

**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.**

| 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<br>Monthly<br>Annual | 19.924<br>3,345.572<br>40,146.860 | 20.506<br>3,443.299<br>41,319.590 | 21.107<br>3,544.217<br>42,530.605 | 21.724<br>3,647.822<br>43,773.860 | 22.360<br>3,754.617<br>45,055.400 |                                   |                                   | 22.807<br>3,829.675<br>45,956.105 | 23.263<br>3,906.245<br>46,874.945 | 23.961<br>4,023.451<br>48,281.415 |                                   |
| 2                                                                                         |                  | 1    | Activity Aide 1 (Trained)                | HF                   | 2015         | Hourly<br>Monthly<br>Annual | 22.512<br>3,780.140<br>45,361.680 | 23.172<br>3,890.965<br>46,691.580 | 23.851<br>4,004.980<br>48,059.765 | 24.553<br>4,122.858<br>49,474.295 | 25.275<br>4,244.094<br>50,929.125 |                                   |                                   | 25.781<br>4,329.060<br>51,948.715 | 26.297<br>4,415.705<br>52,988.455 | 27.086<br>4,548.191<br>54,578.290 |                                   |
| 3                                                                                         |                  | 1,3  | Activity Worker                          | CHL (Northern Scale) | 2080         | Hourly<br>Monthly<br>Annual | 20.895<br>3,621.800<br>43,461.600 | 21.507<br>3,727.880<br>44,734.560 | 22.137<br>3,837.080<br>46,044.960 | 22.785<br>3,949.400<br>47,392.800 | 23.453<br>4,065.187<br>48,782.240 |                                   |                                   | 23.922<br>4,146.480<br>49,757.760 | 24.400<br>4,229.333<br>50,752.000 | 25.132<br>4,356.213<br>52,274.560 |                                   |
| 4                                                                                         |                  | 1    | Activity Worker (Certified)              | FDL                  | 2015         | Hourly<br>Monthly<br>Annual | 22.512<br>3,780.140<br>45,361.680 | 23.172<br>3,890.965<br>46,691.580 | 23.851<br>4,004.980<br>48,059.765 | 24.553<br>4,122.858<br>49,474.295 | 25.275<br>4,244.094<br>50,929.125 |                                   |                                   | 25.781<br>4,329.060<br>51,948.715 | 26.297<br>4,415.705<br>52,988.455 | 27.086<br>4,548.191<br>54,578.290 |                                   |
| 5                                                                                         |                  | 1    | Activity Worker (Uncertified)            | FDL                  | 2015         | Hourly<br>Monthly<br>Annual | 19.924<br>3,345.572<br>40,146.860 | 20.506<br>3,443.299<br>41,319.590 | 21.107<br>3,544.217<br>42,530.605 | 21.724<br>3,647.822<br>43,773.860 | 22.360<br>3,754.617<br>45,055.400 |                                   |                                   | 22.807<br>3,829.675<br>45,956.105 | 23.263<br>3,906.245<br>46,874.945 | 23.961<br>4,023.451<br>48,281.415 |                                   |
| 6                                                                                         |                  | 1    | Adult Day Centre Attendant               | RHC                  | 2015         | Hourly<br>Monthly<br>Annual | 22.512<br>3,780.140<br>45,361.680 | 23.172<br>3,890.965<br>46,691.580 | 23.851<br>4,004.980<br>48,059.765 | 24.553<br>4,122.858<br>49,474.295 | 25.275<br>4,244.094<br>50,929.125 |                                   |                                   | 25.781<br>4,329.060<br>51,948.715 | 26.297<br>4,415.705<br>52,988.455 | 27.086<br>4,548.191<br>54,578.290 |                                   |
| 7                                                                                         |                  | 1    | Adult Day Centre Coordinator             | RHC                  | 2015         | Hourly<br>Monthly<br>Annual | 34.169<br>5,737.545<br>68,850.535 | 35.178<br>5,906.973<br>70,883.670 | 36.220<br>6,081.942<br>72,983.300 | 37.290<br>6,261.613<br>75,139.350 | 38.395<br>6,447.160<br>77,365.925 |                                   |                                   | 39.163<br>6,576.120<br>78,913.445 | 39.946<br>6,707.599<br>80,491.190 | 41.144<br>6,908.763<br>82,905.160 |                                   |
| 8                                                                                         | 23-13CERT        | 1    | Aide                                     | MHC                  | 2015         | Hourly<br>Monthly<br>Annual | 22.512<br>3,780.140<br>45,361.680 | 23.172<br>3,890.965<br>46,691.580 | 23.851<br>4,004.980<br>48,059.765 | 24.553<br>4,122.858<br>49,474.295 | 25.275<br>4,244.094<br>50,929.125 | 26.019<br>4,369.024<br>52,428.285 |                                   | 26.539<br>4,456.340<br>53,476.085 | 27.070<br>4,545.504<br>54,546.050 | 27.882<br>4,681.853<br>56,182.230 |                                   |
| 9                                                                                         | 23-DUAL          | 2    | Aide - Clerk                             | GH                   | 2015         | Hourly<br>Monthly<br>Annual | 22.890<br>3,843.613<br>46,123.350 | 23.564<br>3,956.788<br>47,481.460 | 24.256<br>4,072.987<br>48,875.840 | 24.969<br>4,192.711<br>50,312.535 | 25.706<br>4,316.466<br>51,797.590 | 26.464<br>4,443.747<br>53,324.960 | 27.245<br>4,574.890<br>54,898.675 | 27.790<br>4,666.404<br>55,996.850 | 28.346<br>4,759.766<br>57,117.190 | 29.196<br>4,902.495<br>58,829.940 |                                   |
| 10                                                                                        |                  | 2    | Bright Start Programmer                  | NWC                  | 1950         | Hourly<br>Monthly<br>Annual | 25.631<br>4,165.038<br>49,980.450 | 26.387<br>4,287.888<br>51,454.650 | 27.164<br>4,414.150<br>52,969.800 | 27.966<br>4,544.475<br>54,533.700 | 28.793<br>4,678.863<br>56,146.350 | 29.643<br>4,816.988<br>57,803.850 |                                   | 30.236<br>4,913.350<br>58,960.200 | 30.841<br>5,011.663<br>60,139.950 | 31.766<br>5,161.975<br>61,943.700 |                                   |
| 11                                                                                        |                  | 2    | Camp Leader                              | SOGH                 | 2080         | Hourly<br>Monthly<br>Annual | 17.257<br>2,991.213<br>35,894.560 | 17.257<br>2,991.213<br>35,894.560 |                                   |                                   |                                   |                                   |                                   | 17.602<br>3,051.013<br>36,612.160 | 17.954<br>3,112.027<br>37,344.320 | 18.493<br>3,205.453<br>38,465.440 |                                   |
| 12                                                                                        |                  | 2    | Child Minder                             | WHC                  | 2080         | Hourly<br>Monthly<br>Annual | 17.257<br>2,991.213<br>35,894.560 | 17.257<br>2,991.213<br>35,894.560 | 17.257<br>2,991.213<br>35,894.560 | 17.257<br>2,991.213<br>35,894.560 | 17.257<br>2,991.213<br>35,894.560 | 17.313<br>3,000.920<br>36,011.040 |                                   | 17.659<br>3,060.893<br>36,730.720 | 18.012<br>3,122.080<br>37,464.960 | 18.552<br>3,215.680<br>38,588.160 |                                   |
| 13                                                                                        |                  | 2    | Community Action & Engagement Programmer | NWC                  | 1950         | Hourly<br>Monthly<br>Annual | 25.631<br>4,165.038<br>49,980.450 | 26.387<br>4,287.888<br>51,454.650 | 27.164<br>4,414.150<br>52,969.800 | 27.966<br>4,544.475<br>54,533.700 | 28.793<br>4,678.863<br>56,146.350 | 29.643<br>4,816.988<br>57,803.850 |                                   | 30.236<br>4,913.350<br>58,960.200 | 30.841<br>5,011.663<br>60,139.950 | 31.766<br>5,161.975<br>61,943.700 |                                   |
| 14                                                                                        |                  | 2    | Community Chef                           | NWC                  | 1950         | Hourly<br>Monthly<br>Annual | 25.631<br>4,165.038<br>49,980.450 | 26.387<br>4,287.888<br>51,454.650 | 27.164<br>4,414.150<br>52,969.800 | 27.966<br>4,544.475<br>54,533.700 | 28.793<br>4,678.863<br>56,146.350 | 29.643<br>4,816.988<br>57,803.850 |                                   | 30.236<br>4,913.350<br>58,960.200 | 30.841<br>5,011.663<br>60,139.950 | 31.766<br>5,161.975<br>61,943.700 |                                   |
| 15                                                                                        |                  | 2    | Community Development Programmer         | NWC                  | 1950         | Hourly<br>Monthly<br>Annual | 25.631<br>4,165.038<br>49,980.450 | 26.387<br>4,287.888<br>51,454.650 | 27.164<br>4,414.150<br>52,969.800 | 27.966<br>4,544.475<br>54,533.700 | 28.793<br>4,678.863<br>56,146.350 | 29.643<br>4,816.988<br>57,803.850 |                                   | 30.236<br>4,913.350<br>58,960.200 | 30.841<br>5,011.663<br>60,139.950 | 31.766<br>5,161.975<br>61,943.700 |                                   |
