

**Community Social Services
Schedule A
Benchmark Class Specifications**

Administrative, Finance and Technical	Graduate Degrees and Licensed Professionals
Accountant	Behavioural Therapist
Accounting Clerk	Clinical Counsellor
Administrative Assistant	Nutritionist
Administrative Supervisor	Occupational Therapist
Bookkeeper	Physiotherapist
Computer Technical Support Specialist	Residence Nurse
Database Clerk	Speech Language Pathologist
Receptionist/General Office Clerk	
Secretary	Operation Support
	Building Maintenance Worker
Counsellors and Consultants	Cook
Addictions Counsellor	Housekeeper
Adult, Youth and/or Child Counsellor	Janitor
Children Who Witness Abuse Counsellor	Passenger Vehicle Driver
Employment Counsellor	Retail Supervisor
ESL Instructor	Retail Worker
Family Counsellor	Truck Driver
Infant Development Consultant	
Residence Counsellor	Supervisor and Coordinators
Supported Childcare Consultant	Crisis Line Coordinator
Supported Childcare Consultant	Program Coordinator 1
Vocational Counsellor	Program Coordinator 2
	Residence Coordinator
	Volunteer Coordinator
Front Line Workers	
Activity Worker	
Adult, Youth and/or Child Worker	
Asleep Residential Night Worker	
Awake Residential Night Worker	
Child and Youth Transition House Worker	
Childcare Resource and Referral Worker	
Community Support Worker	
Early Childhood Educator	
Early Childhood Educator Assistant	
Early Childhood Educator, Senior	
Family Support Worker	
Group Facilitator	
Reconnect Worker	
Residence Worker	
Residence Worker, Senior	
Residential Child and/or Youth Worker	
School Aged Child Worker	
School Based Prevention Worker	
Settlement and Integration Worker	
Special Services Worker	
Transition House Worker	
Victim Service Worker	
Vocational Worker	

Pursuant to Memorandum of Agreement RE: Joint Job Evaluation Plans, the Parties agree that the following wage grids will be effective on March 31, 2006. Sections A through D of Appendix A – Wage Grids will continue to apply.

JJEP Wage Grid March 31, 2006

Classification	Grid Level	Step 1 0-2000 hours*	Step 2 2001-4000 hours*	Step 3 4001-6000 hours*	Step 4 6001 hours* onwards
Housekeeper	3	\$11.61	\$12.29	\$12.98	\$13.66
Janitor	3	\$11.61	\$12.29	\$12.98	\$13.66
Asleep Residential Night Worker	5	\$12.27	\$12.99	\$13.71	\$14.43
Retail Worker	5	\$12.27	\$12.99	\$13.71	\$14.43
Receptionist/General Office Clerk	5	\$12.27	\$12.99	\$13.71	\$14.43
ECE Assistant	6	\$12.71	\$13.46	\$14.20	\$14.95
Truck Driver	6	\$12.71	\$13.46	\$14.20	\$14.95
Awake Residential Night Worker	6	\$12.71	\$13.46	\$14.20	\$14.95
Accounting Clerk	7	\$13.40	\$14.19	\$14.98	\$15.77
Passenger Vehicle Driver	7	\$13.40	\$14.19	\$14.98	\$15.77
Secretary	7	\$13.40	\$14.19	\$14.98	\$15.77
Child & Youth Transition House Worker	8	\$13.72	\$14.53	\$15.33	\$16.14
Activity Worker	8	\$13.72	\$14.53	\$15.33	\$16.14
Group Facilitator	9	\$14.03	\$14.85	\$15.68	\$16.50
School Aged Child Worker	9	\$14.03	\$14.85	\$15.68	\$16.50
Cook	9	\$14.03	\$14.85	\$15.68	\$16.50
Database Clerk	9	\$14.03	\$14.85	\$15.68	\$16.50
Residence Worker	10	\$14.31	\$15.15	\$15.99	\$16.83
Building Maintenance Worker	10	\$14.31	\$15.15	\$15.99	\$16.83
Bookkeeper	10	\$14.31	\$15.15	\$15.99	\$16.83
Administrative Assistant	10	\$14.31	\$15.15	\$15.99	\$16.83
Transition House Worker	10	\$14.31	\$15.15	\$15.99	\$16.83

