
104			Recreation Facilitator	SEPCH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495	26.800 4,500.167 54,002.000			27.335 4,590.002 55,080.025	27.882 4,681.853 56,182.230	28.718 4,822.231 57,866.770
105			Recreation Facilitator (Uncertified)	MM	2015	Hourly 18.041 Monthly 3,029.385 Annual 36,352.615	18.567 3,117.709 37,412.505	19.107 3,208.384 38,500.605	19.666 3,302.249 39,626.990	20.241 3,398.801 40,785.615				20.645 3,466.640 41,599.650	21.058 3,535.989 42,431.870	21.690 3,642.113 43,705.350
106			Recreation Facilitator - PIO	MHC	2015	Hourly 24.995 Monthly 4,197.077 Annual 50,364.925	25.526 4,286.241 51,434.890	26.293 4,415.033 52,980.395	27.465 4,611.831 55,341.975					28.014 4,704.018 56,448.210	28.574 4,798.051 57,576.610	29.431 4,941.955 59,303.465
107			Recreation Facilitator - Trained	MM	2015	Hourly 24.458 Monthly 4,106.906 Annual 49,282.870	25.180 4,228.142 50,737.700	25.919 4,352.232 52,226.785	26.681 4,480.185 53,762.215	27.465 4,611.831 55,341.975				28.014 4,704.018 56,448.210	28.574 4,798.051 57,576.610	29.431 4,941.955 59,303.465
108			Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
109			Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 21.885 Monthly 3,674.856 Annual 44,098.275								22.323 3,748.404 44,980.845	22.769 3,823.295 45,879.535	23.452 3,937.982 47,255.780
110			Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
111			Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
112			Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 20.522 Monthly 3,445.986 Annual 41,351.830	21.121 3,546.568 42,558.815	21.740 3,650.508 43,806.100	22.376 3,757.303 45,087.640	23.031 3,867.289 46,407.465				23.491 3,944.530 47,334.365	23.961 4,023.451 48,281.415	24.680 4,144.183 49,730.200
113			Recreation Programmer (Certified)	SCPCH	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
114			Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 20.522 Monthly 3,445.986 Annual 41,351.830	21.121 3,546.568 42,558.815	21.740 3,650.508 43,806.100	22.376 3,757.303 45,087.640	23.031 3,867.289 46,407.465				23.491 3,944.530 47,334.365	23.961 4,023.451 48,281.415	24.680 4,144.183 49,730.200
115			Recreation Worker	DLC	2015	Hourly 28.415 Monthly 4,771.352 Annual 57,256.225	29.583 4,967.479 59,609.745	30.720 5,158.400 61,900.800	31.885 5,354.023 64,248.275	33.122 5,561.736 66,740.830				33.784 5,672.897 68,074.760	34.460 5,786.408 69,436.900	35.494 5,960.034 71,520.410
116			Recreation Worker (Certified)	ASJ	2015	Hourly 23.187 Monthly 3,893.484 Annual 46,721.805	23.867 4,007.667 48,092.005	24.567 4,125.209 49,502.505	25.290 4,246.613 50,959.350	26.033 4,371.375 52,456.495				26.554 4,458.859 53,506.310	27.086 4,548.191 54,578.290	27.899 4,684.707 56,216.485
117	23-47CERT	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM		2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
118	23-47CERT	Rehab Assistant	Com		2080	Hourly 24.322 Monthly 4,215.813 Annual 50,589.760	25.035 4,339.400 52,072.800	25.770 4,466.800 53,601.600	26.529 4,598.360 55,180.320	27.309 4,733.560 58,802.720	28.114 4,873.093 58,477.120			28.676 4,970.507 59,646.080	29.250 5,070.000 60,840.000	30.128 5,222.187 62,666.240
119	23-47CERT	Rehabilitation Assistant	SBH		2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920
120	23-47CERT	Rehabilitation Assistant	VGH		2015	Hourly 24.322 Monthly 4,084.069 Annual 49,008.830	25.035 4,203.794 50,445.525	25.770 4,327.213 51,926.550	26.529 4,454.661 53,455.935	27.309 4,585.636 55,027.635	28.114 4,720.809 56,649.710			28.676 4,815.178 57,782.140	29.250 4,911.563 58,938.750	30.128 5,058.993 60,707.920

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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT		Rehabilitation Assistant	SOGH	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
122	23-47CERT		Rehabilitation Assistant	DLC	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
123	23-47CERT		Rehabilitation Assistant	MHC	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
124	23-47CERT		Rehabilitation Assistant	GH	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
125	23-47CERT		Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 3,952.325	4,068.188	4,187.625	4,310.963	4,437.713	4,568.525			4,659.850	4,753.125	4,895.800
						Annual 47,427.900	48,818.250	50,251.500	51,731.550	53,252.550	54,822.300			55,918.200	57,037.500	58,749.600
126	23-47CERT		Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
127	23-47CERT		Rehabilitation Attendant	RHC, LPCH	2015	Hourly 24.322	25.035	25.770	26.529	27.309	28.114			28.676	29.250	30.128
						Monthly 4,084.069	4,203.794	4,327.213	4,454.661	4,585.636	4,720.809			4,815.178	4,911.563	5,058.993
						Annual 49,008.830	50,445.525	51,926.550	53,455.935	55,027.635	56,649.710			57,782.140	58,938.750	60,707.920
128			Resident Aide	GH	2015	Hourly 22.475	23.136	23.816	24.515	25.238	25.982	26.748		27.283	27.829	28.664
						Monthly 3,773.927	3,884.920	3,999.103	4,116.477	4,237.881	4,362.811	4,491.435		4,581.270	4,672.953	4,813.163
						Annual 45,287.125	46,619.040	47,989.240	49,397.725	50,854.570	52,353.730	53,897.220		54,975.245	56,075.435	57,757.960
129			Residential Care Worker	Com	2080	Hourly 21.108	21.779	22.452	23.169	23.934	24.698	25.475		25.985	26.505	27.300
						Monthly 3,658.720	3,775.027	3,891.680	4,015.960	4,148.560	4,280.987	4,415.667		4,504.067	4,594.200	4,732.000
						Annual 43,904.640	45,300.320	46,700.160	48,191.520	49,782.720	51,371.840	52,988.000		54,048.800	55,130.400	56,784.000
130			Skill Development Worker	NWC	1950	Hourly 18.290	19.588	20.883	22.183					22.627	23.079	23.771
						Monthly 2,972.125	3,183.050	3,393.488	3,604.738					3,676.888	3,750.338	3,862.788
						Annual 35,665.500	38,196.600	40,721.850	43,256.850					44,122.650	45,004.050	46,353.450
131			Support Worker	NWC	1950	Hourly 24.267	24.799	25.343	25.841	26.434				26.962	27.502	28.327
						Monthly 3,943.388	4,029.838	4,118.238	4,199.163	4,295.525				4,381.325	4,469.075	4,603.138
						Annual 47,320.650	48,358.050	49,418.850	50,389.950	51,546.300				52,575.900	53,628.900	55,237.650
132			Systems Navigation Support Worker	Com	2015	Hourly 24.207	24.946	25.785	26.655	27.538	28.405			28.974	29.554	30.441
						Monthly 4,064.759	4,188.849	4,329.731	4,475.819	4,624.089	4,769.673			4,865.218	4,962.609	5,111.551
						Annual 48,777.105	50,266.190	51,956.775	53,709.825	55,489.070	57,236.075			58,382.610	59,551.310	61,338.615
133			Therapeutic Recreation (Certified)	DM	2015	Hourly 22.830	23.497	24.187	24.896	25.631				26.143	26.667	27.467
						Monthly 3,833.538	3,945.538	4,061.400	4,180.453	4,303.872				4,389.845	4,477.834	4,612.167
						Annual 46,002.450	47,346.455	48,736.805	50,165.440	51,646.465				52,678.145	53,734.005	55,346.005
134			Therapeutic Recreation Facilitator	RHC	2015	Hourly 28.415	29.583	30.720	31.885	33.122				33.784	34.460	35.494
						Monthly 4,771.352	4,967.479	5,158.400	5,354.023	5,561.736				5,672.897	5,786.408	5,960.034
						Annual 57,256.225	59,609.745	61,900.800	64,248.275	66,740.830				68,074.760	69,436.900	71,520.410
135			Therapeutic Recreation Facilitator	SCPCH	2015	Hourly 23.187	23.867	24.567	25.290	26.033				26.554	27.086	27.899
						Monthly 3,893.484	4,007.667	4,125.209	4,246.613	4,371.375				4,458.859	4,548.191	4,684.707
						Annual 46,721.805	48,092.005	49,502.505	50,959.350	52,456.495				53,506.310	54,578.290	56,216.485
136			Transport Assistant	SOGH	2015	Hourly 21.474	22.102	22.751	23.421	24.109	24.819			25.315	25.822	26.597
						Monthly 3,605.843	3,711.294	3,820.272	3,932.776	4,048.303	4,167.524			4,250.810	4,335.944	4,466.080
						Annual 43,270.110	44,535.530	45,843.265	47,193.315	48,579.635	50,010.285			51,009.725	52,031.330	53,592.955
137	23-DUAL		Unit Assistant	CH	2015	Hourly 23.577	24.271	24.984	25.718	26.477	27.258	28.062		28.624	29.196	30.072
						Monthly 3,958.971	4,075.505	4,195.230	4,318.481	4,445.930	4,577.073	4,712.078		4,806.447	4,902.495	5,049.590
						Annual 47,507.655	48,906.065	50,342.760	51,821.770	53,351.155	54,924.870	56,544.930		57,677.360	58,829.940	60,595.080

