

AR - ARCHITECTURE AND TOWN PLANNING GROUP
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
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AR-01

From:	\$	28396	to	44883
To:	A	29049	to	45915
	B	29485	to	46604
	C	29927	to	47303
	D	30376	to	48013

AR-02

From:	\$	46592	48740	50882	53020	55161	57307
To:	A	47664	49861	52052	54239	56430	58625
	B	48379	50609	52833	55053	57276	59504
	C	49105	51368	53625	55879	58135	60397
	D	49842	52139	54429	56717	59007	61303

AR-03

From:	\$	56966	59372	61770	64164	66088	68011
To:	A	58276	60738	63191	65640	67608	69575
	B	59150	61649	64139	66625	68622	70619
	C	60037	62574	65101	67624	69651	71678
	D	60938	63513	66078	68638	70696	72753

AR-04

From:	\$	64201	66816	69431	72040	74202	76360
To:	A	65678	68353	71028	73697	75909	78116
	B	66663	69378	72093	74802	77048	79288
	C	67663	70419	73174	75924	78204	80477
	D	68678	71475	74272	77063	79377	81684

AR-05

From:	\$	72037	74995	77955	80908	83337	85762
To:	A	73694	76720	79748	82769	85254	87735
	B	74799	77871	80944	84011	86533	89051
	C	75921	79039	82158	85271	87831	90387
	D	77060	80225	83390	86550	89148	91743

AR-06

From:	\$	80499	83562	86630	89701	92389	95077
To:	A	82350	85484	88622	91764	94514	97264
	B	83585	86766	89951	93140	95932	98723
	C	84839	88067	91300	94537	97371	100204
	D	86112	89388	92670	95955	98832	101707

AR-07

From:	\$	86385	89703	93037	96372	101917	107461
To:	A	88372	91766	95177	98589	104261	109933
	B	89698	93142	96605	100068	105825	111582
	C	91043	94539	98054	101569	107412	113256
	D	92409	95957	99525	103093	109023	114955

AS - ADMINISTRATIVE SERVICES GROUP
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AS - DEVELOPMENT

From:	\$	27579	to	41337
To:	A	28213	to	42288
	B	28636	to	42922
	C	29066	to	43566
	D	29502	to	44219

AS-01

From:	\$	43436	45089	46800	48580
To:	A	44435	46126	47876	49697
	B	45102	46818	48594	50442
	C	45779	47520	49323	51199
	D	46466	48233	50063	51967

AS-02

From:	\$	48402	50239	52149
To:	A	49515	51394	53348
	B	50258	52165	54148
	C	51012	52947	54960
	D	51777	53741	55784

AS-03

From:	\$	51879	53850	55897
To:	A	53072	55089	57183
	B	53868	55915	58041
	C	54676	56754	58912
	D	55496	57605	59796

AS-04

From:	\$	56671	58824	61237
To:	A	57974	60177	62645
	B	58844	61080	63585
	C	59727	61996	64539
	D	60623	62926	65507

AS-05

From:	\$	67655	70226	73143
To:	A	69211	71841	74825
	B	70249	72919	75947
	C	71303	74013	77086
	D	72373	75123	78242

AS-06

From:	\$	75360	78224	81297
To:	A	77093	80023	83167
	B	78249	81223	84415
	C	79423	82441	85681
	D	80614	83678	86966

AS-07

From:	\$	79326	82340	85469	88034	90700
To:	A	81150	84234	87435	90059	92786
	B	82367	85498	88747	91410	94178
	C	83603	86780	90078	92781	95591
	D	84857	88082	91429	94173	97025

AS-08

From:	\$	81906	to	96408
To:	A	83790	to	98625
	B	85047	to	100104
	C	86323	to	101606
	D	87618	to	103130

BI - BIOLOGICAL SCIENCES GROUP
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BI-01

From:	\$	27402	to	47374 *	48333	50207	52079	53954	55829	57703
To:	A	28032	to	48464 *	49445	51362	53277	55195	57113	59030
	B	28452	to	49191 *	50187	52132	54076	56023	57970	59915
	C	28879	to	49929 *	50940	52914	54887	56863	58840	60814
	D	29312	to	50678 *	51704	53708	55710	57716	59723	61726