Classification	Grid Level	Step 1 0-2000 hours*	Step 2 2001-4000 hours*	Step 3 4001-6000 hours*	Step 4 6001 hours* onwards
Retail Supervisor	10	\$14.31	\$15.15	\$15.99	\$16.83
Community Support Worker	10	\$14.31	\$15.15	\$15.99	\$16.83
Settlement & Integration Worker	10	\$14.31	\$15.15	\$15.99	\$16.83
Computer Technical Support Specialist	10	\$14.31	\$15.15	\$15.99	\$16.83
Vocational Worker	10	\$14.31	\$15.15	\$15.99	\$16.83
Employment Counsellor	10	\$14.31	\$15.15	\$15.99	\$16.83
Early Childhood Educator	10	\$14.31	\$15.15	\$15.99	\$16.83
Reconnect Worker	10	\$14.31	\$15.15	\$15.99	\$16.83
Adult, Youth and/or Child Worker	11	\$15.29	\$16.19	\$17.09	\$17.99
School Based Prevention Worker	11	\$15.29	\$16.19	\$17.09	\$17.99
Victim Service Worker	11	\$15.29	\$16.19	\$17.09	\$17.99
Child Care Resource & Referral Worker	11	\$15.29	\$16.19	\$17.09	\$17.99
Special Services Worker	11	\$15.29	\$16.19	\$17.09	\$17.99
Vocational Counsellor	11	\$15.29	\$16.19	\$17.09	\$17.99
Residential Child & Youth Worker	11	\$15.29	\$16.19	\$17.09	\$17.99
Residence Worker Senior	12	\$16.21	\$17.16	\$18.12	\$19.07
Volunteer Coordinator	12	\$16.21	\$17.16	\$18.12	\$19.07
Family Support Worker	12	\$16.21	\$17.16	\$18.12	\$19.07
Program Coordinator I	12	\$16.21	\$17.16	\$18.12	\$19.07
Administrative Supervisor	12	\$16.21	\$17.16	\$18.12	\$19.07

Classification	Grid Level	Step 1 0-2000 hours*	Step 2 2001-4000 hours*	Step 3 4001-6000 hours*	Step 4 6001 hours* onwards
Crisis Line Coordinator	13	\$17.09	\$18.09	\$19.10	\$20.10
Early Childhood Educator Senior	13	\$17.09	\$18.09	\$19.10	\$20.10
Program Coordinator 2	14	\$18.78	\$19.88	\$20.99	\$22.09
Residence Coordinator	14	\$18.78	\$19.88	\$20.99	\$22.09

*Note The term "hours" means:

- a) hours worked by the employee,
- b) hours of paid vacation,
- c) paid holidays,
- d) paid union leave up to twenty (20) days per year.

ParaProfessional Wage Grid March 31, 2006**

Classification	Grid Level	Step 1 0-2000 hours*	Step 2 2001-4000 hours*	Step 3 4001-6000 hours*	Step 4 6001 hours* onwards
Children Who Witness Abuse Counsellor	13	\$17.99	\$19.05	\$20.11	\$21.17
Supported Childcare Consultant	14	\$19.69	\$20.84	\$22.00	\$23.16
Infant Development Consultant	14	\$19.69	\$20.84	\$22.00	\$23.16
Accountant	14	\$19.69	\$20.84	\$22.00	\$23.16
Addictions Counsellor	14	\$19.69	\$20.84	\$22.00	\$23.16
Adult, Youth and/or Child Counsellor	14	\$19.69	\$20.84	\$22.00	\$23.16
Family Counsellor	14	\$19.69	\$20.84	\$22.00	\$23.16
Residence Nurse	14	\$19.69	\$20.84	\$22.00	\$23.16
Stopping the Violence Counsellor	14	\$19.69	\$20.84	\$22.00	\$23.16
ESL Instructor	14	\$19.69	\$20.84	\$22.00	\$23.16
Occupational Therapist	15	\$21.51	\$22.77	\$24.04	\$25.30
Nutritionist	15	\$21.51	\$22.77	\$24.04	\$25.30
Physiotherapist	15	\$21.51	\$22.77	\$24.04	\$25.30
Speech Language Pathologist	16	\$23.26	\$24.62	\$25.99	\$27.36
Behavioural Therapist	16	\$23.26	\$24.62	\$25.99	\$27.36
Clinical Counsellor	16	\$23.26	\$24.62	\$25.99	\$27.36