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year			
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	21.022 3,529.944 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965			24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240			
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495			
3		1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	22.022 3,817.147 45,805.760	22.652 3,926.347 47,116.160	23.301 4,038.840 48,466.080	23.969 4,154.627 49,855.520	24.657 4,273.880 51,286.560			25.150 4,359.333 52,312.000	25.653 4,446.520 53,358.240	26.423 4,579.987 54,959.840			
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495			
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	21.022 3,529.944 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965			24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240			
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495			
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	35.694 5,993.618 71,923.410	36.733 6,168.083 74,016.995	37.807 6,348.425 76,181.105	38.909 6,533.470 78,401.635	40.047 6,724.559 80,694.705			40.848 6,859.060 82,308.720	41.665 6,996.248 83,954.975	42.915 7,206.144 86,473.725			
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	23.687 3,977.442 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825		
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly Monthly Annual	24.027 4,034.534 48,414.405	24.721 4,151.068 49,812.815	25.434 4,270.793 51,249.510	26.168 4,394.043 52,728.520	26.927 4,521.492 54,257.905	27.708 4,652.635 55,831.620	28.512 4,787.640 57,451.680			29.082 4,883.353 58,600.230	29.664 4,981.080 59,772.960	30.554 5,130.526 61,566.310	
10		2	Bright Start Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
11		2	Camp Leader	SOGH	2080	Hourly Monthly Annual	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000							18.590 3,222.267 38,667.200	19.962 3,286.747 39,440.960	19.531 3,385.373 40,624.480		
12		2	Child Minder	WHC	2080	Hourly Monthly Annual	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.225 3,159.000 37,908.000	18.282 3,168.880 38,026.560			18.648 3,232.320 38,787.840	19.021 3,296.973 39,563.680	19.592 3,395.947 40,751.360		
13		2	Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
14		2	Community Chef	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
15		2	Community Development Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
16		2	Community Health Worker	Com	2015	Hourly Monthly Annual	25.112 4,216.723 50,600.680	25.488 4,279.860 51,358.320	25.861 4,342.493 52,109.915	26.235 4,405.294 52,863.525	26.622 4,470.278 53,643.330	26.997 4,533.246 54,398.955			27.537 4,623.921 55,487.055	28.088 4,716.443 56,597.320	28.931 4,857.997 58,295.965		
17		2	Community Outreach Worker	MCC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	30.193 5,069.908 60,838.895	31.209 5,240.511 62,886.135	32.277 5,419.846 65,038.155	33.322 5,595.319 67,143.830	34.538 5,799.506 69,594.070	35.674 5,990.259 71,883.110	36.918 6,199.148 74,389.770	38.038 6,387.214 76,646.570			38.799 6,514.999 78,179.985	39.575 6,645.302 79,743.625	40.762 6,844.619 82,135.430
19		2	Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	26.850 4,363.125 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950		
20		2	Cultural Support Worker	NCC	2015	Hourly Monthly Annual	26.013 4,368.016 52,416.195	26.769 4,494.961 53,939.535	27.543 4,624.929 55,499.145	28.339 4,758.590 57,103.085	29.164 4,897.122 58,765.460	30.014 5,039.851 60,478.210			30.614 5,140.601 61,687.210	31.226 5,243.366 62,920.390	32.163 5,400.704 64,808.445		

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
21		2	Cultural Support Worker - PIO	NCC	2015	Hourly 28.233 28.610 28.985 29.362 29.738 30.114	4,740.791 4,804.096 4,867.065 4,930.369 4,993.506 5,056.643	56,889.495 57,649.150 58,404.775 59,164.430 59,922.070 60,679.710						30.716 31.330 32.270			
22		1	Day Program Worker	HF	2015	Hourly 23.687 24.367 25.067 25.790 26.533	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995						27.064 27.605 28.433			
23		2	Diagnostic Imaging Assistant	VGH	2015	Hourly 22.925 23.586 24.266 24.965 25.688 26.432	3,849.490 3,960.483 4,074.666 4,192.040 4,313.443 4,438.373	46,193.875 47,525.790 48,895.990 50,304.475 51,761.320 53,260.480						26.961 27.500 28.325			
24		2	Diagnostic Imaging Assistant	MHC	2015	Hourly 22.932 23.312 23.671 24.281 25.195	3,850.665 3,914.473 3,974.755 4,077.185 4,230.660	46,207.980 46,973.680 47,697.065 48,926.215 50,767.925						25.699 26.213 26.999			
25		2	Dialysis Aide	SOGH	2015	Hourly 22.925 23.586 24.266 24.965 25.688 26.432	3,849.490 3,960.483 4,074.666 4,192.040 4,313.443 4,438.373	46,193.875 47,525.790 48,895.990 50,304.475 51,761.320 53,260.480						26.961 27.500 28.325			
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly 25.715 26.265 26.770 27.289 27.815	4,317.977 4,410.331 4,495.129 4,582.278 4,670.602	51,815.725 52,923.975 53,941.550 54,987.335 56,047.225						28.371 28.938 29.806			
27		2	Financial Empowerment Programmer	NWC	1950	Hourly 26.850 27.629 28.429 29.255 30.107 30.982	4,363.125 4,489.713 4,619.713 4,753.938 4,892.388 5,034.575	52,357.500 53,876.550 55,436.550 57,047.250 58,708.650 60,414.900						31.602 32.234 33.201			
28		2	Garden and Food Skills Programmer	NWC	1950	Hourly 26.850 27.629 28.429 29.255 30.107 30.982	4,363.125 4,489.713 4,619.713 4,753.938 4,892.388 5,034.575	52,357.500 53,876.550 55,436.550 57,047.250 58,708.650 60,414.900						31.602 32.234 33.201			
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
39	23-13CERT	1	Health Care Aide	DM	2015	Hourly 23.687 24.367 25.067 25.790 26.533 27.300	3,977.442 4,091.625 4,209.167 4,330.571 4,455.333 4,584.125	47,729.305 49,099.505 50,510.005 51,966.850 53,463.995 55,009.500						27.846 28.403 29.255			
40	23-13UNCERT	1	Health Care Aide - Uncertified	VGH	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 23.290 23.989			

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly 23.687 Monthly 3,849.138 Annual 46,189.650	24.367 3,959.638 47,515.650	25.067 4,073.388 48,880.650	25.790 4,190.875 50,290.500	26.533 4,311.613 51,739.350	27.300 4,436.250 53,235.000			27.846 4,524.975 54,299.700	28.403 4,615.488 55,385.850	29.255 4,753.938 57,047.250
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly 23.687 Monthly 3,849.138 Annual 46,189.650	24.367 3,959.638 47,515.650	25.067 4,073.388 48,880.650	25.790 4,190.875 50,290.500	26.533 4,311.613 51,739.350	27.300 4,436.250 53,235.000			27.846 4,524.975 54,299.700	28.403 4,615.488 55,385.850	29.255 4,753.938 57,047.250
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly 22.385 Monthly 3,637.563 Annual 43,650.750								22.833 3,710.363 44,524.350	23.290 3,784.625 45,415.500	23.989 3,898.213 46,778.550
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly 24.822 Monthly 4,302.480 Annual 51,629.760	25.535 4,426.067 53,112.800	26.269 4,553.293 54,639.520	27.029 4,685.027 56,220.320	27.809 4,820.227 57,842.720	28.613 4,959.587 59,515.040			29.185 5,058.733 60,704.800	29.769 5,159.960 61,919.520	30.662 5,314.747 63,776.960
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly 23.454 Monthly 4,065.360 Annual 48,784.320								23.923 4,146.653 49,759.840	24.401 4,229.507 50,754.080	25.133 4,356.387 52,276.640
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly 22.385 Monthly 3,880.067 Annual 46,560.800								22.833 3,957.720 47,492.640	23.290 4,036.933 48,443.200	23.989 4,158.093 49,897.120
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly 22.385 Monthly 3,880.067 Annual 46,560.800								22.833 3,957.720 47,492.640	23.290 4,036.933 48,443.200	23.989 4,158.093 49,897.120
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly 23.687 Monthly 4,105.747 Annual 49,268.960	24.367 4,223.613 50,683.360	25.067 4,344.947 52,139.360	25.790 4,470.267 54,643.200	26.533 4,599.053 55,188.640	27.300 4,732.000 56,784.000			27.846 4,826.640 57,919.680	28.403 4,923.187 59,078.240	29.255 5,070.867 60,850.400
58	23-50	1	Home Visitor 2	Com	2015	Hourly 24.539 Monthly 4,120.507 Annual 49,446.085	25.063 4,208.495 50,501.945	25.543 4,289.095 51,469.145	26.038 4,372.214 52,466.570	26.538 4,456.173 53,474.070				27.069 4,545.336 54,544.035	27.610 4,636.179 55,634.150	28.438 4,775.214 57,302.570
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly 25.230 Monthly 4,373.200 Annual 52,478.400	25.959 4,499.560 53,994.720	26.710 4,629.733 55,556.800	27.484 4,763.893 57,166.720	28.282 4,902.213 58,826.560	29.102 5,044.347 60,532.160			29.684 5,145.227 61,742.720	30.278 5,248.187 62,978.240	31.186 5,405.573 64,866.880
60		2	InSight Mentor	NWC	1950	Hourly 29.073 Monthly 4,724.363 Annual 56,692.350	29.718 4,829.175 57,950.100	30.310 4,925.375 59,104.500	31.008 5,038.800 60,465.600					31.628 5,139.550 61,674.600	32.261 5,242.413 62,908.950	33.229 5,399.713 64,796.550

