

**HEABC/PHS & CBA/CUPE Local 1004:**

**MOA/APPENDIX C: Classification Benchmark Matching, Wage Rates & Protection**

September 22, 2020

PHS & CUPE 1004 Collective Agreement Schedule "A"		Community Subsector Collective Agreement		April 1, 2019					April 1, 2020					Effective First Pay Period after April 1, 2021				
Classification/Job Title	Rate \$	Benchmark Title	Grid	Step 1 Rate	Step 2 Rate	Step 3 Rate	Step 4 Rate	Original Rate + 2%	Step 1 Rate	Step 2 Rate	Step 3 Rate	Step 4 Rate	Original Rate + 2%	Step 1 Rate	Step 2 Rate	Step 3 Rate	Step 4 Rate	Original Rate + 2%
Database Manager	46.13	80500 - IT Administrator 3	43	34.29	35.13	35.96	36.79	47.05	35.72	36.60	37.46	38.33	47.99	37.15	38.06	38.96	39.86	48.95
IT Support Technician	35.88	80490 - IT Administrator 2	42	31.67	32.55	33.49	34.37	36.60	32.98	33.90	34.88	35.80	37.33	34.30	35.26	36.27	37.23	38.08
Dental Office Manager	28.00	80104 - Administration Support 4	25	22.15	22.84	23.55	24.23	28.56	23.07	23.79	24.53	25.24	29.13	24.00	24.75	25.52	26.26	29.71
Certified Dental Assistant	26.00	83102 - Certified Dental Assistant	19	22.07	22.78	23.46	24.14	26.52	22.51	23.24	23.93	24.62	27.05	22.96	23.70	24.21	25.11	27.59
Maintenance Worker 2	35.88	Anomalous (Layer Over Grid 7)	8*	19.55	20.23	20.88	21.58	36.60	20.36	21.07	21.74	22.47	37.33	21.18	21.92	22.62	23.38	38.08
Maintenance Worker 1	30.75	80400 - Maintenance Worker	7	18.87	19.52	20.16	20.83	31.37	20.08	20.77	21.45	22.16	31.99	20.89	21.61	22.32	23.05	32.63
Pest Control Coordinator	30.75	Anomalous (Layer Over Grid 7)	8*	19.55	20.23	20.88	21.58	31.37	20.36	21.07	21.74	22.47	31.99	21.18	21.92	22.62	23.38	32.63
Pest Control Technician	23.58	Anomalous	7*	18.87	19.52	20.16	20.83	24.05	20.08	20.77	21.45	22.16	24.53	20.89	21.61	22.32	23.05	25.02
Food Services Coordinator	27.37	81502 - Support Worker 2 (Layer Over Grid 34) 80201 - Cook 1 (Integrated)	35*	25.14	25.80	26.49	27.15	27.92	26.19	26.87	27.59	28.28	28.47	27.24	27.95	28.70	29.42	29.04
Food Program Cook	23.78	80201 - Cook 1	9	19.62	20.30	20.96	21.66	24.25	20.43	21.13	21.82	22.55	24.74	21.25	21.98	22.70	23.46	25.23
Mental Health Worker/Cook	23.78	81502 - Support Worker 2	34	24.38	25.05	25.75	26.42	24.25	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Integrated Senior Medical Office Assistant/Mental Health Worker	26.00	80104 - Administrative Support 4 81502 - Support Worker 2 (Integrated) (Layer Over Grid 34)	35*	25.14	25.80	26.49	27.15	26.52	26.19	26.87	27.59	28.28		27.24	27.95	28.70	29.42	
Integrated Medical Office Assistant/Mental Health Worker	24.00	80103- Administrative Support 3 81502 - Support Worker 2 (Integrated)	34	24.38	25.05	25.75	26.42	24.48	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Registered Care Aide	24.68	81201 - Resident Care Aide 81502 - Support Worker 2 (Integrated)	34	24.38	25.05	25.75	26.42	25.17	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Home Support Worker	24.05	81502 - Support Worker 2 80300 - Housekeeper	34	24.38	25.05	25.75	26.42	24.53	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Day/Night Shift Coordinator	23.02	81502 - Support Worker 2 (Layer Over Grid 34)	35*	25.14	25.80	26.49	27.15	23.48	26.19	26.87	27.59	28.28		27.24	27.95	28.70	29.42	
Shelter Intake Coordinator	23.03	81502 - Support Worker 2 (Layer Over Grid 34)	35*	25.14	25.80	26.49	27.15	23.48	26.19	26.87	27.59	28.28		27.24	27.95	28.70	29.42	
IHT Outreach Worker	23.02	81502 - Support Worker 2	34	24.38	25.05	25.75	26.42	23.48	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Outreach Worker Victoria	23.02	81503 - Support Worker 2	34	24.38	25.05	25.75	26.42	23.48	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Mental Health Worker	21.07	81502 - Support Worker 2	34	24.38	25.05	25.75	26.42	21.49	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Sr Financial Services Representative PPS	23.02	Anomalous (Layer Over Grid 34)	35*	25.14	25.80	26.49	27.15	23.48	26.19	26.87	27.59	28.28		27.24	27.95	28.70	29.42	
Financial Services Rep PPS	21.07	81502 - Support Worker 2	34	24.38	25.05	25.75	26.42	21.49	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Project Coordinators: iOAT Program Coordinator ODP Program Coordinator	25.96	81502 - Support Worker 2 (Layer Over Grid 34)	35*	25.14	25.80	26.49	27.15	26.47	26.19	26.87	27.59	28.28		27.24	27.95	28.70	29.42	
Clean Team Coordinator	23.02	81502 - Support Worker 2	34	24.38	25.05	25.75	26.42	23.48	25.40	26.10	26.83	27.53		26.42	27.14	27.90	28.63	
Washington Market Food Store Clerk	21.07	85202 - Community Retail Clerk	2	18.23	18.87	19.52	20.16	21.49	18.59	19.25	19.91	20.56	21.92	19.04	19.71	20.39	21.05	22.36

Without Prejudice E&OE

Note: (\*) Increases effective April, 2020 are still forthcoming for Anomalous and layered over jobs as per the Low Wage Redress settlement between HEABC and CBA.

**Text** Wage Protection  
**Text** CBA Wage Exceeds Original+2%