

| <b>Community Subsector Wage Schedule</b>  |  |               |               |               |
|---|--|---------------|---------------|---------------|
| <b>Effective the First Pay Period after April 1, 2016</b>                               |  |               |               |               |
| <b>.50% General Wage Increase + 1.0% Comparability for eligible classifications (*)</b> |  |               |               |               |
| <b>Grid</b>   | <b>Step 1</b>  | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> |
| 1   | \$0.00   | \$15.69       | \$16.30       | \$16.91       |
| 2   | \$0.00   | \$16.30       | \$16.91       | \$17.51       |
| 3   | \$0.00   | \$16.91       | \$17.51       | \$18.13       |
| 4   | \$16.91  | \$17.51       | \$18.13       | \$18.71       |
| 5   | \$17.51  | \$18.13       | \$18.71       | \$19.33       |
| 5A*   | \$17.68  | \$18.31       | \$18.90       | \$19.52       |
| 6   | \$18.13  | \$18.71       | \$19.33       | \$19.92       |
| 7   | \$18.71  | \$19.33       | \$19.92       | \$20.53       |
| 8   | \$19.33  | \$19.92       | \$20.53       | \$21.13       |
| 8A*   | \$19.52  | \$20.12       | \$20.74       | \$21.34       |
| 9   | \$20.21  | \$20.80       | \$21.43       | \$22.02       |
| 9A*   | \$20.41  | \$21.01       | \$21.64       | \$22.24       |
| 10  | \$21.13  | \$21.73       | \$22.34       | \$22.92       |
| 10A*  | \$21.34  | \$21.94       | \$22.56       | \$23.15       |
| 11  | \$22.34  | \$22.92       | \$23.54       | \$24.14       |
| 12  | \$23.84  | \$24.44       | \$25.04       | \$25.64       |
| 13  | \$25.33  | \$25.95       | \$26.56       | \$27.17       |
| 14  | \$26.85  | \$27.46       | \$28.07       | \$28.68       |
| 15  | \$28.50  | \$29.08       | \$29.70       | \$30.30       |
| 16  | \$30.14  | \$30.75       | \$31.37       | \$31.95       |
| 17  | \$31.86  | \$32.48       | \$33.06       | \$33.68       |
| <b>Increment Notes:</b>   |  |               |               |               |
| Increment progression for all classifications under the agreement shall be as follows:  |  |               |               |               |
| <b>Grids 1-3</b>  |  |               |               |               |
| Step 1  | N/A  |               |               |               |
| Step 2  | Up to and including one year, or<br>Up to and including 1950 hours   |               |               |               |
| Step 3  | More than one year and up to and including two years, or<br>Over 1950 hours up to and including 3900 hours |               |               |               |
| Step 4  | More than two years, or<br>Over 3900 hours   |               |               |               |

| <b>Grids 4-17, and Certified Dental Assistant (CDA)</b> |   |
|---|---|
| Step 1  | Up to and including one year, or<br>Up to and including 1950 hours  |
| Step 2  | More than one year and up to and including two years, or<br>Over 1950 hours up to and including 3900 hours    |
| Step 3  | More than two years and up to and including three years, or<br>Over 3900 hours up to and including 5850 hours |
| Step 4  | More than three years, or<br>Over 5850 hours  |

| <b>Certified Dental Assistant Wage Schedule</b>           |               |               |               |               |
|---|---------------|---------------|---------------|---------------|
| <b>Effective the First Pay Period after April 1, 2016</b> |               |               |               |               |
| <b>.50% General Wage Increase</b>                         |               |               |               |               |
| <b>Classification</b>                                     | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> |
| Certified Dental Assistant (CDA)                          | \$20.49       | \$21.14       | \$21.78       | \$22.41       |

| <b>Community Subsector Wage Schedule</b>                  |             |
|---|-------------|
| <b>Classifications Eligible for Comparability</b>         |             |
| <b>Effective the First Pay Period after April 1, 2016</b> |             |
| <b>Classification</b>                                     | <b>Grid</b> |
| Administrative Support 3                                  | 5A          |
| Activity Worker   | 8A          |
| Administrative Support 4                                  | 8A          |
| Community Health Worker 2                                 | 8A          |
| Resident Care Aide  | 8A          |
| Support Worker 1  | 8A          |
| Scheduler 1   | 9A          |
| Scheduler 2   | 10A         |
| Support Worker 2  | 10A         |