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
61	23-48	1	Integrated Support Worker	Com	2080	Hourly Monthly Annual	<u>24.368</u> 4,223.787 50,685.440	<u>25.068</u> 4,345.120 52,141.440	<u>25.789</u> 4,470.093 53,641.120	<u>26.532</u> 4,598.880 55,186.560	<u>27.300</u> 4,732.000 56,784.000	<u>28.088</u> 4,868.587 58,423.040		<u>28.650</u> 4,966.000 59,592.000	<u>29.223</u> 5,065.320 60,783.840	<u>30.100</u> 5,217.333 62,608.000	
62		2	IOT Outreach Mentor	NWC	1950	Hourly Monthly Annual	<u>29.073</u> 4,724.363 56,692.350	<u>29.718</u> 4,829.175 57,950.100	<u>30.310</u> 4,925.375 59,104.500	<u>31.008</u> 5,038.800 60,465.600				<u>31.628</u> 5,139.550 61,674.600	<u>32.261</u> 5,242.413 62,908.950	<u>33.229</u> 5,399.713 64,796.550	
63		2	Kids Corner Assistant	SOGH	1950	Hourly Monthly Annual	<u>18.225</u> 2,961.563 35,538.750	<u>18.225</u> 2,961.563 35,538.750	<u>18.225</u> 2,961.563 35,538.750	<u>18.225</u> 2,961.563 35,538.750	<u>18.225</u> 2,961.563 35,538.750			<u>18.590</u> 3,020.875 36,250.500	<u>18.962</u> 3,081.325 36,975.900	<u>19.531</u> 3,173.788 38,085.450	
64		2	Lifeguard	SOGH	2015	Hourly Monthly Annual	<u>18.225</u> 3,060.281 36,723.375	<u>18.225</u> 3,060.281 36,723.375	<u>18.668</u> 3,134.668 37,616.020	<u>19.544</u> 3,283.443 39,401.310	<u>19.943</u> 3,348.762 40,185.145			<u>20.342</u> 3,415.761 40,989.130	<u>20.749</u> 3,484.103 41,809.235	<u>21.371</u> 3,588.547 43,062.565	
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly Monthly Annual	<u>21.899</u> 3,795.827 45,549.920	<u>22.483</u> 3,897.053 46,764.640	<u>23.090</u> 4,002.267 48,027.200	<u>23.687</u> 4,105.747 49,268.960	<u>24.296</u> 4,211.307 50,535.680			<u>24.782</u> 4,295.547 51,546.560	<u>25.278</u> 4,381.520 52,578.240	<u>26.036</u> 4,512.907 54,154.880	
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly Monthly Annual	<u>24.539</u> 4,253.427 51,041.120	<u>25.063</u> 4,344.253 52,131.040	<u>25.543</u> 4,427.453 53,129.440	<u>26.038</u> 4,513.253 54,159.040	<u>26.538</u> 4,599.920 55,199.040			<u>27.069</u> 4,691.960 56,303.520	<u>27.610</u> 4,785.733 57,428.800	<u>28.438</u> 4,929.253 59,151.040	
67		2	Mental Health Support Worker	CRS	2015	Hourly Monthly Annual	<u>24.657</u> 4,140.321 49,683.855	<u>25.396</u> 4,264.412 51,172.940	<u>26.235</u> 4,405.294 52,863.525	<u>27.105</u> 4,551.381 54,616.575	<u>27.988</u> 4,699.652 56,395.820	<u>28.855</u> 4,845.235 58,142.825		<u>29.432</u> 4,942.123 59,305.480	<u>30.021</u> 5,041.026 60,492.315	<u>30.922</u> 5,192.319 62,307.830	
68		2	Mental Health Support Worker	Com	2080	Hourly Monthly Annual	<u>24.657</u> 4,273.880 51,286.560	<u>25.396</u> 4,401.973 52,823.680	<u>26.235</u> 4,547.400 54,568.800	<u>27.105</u> 4,698.200 56,378.400	<u>27.988</u> 4,851.253 58,215.040	<u>28.855</u> 5,001.533 60,018.400		<u>29.432</u> 5,101.547 61,218.560	<u>30.021</u> 5,203.640 62,443.680	<u>30.922</u> 5,359.813 64,317.760	
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly Monthly Annual	<u>18.541</u> 3,113.343 37,360.115	<u>19.067</u> 3,201.667 38,420.005	<u>19.607</u> 3,292.342 39,508.105	<u>20.166</u> 3,386.208 40,634.490	<u>20.741</u> 3,482.760 41,793.115			<u>21.156</u> 3,552.445 42,629.340	<u>21.579</u> 3,623.474 43,481.685	<u>22.226</u> 3,732.116 44,785.390	
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly Monthly Annual	<u>23.687</u> 3,977.442 47,729.305	<u>24.367</u> 4,091.625 49,099.505	<u>25.067</u> 4,209.167 50,510.005	<u>25.790</u> 4,330.571 51,966.850	<u>26.533</u> 4,455.333 53,463.995	<u>27.300</u> 4,584.125 55,009.500		<u>27.846</u> 4,675.808 56,109.690	<u>28.403</u> 4,769.337 57,232.045	<u>29.255</u> 4,912.402 58,948.825	
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly Monthly Annual	<u>24.027</u> 4,034.534 48,414.405	<u>24.721</u> 4,151.068 49,812.815	<u>25.434</u> 4,270.793 51,249.510	<u>26.168</u> 4,394.043 52,728.520	<u>26.927</u> 4,521.492 54,257.905	<u>27.708</u> 4,652.635 55,831.620	<u>28.512</u> 4,787.640 57,451.680		<u>29.082</u> 4,883.353 58,600.230	<u>29.664</u> 4,981.080 59,772.960	<u>30.554</u> 5,130.526 61,566.310
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly Monthly Annual	<u>24.027</u> 4,034.534 48,414.405	<u>24.721</u> 4,151.068 49,812.815	<u>25.434</u> 4,270.793 51,249.510	<u>26.168</u> 4,394.043 52,728.520	<u>26.927</u> 4,521.492 54,257.905	<u>27.708</u> 4,652.635 55,831.620	<u>28.512</u> 4,787.640 57,451.680		<u>29.082</u> 4,883.353 58,600.230	<u>29.664</u> 4,981.080 59,772.960	<u>30.554</u> 5,130.526 61,566.310
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly Monthly Annual	<u>22.385</u> 3,758.815 45,105.775							<u>22.833</u> 3,834.041 46,008.495	<u>23.290</u> 3,910.779 46,929.350	<u>23.989</u> 4,028.153 48,337.835	
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly Monthly Annual	<u>24.027</u> 4,034.534 48,414.405	<u>24.721</u> 4,151.068 49,812.815	<u>25.434</u> 4,270.793 51,249.510	<u>26.168</u> 4,394.043 52,728.520	<u>26.927</u> 4,521.492 54,257.905	<u>27.708</u> 4,652.635 55,831.620	<u>28.512</u> 4,787.640 57,451.680		<u>29.082</u> 4,883.353 58,600.230	<u>29.664</u> 4,981.080 59,772.960	<u>30.554</u> 5,130.526 61,566.310
75		2	Occupational Therapy Assistant	Com	2015	Hourly Monthly Annual	<u>22.441</u> 3,768.218 45,218.615	<u>23.081</u> 3,875.685 46,508.215	<u>23.750</u> 3,988.021 47,856.250	<u>24.431</u> 4,102.372 49,228.465	<u>25.137</u> 4,220.921 50,651.055	<u>25.861</u> 4,342.493 52,109.915		<u>26.378</u> 4,429.306 53,151.670	<u>26.906</u> 4,517.966 54,215.590	<u>27.713</u> 4,653.475 55,841.695	
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly Monthly Annual	<u>27.547</u> 4,625.600 55,507.205	<u>28.348</u> 4,760.102 57,121.220	<u>29.171</u> 4,898.297 58,779.565	<u>30.015</u> 5,040.019 60,480.225	<u>30.892</u> 5,187.282 62,247.380	<u>31.789</u> 5,337.903 64,054.835		<u>32.425</u> 5,444.698 65,336.375	<u>33.074</u> 5,553.676 66,644.110	<u>34.066</u> 5,720.249 68,642.990	
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly Monthly Annual	<u>27.547</u> 4,625.600 55,507.205	<u>28.348</u> 4,760.102 57,121.220	<u>29.171</u> 4,898.297 58,779.565	<u>30.015</u> 5,040.019 60,480.225	<u>30.892</u> 5,187.282 62,247.380	<u>31.789</u> 5,337.903 64,054.835		<u>32.425</u> 5,444.698 65,336.375	<u>33.074</u> 5,553.676 66,644.110	<u>34.066</u> 5,720.249 68,642.990	
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly Monthly Annual	<u>27.547</u> 4,625.600 55,507.205	<u>28.348</u> 4,760.102 57,121.220	<u>29.171</u> 4,898.297 58,779.565	<u>30.015</u> 5,040.019 60,480.225	<u>30.892</u> 5,187.282 62,247.380	<u>31.789</u> 5,337.903 64,054.835		<u>32.425</u> 5,444.698 65,336.375	<u>33.074</u> 5,553.676 66,644.110	<u>34.066</u> 5,720.249 68,642.990	
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly Monthly Annual	<u>27.547</u> 4,625.600 55,507.205	<u>28.348</u> 4,760.102 57,121.220	<u>29.171</u> 4,898.297 58,779.565	<u>30.015</u> 5,040.019 60,480.225	<u>30.892</u> 5,187.282 62,247.380	<u>31.789</u> 5,337.903 64,054.835		<u>32.425</u> 5,444.698 65,336.375	<u>33.074</u> 5,553.676 66,644.110	<u>34.066</u> 5,720.249 68,642.990	
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly Monthly Annual	<u>27.547</u> 4,625.600 55,507.205	<u>28.348</u> 4,760.102 57,121.220	<u>29.171</u> 4,898.297 58,779.565	<u>30.015</u> 5,040.019 60,480.225	<u>30.892</u> 5,187.282 62,247.380	<u>31.789</u> 5,337.903 64,054.835		<u>32.425</u> 5,444.698 65,336.375	<u>33.074</u> 5,553.676 66,644.110	<u>34.066</u> 5,720.249 68,642.990	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly 27.547 Monthly 4,625.600 Annual 55,507.205	28.348 4,760.102 57,121.220	29.171 4,898.297 58,779.565	30.015 5,040.019 60,480.225	30.892 5,187.282 62,247.380	31.789 5,337.903 64,054.835			32.425 5,444.698 65,336.375	33.074 5,553.676 66,644.110	34.066 5,720.249 68,642.990
82		2	Ophthalmic Assistant	MHC	2015	Hourly 23.225 Monthly 3,899.865 Annual 46,798.375	23.894 4,012.201 48,146.410	24.587 4,128.567 49,542.805	25.295 4,247.452 50,969.425	26.027 4,370.367 52,444.405	26.781 4,496.976 53,963.715			27.317 4,586.980 55,043.755	27.863 4,678.662 56,143.945	28.699 4,819.040 57,828.485
83		2	OR Attendant	VGH	2015	Hourly 25.126 Monthly 4,219.074 Annual 50,628.890	25.853 4,341.150 52,093.795	26.600 4,466.583 53,599.000	27.369 4,595.711 55,148.535	28.165 4,729.373 56,752.475	28.983 4,866.729 58,400.745			29.563 4,964.120 59,569.445	30.154 5,063.359 60,760.310	31.059 5,215.324 62,583.885
84		2	Orientation Coordinator	Com	2015	Hourly 29.890 Monthly 5,019.029 Annual 60,228.350	30.923 5,192.487 62,309.845	31.987 5,371.150 64,453.805	33.111 5,559.889 66,718.665	34.304 5,760.213 69,594.070	35.519 5,964.232 71,570.785			36.229 6,083.453 73,001.435	36.954 6,205.193 74,462.310	38.063 6,391.412 76,696.945
85		2	Outreach Worker	CRS	2015	Hourly 30.193 Monthly 5,069.908 Annual 60,838.895	31.209 5,240.511 62,886.135	32.277 5,419.846 65,038.155	33.322 5,595.319 67,143.830	34.538 5,799.506 69,594.070	35.674 5,990.259 71,883.110	36.918 6,199.148 74,389.770	38.038 6,387.214 76,646.570	38.799 6,514.999 78,179.985	39.575 6,645.302 79,743.625	40.762 6,844.619 82,135.430
86		2	Outreach Worker	NCC	2015	Hourly 26.013 Monthly 4,368.016 Annual 52,416.195	26.769 4,494.961 53,939.535	27.543 4,624.929 55,499.145	28.339 4,758.590 57,103.085	29.164 4,897.122 58,765.460	30.014 5,039.851 60,478.210			30.614 5,140.601 61,687.210	31.226 5,243.366 62,920.390	32.163 5,400.704 64,808.445
87		2	Outreach Worker	WHC	2080	Hourly 25.230 Monthly 4,373.200 Annual 52,478.400	25.959 4,499.560 53,994.720	26.710 4,629.733 55,556.800	27.484 4,763.893 57,166.720	28.282 4,902.213 58,826.560	29.102 5,044.347 60,532.160			29.684 5,145.227 61,742.720	30.278 5,248.187 62,978.240	31.186 5,405.573 64,866.880
88	23-13CERT	1	P.C.A. - Trained	BPCH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
89		2	PACT Support Worker	Com	2080	Hourly 24.657 Monthly 4,273.880 Annual 51,286.560	25.396 4,401.973 52,823.680	26.235 4,547.400 54,568.800	27.105 4,698.200 56,378.400	27.988 4,851.253 58,215.040	28.855 5,001.533 60,018.400			29.432 5,101.547 61,218.560	30.021 5,203.640 62,443.680	30.922 5,359.813 64,317.760
90		2	Peer Navigator	NWC	1950	Hourly 26.850 Monthly 4,363.125 Annual 52,357.500	27.629 4,489.713 53,876.550	28.429 4,619.713 55,436.550	29.255 4,753.938 57,047.250	30.107 4,892.388 58,708.650	30.982 5,034.575 60,414.900			31.602 5,135.325 61,623.900	32.234 5,238.025 62,856.300	33.201 5,395.163 64,741.950
91		2	Peer Support Worker	KL	2080	Hourly 25.230 Monthly 4,373.200 Annual 52,478.400	25.959 4,499.560 53,994.720	26.710 4,629.733 55,556.800	27.484 4,763.893 57,166.720	28.282 4,902.213 58,826.560	29.102 5,044.347 60,532.160			29.684 5,145.227 61,742.720	30.278 5,248.187 62,978.240	31.186 5,405.573 64,866.880
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
94		2	Porter / Orderly	VGH	2015	Hourly 22.925 Monthly 3,849.490 Annual 46,193.875	23.586 3,960.483 47,525.790	24.266 4,074.666 48,895.990	24.965 4,192.040 50,304.475	25.688 4,313.443 51,761.320	26.432 4,438.373 53,260.480			26.961 4,527.201 54,326.415	27.500 4,617.708 55,412.500	28.325 4,756.240 57,074.875
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly 21.923 Monthly 3,681.237 Annual 44,174.845	22.551 3,786.689 45,440.265	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170
96		2	Porter-Rehabilitation	SBH	2015	Hourly 21.923 Monthly 3,681.237 Annual 44,174.845	22.551 3,786.689 45,440.265	23.201 3,895.835 46,750.015	23.871 4,008.339 48,100.065	24.559 4,123.865 49,486.385	25.269 4,243.086 50,917.035			25.774 4,327.884 51,934.610	26.289 4,414.361 52,972.335	27.078 4,546.848 54,562.170
97		2,3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly 23.680 Monthly 4,104.533 Annual 49,254.400	24.237 4,201.080 50,412.960	24.794 4,297.627 51,571.520	25.342 4,392.613 52,711.360	25.902 4,489.680 53,876.160	26.455 4,585.533 55,026.400			26.984 4,677.227 56,126.720	27.524 4,770.827 57,249.920	28.350 4,914.000 58,968.000
98		2,3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly 21.535 Monthly 3,732.733 Annual 44,792.800	22.024 3,817.493 45,809.920	22.507 3,901.213 46,814.560	23.038 3,993.253 47,919.040					23.499 4,073.160 48,877.920	23.969 4,154.627 49,855.520	24.688 4,279.253 51,351.040
99		1	Recreation Coordinator	RPG	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995			27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495	
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly 24.959 Monthly 4,191.032 Annual 50,292.385	25.680 4,312.100 51,745.200	26.421 4,436.526 53,238.315	27.181 4,564.143 54,769.715	27.965 4,695.790 56,349.475			28.524 4,789.655 57,475.860	29.094 4,885.368 58,624.410	29.967 5,031.959 60,383.505	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective September 30, 2026

- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
102		1	Recreation Facilitator	MHC	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
103		1	Recreation Facilitator	RPG	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
104		1	Recreation Facilitator	SEPCH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995	27.300 4,584.125 55,009.500			27.846 4,675.808 56,109.690	28.403 4,769.337 57,232.045	29.255 4,912.402 58,948.825
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 18.541 Monthly 3,113.343 Annual 37,360.115	19.067 3,201.667 38,420.005	19.607 3,292.342 39,508.105	20.166 3,386.208 40,634.490	20.741 3,482.760 41,793.115				21.156 3,552.445 42,629.340	21.579 3,623.474 43,481.685	22.226 3,732.116 44,785.390
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 25.495 Monthly 4,281.035 Annual 51,372.425	26.026 4,370.199 52,442.390	26.793 4,498.991 53,987.895	27.965 4,695.790 56,349.475					28.524 4,789.655 57,475.860	29.094 4,885.368 58,624.410	29.967 5,031.959 60,383.505
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 24.958 Monthly 4,190.864 Annual 50,290.370	25.680 4,312.100 51,745.200	26.419 4,436.190 53,234.285	27.181 4,564.143 54,769.715	27.965 4,695.790 56,349.475				28.524 4,789.655 57,475.860	29.094 4,885.368 58,624.410	29.967 5,031.959 60,383.505
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 22.385 Monthly 3,758.815 Annual 45,105.775								22.833 3,834.041 46,008.495	23.290 3,910.779 46,929.350	23.989 4,028.153 48,337.835
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 21.022 Monthly 3,529.944 Annual 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965				24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 21.022 Monthly 3,529.944 Annual 42,359.330	21.621 3,630.526 43,566.315	22.240 3,734.467 44,813.600	22.876 3,841.262 46,095.140	23.531 3,951.247 47,414.965				24.002 4,030.336 48,364.030	24.482 4,110.936 49,331.230	25.216 4,234.187 50,810.240
115		1	Recreation Worker	DLC	2015	Hourly 28.915 Monthly 4,855.310 Annual 58,263.725	30.083 5,051.437 60,617.245	31.220 5,242.358 62,908.300	32.385 5,437.981 65,255.775	33.622 5,645.694 67,748.330				34.294 5,758.534 69,102.410	34.980 5,873.725 70,484.700	36.029 6,049.870 72,598.435
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 23.687 Monthly 3,977.442 Annual 47,729.305	24.367 4,091.625 49,099.505	25.067 4,209.167 50,510.005	25.790 4,330.571 51,966.850	26.533 4,455.333 53,463.995				27.064 4,544.497 54,533.960	27.605 4,635.340 55,624.075	28.433 4,774.375 57,292.495
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 24.822 Monthly 4,302.480 Annual 51,629.760	25.535 4,426.067 53,112.800	26.270 4,553.467 54,641.600	27.029 4,685.027 56,220.320	27.809 4,820.227 57,842.720	28.614 4,959.760 59,517.120			29.186 5,058.907 60,706.880	29.770 5,160.133 61,921.600	30.663 5,314.920 63,779.040
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 24.822 Monthly 4,168.028 Annual 50,016.330	25.535 4,287.752 51,453.025	26.270 4,411.171 52,934.050	27.029 4,538.620 54,463.435	27.809 4,669.595 56,035.135	28.614 4,804.768 57,657.210			29.186 4,900.816 58,809.790	29.770 4,998.879 59,986.550	30.663 5,148.829 61,785.945

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
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- Monthly salaries include a Minimum Wage Gap OR Wage Compression Gap Adjustment as Noted
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Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768		4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210		58,809.790	59,986.550	61,785.945
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768		4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210		58,809.790	59,986.550	61,785.945
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768		4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210		58,809.790	59,986.550	61,785.945
124	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768		4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210		58,809.790	59,986.550	61,785.945
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663
						Monthly	4,033.575	4,149.438	4,268.875	4,392.213	4,518.963	4,649.775		4,742.725	4,837.625	4,982.738
						Annual	48,402.900	49,793.250	51,226.500	52,706.550	54,227.500	55,797.300		56,912.700	58,051.500	59,792.850
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPC	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768		4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210		58,809.790	59,986.550	61,785.945
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly	24.822	25.535	26.270	27.029	27.809	28.614		29.186	29.770	30.663
						Monthly	4,168.028	4,287.752	4,411.171	4,538.620	4,669.595	4,804.768		4,900.816	4,998.879	5,148.829
						Annual	50,016.330	51,453.025	52,934.050	54,463.435	56,035.135	57,657.210		58,809.790	59,986.550	61,785.945
128		2	Resident Aide	GH	2015	Hourly	22.925	23.586	24.266	24.965	25.638	26.432	27.198	27.742	28.297	29.146
						Monthly	3,849.490	3,960.483	4,074.666	4,192.040	4,313.443	4,438.373	4,566.998	4,658.344	4,751.538	4,894.099
						Annual	46,193.875	47,525.790	48,895.990	50,304.475	51,761.320	53,260.480	54,803.970	55,900.130	57,018.455	58,729.190
129		1	Residential Care Worker	Com	2080	Hourly	21.608	22.279	22.952	23.669	24.330	25.198	25.975	26.495	27.025	27.836
						Monthly	3,745.387	3,861.693	3,978.347	4,102.627	4,235.227	4,367.653	4,502.333	4,592.467	4,684.333	4,824.907
						Annual	44,944.640	46,340.320	47,740.160	49,231.520	50,822.720	52,411.840	54,028.000	55,109.600	56,212.000	57,898.880
130		2	Skill Development Worker	NWC	1950	Hourly	18.740	20.038	21.333	22.633				23.086	23.548	24.254
						Monthly	3,045.250	3,256.175	3,466.613	3,677.863				3,751.475	3,826.550	3,941.275
						Annual	36,543.000	39,074.100	41,599.350	44,134.350				45,017.700	45,918.600	47,295.300
131		2	Support Worker	NWC	1950	Hourly	24.717	25.249	25.793	26.291	26.884			27.422	27.970	28.809
						Monthly	4,016.513	4,102.963	4,191.363	4,272.288	4,368.650			4,456.075	4,545.125	4,681.463
						Annual	48,198.150	49,235.550	50,296.350	51,267.450	52,423.800			53,472.900	54,541.500	56,177.550
132		2	Systems Navigation Support Worker	Com	2015	Hourly	24.657	25.396	26.235	27.105	27.988	28.855		29.432	30.021	30.922
						Monthly	4,140.321	4,264.412	4,405.294	4,551.381	4,699.652	4,845.235		4,942.123	5,041.026	5,192.319
						Annual	49,683.855	51,172.940	52,863.525	54,616.575	56,395.820	58,142.825		59,305.480	60,492.315	62,307.830
133		1	Therapeutic Recreation (Certified)	DM	2015	Hourly	23.330	23.997	24.687	25.396	26.131			26.654	27.187	28.003
						Monthly	3,917.496	4,029.496	4,145.359	4,264.412	4,387.830			4,475.651	4,565.150	4,702.170
						Annual	47,009.950	48,353.955	49,744.305	51,172.940	52,653.965			53,707.810	54,781.805	56,426.045
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly	28.915	30.083	31.220	32.385	33.622			34.294	34.980	36.029
						Monthly	4,855.310	5,051.437	5,242.358	5,437.981	5,645.694			5,758.534	5,873.725	6,049.870
						Annual	58,263.725	60,617.245	62,908.300	65,255.775	67,748.330			69,102.410	70,484.700	72,598.435
135		1	Therapeutic Recreation Facilitator	SCPC	2015	Hourly	23.687	24.367	25.067	25.790	26.533			27.064	27.605	28.433
						Monthly	3,977.442	4,091.625	4,209.167	4,330.571	4,455.333			4,544.497	4,635.340	4,774.375
						Annual	47,729.305	49,099.505	50,510.005	51,966.850	53,463.995			54,533.960	55,624.075	57,292.495
136		2	Transport Assistant	SOGH	2015	Hourly	21.924	22.552	23.201	23.871	24.559	25.269		25.774	26.289	27.078
						Monthly	3,681.405	3,786.857	3,895.835	4,008.339	4,123.865	4,243.086		4,327.884	4,414.361	4,546.848
						Annual	44,176.860	45,442.280	46,750.015	48,100.065	49,486.385	50,917.035		51,934.610	52,972.335	54,562.170
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly	24.027	24.721	25.434	26.168	26.927	27.708	28.512	29.082	29.664	30.554
						Monthly	4,034.534	4,151.068	4,270.793	4,394.043	4,521.492	4,652.635	4,787.640	4,883.353	4,981.080	5,130.526
						Annual	48,414.405	49,812.815	51,249.510	52,728.520	54,257.905	55,831.620	57,451.680	58,600.230	59,772.960	61,566.310