| 16                                                                                        |                  | 2    | Community Health Worker                  | Com                  | 2015         | Hourly<br>Monthly<br>Annual | 23.944<br>4,020.597<br>48,247.160 | 24.309<br>4,081.886<br>48,982.635 | 24.671<br>4,142.672<br>49,712.065 | 25.034<br>4,203.626<br>50,443.510 | 25.410<br>4,266.763<br>51,201.150 | 25.774<br>4,327.884<br>51,934.610 |                                   | 26.289<br>4,414.361<br>52,972.335 | 26.815<br>4,502.685<br>54,032.225 | 27.619<br>4,637.690<br>55,652.285 |                                   |
| 17                                                                                        |                  | 2    | Community Outreach Worker                | MCC                  | 1950         | Hourly<br>Monthly<br>Annual | 25.631<br>4,165.038<br>49,980.450 | 26.387<br>4,287.888<br>51,454.650 | 27.164<br>4,414.150<br>52,969.800 | 27.966<br>4,544.475<br>54,533.700 | 28.793<br>4,678.863<br>56,146.350 | 29.643<br>4,816.988<br>57,803.850 |                                   | 30.236<br>4,913.350<br>58,960.200 | 30.841<br>5,011.663<br>60,139.950 | 31.766<br>5,161.975<br>61,943.700 |                                   |
| 18                                                                                        |                  | 2    | Community Services Coordinator           | Com                  | 2015         | Hourly<br>Monthly<br>Annual | 28.877<br>4,848.930<br>58,187.155 | 29.863<br>5,014.495<br>60,173.945 | 30.900<br>5,188.625<br>62,263.500 | 31.915<br>5,359.060<br>64,308.725 | 33.095<br>5,557.202<br>66,686.425 | 34.198<br>5,742.414<br>68,908.970 | 35.406<br>5,945.258<br>71,343.090 | 36.493<br>6,127.783<br>73,533.395 | 37.223<br>6,250.362<br>75,004.345 | 37.967<br>6,375.292<br>76,503.505 | 39.106<br>6,566.549<br>78,798.590 |
| 19                                                                                        |                  | 2    | Cooking and Food Skills Programmer       | NWC                  | 1950         | Hourly<br>Monthly<br>Annual | 25.631<br>4,165.038<br>49,980.450 | 26.387<br>4,287.888<br>51,454.650 | 27.164<br>4,414.150<br>52,969.800 | 27.966<br>4,544.475<br>54,533.700 | 28.793<br>4,678.863<br>56,146.350 | 29.643<br>4,816.988<br>57,803.850 |                                   | 30.236<br>4,913.350<br>58,960.200 | 30.841<br>5,011.663<br>60,139.950 | 31.766<br>5,161.975<br>61,943.700 |                                   |
| 20                                                                                        |                  | 2    | Cultural Support Worker                  | NCC                  | 2015         | Hourly<br>Monthly<br>Annual | 24.818<br>4,167.356<br>50,008.270 | 25.552<br>4,290.607<br>51,487.280 | 26.304<br>4,416.880<br>53,002.560 | 27.077<br>4,546.680<br>54,560.155 | 27.878<br>4,681.181<br>56,174.170 | 28.703<br>4,819.712<br>57,836.545 |                                   | 29.277<br>4,916.096<br>58,993.155 | 29.863<br>5,014.495<br>60,173.945 | 30.759<br>5,164.949<br>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  | 26.974     | 27.340     | 27.704     | 28.070     | 28.435     | 28.800     |        |        | 29.376     | 29.964     | 30.863     |
|     |                  |      |                                   |                      |              | Monthly | 4,529.384  | 4,590.842  | 4,651.963  | 4,713.421  | 4,774.710  | 4,836.000  |        |        | 4,932.720  | 5,031.455  | 5,182.412  |
|     |                  |      |                                   |                      |              | Annual  | 54,352.610 | 55,090.100 | 55,823.560 | 56,561.050 | 57,296.525 | 58,032.000 |        |        | 59,192.640 | 60,377.460 | 62,188.945 |
| 22  |                  | 1    | Day Program Worker                | HF                   | 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 |
| 23  |                  | 2    | Diagnostic Imaging Assistant      | VGH                  | 2015         | Hourly  | 21.820     | 22.462     | 23.122     | 23.801     | 24.503     | 25.225     |        |        | 25.730     | 26.245     | 27.032     |
|     |                  |      |                                   |                      |              | Monthly | 3,663.942  | 3,771.744  | 3,882.569  | 3,996.585  | 4,114.462  | 4,235.698  |        |        | 4,320.496  | 4,406.973  | 4,539.123  |
|     |                  |      |                                   |                      |              | Annual  | 43,967.300 | 45,260.930 | 46,590.830 | 47,959.015 | 49,373.545 | 50,828.375 |        |        | 51,845.950 | 52,883.675 | 54,469.480 |
| 24  |                  | 2    | Diagnostic Imaging Assistant      | MHC                  | 2015         | Hourly  | 21.827     | 22.196     | 22.545     | 23.137     | 24.024     |            |        |        | 24.504     | 24.994     | 25.744     |
|     |                  |      |                                   |                      |              | Monthly | 3,665.117  | 3,727.078  | 3,785.681  | 3,885.088  | 4,034.030  |            |        |        | 4,114.630  | 4,196.909  | 4,322.847  |
|     |                  |      |                                   |                      |              | Annual  | 43,981.405 | 44,724.940 | 45,428.175 | 46,621.055 | 48,408.360 |            |        |        | 49,375.560 | 50,362.910 | 51,874.160 |
| 25  |                  | 2    | Dialysis Aide                     | SOGH                 | 2015         | Hourly  | 21.820     | 22.462     | 23.122     | 23.801     | 24.503     | 25.225     |        |        | 25.730     | 26.245     | 27.032     |
|     |                  |      |                                   |                      |              | Monthly | 3,663.942  | 3,771.744  | 3,882.569  | 3,996.585  | 4,114.462  | 4,235.698  |        |        | 4,320.496  | 4,406.973  | 4,539.123  |
|     |                  |      |                                   |                      |              | Annual  | 43,967.300 | 45,260.930 | 46,590.830 | 47,959.015 | 49,373.545 | 50,828.375 |        |        | 51,845.950 | 52,883.675 | 54,469.480 |
| 26  | 23-50            | 1,3  | Family First Home Visitor         | CHL (Northern Scale) | 2015         | Hourly  | 24.481     | 25.015     | 25.505     | 26.009     | 26.519     |            |        |        | 27.049     | 27.590     | 28.418     |
|     |                  |      |                                   |                      |              | Monthly | 4,110.768  | 4,200.435  | 4,282.715  | 4,367.345  | 4,452.982  |            |        |        | 4,541.978  | 4,632.821  | 4,771.856  |
|     |                  |      |                                   |                      |              | Annual  | 49,329.215 | 50,405.225 | 51,392.575 | 52,408.135 | 53,435.785 |            |        |        | 54,503.735 | 55,593.850 | 57,262.270 |
| 27  |                  | 2    | Financial Empowerment Programmer  | NWC                  | 1950         | Hourly  | 25.631     | 26.387     | 27.164     | 27.966     | 28.793     | 29.643     |        |        | 30.236     | 30.841     | 31.766     |
|     |                  |      |                                   |                      |              | Monthly | 4,165.038  | 4,287.888  | 4,414.150  | 4,544.475  | 4,678.863  | 4,816.988  |        |        | 4,913.350  | 5,011.663  | 5,161.975  |
|     |                  |      |                                   |                      |              | Annual  | 49,980.450 | 51,454.650 | 52,969.800 | 54,533.700 | 56,146.350 | 57,803.850 |        |        | 58,960.200 | 60,139.950 | 61,943.700 |
| 28  |                  | 2    | Garden and Food Skills Programmer | NWC                  | 1950         | Hourly  | 25.631     | 26.387     | 27.164     | 27.966     | 28.793     | 29.643     |        |        | 30.236     | 30.841     | 31.766     |
|     |                  |      |                                   |                      |              | Monthly | 4,165.038  | 4,287.888  | 4,414.150  | 4,544.475  | 4,678.863  | 4,816.988  |        |        | 4,913.350  | 5,011.663  | 5,161.975  |
|     |                  |      |                                   |                      |              | Annual  | 49,980.450 | 51,454.650 | 52,969.800 | 54,533.700 | 56,146.350 | 57,803.850 |        |        | 58,960.200 | 60,139.950 | 61,943.700 |
| 29  | 23-13CERT        | 1    | Health Care Aide                  | SBH, LPCH            | 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 |
| 30  | 23-13CERT        | 1    | Health Care Aide                  | CRS                  | 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 |
