

Community Subsector Wage Schedule**Effective April 1, 2023****5.5% General Wage Increase and 1.25% COLA**

Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$21.85	\$22.62	\$23.38
2	\$0.00	\$22.32	\$23.08	\$23.83
3	\$0.00	\$22.74	\$23.50	\$24.27
4	\$0.00	\$23.60	\$24.36	\$25.17
5	\$0.00	\$24.04	\$24.80	\$25.61
6	\$0.00	\$24.37	\$25.20	\$26.06
7	\$0.00	\$24.45	\$25.25	\$26.06
8	\$0.00	\$24.80	\$25.58	\$26.43
9	\$0.00	\$24.86	\$25.67	\$26.51
10	\$0.00	\$24.93	\$25.76	\$26.51
11	\$0.00	\$24.87	\$25.62	\$26.39
12	\$0.00	\$25.33	\$26.18	\$26.94
13	\$0.00	\$25.82	\$26.59	\$27.40
14	\$0.00	\$26.09	\$26.94	\$27.74
15	\$0.00	\$26.14	\$26.98	\$27.86
16	\$0.00	\$26.27	\$27.03	\$27.86
17	\$0.00	\$26.48	\$27.36	\$28.17
18	\$0.00	\$26.67	\$27.46	\$28.30
19	\$0.00	\$26.78	\$27.58	\$28.30
20	\$0.00	\$27.10	\$27.94	\$28.74
21	\$0.00	\$27.11	\$27.95	\$28.74
22	\$0.00	\$27.51	\$28.29	\$28.74
23	\$0.00	\$27.49	\$28.34	\$29.18
24	\$0.00	\$27.59	\$28.41	\$29.18
25	\$0.00	\$27.96	\$28.82	\$29.64
26	\$0.00	\$28.01	\$28.84	\$29.64
27	\$0.00	\$28.10	\$28.89	\$29.64
28	\$0.00	\$28.52	\$29.30	\$30.06
29	\$0.00	\$28.95	\$29.77	\$30.55
30	\$0.00	\$29.27	\$30.15	\$30.96
31	\$0.00	\$29.32	\$30.17	\$30.96
32	\$0.00	\$29.79	\$30.62	\$31.41
33	\$0.00	\$30.62	\$31.48	\$32.31
34	\$0.00	\$30.64	\$31.48	\$32.31
35	\$0.00	\$31.54	\$32.38	\$33.18
36	\$0.00	\$32.73	\$33.67	\$34.54
37	\$0.00	\$32.90	\$33.73	\$34.54
38	\$0.00	\$33.00	\$33.75	\$34.54
39	\$0.00	\$33.03	\$33.80	\$34.58
40	\$0.00	\$35.28	\$36.04	\$36.86
41	\$0.00	\$35.95	\$36.80	\$37.65
42	\$0.00	\$39.72	\$40.84	\$41.93
43	\$0.00	\$42.85	\$43.85	\$44.87
44	\$0.00	\$43.07	\$43.98	\$44.87

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

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

*For those employees hired before April 1, 2023 and moved to Step 2 as a result of the elimination of Step 1, they must work 1950 hours at step 2 before moving to Step 3. Therefore, those employees will have their wage increment determined by the following:

Step 1	n/a - eliminated
Step 2	One year or 1950 hours worked at step 2
Step 3	More than one year and up to and including two years, Over 1950 hours up to and including 3900 hours
Step 4	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours

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