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Subject to Minimum Wage Gap Adjustment: \$0.50 increase effective September 30, 2026

² Subject to Wage Compression Adjustment: \$0.45 increase effective September 30, 2026

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year		
1		1	Activity Aide (Uncertified)	HF	2015	Hourly Monthly Annual	23.653 3,971.733 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555			26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740		
2		1	Activity Aide 1 (Trained)	HF	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435		
3		1,3	Activity Worker	CHL (Northern Scale)	2080	Hourly Monthly Annual	24.683 4,278.387 51,340.640	25.332 4,390.880 52,690.560	26.000 4,506.667 54,080.000	26.688 4,625.920 55,511.040	27.397 4,748.813 56,985.760			27.945 4,843.800 58,125.600	28.504 4,940.693 59,288.320	29.359 5,088.893 61,066.720		
4		1	Activity Worker (Certified)	FDL	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435		
5		1	Activity Worker (Uncertified)	FDL	2015	Hourly Monthly Annual	23.653 3,971.733 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555			26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740		
6		1	Adult Day Centre Attendant	RHC	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935			29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435		
7		1	Adult Day Centre Coordinator	RHC	2015	Hourly Monthly Annual	38.765 6,509.290 78,111.475	39.835 6,688.960 80,267.525	40.941 6,874.676 82,496.115	42.076 7,065.262 84,783.140	43.248 7,262.060 87,144.720			44.113 7,407.308 88,887.695	44.995 7,555.410 90,664.925	46.345 7,782.098 93,385.175		
8	23-13CERT	1	Aide	MHC	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785			30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
9	23-DUAL	2	Aide - Clerk	GH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755			31.739 5,329.507 63,954.085	32.345 5,436.134 65,233.610	33.345 5,599.181 67,190.175
10		2	Bright Start Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950			34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
11		2	Camp Leader	SOGH	2080	Hourly Monthly Annual	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760							20.932 3,628.213 43,538.560	21.351 3,700.840 44,410.080	21.992 3,811.947 45,743.360	
12		2	Child Minder	WHC	2080	Hourly Monthly Annual	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.522 3,557.147 42,685.760	20.580 3,567.200 42,806.400			20.992 3,638.613 43,663.360	21.412 3,711.413 44,536.960	22.054 3,822.693 45,872.320	
13		2	Community Action & Engagement Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950			34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
14		2	Community Chef	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950			34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
15		2	Community Development Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950			34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
16		2	Community Health Worker	Com	2015	Hourly Monthly Annual	27.615 4,637.019 55,644.225	28.003 4,702.170 56,426.045	28.387 4,766.650 57,199.805	28.772 4,831.298 57,975.580	29.171 4,898.297 58,779.565	29.557 4,963.113 59,557.355			30.148 5,062.352 60,748.220	30.751 5,163.605 61,963.265	31.674 5,318.593 63,823.110	
17		2	Community Outreach Worker	MCC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950			34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
18		2	Community Services Coordinator	Com	2015	Hourly Monthly Annual	32.849 5,515.895 66,190.735	33.895 5,691.535 68,298.425	34.995 5,876.244 70,514.925	36.072 6,057.090 72,685.080	37.324 6,267.322 75,207.860	38.494 6,463.784 77,565.410	39.776 6,679.053 80,148.640	40.929 6,872.661 82,471.935	41.748 7,010.185 84,122.220	42.583 7,150.395 85,804.745	43.860 7,364.825 88,377.900	
19		2	Cooking and Food Skills Programmer	NWC	1950	Hourly Monthly Annual	29.406 4,778.475 57,341.700	30.208 4,908.800 58,905.600	31.032 5,042.700 60,512.400	31.883 5,180.988 62,171.850	32.760 5,323.500 63,882.000	33.661 5,469.913 65,638.950			34.334 5,579.275 66,951.300	35.021 5,690.913 68,290.950	36.072 5,861.700 70,340.400	
20		2	Cultural Support Worker	NCC	2015	Hourly Monthly Annual	28.543 4,792.845 57,514.145	29.322 4,923.653 59,083.830	30.119 5,057.482 60,689.785	30.939 5,195.174 62,342.085	31.789 5,337.903 64,054.835	32.664 5,484.830 65,817.960			33.317 5,594.480 67,133.755	33.983 5,706.312 68,475.745	35.002 5,877.419 70,529.030	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
21		2	Cultural Support Worker - PIO	NCC	2015	Hourly 30.830 31.218 31.605 31.993 32.380 32.767	5,176.871 5,242.023 5,307.006 5,372.158 5,437.142 5,502.125	5,242.023 5,307.006 5,372.158 5,437.142 5,502.125 5,567.109	5,307.006 5,372.158 5,437.142 5,502.125 5,567.109 5,632.092	5,437.142 5,502.125 5,567.109 5,632.092 5,697.075 5,762.058	5,502.125 5,567.109 5,632.092 5,697.075 5,762.058 5,827.041	5,567.109 5,632.092 5,697.075 5,762.058 5,827.041 5,892.024	5,632.092 5,697.075 5,762.058 5,827.041 5,892.024 5,957.007	33.422 34.090 35.113	5,612.111 5,724.279 5,896.058	5,612.111 5,724.279 5,896.058
22		1	Day Program Worker	HF	2015	Hourly 26.398 27.098 27.819 28.564 29.329	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	29.916 30.514 31.429	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453
23		2	Diagnostic Imaging Assistant	VGH	2015	Hourly 25.363 26.044 26.744 27.464 28.209 28.975	4,258.870 4,373.222 4,490.763 4,611.663 4,736.761 4,865.385	4,373.222 4,490.763 4,611.663 4,736.761 4,865.385 4,990.487	4,490.763 4,611.663 4,736.761 4,865.385 4,990.487 5,115.589	4,611.663 4,736.761 4,865.385 4,990.487 5,115.589 5,240.691	4,736.761 4,865.385 4,990.487 5,115.589 5,240.691 5,365.793	4,865.385 4,990.487 5,115.589 5,240.691 5,365.793 5,490.895	4,990.487 5,115.589 5,240.691 5,365.793 5,490.895 5,615.997	29.555 30.146 31.050	4,962.777 5,062.016 5,213.813	4,962.777 5,062.016 5,213.813
24		2	Diagnostic Imaging Assistant	MHC	2015	Hourly 25.370 25.761 26.131 26.759 27.701	4,260.046 4,325.701 4,387.830 4,493.282 4,651.460	4,325.701 4,387.830 4,493.282 4,651.460 4,810.642	4,387.830 4,493.282 4,651.460 4,810.642 4,967.824	4,493.282 4,651.460 4,810.642 4,967.824 5,124.006	4,651.460 4,810.642 4,967.824 5,124.006 5,280.188	4,810.642 4,967.824 5,124.006 5,280.188 5,436.370	4,967.824 5,124.006 5,280.188 5,436.370 5,592.552	28.255 28.820 29.685	4,744.485 4,839.358 4,984.606	4,744.485 4,839.358 4,984.606
25		2	Dialysis Aide	SOGH	2015	Hourly 25.363 26.044 26.744 27.464 28.209 28.975	4,258.870 4,373.222 4,490.763 4,611.663 4,736.761 4,865.385	4,373.222 4,490.763 4,611.663 4,736.761 4,865.385 4,990.487	4,490.763 4,611.663 4,736.761 4,865.385 4,990.487 5,115.589	4,611.663 4,736.761 4,865.385 4,990.487 5,115.589 5,240.691	4,736.761 4,865.385 4,990.487 5,115.589 5,240.691 5,365.793	4,865.385 4,990.487 5,115.589 5,240.691 5,365.793 5,490.895	4,990.487 5,115.589 5,240.691 5,365.793 5,490.895 5,615.997	29.555 30.146 31.050	4,962.777 5,062.016 5,213.813	4,962.777 5,062.016 5,213.813
26	23-50	1,3	Family First Home Visitor	CHL (Northern Scale)	2015	Hourly 28.486 29.053 29.573 30.108 30.649	4,783.274 4,878.483 4,965.800 5,055.635 5,146.478	4,878.483 4,965.800 5,055.635 5,146.478 5,237.321	4,965.800 5,055.635 5,146.478 5,237.321 5,328.164	5,055.635 5,146.478 5,237.321 5,328.164 5,419.007	5,146.478 5,237.321 5,328.164 5,419.007 5,509.850	5,237.321 5,328.164 5,419.007 5,509.850 5,600.693	5,328.164 5,419.007 5,509.850 5,600.693 5,691.536	31.262 31.887 32.844	5,249.411 5,354.359 5,515.055	5,249.411 5,354.359 5,515.055
27		2	Financial Empowerment Programmer	NWC	1950	Hourly 29.406 30.208 31.032 31.883 32.760 33.661	4,778.475 4,908.800 5,042.700 5,180.988 5,323.500 5,469.913	4,908.800 5,042.700 5,180.988 5,323.500 5,469.913 5,616.326	5,042.700 5,180.988 5,323.500 5,469.913 5,616.326 5,762.739	5,180.988 5,323.500 5,469.913 5,616.326 5,762.739 5,909.152	5,323.500 5,469.913 5,616.326 5,762.739 5,909.152 6,055.565	5,469.913 5,616.326 5,762.739 5,909.152 6,055.565 6,201.978	5,616.326 5,762.739 5,909.152 6,055.565 6,201.978 6,348.391	34.334 35.021 36.072	5,579.275 5,690.913 5,861.700	5,579.275 5,690.913 5,861.700
28		2	Garden and Food Skills Programmer	NWC	1950	Hourly 29.406 30.208 31.032 31.883 32.760 33.661	4,778.475 4,908.800 5,042.700 5,180.988 5,323.500 5,469.913	4,908.800 5,042.700 5,180.988 5,323.500 5,469.913 5,616.326	5,042.700 5,180.988 5,323.500 5,469.913 5,616.326 5,762.739	5,180.988 5,323.500 5,469.913 5,616.326 5,762.739 5,909.152	5,323.500 5,469.913 5,616.326 5,762.739 5,909.152 6,055.565	5,469.913 5,616.326 5,762.739 5,909.152 6,055.565 6,201.978	5,616.326 5,762.739 5,909.152 6,055.565 6,201.978 6,348.391	34.334 35.021 36.072	5,579.275 5,690.913 5,861.700	5,579.275 5,690.913 5,861.700
29	23-13CERT	1	Health Care Aide	SBH, LPCH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
30	23-13CERT	1	Health Care Aide	CRS	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
31	23-13CERT	1	Health Care Aide	GH, SH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
32	23-13CERT	1	Health Care Aide	CH, HSC, SH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
33	23-13CERT	1	Health Care Aide	SOGH, SH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
34	23-13CERT	1	Health Care Aide	PAC	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
35	23-13CERT	1	Health Care Aide	DLC	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
36	23-13CERT	1	Health Care Aide	RHC	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
37	23-13CERT	1	Health Care Aide	RPG	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 5,719.198	5,190.030 5,322.572 5,455.114 5,587.656 5,719.198 5,851.740	30.721 31.335 32.275	5,158.568 5,261.669 5,419.510	5,158.568 5,261.669 5,419.510
38	23-13CERT	1	Health Care Aide	MH	2015	Hourly 26.398 27.098 27.819 28.564 29.329 30.119	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828 5,057.482	4,550.206 4,671.274 4,796.372 4,924.828 5,057.482 5,190.030	4,671.274 4,796.372 4,924.828 5,057.482 5,190.030 5,322.572	4,796.372 4,924.828 5,057.482 5,190.030 5,322.572 5,455.114	4,924.828 5,057.482 5,190.030 5,322.572 5,455.114 5,587.656	5,057.482 5,190.030 5,322.572 5,455.114 5,587.656 				