| 31  | 23-13CERT        | 1    | Health Care Aide                  | GH, SH               | 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 |
| 32  | 23-13CERT        | 1    | Health Care Aide                  | CH, HSC, SH          | 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 |
| 33  | 23-13CERT        | 1    | Health Care Aide                  | SOGH, SH             | 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 |
| 34  | 23-13CERT        | 1    | Health Care Aide                  | PAC                  | 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 |
| 35  | 23-13CERT        | 1    | Health Care Aide                  | DLC                  | 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 |
| 36  | 23-13CERT        | 1    | Health Care Aide                  | RHC                  | 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 |
| 37  | 23-13CERT        | 1    | Health Care Aide                  | RPG                  | 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 |
| 38  | 23-13CERT        | 1    | Health Care Aide                  | MH                   | 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 |
| 39  | 23-13CERT        | 1    | Health Care Aide                  | DM                   | 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 |
| 40  | 23-13UNCERT      | 1    | Health Care Aide - Uncertified    | VGH                  | 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 | 45,879.530 |

**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<br>Monthly<br>Annual | <u>21.248</u><br>3,567.893<br>42,814.720 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,639.258<br>43,671.095 | <u>22.106</u><br>3,711.966<br>44,543.590 | <u>22.769</u><br>3,823.295<br>45,879.535 |
| 42  | 23-13UNCERT      | 1    | Health Care Aide - Uncertified          | MHC                                      | 2015         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,567.893<br>42,814.720 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,639.258<br>43,671.095 | <u>22.106</u><br>3,711.966<br>44,543.590 | <u>22.769</u><br>3,823.295<br>45,879.535 |
| 43  | 23-13UNCERT      | 1    | Health Care Aide - Uncertified          | RHC                                      | 2015         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,567.893<br>42,814.720 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,639.258<br>43,671.095 | <u>22.106</u><br>3,711.966<br>44,543.590 | <u>22.769</u><br>3,823.295<br>45,879.535 |
| 44  | 23-13UNCERT      | 1    | Health Care Aide - Uncertified          | DLC                                      | 2015         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,567.893<br>42,814.720 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,639.258<br>43,671.095 | <u>22.106</u><br>3,711.966<br>44,543.590 | <u>22.769</u><br>3,823.295<br>45,879.535 |
| 45  | 23-13CERT        | 1    | Health Care Aide & Aide Porter          | MHC                                      | 2015         | Hourly<br>Monthly<br>Annual | <u>22.512</u><br>3,780.140<br>45,361.680 | <u>23.172</u><br>3,890.965<br>46,691.580 | <u>23.851</u><br>4,004.980<br>48,059.765 | <u>24.553</u><br>4,122.858<br>49,474.295 | <u>25.275</u><br>4,244.094<br>50,929.125 | <u>26.019</u><br>4,369.024<br>52,428.285 |        | <u>26.539</u><br>4,456.340<br>53,476.085 | <u>27.070</u><br>4,545.504<br>54,543.590 | <u>27.882</u><br>4,681.853<br>56,182.230 |
| 46  | 23-13CERT        | 1    | Health Care Aide (Certified)            | ASB, ASJ, ASV, SCPCH                     | 1950         | Hourly<br>Monthly<br>Annual | <u>22.512</u><br>3,658.200<br>43,898.400 | <u>23.172</u><br>3,765.450<br>45,185.400 | <u>23.851</u><br>3,875.788<br>46,509.450 | <u>24.553</u><br>3,989.863<br>47,878.350 | <u>25.275</u><br>4,107.188<br>49,286.250 | <u>26.019</u><br>4,228.088<br>50,737.050 |        | <u>26.539</u><br>4,312.588<br>51,751.050 | <u>27.070</u><br>4,398.875<br>52,786.500 | <u>27.882</u><br>4,530.825<br>54,369.900 |
| 47  | 23-13CERT        | 1    | Health Care Aide (Certified)            | PPCH                                     | 1950         | Hourly<br>Monthly<br>Annual | <u>22.512</u><br>3,658.200<br>43,898.400 | <u>23.172</u><br>3,765.450<br>45,185.400 | <u>23.851</u><br>3,875.788<br>46,509.450 | <u>24.553</u><br>3,989.863<br>47,878.350 | <u>25.275</u><br>4,107.188<br>49,286.250 | <u>26.019</u><br>4,228.088<br>50,737.050 |        | <u>26.539</u><br>4,312.588<br>51,751.050 | <u>27.070</u><br>4,398.875<br>52,786.500 | <u>27.882</u><br>4,530.825<br>54,369.900 |
| 48  | 23-13CERT        | 1    | Health Care Aide (Certified)            | ASB, ASJ, ASV, SCPCH, LH, GLL, SEPCH, MM | 2015         | Hourly<br>Monthly<br>Annual | <u>22.512</u><br>3,780.140<br>45,361.680 | <u>23.172</u><br>3,890.965<br>46,691.580 | <u>23.851</u><br>4,004.980<br>48,059.765 | <u>24.553</u><br>4,122.858<br>49,474.295 | <u>25.275</u><br>4,244.094<br>50,929.125 | <u>26.019</u><br>4,369.024<br>52,428.285 |        | <u>26.539</u><br>4,456.340<br>53,476.085 | <u>27.070</u><br>4,545.504<br>54,546.050 | <u>27.882</u><br>4,681.853<br>56,182.230 |
| 49  | 23-13UNCERT      | 1    | Health Care Aide (Uncertified Bridging) | ASB, ASJ, ASV, SCPCH, CHPCH              | 1950         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,452.800<br>41,433.600 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,521.863<br>42,262.350 | <u>22.106</u><br>3,592.225<br>43,106.700 | <u>22.769</u><br>3,699.963<br>44,399.550 |
| 50  | 23-13UNCERT      | 1    | Health Care Aide (Uncertified Bridging) | ASB, ASJ, ASV, SCPCH                     | 2015         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,567.893<br>42,814.720 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,639.258<br>43,671.095 | <u>22.106</u><br>3,711.966<br>44,543.590 | <u>22.769</u><br>3,823.295<br>45,879.535 |
| 51  | 23-47CERT        | 1    | Health Care Aide 3/Rehab Aide           | MH                                       | 2015         | Hourly<br>Monthly<br>Annual | <u>23.614</u><br>3,965.184<br>47,582.210 | <u>24.306</u><br>4,081.383<br>48,976.590 | <u>25.019</u><br>4,201.107<br>50,413.285 | <u>25.756</u><br>4,324.862<br>51,898.340 | <u>26.514</u><br>4,452.143<br>53,425.710 | <u>27.295</u><br>4,583.285<br>54,999.425 |        | <u>27.841</u><br>4,674.968<br>56,099.615 | <u>28.398</u><br>4,768.498<br>57,221.970 | <u>29.250</u><br>4,911.563<br>58,938.750 |
| 52  | 23-13CERT        | 1,3  | Health Care Aide Certified - CHC        | CHL (Northern Scale)                     | 2080         | Hourly<br>Monthly<br>Annual | <u>23.614</u><br>4,093.093<br>49,117.120 | <u>24.306</u><br>4,213.040<br>50,556.480 | <u>25.018</u><br>4,336.453<br>52,037.440 | <u>25.756</u><br>4,464.373<br>53,572.480 | <u>26.514</u><br>4,595.760<br>55,149.120 | <u>27.294</u><br>4,730.960<br>56,771.520 |        | <u>27.840</u><br>4,825.600<br>57,907.200 | <u>28.397</u><br>4,922.147<br>59,065.760 | <u>29.249</u><br>5,069.827<br>60,837.920 |
| 53  | 23-13UNCERT      | 1,3  | Health Care Aide Uncertified            | CHL (Northern Scale)                     | 2080         | Hourly<br>Monthly<br>Annual | <u>22.285</u><br>3,862.733<br>46,352.800 |                                          |                                          |                                          |                                          |                                          |        | <u>22.731</u><br>3,940.040<br>47,280.480 | <u>23.186</u><br>4,018.907<br>48,226.880 | <u>23.882</u><br>4,139.547<br>49,674.560 |
| 54  | 23-13CERT        | 2    | Health Care Assistant                   | VGH                                      | 2015         | Hourly<br>Monthly<br>Annual | <u>22.512</u><br>3,780.140<br>45,361.680 | <u>23.172</u><br>3,890.965<br>46,691.580 | <u>23.851</u><br>4,004.980<br>48,059.765 | <u>24.553</u><br>4,122.858<br>49,474.295 | <u>25.275</u><br>4,244.094<br>50,929.125 | <u>26.019</u><br>4,369.024<br>52,428.285 |        | <u>26.539</u><br>4,456.340<br>53,476.085 | <u>27.070</u><br>4,545.504<br>54,546.050 | <u>27.882</u><br>4,681.853<br>56,182.230 |
| 55  | 23-13UNCERT      | 1    | Home Care Attendant 1                   | Com                                      | 2080         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,682.987<br>44,195.840 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,756.653<br>45,079.840 | <u>22.106</u><br>3,831.707<br>45,980.480 | <u>22.769</u><br>3,946.627<br>47,359.520 |
| 56  | 23-13UNCERT      | 1    | Home Care Attendant 1                   | Com                                      | 2080         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,682.987<br>44,195.840 |                                          |                                          |                                          |                                          |                                          |        | <u>21.673</u><br>3,756.653<br>45,079.840 | <u>22.106</u><br>3,831.707<br>45,980.480 | <u>22.769</u><br>3,946.627<br>47,359.520 |