*(ROUNDED TO THE NEAREST \$10.00)

BI-02

From:	\$	51471	53886	56296	58725	61127	63416	66750	70088
To:	A	52655	55125	57591	60076	62533	64875	68285	71700
	B	53445	55952	58455	60977	63471	65848	69309	72776
	C	54247	56791	59332	61892	64423	66836	70349	73868
	D	55061	57643	60222	62820	65389	67839	71404	74976

BI-03

From:	\$	61838	64739	67643	70538	73441	76335	77971	79607
To:	A	63260	66228	69199	72160	75130	78091	79764	81438
	B	64209	67221	70237	73242	76257	79262	80960	82660
	C	65172	68229	71291	74341	77401	80451	82174	83900
	D	66150	69252	72360	75456	78562	81658	83407	85159

BI-04

From:	\$	77417	80303	83184	86070	88955
To:	A	79198	82150	85097	88050	91001
	B	80386	83382	86373	89371	92366
	C	81592	84633	87669	90712	93751
	D	82816	85902	88984	92073	95157

BI-05

From:	\$	85408	88928	92452	95974	99496
To:	A	87372	90973	94578	98181	101784
	B	88683	92338	95997	99654	103311
	C	90013	93723	97437	101149	104861
	D	91363	95129	98899	102666	106434

CO - COMMERCE
ANNUAL RATES OF PAY
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CO - DEVELOPMENT

From:	\$	24515	to	52556 *
To:	A	25079	to	53765 *
	B	25455	to	54571 *
	C	25837	to	55390 *
	D	26225	to	56221 *

*(ROUNDED TO THE NEAREST \$10.00)

CO-01

From:	\$	45591	47746	49896	52054	54195	56356	58505	60657
To:	A	46640	48844	51044	53251	55441	57652	59851	62052
	B	47340	49577	51810	54050	56273	58517	60749	62983
	C	48050	50321	52587	54861	57117	59395	61660	63928
	D	48771	51076	53376	55684	57974	60286	62585	64887

CO-02

From:	\$	59433	62530	65624	68723	71813	74911	78000	81104	84198
To:	A	60800	63968	67133	70304	73465	76634	79794	82969	86135
	B	61712	64928	68140	71359	74567	77784	80991	84214	87427
	C	62638	65902	69162	72429	75686	78951	82206	85477	88738
	D	63578	66891	70199	73515	76821	80135	83439	86759	90069

CO-03

From:	\$	72843	76290	79737	83181	86627	90071	93312
To:	A	74518	78045	81571	85094	88619	92143	95458
	B	75636	79216	82795	86370	89948	93525	96890
	C	76771	80404	84037	87666	91297	94928	98343
	D	77923	81610	85298	88981	92666	96352	99818

CO-04

From:	\$	83166	86933	90657	94163	97665	101164
To:	A	85079	88932	92742	96329	99911	103491
	B	86355	90266	94133	97774	101410	105043
	C	87650	91620	95545	99241	102931	106619
	D	88965	92994	96978	100730	104475	108218

CR - CLERICAL AND REGULATORY GROUP
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CR-01

From:	\$	29489	30103	30727	31348	31958	32582
To:	A	30167	30795	31434	32069	32693	33331
	B	30620	31257	31906	32550	33183	33831
	C	31079	31726	32385	33038	33681	34338
	D	31545	32202	32871	33534	34186	34853

CR-02

From:	\$	32009	32748	33474	34205
To:	A	32745	33501	34244	34992
	B	33236	34004	34758	35517
	C	33735	34514	35279	36050
	D	34241	35032	35808	36591

CR-03

From:	\$	36304	37258	38208	39161
To:	A	37139	38115	39087	40062
	B	37696	38687	39673	40663
	C	38261	39267	40268	41273
	D	38835	39856	40872	41892

CR-04

From:	\$	40225	41292	42359	43420
To:	A	41150	42242	43333	44419
	B	41767	42876	43983	45085
	C	42394	43519	44643	45761
	D	43030	44172	45313	46447