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
41	23-13UNCERT	1	Health Care Aide - Uncertified	CH	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
42	23-13UNCERT	1	Health Care Aide - Uncertified	MHC	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
43	23-13UNCERT	1	Health Care Aide - Uncertified	RHC	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
44	23-13UNCERT	1	Health Care Aide - Uncertified	DLC	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
45	23-13CERT	1	Health Care Aide & Aide Porter	MHC	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
46	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH	1950	Hourly Monthly Annual	26.398 4,289.675 51,476.100	27.098 4,403.425 52,841.100	27.819 4,520.588 54,247.050	28.564 4,641.650 55,699.800	29.329 4,765.963 57,191.550	30.119 4,894.338 58,732.050		30.721 4,992.163 59,905.950	31.335 5,091.938 61,103.250	32.275 5,244.688 62,936.250
47	23-13CERT	1	Health Care Aide (Certified)	PPCH	1950	Hourly Monthly Annual	26.398 4,289.675 51,476.100	27.098 4,403.425 52,841.100	27.819 4,520.588 54,247.050	28.564 4,641.650 55,699.800	29.329 4,765.963 57,191.550	30.119 4,894.338 58,732.050		30.721 4,992.163 59,905.950	31.335 5,091.938 61,103.250	32.275 5,244.688 62,936.250
48	23-13CERT	1	Health Care Aide (Certified)	ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
49	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH, CHPCH	1950	Hourly Monthly Annual	25.057 4,071.763 48,861.150							25.558 4,153.175 49,838.100	26.069 4,236.213 50,834.550	26.851 4,363.288 52,359.450
50	23-13UNCERT	1	Health Care Aide (Uncertified Bridging)	ASB, ASJ, ASV, SCPCH	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
51	23-47CERT	1	Health Care Aide 3/Rehab Aide	MH	2015	Hourly Monthly Annual	27.567 4,628.959 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080		32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
52	23-13CERT	1,3	Health Care Aide Certified - CHC	CHL (Northern Scale)	2080	Hourly Monthly Annual	27.567 4,778.280 57,339.360	28.301 4,905.507 58,866.080	29.057 5,036.547 60,438.560	29.840 5,172.267 62,067.200	30.643 5,311.453 63,737.440	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920
53	23-13UNCERT	1,3	Health Care Aide Uncertified	CHL (Northern Scale)	2080	Hourly Monthly Annual	26.158 4,534.053 54,408.640							26.681 4,624.707 55,496.480	27.215 4,717.267 56,607.200	28.031 4,858.707 58,304.480
54	23-13CERT	2	Health Care Assistant	VGH	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
55	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	25.057 4,343.213 52,118.560							25.558 4,430.053 53,160.640	26.069 4,518.627 54,223.520	26.851 4,654.173 55,850.080
56	23-13UNCERT	1	Home Care Attendant 1	Com	2080	Hourly Monthly Annual	25.057 4,343.213 52,118.560							25.558 4,430.053 53,160.640	26.069 4,518.627 54,223.520	26.851 4,654.173 55,850.080
57	23-13CERT	1	Home Care Attendant 2	Com	2080	Hourly Monthly Annual	26.398 4,575.653 54,907.840	27.098 4,696.987 56,363.840	27.819 4,821.960 57,863.520	28.564 4,951.093 59,413.120	29.329 5,083.693 61,004.320	30.119 5,220.627 62,647.520		30.721 5,324.973 63,899.680	31.335 5,431.400 65,176.800	32.275 5,594.333 67,132.000
58	23-50	1	Home Visitor 2	Com	2015	Hourly Monthly Annual	27.275 4,579.927 54,959.125	27.815 4,670.602 56,047.225	28.309 4,753.553 57,042.635	28.819 4,839.190 58,070.285	29.334 4,925.668 59,108.010		29.921 5,024.235 60,290.815	30.519 5,124.649 61,495.785	31.435 5,278.460 62,941.525	
59		2	Indigenous Cultural Support Worker	KL	2080	Hourly Monthly Annual	27.737 4,807.747 57,692.960	28.488 4,937.920 59,255.040	29.261 5,071.907 60,862.880	30.059 5,210.227 62,522.720	30.880 5,352.533 64,230.400	31.725 5,499.000 65,988.000		32.360 5,609.067 67,308.000	33.007 5,721.213 68,654.560	33.997 5,892.813 70,713.760
60		2	InSight Mentor	NWC	1950	Hourly Monthly Annual	31.695 5,150.438 61,805.250	32.360 5,258.500 63,102.000	32.969 5,357.463 64,289.550	33.688 5,474.300 65,691.600				34.362 5,583.825 67,005.900	35.049 5,695.463 68,345.550	36.100 5,866.250 70,395.000