| 57  | 23-13CERT        | 1    | Home Care Attendant 2                   | Com                                      | 2080         | Hourly<br>Monthly<br>Annual | <u>22.512</u><br>3,902.080<br>46,824.960 | <u>23.172</u><br>4,016.480<br>48,197.760 | <u>23.851</u><br>4,134.173<br>49,610.080 | <u>24.553</u><br>4,255.853<br>51,070.240 | <u>25.275</u><br>4,381.000<br>52,572.000 | <u>26.019</u><br>4,509.960<br>54,119.520 |        | <u>26.539</u><br>4,600.093<br>55,201.120 | <u>27.070</u><br>4,692.133<br>56,305.600 | <u>27.882</u><br>4,832.880<br>57,994.560 |
| 58  | 23-50            | 1    | Home Visitor 2                          | Com                                      | 2015         | Hourly<br>Monthly<br>Annual | <u>23.339</u><br>3,919.007<br>47,028.085 | <u>23.848</u><br>4,004.477<br>48,053.720 | <u>24.314</u><br>4,082.726<br>48,992.710 | <u>24.794</u><br>4,163.326<br>49,959.910 | <u>25.280</u><br>4,244.933<br>50,939.200 |                                          |        | <u>25.786</u><br>4,329.899<br>51,958.790 | <u>26.302</u><br>4,416.544<br>52,998.530 | <u>27.091</u><br>4,549.030<br>54,588.365 |
| 59  |                  | 2    | Indigenous Cultural Support Worker      | KL                                       | 2080         | Hourly<br>Monthly<br>Annual | <u>24.058</u><br>4,170.053<br>50,040.640 | <u>24.766</u><br>4,292.773<br>51,513.280 | <u>25.495</u><br>4,419.133<br>53,029.600 | <u>26.247</u><br>4,549.480<br>54,593.760 | <u>27.021</u><br>4,683.640<br>56,203.680 | <u>27.817</u><br>4,821.613<br>57,859.360 |        | <u>28.373</u><br>4,917.987<br>59,015.840 | <u>28.940</u><br>5,016.267<br>60,195.200 | <u>29.808</u><br>5,166.720<br>62,000.640 |
| 60  |                  | 2    | InSight Mentor                          | NWC                                      | 1950         | Hourly<br>Monthly<br>Annual | <u>27.789</u><br>4,515.713<br>54,188.550 | <u>28.416</u><br>4,617.600<br>55,411.200 | <u>28.990</u><br>4,710.875<br>56,530.500 | <u>29.668</u><br>4,821.050<br>57,852.600 |                                          |                                          |        | <u>30.261</u><br>4,917.413<br>59,008.950 | <u>30.866</u><br>5,015.725<br>60,188.700 | <u>31.792</u><br>5,166.200<br>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<br>Monthly<br>Annual | <u>23.173</u><br>4,016.653<br>48,199.840 | <u>23.852</u><br>4,134.347<br>49,612.160 | <u>24.552</u><br>4,255.680<br>51,068.160 | <u>25.274</u><br>4,380.827<br>52,569.920 | <u>26.019</u><br>4,509.960<br>54,119.520 | <u>26.784</u><br>4,642.560<br>55,710.720 |                                          | <u>27.320</u><br>4,735.467<br>56,825.600 | <u>27.866</u><br>4,830.107<br>57,961.280 | <u>28.702</u><br>4,975.013<br>59,700.160 |                                          |
| 62  |                  | 2    | IOT Outreach Mentor                      | NWC     | 1950         | Hourly<br>Monthly<br>Annual | <u>27.789</u><br>4,515.713<br>54,188.550 | <u>28.416</u><br>4,617.600<br>55,411.200 | <u>28.990</u><br>4,710.875<br>56,530.500 | <u>29.668</u><br>4,821.050<br>57,852.600 |                                          |                                          |                                          | <u>30.261</u><br>4,917.413<br>59,008.950 | <u>30.866</u><br>5,015.725<br>60,188.700 | <u>31.792</u><br>5,166.200<br>61,994.400 |                                          |
| 63  |                  | 2    | Kids Corner Assistant                    | SOGH    | 1950         | Hourly<br>Monthly<br>Annual | <u>17.257</u><br>2,804.263<br>33,651.150 | <u>17.257</u><br>2,804.263<br>33,651.150 | <u>17.257</u><br>2,804.263<br>33,651.150 | <u>17.257</u><br>2,804.263<br>33,651.150 | <u>17.257</u><br>2,804.263<br>33,651.150 |                                          |                                          | <u>17.602</u><br>2,860.325<br>34,323.900 | <u>17.954</u><br>2,917.525<br>35,010.300 | <u>18.493</u><br>3,005.113<br>36,061.350 |                                          |
| 64  |                  | 2    | Lifeguard                                | SOGH    | 2015         | Hourly<br>Monthly<br>Annual | <u>17.257</u><br>2,897.738<br>34,772.855 | <u>17.257</u><br>2,897.738<br>34,772.855 | <u>17.687</u><br>2,969.942<br>35,639.305 | <u>18.548</u><br>3,114.518<br>37,374.220 | <u>18.925</u><br>3,177.823<br>38,133.875 |                                          |                                          | <u>19.304</u><br>3,241.463<br>38,897.560 | <u>19.690</u><br>3,306.279<br>39,675.350 | <u>20.281</u><br>3,405.518<br>40,866.215 |                                          |
| 65  | 23-51A           | 1    | Mental Health - Proctor 2                | Com     | 2080         | Hourly<br>Monthly<br>Annual | <u>20.776</u><br>3,601.173<br>43,214.080 | <u>21.343</u><br>3,699.453<br>44,393.440 | <u>21.932</u><br>3,801.547<br>45,618.560 | <u>22.512</u><br>3,902.080<br>46,824.960 | <u>23.103</u><br>4,004.520<br>48,054.240 |                                          |                                          | <u>23.565</u><br>4,084.600<br>49,015.200 | <u>24.036</u><br>4,166.240<br>49,994.880 | <u>24.757</u><br>4,291.213<br>51,494.560 |                                          |
| 66  | 23-51B           | 1    | Mental Health - Proctor 3                | Com     | 2080         | Hourly<br>Monthly<br>Annual | <u>23.339</u><br>4,045.427<br>48,545.120 | <u>23.848</u><br>4,133.653<br>49,603.840 | <u>24.314</u><br>4,214.427<br>50,573.120 | <u>24.794</u><br>4,297.627<br>51,571.520 | <u>25.280</u><br>4,381.867<br>52,582.400 |                                          |                                          | <u>25.786</u><br>4,469.573<br>53,634.880 | <u>26.302</u><br>4,559.013<br>54,708.160 | <u>27.091</u><br>4,695.773<br>56,349.280 |                                          |
| 67  |                  | 2    | Mental Health Support Worker             | CRS     | 2015         | Hourly<br>Monthly<br>Annual | <u>23.502</u><br>3,946.378<br>47,356.530 | <u>24.219</u><br>4,066.774<br>48,801.285 | <u>25.034</u><br>4,203.626<br>50,443.510 | <u>25.879</u><br>4,345.515<br>52,146.185 | <u>26.736</u><br>4,489.420<br>53,873.040 | <u>27.578</u><br>4,630.806<br>55,569.670 |                                          | <u>28.130</u><br>4,723.496<br>56,681.950 | <u>28.693</u><br>4,818.033<br>57,816.395 | <u>29.554</u><br>4,962.609<br>59,551.310 |                                          |
| 68  |                  | 2    | Mental Health Support Worker             | Com     | 2080         | Hourly<br>Monthly<br>Annual | <u>23.502</u><br>4,073.680<br>48,884.160 | <u>24.219</u><br>4,197.960<br>50,375.520 | <u>25.034</u><br>4,339.227<br>52,070.720 | <u>25.879</u><br>4,485.693<br>53,828.320 | <u>26.736</u><br>4,634.240<br>55,610.880 | <u>27.578</u><br>4,780.187<br>57,362.240 |                                          | <u>28.130</u><br>4,875.867<br>58,510.400 | <u>28.693</u><br>4,973.453<br>59,681.440 | <u>29.554</u><br>5,122.693<br>61,472.320 |                                          |
| 69  |                  | 1    | Nurses Aide (Uncertified)                | MM      | 2015         | Hourly<br>Monthly<br>Annual | <u>17.516</u><br>2,941.228<br>35,294.740 | <u>18.026</u><br>3,026.866<br>36,322.390 | <u>18.550</u><br>3,114.854<br>37,378.250 | <u>19.093</u><br>3,206.033<br>38,472.395 | <u>19.651</u><br>3,299.730<br>39,596.765 |                                          |                                          | <u>20.044</u><br>3,365.722<br>40,388.660 | <u>20.445</u><br>3,433.056<br>41,196.675 | <u>21.058</u><br>3,535.989<br>42,431.870 |                                          |
| 70  | 23-13CERT        | 1    | Nurses Aide (Trained)                    | FDL     | 2015         | Hourly<br>Monthly<br>Annual | <u>22.512</u><br>3,780.140<br>45,361.680 | <u>23.172</u><br>3,890.965<br>46,691.580 | <u>23.851</u><br>4,004.980<br>48,059.765 | <u>24.553</u><br>4,122.858<br>49,474.295 | <u>25.275</u><br>4,244.094<br>50,929.125 | <u>26.019</u><br>4,369.024<br>52,428.285 |                                          | <u>26.539</u><br>4,456.340<br>53,476.085 | <u>27.070</u><br>4,545.504<br>54,546.050 | <u>27.882</u><br>4,681.853<br>56,182.230 |                                          |
| 71  | 23-DUAL          | 2    | Nursing Assistant (Dually Trained)       | SOGH    | 2015         | Hourly<br>Monthly<br>Annual | <u>22.890</u><br>3,843.613<br>46,123.350 | <u>23.564</u><br>3,956.788<br>47,481.460 | <u>24.256</u><br>4,072.987<br>48,875.840 | <u>24.969</u><br>4,192.711<br>50,312.535 | <u>25.706</u><br>4,316.466<br>51,797.590 | <u>26.464</u><br>4,443.747<br>53,324.960 | <u>27.245</u><br>4,574.890<br>54,898.675 |                                          | <u>27.790</u><br>4,666.404<br>55,996.850 | <u>28.346</u><br>4,759.766<br>57,117.190 | <u>29.196</u><br>4,902.495<br>58,829.940 |