CR-05

From:	\$	43962	45171	46386	47595
To:	A	44973	46210	47453	48690
	B	45648	46903	48165	49420
	C	46333	47607	48887	50161
	D	47028	48321	49620	50913

CR-06

From:	\$	50039	51355	52659	53978
To:	A	51190	52536	53870	55219
	B	51958	53324	54678	56047
	C	52737	54124	55498	56888
	D	53528	54936	56330	57741

CR-07

From:	\$	55504	57040	58580	60130
To:	A	56781	58352	59927	61513
	B	57633	59227	60826	62436
	C	58497	60115	61738	63373
	D	59374	61017	62664	64324

CS - COMPUTER SYSTEM ADMINISTRATION
ANNUAL RATES OF PAY
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CS-01

From:	\$	46741	48502	50262	52013	53759	55509	57254	59001
To:	A	47816	49618	51418	53209	54995	56786	58571	60358
	B	48533	50362	52189	54007	55820	57638	59450	61263
	C	49261	51117	52972	54817	56657	58503	60342	62182
	D	50000	51884	53767	55639	57507	59381	61247	63115

CS-02

From:	\$	58078	59963	61852	63739	65626	67512	69401	71289
To:	A	59414	61342	63275	65205	67135	69065	70997	72929
	B	60305	62262	64224	66183	68142	70101	72062	74023
	C	61210	63196	65187	67176	69164	71153	73143	75133
	D	62128	64144	66165	68184	70201	72220	74240	76260

CS-03

From:	\$	68719	71116	73514	75914	78314	80712	83109	85503
To:	A	70300	72752	75205	77660	80115	82568	85021	87470
	B	71355	73843	76333	78825	81317	83807	86296	88782
	C	72425	74951	77478	80007	82537	85064	87590	90114
	D	73511	76075	78640	81207	83775	86340	88904	91466

CS-04

From:	\$	78816	81567	84317	87064	89813	92564	95311	98066
To:	A	80629	83443	86256	89066	91879	94693	97503	100322
	B	81838	84695	87550	90402	93257	96113	98966	101827
	C	83066	85965	88863	91758	94656	97555	100450	103354
	D	84312	87254	90196	93134	96076	99018	101957	104904

CS-05

From:	\$	90887	94308	97732	101155	104580	108003	111425	114849	118272
To:	A	92977	96477	99980	103482	106985	110487	113988	117491	120992
	B	94372	97924	101480	105034	108590	112144	115698	119253	122807
	C	95788	99393	103002	106610	110219	113826	117433	121042	124649
	D	97225	100884	104547	108209	111872	115533	119194	122858	126519

DD - DRAFTING AND ILLUSTRATION GROUP
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DD-01

From:	\$	26191	27109	28022	28947	29858	30774	31689	32958
To:	A	26793	27733	28667	29613	30545	31482	32418	33716
	B	27195	28149	29097	30057	31003	31954	32904	34222
	C	27603	28571	29533	30508	31468	32433	33398	34735
	D	28017	29000	29976	30966	31940	32919	33899	35256

DD-02

From:	\$	32274	33472	34646	35844	37031	38214	39408	40985
To:	A	33016	34242	35443	36668	37883	39093	40314	41928
	B	33511	34756	35975	37218	38451	39679	40919	42557
	C	34014	35277	36515	37776	39028	40274	41533	43195
	D	34524	35806	37063	38343	39613	40878	42156	43843

DD-03

From:	\$	39714	41046	42384	43713	45464			
To:	A	40627	41990	43359	44718	46510			
	B	41236	42620	44009	45389	47208			
	C	41855	43259	44669	46070	47916			
	D	42483	43908	45339	46761	48635			

DD-04

From:	\$	40908	42357	43800	45248	46682	48120	50044	
To:	A	41849	43331	44807	46289	47756	49227	51195	
	B	42477	43981	45479	46983	48472	49965	51963	
	C	43114	44641	46161	47688	49199	50714	52742	
	D	43761	45311	46853	48403	49937	51475	53533	