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
61	23-48	1	Integrated Support Worker	Com	2080	Hourly Monthly Annual	27.099 4,697.160 56,365.920	27.820 4,822.133 57,865.600	28.563 4,950.920 59,411.040	29.328 5,083.520 61,002.240	30.119 5,220.627 62,647.520	30.931 5,361.373 64,336.480		31.550 5,468.667 65,624.000	32.181 5,578.040 66,936.480	33.146 5,745.307 68,943.680	
62		2	IOT Outreach Mentor	NWC	1950	Hourly Monthly Annual	31.695 5,150.438 61,805.250	32.360 5,258.500 63,102.000	32.969 5,357.463 64,289.550	33.688 5,474.300 65,691.600				34.362 5,583.825 67,005.900	35.049 5,695.463 68,345.550	36.100 5,866.250 70,395.000	
63		2	Kids Corner Assistant	SOGH	1950	Hourly Monthly Annual	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900	20.522 3,334.825 40,017.900			20.932 3,401.450 40,817.400	21.351 3,469.538 41,634.450	21.992 3,573.700 42,884.400	
64		2	Lifeguard	SOGH	2015	Hourly Monthly Annual	20.522 3,445.986 41,351.830	20.522 3,445.986 41,351.830	20.978 3,522.556 42,270.670	21.891 3,675.864 44,110.365	22.291 3,743.030 44,916.365			22.737 3,817.921 45,815.055	23.192 3,894.323 46,731.880	23.888 4,011.193 48,134.320	
65	23-51A	1	Mental Health - Proctor 2	Com	2080	Hourly Monthly Annual	24.556 4,256.373 51,076.480	25.157 4,360.547 52,326.560	25.783 4,469.053 53,628.640	26.398 4,575.653 54,907.840	27.025 4,684.333 56,212.000			27.566 4,778.107 57,337.280	28.117 4,873.613 58,483.360	28.961 5,019.907 60,238.880	
66	23-51B	1	Mental Health - Proctor 3	Com	2080	Hourly Monthly Annual	27.275 4,727.667 56,732.000	27.815 4,821.267 57,855.200	28.309 4,906.893 58,882.720	28.819 4,995.293 59,943.520	29.334 5,084.560 61,014.720			29.921 5,186.307 62,235.680	30.519 5,289.960 63,479.520	31.435 5,448.733 65,384.800	
67		2	Mental Health Support Worker	CRS	2015	Hourly Monthly Annual	27.147 4,558.434 54,701.205	27.908 4,686.218 56,234.620	28.772 4,831.298 57,975.580	29.668 4,981.752 59,781.020	30.578 5,134.556 61,614.670	31.471 5,284.505 63,414.065		32.100 5,390.125 64,681.500	32.742 5,497.928 65,975.130	33.724 5,662.822 67,953.860	
68		2	Mental Health Support Worker	Com	2080	Hourly Monthly Annual	27.147 4,705.480 56,465.760	27.908 4,837.387 58,048.640	28.772 4,987.147 59,845.760	29.668 5,142.453 61,709.440	30.578 5,300.187 63,602.240	31.471 5,454.973 65,459.680		32.100 5,564.000 66,768.000	32.742 5,675.280 68,103.360	33.724 5,845.493 70,145.920	
69		1	Nurses Aide (Uncertified)	MM	2015	Hourly Monthly Annual	21.097 3,542.538 42,510.455	21.639 3,633.549 43,602.585	22.363 3,726.910 44,722.925	23.363 3,823.630 45,883.565	24.363 3,923.037 47,076.445			23.830 4,001.454 48,017.450	24.307 4,081.550 48,978.605	25.036 4,203.962 50,447.540	
70	23-13CERT	1	Nurses Aide (Trained)	FDL	2015	Hourly Monthly Annual	26.398 4,432.664 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785		30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125	
71	23-DUAL	2	Nursing Assistant (Dually Trained)	SOGH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175
72	23-DUAL	2	Nursing Assistant (UCA)	PAC, SH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175
73	23-13UNCERT	1	Nursing Assistant (Uncertified)	HF	2015	Hourly Monthly Annual	25.057 4,207.488 50,489.855							25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765	
74	23-DUAL	2	Nursing Assistant (Unit Clerk Assistant)	VGH	2015	Hourly Monthly Annual	26.498 4,449.456 53,393.470	27.213 4,569.516 54,834.195	27.947 4,692.767 56,313.205	28.703 4,819.712 57,836.545	29.485 4,951.023 59,412.275	30.289 5,086.028 61,032.335	31.117 5,225.063 62,700.755		31.739 5,329.507 63,954.085	32.374 5,436.134 65,233.610	33.345 5,599.181 67,190.175
75		2	Occupational Therapy Assistant	Com	2015	Hourly Monthly Annual	24.864 4,175.080 50,100.960	25.523 4,285.737 51,428.845	26.213 4,401.600 52,819.195	26.914 4,519.309 54,231.710	27.641 4,641.385 55,696.615	28.387 4,766.650 57,199.805		28.955 4,862.027 58,344.325	29.534 4,959.251 59,511.010	30.420 5,108.025 61,296.300	
76	23-55ORA	2	Operating Room Assistant	GH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
77	23-55ORA	2	Operating Room Assistant	PAC	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
78	23-55ORA	2	Operating Room Assistant	SBH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
79	23-55ORA	2	Operating Room Assistant	VGH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	
80	23-55ORA	2	Operating Room Assistant	CH	2015	Hourly Monthly Annual	30.123 5,058.154 60,697.845	30.948 5,196.685 62,360.220	31.796 5,339.078 64,068.940	32.665 5,484.998 65,819.975	33.569 5,636.795 67,641.535	34.493 5,791.950 69,503.395		35.183 5,907.812 70,893.745	35.887 6,026.025 72,312.305	36.964 6,206.872 74,482.460	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year	
81	23-55ORA	2	Operating Room Assistant	MHC	2015	Hourly Monthly Annual	<u>30.123</u> 5,058.154 60,697.845	<u>30.948</u> 5,196.685 62,360.220	<u>31.796</u> 5,339.078 64,068.940	<u>32.665</u> 5,484.998 65,819.975	<u>33.569</u> 5,636.795 67,641.535	<u>34.493</u> 5,791.950 69,503.395		<u>35.183</u> 5,907.812 70,893.745	<u>35.887</u> 6,026.025 72,312.305	<u>36.964</u> 6,206.872 74,482.460	
82		2	Ophthalmic Assistant	MHC	2015	Hourly Monthly Annual	<u>25.672</u> 4,310.757 51,729.080	<u>26.361</u> 4,426.451 53,117.415	<u>27.075</u> 4,546.344 54,556.125	<u>27.804</u> 4,668.755 56,025.060	<u>28.558</u> 4,795.364 57,544.370	<u>29.334</u> 4,925.668 59,108.010		<u>29.921</u> 5,024.235 60,290.815	<u>30.519</u> 5,124.649 61,495.785	<u>31.435</u> 5,278.460 63,341.525	
83		2	OR Attendant	VGH	2015	Hourly Monthly Annual	<u>27.630</u> 4,639.538 55,674.450	<u>28.379</u> 4,765.307 57,183.685	<u>29.148</u> 4,894.435 58,733.220	<u>29.940</u> 5,027.425 60,329.100	<u>30.760</u> 5,165.117 61,981.400	<u>31.602</u> 5,306.503 63,678.030		<u>32.234</u> 5,412.626 64,951.510	<u>32.879</u> 5,520.932 66,251.185	<u>33.865</u> 5,686.498 68,237.975	
84		2	Orientation Coordinator	Com	2015	Hourly Monthly Annual	<u>32.537</u> 5,463.505 65,562.055	<u>33.601</u> 5,642.168 67,706.015	<u>34.697</u> 5,826.205 69,914.455	<u>35.854</u> 6,020.484 72,245.810	<u>37.083</u> 6,226.854 74,722.245	<u>38.335</u> 6,437.085 77,245.025		<u>39.102</u> 6,565.878 78,790.530	<u>39.884</u> 6,697.188 80,366.260	<u>41.081</u> 6,898.185 82,778.215	
85		2	Outreach Worker	CRS	2015	Hourly Monthly Annual	<u>32.849</u> 5,515.895 66,190.735	<u>33.895</u> 5,691.535 68,298.425	<u>34.995</u> 5,876.244 70,514.925	<u>36.072</u> 6,057.090 72,685.080	<u>37.324</u> 6,267.322 75,207.860	<u>38.494</u> 6,463.784 77,565.410	<u>39.776</u> 6,679.053 80,148.640	<u>40.929</u> 6,872.661 82,471.935	<u>41.748</u> 7,010.185 84,122.220	<u>42.583</u> 7,150.395 85,804.745	<u>43.860</u> 7,364.825 88,377.900
86		2	Outreach Worker	NCC	2015	Hourly Monthly Annual	<u>28.543</u> 4,792.845 57,514.145	<u>29.322</u> 4,923.653 59,083.830	<u>30.119</u> 5,057.482 60,689.785	<u>30.939</u> 5,195.174 62,342.085	<u>31.789</u> 5,337.903 64,054.835	<u>32.664</u> 5,484.830 65,817.960		<u>33.317</u> 5,594.480 67,133.755	<u>33.983</u> 5,706.312 68,475.745	<u>35.002</u> 5,877.419 70,529.030	
87		2	Outreach Worker	WHC	2080	Hourly Monthly Annual	<u>27.737</u> 4,807.747 57,692.960	<u>28.488</u> 4,937.920 59,255.040	<u>29.261</u> 5,071.907 60,862.880	<u>30.059</u> 5,210.227 62,522.720	<u>30.880</u> 5,352.533 64,230.400	<u>31.725</u> 5,499.000 65,988.000		<u>32.360</u> 5,609.067 67,308.800	<u>33.007</u> 5,721.213 68,654.560	<u>33.997</u> 5,892.813 70,713.760	
88	23-13CERT	1	P.C.A. - Trained	BPOCH	2015	Hourly Monthly Annual	<u>26.398</u> 4,432.664 53,191.970	<u>27.098</u> 4,550.206 54,602.470	<u>27.819</u> 4,671.274 56,055.285	<u>28.564</u> 4,796.372 57,556.460	<u>29.329</u> 4,924.828 59,097.935	<u>30.119</u> 5,057.482 60,689.785		<u>30.721</u> 5,158.568 61,902.815	<u>31.335</u> 5,261.669 63,140.025	<u>32.275</u> 5,419.510 65,034.125	
89		2	PACT Support Worker	Com	2080	Hourly Monthly Annual	<u>27.147</u> 4,705.480 56,465.760	<u>27.908</u> 4,837.387 58,048.640	<u>28.772</u> 4,987.147 59,845.760	<u>29.668</u> 5,142.453 61,709.440	<u>30.593</u> 5,300.187 63,602.240	<u>31.471</u> 5,454.973 65,459.680		<u>32.100</u> 5,564.000 66,768.000	<u>32.742</u> 5,675.280 68,103.360	<u>33.724</u> 5,845.493 70,145.920	
90		2	Peer Navigator	NWC	1950	Hourly Monthly Annual	<u>29.406</u> 4,778.475 57,341.700	<u>30.208</u> 4,908.800 58,905.600	<u>31.032</u> 5,042.700 60,512.400	<u>31.883</u> 5,180.988 62,171.850	<u>32.760</u> 5,323.500 63,882.000	<u>33.661</u> 5,469.913 65,638.950		<u>34.334</u> 5,579.275 66,951.300	<u>35.021</u> 5,690.913 68,290.950	<u>36.072</u> 5,861.700 70,340.400	
91		2	Peer Support Worker	KL	2080	Hourly Monthly Annual	<u>27.737</u> 4,807.747 57,692.960	<u>28.488</u> 4,937.920 59,255.040	<u>29.261</u> 5,071.907 60,862.880	<u>30.059</u> 5,210.227 62,522.720	<u>30.880</u> 5,352.533 64,230.400	<u>31.725</u> 5,499.000 65,988.000		<u>32.360</u> 5,609.067 67,308.800	<u>33.007</u> 5,721.213 68,654.560	<u>33.997</u> 5,892.813 70,713.760	
92	23-47CERT	1	Physiotherapy - Rehab Aide	CH	2015	Hourly Monthly Annual	<u>27.567</u> 4,628.959 55,547.505	<u>28.301</u> 4,752.210 57,026.515	<u>29.058</u> 4,879.323 58,551.870	<u>29.840</u> 5,010.633 60,127.600	<u>30.643</u> 5,145.470 61,745.645	<u>31.472</u> 5,284.673 63,416.080		<u>32.101</u> 5,390.293 64,683.515	<u>32.743</u> 5,498.095 65,977.145	<u>33.725</u> 5,662.990 67,955.875	
93	23-47CERT	1	Physiotherapy Assistant	DLC	2015	Hourly Monthly Annual	<u>27.567</u> 4,628.959 55,547.505	<u>28.301</u> 4,752.210 57,026.515	<u>29.058</u> 4,879.323 58,551.870	<u>29.840</u> 5,010.633 60,127.600	<u>30.643</u> 5,145.470 61,745.645	<u>31.472</u> 5,284.673 63,416.080		<u>32.101</u> 5,390.293 64,683.515	<u>32.743</u> 5,498.095 65,977.145	<u>33.725</u> 5,662.990 67,955.875	
94		2	Porter / Orderly	VGH	2015	Hourly Monthly Annual	<u>25.363</u> 4,258.870 51,106.445	<u>26.044</u> 4,373.222 52,478.660	<u>26.744</u> 4,490.763 53,889.160	<u>27.464</u> 4,611.663 55,339.960	<u>28.209</u> 4,736.761 56,841.135	<u>28.975</u> 4,865.385 58,384.625		<u>29.555</u> 4,962.777 59,553.325	<u>30.146</u> 5,062.016 60,744.190	<u>31.050</u> 5,213.813 62,565.750	
95		2	Porter-Diagnostic Imaging	SBH	2015	Hourly Monthly Annual	<u>24.331</u> 4,085.580 49,026.965	<u>24.978</u> 4,194.223 50,330.670	<u>25.647</u> 4,306.559 51,678.705	<u>26.337</u> 4,422.421 53,069.055	<u>27.046</u> 4,541.474 54,497.690	<u>27.777</u> 4,664.221 55,970.655		<u>28.333</u> 4,757.583 57,090.995	<u>28.900</u> 4,852.792 58,233.500	<u>29.767</u> 4,998.375 59,980.505	
96		2	Porter-Rehabilitation	SBH	2015	Hourly Monthly Annual	<u>24.331</u> 4,085.580 49,026.965	<u>24.978</u> 4,194.223 50,330.670	<u>25.647</u> 4,306.559 51,678.705	<u>26.337</u> 4,422.421 53,069.055	<u>27.046</u> 4,541.474 54,497.690	<u>27.777</u> 4,664.221 55,970.655		<u>28.333</u> 4,757.583 57,090.995	<u>28.900</u> 4,852.792 58,233.500	<u>29.767</u> 4,998.375 59,980.505	
97		2,3	Receiving Home Coordinator	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>26.140</u> 4,530.933 54,371.200	<u>26.714</u> 4,630.427 55,565.120	<u>27.288</u> 4,729.920 56,759.040	<u>27.852</u> 4,827.680 57,932.160	<u>28.429</u> 4,927.693 59,132.320	<u>28.999</u> 5,026.493 60,317.920		<u>29.579</u> 5,127.027 61,524.320	<u>30.171</u> 5,229.640 62,755.680	<u>31.076</u> 5,386.507 64,638.080	
98		2,3	Receiving Home Parent	CHL (Northern Scale)	2080	Hourly Monthly Annual	<u>23.931</u> 4,148.040 49,776.480	<u>24.435</u> 4,235.400 50,824.800	<u>24.932</u> 4,321.547 51,858.560	<u>25.479</u> 4,416.360 52,996.320				<u>25.989</u> 4,504.760 54,057.120	<u>26.509</u> 4,594.893 55,138.720	<u>27.304</u> 4,732.693 56,792.320	
99		1	Recreation Coordinator	RPG	2015	Hourly Monthly Annual	<u>26.398</u> 4,432.664 53,191.970	<u>27.098</u> 4,550.206 54,602.470	<u>27.819</u> 4,671.274 56,055.285	<u>28.564</u> 4,796.372 57,556.460	<u>29.329</u> 4,924.828 59,097.935			<u>29.916</u> 5,023.395 60,280.740	<u>30.514</u> 5,123.809 61,485.710	<u>31.429</u> 5,277.453 63,329.435	
100		1	Recreation Coordinator	SEPCH, LPCH	2015	Hourly Monthly Annual	<u>27.708</u> 4,652.635 55,831.620	<u>28.450</u> 4,777.229 57,326.750	<u>29.214</u> 4,905.518 58,866.210	<u>29.996</u> 5,036.828 60,441.940	<u>30.804</u> 5,172.505 62,070.060			<u>31.420</u> 5,275.942 63,311.300	<u>32.048</u> 5,381.393 64,576.720	<u>33.009</u> 5,542.761 66,513.135	