| 72  | 23-DUAL          | 2    | Nursing Assistant (UCA)                  | PAC, SH | 2015         | Hourly<br>Monthly<br>Annual | <u>22.890</u><br>3,843.613<br>46,123.350 | <u>23.564</u><br>3,956.788<br>47,481.460 | <u>24.256</u><br>4,072.987<br>48,875.840 | <u>24.969</u><br>4,192.711<br>50,312.535 | <u>25.706</u><br>4,316.466<br>51,797.590 | <u>26.464</u><br>4,443.747<br>53,324.960 | <u>27.245</u><br>4,574.890<br>54,898.675 |                                          | <u>27.790</u><br>4,666.404<br>55,996.850 | <u>28.346</u><br>4,759.766<br>57,117.190 | <u>29.196</u><br>4,902.495<br>58,829.940 |
| 73  | 23-13UNCERT      | 1    | Nursing Assistant (Uncertified)          | HF      | 2015         | Hourly<br>Monthly<br>Annual | <u>21.248</u><br>3,567.893<br>42,814.720 |                                          |                                          |                                          |                                          |                                          |                                          | <u>21.673</u><br>3,639.258<br>43,671.095 | <u>22.106</u><br>3,711.966<br>44,543.590 | <u>22.769</u><br>3,823.295<br>45,879.535 |                                          |
| 74  | 23-DUAL          | 2    | Nursing Assistant (Unit Clerk Assistant) | VGH     | 2015         | Hourly<br>Monthly<br>Annual | <u>22.890</u><br>3,843.613<br>46,123.350 | <u>23.564</u><br>3,956.788<br>47,481.460 | <u>24.256</u><br>4,072.987<br>48,875.840 | <u>24.969</u><br>4,192.711<br>50,312.535 | <u>25.706</u><br>4,316.466<br>51,797.590 | <u>26.464</u><br>4,443.747<br>53,324.960 | <u>27.245</u><br>4,574.890<br>54,898.675 |                                          | <u>27.790</u><br>4,666.404<br>55,996.850 | <u>28.346</u><br>4,759.766<br>57,117.190 | <u>29.196</u><br>4,902.495<br>58,829.940 |
| 75  |                  | 2    | Occupational Therapy Assistant           | Com     | 2015         | Hourly<br>Monthly<br>Annual | <u>21.350</u><br>3,585.021<br>43,020.250 | <u>21.972</u><br>3,689.465<br>44,273.580 | <u>22.621</u><br>3,798.443<br>45,581.315 | <u>23.283</u><br>3,909.604<br>46,915.245 | <u>23.968</u><br>4,024.627<br>48,295.520 | <u>24.671</u><br>4,142.672<br>49,712.065 |                                          | <u>25.164</u><br>4,225.455<br>50,705.460 | <u>25.667</u><br>4,309.917<br>51,719.005 | <u>26.437</u><br>4,439.213<br>53,270.555 |                                          |
| 76  | 23-55ORA         | 2    | Operating Room Assistant                 | GH      | 2015         | Hourly<br>Monthly<br>Annual | <u>26.308</u><br>4,417.552<br>53,010.620 | <u>27.085</u><br>4,548.023<br>54,576.275 | <u>27.884</u><br>4,682.188<br>56,186.260 | <u>28.704</u><br>4,819.880<br>57,838.560 | <u>29.555</u><br>4,962.777<br>59,553.325 | <u>30.426</u><br>5,109.033<br>61,308.390 |                                          | <u>31.035</u><br>5,211.294<br>62,535.525 | <u>31.656</u><br>5,315.570<br>63,786.840 | <u>32.606</u><br>5,475.091<br>65,701.090 |                                          |
| 77  | 23-55ORA         | 2    | Operating Room Assistant                 | PAC     | 2015         | Hourly<br>Monthly<br>Annual | <u>26.308</u><br>4,417.552<br>53,010.620 | <u>27.085</u><br>4,548.023<br>54,576.275 | <u>27.884</u><br>4,682.188<br>56,186.260 | <u>28.704</u><br>4,819.880<br>57,838.560 | <u>29.555</u><br>4,962.777<br>59,553.325 | <u>30.426</u><br>5,109.033<br>61,308.390 |                                          | <u>31.035</u><br>5,211.294<br>62,535.525 | <u>31.656</u><br>5,315.570<br>63,786.840 | <u>32.606</u><br>5,475.091<br>65,701.090 |                                          |
| 78  | 23-55ORA         | 2    | Operating Room Assistant                 | SBH     | 2015         | Hourly<br>Monthly<br>Annual | <u>26.308</u><br>4,417.552<br>53,010.620 | <u>27.085</u><br>4,548.023<br>54,576.275 | <u>27.884</u><br>4,682.188<br>56,186.260 | <u>28.704</u><br>4,819.880<br>57,838.560 | <u>29.555</u><br>4,962.777<br>59,553.325 | <u>30.426</u><br>5,109.033<br>61,308.390 |                                          | <u>31.035</u><br>5,211.294<br>62,535.525 | <u>31.656</u><br>5,315.570<br>63,786.840 | <u>32.606</u><br>5,475.091<br>65,701.090 |                                          |
| 79  | 23-55ORA         | 2    | Operating Room Assistant                 | VGH     | 2015         | Hourly<br>Monthly<br>Annual | <u>26.308</u><br>4,417.552<br>53,010.620 | <u>27.085</u><br>4,548.023<br>54,576.275 | <u>27.884</u><br>4,682.188<br>56,186.260 | <u>28.704</u><br>4,819.880<br>57,838.560 | <u>29.555</u><br>4,962.777<br>59,553.325 | <u>30.426</u><br>5,109.033<br>61,308.390 |                                          | <u>31.035</u><br>5,211.294<br>62,535.525 | <u>31.656</u><br>5,315.570<br>63,786.840 | <u>32.606</u><br>5,475.091<br>65,701.090 |                                          |
| 80  | 23-55ORA         | 2    | Operating Room Assistant                 | CH      | 2015         | Hourly<br>Monthly<br>Annual | <u>26.308</u><br>4,417.552<br>53,010.620 | <u>27.085</u><br>4,548.023<br>54,576.275 | <u>27.884</u><br>4,682.188<br>56,186.260 | <u>28.704</u><br>4,819.880<br>57,838.560 | <u>29.555</u><br>4,962.777<br>59,553.325 | <u>30.426</u><br>5,109.033<br>61,308.390 |                                          | <u>31.035</u><br>5,211.294<br>62,535.525 | <u>31.656</u><br>5,315.570<br>63,786.840 | <u>32.606</u><br>5,475.091<br>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 <u>26.308</u> | <u>27.085</u> | <u>27.884</u> | <u>28.704</u> | <u>29.555</u> | <u>30.426</u> |               |               | <u>31.035</u> | <u>31.656</u> | <u>32.606</u> |
|     |                  |      |                            |                      |              | Monthly 4,417.552    | 4,548.023     | 4,682.188     | 4,819.880     | 4,962.777     | 5,109.033     |               |               | 5,211.294     | 5,315.570     | 5,475.091     |
|     |                  |      |                            |                      |              | Annual 53,010.620    | 54,576.275    | 56,186.260    | 57,838.560    | 59,553.325    | 61,308.390    |               |               | 62,535.525    | 63,786.840    | 65,701.090    |
| 82  |                  | 2    | Ophthalmic Assistant       | MHC                  | 2015         | Hourly <u>22.112</u> | <u>22.761</u> | <u>23.434</u> | <u>24.121</u> | <u>24.832</u> | <u>25.564</u> |               |               | <u>26.075</u> | <u>26.597</u> | <u>27.395</u> |
|     |                  |      |                            |                      |              | Monthly 3,712.973    | 3,821.951     | 3,934.959     | 4,050.318     | 4,169.707     | 4,292.622     |               |               | 4,378.427     | 4,466.080     | 4,600.077     |
|     |                  |      |                            |                      |              | Annual 44,555.680    | 45,863.415    | 47,219.510    | 48,603.815    | 50,036.480    | 51,511.460    |               |               | 52,541.125    | 53,592.955    | 55,200.925    |
| 83  |                  | 2    | OR Attendant               | VGH                  | 2015         | Hourly <u>23.957</u> | <u>24.663</u> | <u>25.388</u> | <u>26.135</u> | <u>26.908</u> | <u>27.702</u> |               |               | <u>28.256</u> | <u>28.821</u> | <u>29.686</u> |
|     |                  |      |                            |                      |              | Monthly 4,022.780    | 4,141.329     | 4,263.068     | 4,388.502     | 4,518.302     | 4,651.628     |               |               | 4,744.653     | 4,839.526     | 4,984.774     |
|     |                  |      |                            |                      |              | Annual 48,273.355    | 49,695.945    | 51,156.820    | 52,662.025    | 54,219.620    | 55,819.530    |               |               | 56,935.840    | 58,074.315    | 59,817.290    |
| 84  |                  | 2    | Orientation Coordinator    | Com                  | 2015         | Hourly <u>28.583</u> | <u>29.585</u> | <u>30.618</u> | <u>31.710</u> | <u>32.868</u> | <u>34.048</u> |               |               | <u>34.729</u> | <u>35.424</u> | <u>36.487</u> |
|     |                  |      |                            |                      |              | Monthly 4,799.562    | 4,967.815     | 5,141.273     | 5,324.638     | 5,519.085     | 5,717.227     |               |               | 5,831.578     | 5,948.280     | 6,126.775     |
|     |                  |      |                            |                      |              | Annual 57,594.745    | 59,613.775    | 61,695.270    | 63,895.650    | 66,229.020    | 68,606.720    |               |               | 69,978.935    | 71,379.360    | 73,521.305    |
| 85  |                  | 2    | Outreach Worker            | CRS                  | 2015         | Hourly <u>28.877</u> | <u>29.863</u> | <u>30.900</u> | <u>31.915</u> | <u>33.095</u> | <u>34.198</u> | <u>35.406</u> | <u>36.493</u> | <u>37.223</u> | <u>37.967</u> | <u>39.106</u> |
|     |                  |      |                            |                      |              | Monthly 4,848.930    | 5,014.495     | 5,188.625     | 5,359.060     | 5,557.202     | 5,742.414     | 5,945.258     | 6,127.783     | 6,250.362     | 6,375.292     | 6,566.549     |
