

**UFCW Hope Service Workers**

<u>Job Title</u>	<u>Step</u>	<u>Progression</u>	1-Jan-24	1-Oct-24	1-Oct-25
			1-Jan-24	1-Jan-25	1-Jan-26
Student, Dietary Aide <small>*General Minimum Wage, as determined by ESA, plus 10%</small>	1	Start	18.205	18.920	TBD
Dietary Aide	1	Start	23.243	24.057	24.899
	2	After 1 year / 1900 hours	23.478	24.300	25.150
	3	After 2 years / 3800 hours	23.715	24.545	25.404
	4	After 3 years / 5700 hours	23.955	24.793	25.661
Housekeeping Aide	1	Start	23.243	24.057	24.899
	2	After 1 year / 1900 hours	23.478	24.300	25.150
	3	After 2 years / 3800 hours	23.715	24.545	25.404
	4	After 3 years / 5700 hours	23.955	24.793	25.661
Laundry Aide	1	Start	23.243	24.057	24.899
	2	After 1 year / 1900 hours	23.478	24.300	25.150
	3	After 2 years / 3800 hours	23.715	24.545	25.404
	4	After 3 years / 5700 hours	23.955	24.793	25.661
Cook	1	Start	25.797	26.700	27.634
	2	After 1 year / 1900 hours	26.057	26.969	27.913
	3	After 2 years / 3800 hours	26.320	27.242	28.195
	4	After 3 years / 5700 hours	26.586	27.517	28.480
Maintenance	1	Start	25.797	26.700	27.634
	2	After 1 year / 1900 hours	26.057	26.969	27.913
	3	After 2 years / 3800 hours	26.320	27.242	28.195
	4	After 3 years / 5700 hours	26.586	27.517	28.480
Van Attendant/Maintenance	1	Start	25.797	26.700	27.634
	2	After 1 year / 1900 hours	26.057	26.969	27.913
	3	After 2 years / 3800 hours	26.320	27.242	28.195
	4	After 3 years / 5700 hours	26.586	27.517	28.480
Personal Support Worker <small>*out of schedule - see Note 3</small>	1	Start	28.618	29.619	30.656
	2	After 1 year / 1900 hours	28.907	29.919	30.965
	3	After 2 years / 3800 hours	29.199	30.221	31.278
	4	After 3 years / 5700 hours	29.494	30.526	31.594
RAI-MDS Coordinator	1	Start	33.903	35.090	36.318
	2	After 1 year / 1900 hours	34.245	35.444	36.685
	3	After 2 years / 3800 hours	34.591	35.802	37.056
	4	After 3 years / 5700 hours	34.941	36.164	37.430
RPN	1	Start	33.903	35.090	36.318
	2	After 1 year / 1900 hours	34.245	35.444	36.685
	3	After 2 years / 3800 hours	34.591	35.802	37.056
	4	After 3 years / 5700 hours	34.941	36.164	37.430
On Call for Designated Positions			2.000	2.000	2.000

**NOTES:**

1. For the purpose of wage progression, the "Progression" column, "year" refers to a full-time employee's and "hours" refers to part-time employee's work within the position.

2. Maintenance position is Male Comparator for Personal Support Worker and Cook positions for Pay Equity purposes.

3. Inclusive of a Permanent Wage Enhancement based on the "Long Term Care PSW Permanent Wage Enhancement Funding Policy", funded by the Province. Should the funding cease, the parties will meet to discuss.