

## Appendix B - Hourly Wage Rate Schedule

Contract Year 1 - effective Nov 7, 2007							
Grade	New Hire Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
2	9.14	9.62	10.10	10.58	10.94	11.42	12.02
3	9.59	10.09	10.59	11.10	11.48	11.98	12.61
4	10.08	10.61	11.14	11.67	12.07	12.60	13.26
5	10.59	11.15	11.71	12.27	12.69	13.24	13.94
6	11.15	11.74	12.32	12.91	13.35	13.94	14.67
7	11.72	12.34	12.96	13.58	14.04	14.66	15.43
8	12.35	13.00	13.65	14.30	14.79	15.44	16.25
9	13.01	13.69	14.37	15.06	15.57	16.25	17.11
10	13.70	14.42	15.14	15.86	16.40	17.12	18.02
11	14.42	15.18	15.93	16.69	17.26	18.02	18.97
12	15.16	15.96	16.76	17.56	18.15	18.95	19.95
13	15.91	16.75	17.59	18.43	19.06	19.89	20.94

Contract Year 2 - effective Nov 7, 2008								ACB 2% (Me too if over 2%)
Grade	New Hire Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
2	9.32	9.81	10.30	10.79	11.16	11.65	12.26	
3	9.78	10.29	10.80	11.32	11.71	12.22	12.86	
4	10.28	10.82	11.36	11.90	12.31	12.85	13.53	
5	10.80	11.37	11.94	12.52	12.94	13.50	14.22	
6	11.37	11.97	12.57	13.17	13.62	14.22	14.96	
7	11.96	12.59	13.22	13.85	14.32	14.95	15.74	
8	12.60	13.26	13.92	14.59	15.09	15.75	16.58	
9	13.26	13.96	14.66	15.36	15.88	16.58	17.45	
10	13.97	14.71	15.44	16.18	16.73	17.46	18.38	
11	14.71	15.48	16.25	17.02	17.61	18.38	19.35	
12	15.47	16.28	17.10	17.91	18.51	19.33	20.35	
13	16.24	17.09	17.94	18.80	19.44	20.29	21.36	

Contract Year 3 - effective Nov 7, 2009								ACB 2% (Me too if over 2%)
Grade	New Hire Rates	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
2	9.51	10.01	10.51	11.01	11.38	11.88	12.51	
3	9.98	10.50	11.02	11.55	11.94	12.46	13.12	
4	10.49	11.04	11.59	12.14	12.56	13.11	13.80	
5	11.02	11.60	12.18	12.77	13.20	13.77	14.50	
6	11.60	12.21	12.82	13.43	13.89	14.50	15.26	
7	12.20	12.84	13.48	14.13	14.61	15.25	16.05	
8	12.85	13.53	14.20	14.88	15.39	16.07	16.91	
9	13.53	14.24	14.95	15.67	16.20	16.91	17.80	
10	14.25	15.00	15.75	16.50	17.06	17.81	18.75	
11	15.00	15.79	16.58	17.36	17.96	18.75	19.74	
12	15.78	16.61	17.44	18.27	18.88	19.72	20.76	
13	16.56	17.43	18.30	19.18	19.83	20.70	21.79	