|     |                  |      |                            |                      |              | Annual 58,187.155    | 60,173.945    | 62,263.500    | 64,308.725    | 66,686.425    | 68,908.970    | 71,343.090    | 73,533.395    | 75,004.345    | 76,503.505    | 78,798.590    |
| 86  |                  | 2    | Outreach Worker            | NCC                  | 2015         | Hourly <u>24.818</u> | <u>25.552</u> | <u>26.304</u> | <u>27.077</u> | <u>27.878</u> | <u>28.703</u> |               |               | <u>29.277</u> | <u>29.863</u> | <u>30.759</u> |
|     |                  |      |                            |                      |              | Monthly 4,167.356    | 4,290.607     | 4,416.880     | 4,546.680     | 4,681.181     | 4,819.712     |               |               | 4,916.096     | 5,014.495     | 5,164.949     |
|     |                  |      |                            |                      |              | Annual 50,008.270    | 51,487.280    | 53,002.560    | 54,560.155    | 56,174.170    | 57,836.545    |               |               | 58,993.155    | 60,173.945    | 61,979.385    |
| 87  |                  | 2    | Outreach Worker            | WHC                  | 2080         | Hourly <u>24.058</u> | <u>24.766</u> | <u>25.495</u> | <u>26.247</u> | <u>27.021</u> | <u>27.817</u> |               |               | <u>28.373</u> | <u>28.940</u> | <u>29.808</u> |
|     |                  |      |                            |                      |              | Monthly 4,170.053    | 4,292.773     | 4,419.133     | 4,549.480     | 4,683.640     | 4,821.613     |               |               | 4,917.987     | 5,016.267     | 5,166.720     |
|     |                  |      |                            |                      |              | Annual 50,040.640    | 51,513.280    | 53,029.600    | 54,593.760    | 56,203.680    | 57,859.360    |               |               | 59,015.840    | 60,195.200    | 62,000.640    |
| 88  | 23-13CERT        | 1    | P.C.A. - Trained           | BPCH                 | 2015         | Hourly <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> | <u>26.019</u> |               |               | <u>26.539</u> | <u>27.070</u> | <u>27.882</u> |
|     |                  |      |                            |                      |              | 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    |
| 89  |                  | 2    | PACT Support Worker        | Com                  | 2080         | Hourly <u>23.502</u> | <u>24.219</u> | <u>25.034</u> | <u>25.879</u> | <u>26.736</u> | <u>27.578</u> |               |               | <u>28.130</u> | <u>28.693</u> | <u>29.554</u> |
|     |                  |      |                            |                      |              | Monthly 4,073.680    | 4,197.960     | 4,339.227     | 4,485.693     | 4,634.240     | 4,780.187     |               |               | 4,875.867     | 4,973.453     | 5,122.693     |
|     |                  |      |                            |                      |              | Annual 48,884.160    | 50,375.520    | 52,070.720    | 53,828.320    | 55,610.880    | 57,362.240    |               |               | 58,510.400    | 59,681.440    | 61,472.320    |
| 90  |                  | 2    | Peer Navigator             | NWC                  | 1950         | Hourly <u>25.631</u> | <u>26.387</u> | <u>27.164</u> | <u>27.966</u> | <u>28.793</u> | <u>29.643</u> |               |               | <u>30.236</u> | <u>30.841</u> | <u>31.766</u> |
|     |                  |      |                            |                      |              | Monthly 4,165.038    | 4,287.888     | 4,414.150     | 4,544.475     | 4,678.863     | 4,816.988     |               |               | 4,913.350     | 5,011.663     | 5,161.975     |
|     |                  |      |                            |                      |              | Annual 49,980.450    | 51,454.650    | 52,969.800    | 54,533.700    | 56,146.350    | 57,803.850    |               |               | 58,960.200    | 60,139.950    | 61,943.700    |
| 91  |                  | 2    | Peer Support Worker        | KL                   | 2080         | Hourly <u>24.058</u> | <u>24.766</u> | <u>25.495</u> | <u>26.247</u> | <u>27.021</u> | <u>27.817</u> |               |               | <u>28.373</u> | <u>28.940</u> | <u>29.808</u> |
|     |                  |      |                            |                      |              | Monthly 4,170.053    | 4,292.773     | 4,419.133     | 4,549.480     | 4,683.640     | 4,821.613     |               |               | 4,917.987     | 5,016.267     | 5,166.720     |
|     |                  |      |                            |                      |              | Annual 50,040.640    | 51,513.280    | 53,029.600    | 54,593.760    | 56,203.680    | 57,859.360    |               |               | 59,015.840    | 60,195.200    | 62,000.640    |
| 92  | 23-47CERT        | 1    | Physiotherapy - Rehab Aide | CH                   | 2015         | Hourly <u>23.614</u> | <u>24.306</u> | <u>25.019</u> | <u>25.756</u> | <u>26.514</u> | <u>27.295</u> |               |               | <u>27.841</u> | <u>28.398</u> | <u>29.250</u> |
|     |                  |      |                            |                      |              | 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    |
| 93  | 23-47CERT        | 1    | Physiotherapy Assistant    | DLC                  | 2015         | Hourly <u>23.614</u> | <u>24.306</u> | <u>25.019</u> | <u>25.756</u> | <u>26.514</u> | <u>27.295</u> |               |               | <u>27.841</u> | <u>28.398</u> | <u>29.250</u> |
|     |                  |      |                            |                      |              | 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    |
| 94  |                  | 2    | Porter / Orderly           | VGH                  | 2015         | Hourly <u>21.820</u> | <u>22.462</u> | <u>23.122</u> | <u>23.801</u> | <u>24.503</u> | <u>25.225</u> |               |               | <u>25.730</u> | <u>26.245</u> | <u>27.032</u> |
|     |                  |      |                            |                      |              | Monthly 3,663.942    | 3,771.744     | 3,882.569     | 3,996.585     | 4,114.462     | 4,235.698     |               |               | 4,320.496     | 4,406.973     | 4,539.123     |
|     |                  |      |                            |                      |              | Annual 43,967.300    | 45,260.930    | 46,590.830    | 47,959.015    | 49,373.545    | 50,828.375    |               |               | 51,845.950    | 52,883.675    | 54,469.480    |
| 95  |                  | 2    | Porter-Diagnostic Imaging  | SBH                  | 2015         | Hourly <u>20.848</u> | <u>21.457</u> | <u>22.088</u> | <u>22.739</u> | <u>23.407</u> | <u>24.096</u> |               |               | <u>24.578</u> | <u>25.070</u> | <u>25.822</u> |
|     |                  |      |                            |                      |              | Monthly 3,500.727    | 3,602.988     | 3,708.943     | 3,818.257     | 3,930.425     | 4,046.120     |               |               | 4,127.056     | 4,209.671     | 4,335.944     |
|     |                  |      |                            |                      |              | Annual 42,008.720    | 43,235.855    | 44,507.320    | 45,819.085    | 47,165.105    | 48,553.440    |               |               | 49,524.670    | 50,516.050    | 52,031.330    |
| 96  |                  | 2    | Porter-Rehabilitation      | SBH                  | 2015         | Hourly <u>20.848</u> | <u>21.457</u> | <u>22.088</u> | <u>22.739</u> | <u>23.407</u> | <u>24.096</u> |               |               | <u>24.578</u> | <u>25.070</u> | <u>25.822</u> |
|     |                  |      |                            |                      |              | Monthly 3,500.727    | 3,602.988     | 3,708.943     | 3,818.257     | 3,930.425     | 4,046.120     |               |               | 4,127.056     | 4,209.671     | 4,335.944     |
|     |                  |      |                            |                      |              | Annual 42,008.720    | 43,235.855    | 44,507.320    | 45,819.085    | 47,165.105    | 48,553.440    |               |               | 49,524.670    | 50,516.050    | 52,031.330    |
| 97  |                  | 2,3  | Receiving Home Coordinator | CHL (Northern Scale) | 2080         | Hourly <u>22.553</u> | <u>23.094</u> | <u>23.635</u> | <u>24.167</u> | <u>24.711</u> | <u>25.248</u> |               |               | <u>25.753</u> | <u>26.268</u> | <u>27.056</u> |
|     |                  |      |                            |                      |              | Monthly 3,909.187    | 4,002.960     | 4,096.733     | 4,188.947     | 4,283.240     | 4,376.320     |               |               | 4,463.853     | 4,553.120     | 4,689.707     |