** ParaProfessional Jobs are those jobs:

- a) matched to any benchmark included in the ParaProfessional Wage Grid,
- b) integrated with a ParaProfessional benchmark,
- c) Layered Over a ParaProfessional benchmark, or
- d) rated in Grid Level 13 or higher and designated by the Joint Job Evaluation Committee as a ParaProfessional job.

JJEP Wage Scale March 31, 2006					
Point Band	Grid Level	Step 1 0-2000 hours*	Step 2 2001-4000 hours*	Step 3 4001 - 6000 hours*	Step 4 6001 hours* onwards
Up to 174	1	\$11.05	\$11.70	\$12.35	\$13.00
175 - 217	2	\$11.39	\$12.06	\$12.73	\$13.40
218 - 261	3	\$11.61	\$12.29	\$12.98	\$13.66
262 - 304	4	\$11.83	\$12.53	\$13.22	\$13.92
305 - 348	5	\$12.27	\$12.99	\$13.71	\$14.43
349 - 391	6	\$12.71	\$13.46	\$14.20	\$14.95
392 - 435	7	\$13.40	\$14.19	\$14.98	\$15.77
436 - 478	8	\$13.72	\$14.53	\$15.33	\$16.14
479 - 522	9	\$14.03	\$14.85	\$15.68	\$16.50
523 - 564	10	\$14.31	\$15.15	\$15.99	\$16.83
565 - 606	11	\$15.29	\$16.19	\$17.09	\$17.99
607 - 649	12	\$16.21	\$17.16	\$18.12	\$19.07
650 - 692	13	\$17.09	\$18.09	\$19.10	\$20.10
693 - 736	14	\$18.78	\$19.88	\$20.99	\$22.09
737 - 780	15	\$20.59	\$21.81	\$23.02	\$24.23
781 - 824	16	\$22.35	\$23.66	\$24.98	\$26.29
825 - 868	17	\$24.54	\$25.98	\$27.42	\$28.87
869 - 912	18	\$26.29	\$27.84	\$29.38	\$30.93
913 - 956	19	\$28.04	\$29.69	\$31.34	\$32.99
957 - 1000	20	\$30.67	\$32.48	\$34.28	\$36.09

ParaProfessional** Wage Scale March 31, 2006					
Point Band	Grid Level	Step 1 0-2000 hours*	Step 2 2001-4000 hours*	Step 3 4001 - 6000 hours*	Step 4 6001 hours* onwards
650 - 692	13	\$17.99	\$19.05	\$20.11	\$21.17
693 - 736	14	\$19.69	\$20.84	\$22.00	\$23.16
737 - 780	15	\$21.51	\$22.77	\$24.04	\$25.30
781 - 824	16	\$23.26	\$24.62	\$25.99	\$27.36
825 - 868	17	\$25.45	\$26.95	\$28.44	\$29.94
869 - 912	18	\$27.20	\$28.80	\$30.40	\$32.00
913 - 956	19	\$28.95	\$30.65	\$32.36	\$34.06
957 - 1000	20	\$31.59	\$33.44	\$35.30	\$37.16

Note: The Step 4 rate for unique jobs shall be determined by the JJEP and shall be subject to the increment steps above.