

**CUPE Wage Grids**  
**2019 – 2022 Collective Agreement**

**Effective July 1, 2019 –  
 2% General Wage Increase\*\***

Level	Step 1 Hourly	Step 2 Hourly
1	19.66	20.80
2	20.50	21.64
3	21.37	22.53
4	22.25	23.37
5	23.13	24.24
6	23.96	25.09
7	24.86	25.98
8	25.68	26.81
9	26.56	27.70
10	27.41	28.55

**Effective July 1, 2020 –  
 2% General Wage Increase &  
 Service Improvement Allocation  
 Restructure**

Level	Step 1 Hourly	Step 2 Hourly
1	20.05	21.22
2	20.92	22.07
3	21.82	22.98
4	22.76	23.84
5	23.74	24.72
6	24.76	25.64
7	25.83	26.59
8	26.94	27.58
9	28.11	28.60
10	29.32	29.66
11	30.64	31.00
12	32.01	32.39
13	33.46	33.85
14	34.96	35.37
15	36.53	36.96
16	38.18	38.63

**Effective July 1, 2021 –  
 2% General Wage Increase**

Level	Step 1 Hourly	Step 2 Hourly
1	20.45	21.64
2	21.34	22.51
3	22.26	23.44
4	23.21	24.31
5	24.22	25.22
6	25.26	26.15
7	26.35	27.12
8	27.48	28.13
9	28.67	29.17
10	29.90	30.25
11	31.25	31.62
12	32.66	33.04
13	34.12	34.52
14	35.66	36.08
15	37.26	37.70
16	38.94	39.40

\*\*Retro claim deadline – ***Friday, August 21, 2020 at midnight***  
 Go to <http://www.cupe1858.org/bargaining.html> for info on the  
 claim process.