|     |                  |      |                            |                      |              | Annual 46,910.240    | 48,035.520    | 49,160.800    | 50,267.360    | 51,398.880    | 52,515.840    |               |               | 53,566.240    | 54,637.440    | 56,276.480    |
| 98  |                  | 2,3  | Receiving Home Parent      | CHL (Northern Scale) | 2080         | Hourly <u>20.471</u> | <u>20.946</u> | <u>21.415</u> | <u>21.930</u> |               |               |               |               | <u>22.369</u> | <u>22.816</u> | <u>23.500</u> |
|     |                  |      |                            |                      |              | Monthly 3,548.307    | 3,630.640     | 3,711.933     | 3,801.200     |               |               |               |               | 3,877.293     | 3,954.773     | 4,073.333     |
|     |                  |      |                            |                      |              | Annual 42,579.680    | 43,567.680    | 44,543.200    | 45,614.400    |               |               |               |               | 46,527.520    | 47,457.280    | 48,880.000    |
| 99  |                  | 1    | Recreation Coordinator     | RPG                  | 2015         | Hourly <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |               |               |               | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                            |                      |              | 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    |
| 100 |                  | 1    | Recreation Coordinator     | SEPCH, LPCH          | 2015         | Hourly <u>23.747</u> | <u>24.447</u> | <u>25.166</u> | <u>25.904</u> | <u>26.665</u> |               |               |               | <u>27.198</u> | <u>27.742</u> | <u>28.574</u> |
|     |                  |      |                            |                      |              | Monthly 3,987.517    | 4,105.059     | 4,225.791     | 4,349.713     | 4,477.498     |               |               |               | 4,566.998     | 4,658.344     | 4,798.051     |
|     |                  |      |                            |                      |              | Annual 47,850.205    | 49,260.705    | 50,709.490    | 52,196.560    | 53,729.975    |               |               |               | 54,803.970    | 55,900.130    | 57,576.610    |

**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       |
|-----|------------------|------|------------------------------------------|-----------------------------------|--------------|----------------------|---------------|---------------|---------------|---------------|------------|---------------|--------|---------------|---------------|---------------|
| 101 |                  | 1    | Recreation Facilitator                   | MH                                | 2015         | Hourly <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            | <u>26.019</u> |        | <u>26.539</u> | <u>27.070</u> | <u>27.882</u> |
|     |                  |      |                                          |                                   |              | 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 <u>17.516</u> | <u>18.026</u> | <u>18.550</u> | <u>19.093</u> | <u>19.651</u> |            |               |        | <u>20.044</u> | <u>20.445</u> | <u>21.058</u> |
|     |                  |      |                                          |                                   |              | 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 <u>24.267</u> | <u>24.783</u> | <u>25.527</u> | <u>26.665</u> |               |            |               |        | <u>27.198</u> | <u>27.742</u> | <u>28.574</u> |
|     |                  |      |                                          |                                   |              | 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 <u>23.746</u> | <u>24.447</u> | <u>25.164</u> | <u>25.904</u> | <u>26.665</u> |            |               |        | <u>27.198</u> | <u>27.742</u> | <u>28.574</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>21.248</u> |               |               |               |               |            |               |        | <u>21.673</u> | <u>22.106</u> | <u>22.769</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>19.924</u> | <u>20.506</u> | <u>21.107</u> | <u>21.724</u> | <u>22.360</u> |            |               |        | <u>22.807</u> | <u>23.263</u> | <u>23.961</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>19.924</u> | <u>20.506</u> | <u>21.107</u> | <u>21.724</u> | <u>22.360</u> |            |               |        | <u>22.807</u> | <u>23.263</u> | <u>23.961</u> |
|     |                  |      |                                          |                                   |              | 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 <u>27.587</u> | <u>28.721</u> | <u>29.825</u> | <u>30.956</u> | <u>32.157</u> |            |               |        | <u>32.800</u> | <u>33.456</u> | <u>34.460</u> |
|     |                  |      |                                          |                                   |              | 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 <u>22.512</u> | <u>23.172</u> | <u>23.851</u> | <u>24.553</u> | <u>25.275</u> |            |               |        | <u>25.781</u> | <u>26.297</u> | <u>27.086</u> |
|     |                  |      |                                          |                                   |              | 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 <u>23.614</u> | <u>24.306</u> | <u>25.019</u> | <u>25.756</u> | <u>26.514</u> |            | <u>27.295</u> |        | <u>27.841</u> | <u>28.398</u> | <u>29.250</u> |
|     |                  |      |                                          |                                   |              | 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 <u>23.614</u> | <u>24.306</u> | <u>25.019</u> | <u>25.756</u> | <u>26.514</u> |            | <u>27.295</u> |        | <u>27.841</u> | <u>28.398</u> | <u>29.250</u> |
|     |                  |      |                                          |                                   |              | 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 <u>23.614</u> | <u>24.306</u> | <u>25.019</u> | <u>25.756</u> | <u>26.514</u> |            | <u>27.295</u> |        | <u>27.841</u> | <u>28.398</u> | <u>29.250</u> |
|     |                  |      |                                          |                                   |              | 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 <u>23.614</u> | <u>24.306</u> | <u>25.019</u> | <u>25.756</u> | <u>26.514</u> |            | <u>27.295</u> |        | <u>27.841</u> | <u>28.398</u> | <u>29.250</u> |
|     |                  |      |                                          |                                   |              | 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 <b>23.614</b> | <b>24.306</b> | <b>25.019</b> | <b>25.756</b> | <b>26.514</b> | <b>27.295</b> |               |        | <b>27.841</b> | <b>28.398</b> | <b>29.250</b> |
|     |                  |      |                                      |            |              | 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    |
| 122 | 23-47CERT        | 1    | Rehabilitation Assistant             | DLC        | 2015         | Hourly <b>23.614</b> | <b>24.306</b> | <b>25.019</b> | <b>25.756</b> | <b>26.514</b> | <b>27.295</b> |               |        | <b>27.841</b> | <b>28.398</b> | <b>29.250</b> |
|     |                  |      |                                      |            |              | 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    |
| 123 | 23-47CERT        | 1    | Rehabilitation Assistant             | MHC        | 2015         | Hourly <b>23.614</b> | <b>24.306</b> | <b>25.019</b> | <b>25.756</b> | <b>26.514</b> | <b>27.295</b> |               |        | <b>27.841</b> | <b>28.398</b> | <b>29.250</b> |
|     |                  |      |                                      |            |              | 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    |
| 124 | 23-47CERT        | 1    | Rehabilitation Assistant             | GH         | 2015         | Hourly <b>23.614</b> | <b>24.306</b> | <b>25.019</b> | <b>25.756</b> | <b>26.514</b> | <b>27.295</b> |               |        | <b>27.841</b> | <b>28.398</b> | <b>29.250</b> |
|     |                  |      |                                      |            |              | 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    |
| 125 | 23-47CERT        | 1    | Rehabilitation Assistant (Certified) | ASJ        | 1950         | Hourly <b>23.614</b> | <b>24.306</b> | <b>25.019</b> | <b>25.756</b> | <b>26.514</b> | <b>27.295</b> |               |        | <b>27.841</b> | <b>28.398</b> | <b>29.250</b> |