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted

Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
101		1	Recreation Facilitator	MH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
102		1	Recreation Facilitator	MHC	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
103		1	Recreation Facilitator	RPG	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
104		1	Recreation Facilitator	SEPCH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935	30.119 5,057.482 60,689.785			30.721 5,158.568 61,902.815	31.335 5,261.669 63,140.025	32.275 5,419.510 65,034.125
105		1	Recreation Facilitator (Uncertified)	MM	2015	Hourly 21.097 Monthly 3,542.538 Annual 42,510.455	21.639 3,633.549 43,602.585	22.195 3,726.910 44,722.925	22.771 3,823.630 45,883.565	23.363 3,923.037 47,076.445				23.830 4,001.454 48,017.450	24.307 4,081.550 48,978.605	25.036 4,203.962 50,447.540
106		1	Recreation Facilitator - PIO	MHC	2015	Hourly 28.260 Monthly 4,745.325 Annual 56,943.900	28.807 4,837.175 58,046.105	29.597 4,969.830 59,637.955	30.804 5,172.505 62,070.060					31.420 5,275.942 63,311.300	32.048 5,381.393 64,576.720	33.009 5,542.761 66,513.135
107		1	Recreation Facilitator - Trained	MM	2015	Hourly 27.707 Monthly 4,652.467 Annual 55,829.605	28.450 4,777.229 57,326.750	29.212 4,905.182 58,862.180	29.996 5,036.828 60,441.940	30.804 5,172.505 62,070.060				31.420 5,275.942 63,311.300	32.048 5,381.393 64,576.720	33.009 5,542.761 66,513.135
108		1	Recreation Facilitator (ADP Certified)	ASB	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
109		1	Recreation Facilitator (ADP Uncertified)	ASB	2015	Hourly 25.057 Monthly 4,207.488 Annual 50,489.855								25.558 4,291.614 51,499.370	26.069 4,377.420 52,529.035	26.851 4,508.730 54,104.765
110		1	Recreation Facilitator (Certified)	ASV, GLL	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
111		1	Recreation Facilitator (Certified)	ASB, BPCH, LH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
112		1	Recreation Facilitator (Uncertified)	ASV, GLL, SEPCH	2015	Hourly 23.653 Monthly 3,971.733 Annual 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555				26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740
113		1	Recreation Programmer (Certified)	SCPCH	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
114		1	Recreation Programmer (Uncertified)	SCPCH	2015	Hourly 23.653 Monthly 3,971.733 Annual 47,660.795	24.270 4,075.338 48,904.050	24.907 4,182.300 50,187.605	25.562 4,292.286 51,507.430	26.237 4,405.630 52,867.555				26.762 4,493.786 53,925.430	27.297 4,583.621 55,003.455	28.116 4,721.145 56,653.740
115		1	Recreation Worker	DLC	2015	Hourly 31.782 Monthly 5,336.728 Annual 64,040.730	32.985 5,538.731 66,464.775	34.157 5,735.530 68,826.355	35.357 5,937.030 71,244.355	36.631 6,150.955 73,811.465				37.364 6,274.038 75,288.460	38.111 6,399.472 76,793.665	39.254 6,591.401 79,096.810
116		1	Recreation Worker (Certified)	ASJ	2015	Hourly 26.398 Monthly 4,432.664 Annual 53,191.970	27.098 4,550.206 54,602.470	27.819 4,671.274 56,055.285	28.564 4,796.372 57,556.460	29.329 4,924.828 59,097.935				29.916 5,023.395 60,280.740	30.514 5,123.809 61,485.710	31.429 5,277.453 63,329.435
117	23-47CERT	1	Rehab Aide	GLL, BPCH, FDL, HF, LH, SCPCH, MM	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
118	23-47CERT	1	Rehab Assistant	Com	2080	Hourly 27.567 Monthly 4,778.280 Annual 57,339.360	28.301 4,905.507 58,866.080	29.058 5,036.720 60,440.640	29.840 5,172.267 62,067.200	30.643 5,311.453 63,737.440	31.472 5,455.147 65,461.760			32.101 5,564.173 66,770.080	32.743 5,675.453 68,105.440	33.725 5,845.667 70,148.000
119	23-47CERT	1	Rehabilitation Assistant	SBH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875
120	23-47CERT	1	Rehabilitation Assistant	VGH	2015	Hourly 27.567 Monthly 4,628.959 Annual 55,547.505	28.301 4,752.210 57,026.515	29.058 4,879.323 58,551.870	29.840 5,010.633 60,127.600	30.643 5,145.470 61,745.645	31.472 5,284.673 63,416.080			32.101 5,390.293 64,683.515	32.743 5,498.095 65,977.145	33.725 5,662.990 67,955.875

CUPE - WINNIPEG CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION
APPENDIX "A" - SALARIES
COMMUNITY SUPPORT

A1. Effective April 1, 2027

- Monthly salaries include a 3.0% increase. Other Adjustments as Noted
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Site*	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 Year	20 Year	25 Year
121	23-47CERT	1	Rehabilitation Assistant	SOGH	2015	Hourly 27.567 28.301 29.058 29.840 30.643 31.472	4,628.959 4,752.210 4,879.323 5,010.633 5,145.470 5,284.673	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990
122	23-47CERT	1	Rehabilitation Assistant	DLC	2015	Hourly 27.567 28.301 29.058 29.840 30.643 31.472	4,628.959 4,752.210 4,879.323 5,010.633 5,145.470 5,284.673	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990
123	23-47CERT	1	Rehabilitation Assistant	MHC	2015	Hourly 27.567 28.301 29.058 29.840 30.643 31.472	4,628.959 4,752.210 4,879.323 5,010.633 5,145.470 5,284.673	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990
124	23-47CERT	1	Rehabilitation Assistant	GH	2015	Hourly 27.567 28.301 29.058 29.840 30.643 31.472	4,628.959 4,752.210 4,879.323 5,010.633 5,145.470 5,284.673	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990
125	23-47CERT	1	Rehabilitation Assistant (Certified)	ASJ	1950	Hourly 27.567 28.301 29.058 29.840 30.643 31.472	4,479.638 4,598.913 4,721.925 4,849.000 4,979.488 5,114.200	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313	5,216.413 5,320.738 5,480.313
126	23-47CERT	1	Rehabilitation Assistant (Certified)	ASB, SEPCH	2015	Hourly 27.567 28.301 29.058 29.840 30.643 31.472	4,628.959 4,752.210 4,879.323 5,010.633 5,145.470 5,284.673	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990
127	23-47CERT	1	Rehabilitation Attendant	RHC, LPCH	2015	Hourly 27.567 28.301 29.058 29.840 30.643 31.472	4,628.959 4,752.210 4,879.323 5,010.633 5,145.470 5,284.673	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990	5,390.293 5,498.095 5,662.990
128		2	Resident Aide	GH	2015	Hourly 25.363 26.044 26.744 27.464 28.209 28.975	4,258.870 4,373.222 4,490.763 4,611.663 4,736.761 4,865.385	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702	5,097.782 5,199.708 5,355.702
129		1	Residential Care Worker	Com	2080	Hourly 24.256 24.947 25.641 26.379 27.125 27.954	4,204.373 4,324.147 4,444.440 4,572.360 4,708.947 4,845.360	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920	5,083.693 5,185.440 5,340.920
130		2	Skill Development Worker	NWC	1950	Hourly 21.052 22.389 23.723 25.062	3,420.950 3,638.213 3,854.988 4,072.575	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100	4,153.988 4,237.025 4,364.100
131		2	Support Worker	NWC	1950	Hourly 27.209 27.756 28.317 28.830 29.441 30.030	4,421.463 4,510.350 4,601.513 4,684.875 4,784.163 4,885.310	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199	5,879.875 5,977.538 6,075.199
132		2	Systems Navigation Support Worker	Com	2015	Hourly 27.147 27.908 28.772 29.668 30.578 31.471	4,558.434 4,686.218 4,831.298 4,981.752 5,134.556 5,284.505	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822	5,390.125 5,497.928 5,662.822
133		1	Therapeutic Recreation (Certified)	DM	2015	Hourly 26.030 26.717 27.428 28.158 28.915	4,370.871 4,486.230 4,605.618 4,728.198 4,855.310	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578	5,293.366 5,399.472 5,506.578
134		1	Therapeutic Recreation Facilitator	RHC	2015	Hourly 31.782 32.985 34.157 35.357 36.631	5,336.728 5,538.731 5,735.530 5,937.030 6,150.955	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401	6,274.038 6,399.472 6,591.401
135		1	Therapeutic Recreation Facilitator	SCPCH	2015	Hourly 26.398 27.098 27.819 28.564 29.329	4,432.664 4,550.206 4,671.274 4,796.372 4,924.828	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453	5,023.395 5,123.809 5,277.453
136		2	Transport Assistant	SOGH	2015	Hourly 24.332 24.979 25.647 26.337 27.046 27.777	4,085.748 4,194.390 4,306.559 4,422.421 4,541.474 4,664.221	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375	4,757.583 4,852.792 4,998.375
137	23-DUAL	2	Unit Assistant	CH	2015	Hourly 26.498 27.213 27.947 28.703 29.485 30.289	4,449.456 4,569.516 4,692.767 4,819.712 4,951.023 5,086.028	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181	5,329.507 5,436.134 5,599.181

* Please refer to Site Abbrev tab. Site is provided for reference purposes only, is subject to change, and may not reflect all the sites the classification is associated with.

¹ Subject to Minimum Wage Gap Adjustment: \$2.00 increase after application of the general wage increase of 3.0% effective April 1, 2027

² Subject to Wage Compression Adjustment: \$1.75 increase after application of the general wage increase of 3.0% effective April 1, 2027

³ Above the 53rd parallel: a five percent (5%) salary scale adjustment applied effective April 1, 2024