|     |                  |      |                                      |            |              | Monthly 3,837.275    | 3,949.725     | 4,065.588     | 4,185.350     | 4,308.525     | 4,435.438     |               |        | 4,524.163     | 4,614.675     | 4,753.125     |
|     |                  |      |                                      |            |              | Annual 46,047.300    | 47,396.700    | 48,787.050    | 50,224.200    | 51,702.300    | 53,225.250    |               |        | 54,289.950    | 55,376.100    | 57,037.500    |
| 126 | 23-47CERT        | 1    | Rehabilitation Assistant (Certified) | ASB, SEPCH | 2015         | Hourly <b>23.614</b> | <b>24.306</b> | <b>25.019</b> | <b>25.756</b> | <b>26.514</b> | <b>27.295</b> |               |        | <b>27.841</b> | <b>28.398</b> | <b>29.250</b> |
|     |                  |      |                                      |            |              | 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    |
| 127 | 23-47CERT        | 1    | Rehabilitation Attendant             | RHC, LPCH  | 2015         | Hourly <b>23.614</b> | <b>24.306</b> | <b>25.019</b> | <b>25.756</b> | <b>26.514</b> | <b>27.295</b> |               |        | <b>27.841</b> | <b>28.398</b> | <b>29.250</b> |
|     |                  |      |                                      |            |              | 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    |
| 128 |                  | 2    | Resident Aide                        | GH         | 2015         | Hourly <b>21.820</b> | <b>22.462</b> | <b>23.122</b> | <b>23.801</b> | <b>24.503</b> | <b>25.225</b> | <b>25.969</b> |        | <b>26.488</b> | <b>27.018</b> | <b>27.829</b> |
|     |                  |      |                                      |            |              | Monthly 3,663.942    | 3,771.744     | 3,882.569     | 3,996.585     | 4,114.462     | 4,235.698     | 4,360.628     |        | 4,447.777     | 4,536.773     | 4,672.953     |
|     |                  |      |                                      |            |              | Annual 43,967.300    | 45,260.930    | 46,590.830    | 47,959.015    | 49,373.545    | 50,828.375    | 52,327.535    |        | 53,373.320    | 54,441.270    | 56,075.435    |
| 129 |                  | 1    | Residential Care Worker              | Com        | 2080         | Hourly <b>20.493</b> | <b>21.145</b> | <b>21.798</b> | <b>22.494</b> | <b>23.237</b> | <b>23.979</b> | <b>24.733</b> |        | <b>25.228</b> | <b>25.733</b> | <b>26.505</b> |
|     |                  |      |                                      |            |              | Monthly 3,552.120    | 3,665.133     | 3,778.320     | 3,898.960     | 4,027.747     | 4,156.360     | 4,287.053     |        | 4,372.853     | 4,460.387     | 4,594.200     |
|     |                  |      |                                      |            |              | Annual 42,625.440    | 43,981.600    | 45,339.840    | 46,787.520    | 48,332.960    | 49,876.320    | 51,444.640    |        | 52,474.240    | 53,524.640    | 55,130.400    |
| 130 |                  | 2    | Skill Development Worker             | NWC        | 1950         | Hourly <b>17.757</b> | <b>19.017</b> | <b>20.275</b> | <b>21.537</b> |               |               |               |        | <b>21.968</b> | <b>22.407</b> | <b>23.079</b> |
|     |                  |      |                                      |            |              | Monthly 2,885.513    | 3,090.263     | 3,294.688     | 3,499.763     |               |               |               |        | 3,569.800     | 3,641.138     | 3,750.338     |
|     |                  |      |                                      |            |              | Annual 34,626.150    | 37,083.150    | 39,536.250    | 41,997.150    |               |               |               |        | 42,837.600    | 43,693.650    | 45,004.050    |
| 131 |                  | 2    | Support Worker                       | NWC        | 1950         | Hourly <b>23.560</b> | <b>24.077</b> | <b>24.605</b> | <b>25.088</b> | <b>25.664</b> |               |               |        | <b>26.177</b> | <b>26.701</b> | <b>27.502</b> |
|     |                  |      |                                      |            |              | Monthly 3,828.500    | 3,912.513     | 3,998.313     | 4,076.800     | 4,170.400     |               |               |        | 4,253.763     | 4,338.913     | 4,469.075     |
|     |                  |      |                                      |            |              | Annual 45,942.000    | 46,950.150    | 47,979.750    | 48,921.600    | 50,044.800    |               |               |        | 51,045.150    | 52,066.950    | 53,628.900    |
| 132 |                  | 2    | Systems Navigation Support Worker    | Com        | 2015         | Hourly <b>23.502</b> | <b>24.219</b> | <b>25.034</b> | <b>25.879</b> | <b>26.736</b> | <b>27.578</b> |               |        | <b>28.130</b> | <b>28.693</b> | <b>29.554</b> |
|     |                  |      |                                      |            |              | Monthly 3,946.378    | 4,066.774     | 4,203.626     | 4,345.515     | 4,489.420     | 4,630.806     |               |        | 4,723.496     | 4,818.033     | 4,962.609     |
|     |                  |      |                                      |            |              | Annual 47,356.530    | 48,801.285    | 50,443.510    | 52,146.185    | 53,873.040    | 55,569.670    |               |        | 56,681.950    | 57,816.395    | 59,551.310    |
| 133 |                  | 1    | Therapeutic Recreation (Certified)   | DM         | 2015         | Hourly <b>22.165</b> | <b>22.813</b> | <b>23.483</b> | <b>24.171</b> | <b>24.884</b> |               |               |        | <b>25.382</b> | <b>25.890</b> | <b>26.667</b> |
|     |                  |      |                                      |            |              | Monthly 3,721.873    | 3,830.683     | 3,943.187     | 4,058.714     | 4,178.438     |               |               |        | 4,262.061     | 4,347.363     | 4,477.834     |
|     |                  |      |                                      |            |              | Annual 44,662.475    | 45,968.195    | 47,318.245    | 48,704.565    | 50,141.260    |               |               |        | 51,144.730    | 52,168.350    | 53,734.005    |
| 134 |                  | 1    | Therapeutic Recreation Facilitator   | RHC        | 2015         | Hourly <b>27.587</b> | <b>28.721</b> | <b>29.825</b> | <b>30.956</b> | <b>32.157</b> |               |               |        | <b>32.800</b> | <b>33.456</b> | <b>34.460</b> |
|     |                  |      |                                      |            |              | 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    |
| 135 |                  | 1    | Therapeutic Recreation Facilitator   | SCPCH      | 2015         | Hourly <b>22.512</b> | <b>23.172</b> | <b>23.851</b> | <b>24.553</b> | <b>25.275</b> |               |               |        | <b>25.781</b> | <b>26.297</b> | <b>27.086</b> |
|     |                  |      |                                      |            |              | 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    |
| 136 |                  | 2    | Transport Assistant                  | SOGH       | 2015         | Hourly <b>20.849</b> | <b>21.458</b> | <b>22.088</b> | <b>22.739</b> | <b>23.407</b> | <b>24.096</b> |               |        | <b>24.578</b> | <b>25.070</b> | <b>25.822</b> |
|     |                  |      |                                      |            |              | Monthly 3,500.895    | 3,603.156     | 3,708.943     | 3,818.257     | 3,930.425     | 4,046.120     |               |        | 4,127.056     | 4,209.671     | 4,335.944     |
|     |                  |      |                                      |            |              | Annual 42,010.735    | 43,237.870    | 44,507.320    | 45,819.085    | 47,165.105    | 48,553.440    |               |        | 49,524.670    | 50,516.050    | 52,031.330    |
| 137 | 23-DUAL          | 2    | Unit Assistant                       | CH         | 2015         | Hourly <b>22.890</b> | <b>23.564</b> | <b>24.256</b> | <b>24.969</b> | <b>25.706</b> | <b>26.464</b> | <b>27.245</b> |        | <b>27.790</b> | <b>28.346</b> | <b>29.196</b> |
|     |                  |      |                                      |            |              | Monthly 3,843.613    | 3,956.788     | 4,072.987     | 4,192.711     | 4,316.466     | 4,443.747     | 4,574.890     |        | 4,666.404     | 4,759.766     | 4,902.495     |
|     |                  |      |                                      |            |              | Annual 46,123.350    | 47,481.460    | 48,875.840    | 50,312.535    | 51,797.590    | 53,324.960    | 54,898.675    |        | 55,996.850    | 57,117.190    | 58,829.940    |

\* 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.

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

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

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