DD-05

From:	\$	47865	49527	51182	52848	54961			
To:	A	48966	50666	52359	54064	56225			
	B	49700	51426	53144	54875	57068			
	C	50446	52197	53941	55698	57924			
	D	51203	52980	54750	56533	58793			

DD-06

From:	\$	51366	53163	54945	56741	59008
To:	A	52547	54386	56209	58046	60365
	B	53335	55202	57052	58917	61270
	C	54135	56030	57908	59801	62189
	D	54947	56870	58777	60698	63122

DD-07

From:	\$	55793	57756	59719	61685	64152
To:	A	57076	59084	61093	63104	65627
	B	57932	59970	62009	64051	66611
	C	58801	60870	62939	65012	67610
	D	59683	61783	63883	65987	68624

DD-08

From:	\$	58714	60803	62888	64961	67558
To:	A	60064	62201	64334	66455	69112
	B	60965	63134	65299	67452	70149
	C	61879	64081	66278	68464	71201
	D	62807	65042	67272	69491	72269

DD-09

From:	\$	61318	63501	65689	67867	70584
To:	A	62728	64962	67200	69428	72207
	B	63669	65936	68208	70469	73290
	C	64624	66925	69231	71526	74389
	D	65593	67929	70269	72599	75505

ED - EDUCATION SERVICES
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ED-EDS-01

From:	\$	56121	59050	61174	63290	65409
To:	A	57412	60408	62581	64746	66913
	B	58273	61314	63520	65717	67917
	C	59147	62234	64473	66703	68936
	D	60034	63168	65440	67704	69970

ED-EDS-02

From:	\$	67241	69349	71445
To:	A	68788	70944	73088
	B	69820	72008	74184
	C	70867	73088	75297
	D	71930	74184	76426

ED-EDS-03

From:	\$	71758	74027	76283
To:	A	73408	75730	78038
	B	74509	76866	79209
	C	75627	78019	80397
	D	76761	79189	81603

ED-EDS-04

From:	\$	76947	79279	81606
To:	A	78717	81102	83483
	B	79898	82319	84735
	C	81096	83554	86006
	D	82312	84807	87296

ED-EDS-05

From:	\$	82942	85491	88012
To:	A	84850	87457	90036
	B	86123	88769	91387
	C	87415	90101	92758
	D	88726	91453	94149

EG - ENGINEERING AND SCIENTIFIC SUPPORT GROUP
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EG - TECHNOLOGICAL INSTITUTE RECRUITMENT

From:	\$	23501	to	35454
To:	A	24042	to	36269
	B	24403	to	36813
	C	24769	to	37365
	D	25141	to	37925

EG-01

From:	\$	37342	38834	40389	42001	43684	45430
To:	A	38201	39727	41318	42967	44689	46475
	B	38774	40323	41938	43612	45359	47172
	C	39356	40928	42567	44266	46039	47880
	D	39946	41542	43206	44930	46730	48598

EG-02

From:	\$	41077	42717	44428	46203	48051	49976
To:	A	42022	43699	45450	47266	49156	51125
	B	42652	44354	46132	47975	49893	51892
	C	43292	45019	46824	48695	50641	52670
	D	43941	45694	47526	49425	51401	53460

EG-03

From:	\$	45183	46989	48870	50821	52856	54969
To:	A	46222	48070	49994	51990	54072	56233
	B	46915	48791	50744	52770	54883	57076
	C	47619	49523	51505	53562	55706	57932
	D	48333	50266	52278	54365	56542	58801

EG-04

From:	\$	49701	51691	53758	55908	58141	60468
To:	A	50844	52880	54994	57194	59478	61859
	B	51607	53673	55819	58052	60370	62787
	C	52381	54478	56656	58923	61276	63729
	D	53167	55295	57506	59807	62195	64685

EG-05

From:	\$	54669	56856	59131	61495	63958	66516
To:	A	55926	58164	60491	62909	65429	68046
	B	56765	59036	61398	63853	66410	69067
	C	57616	59922	62319	64811	67406	70103
	D	58480	60821	63254	65783	68417	71155

EG-06

From:	\$	60139	62541	65045	67646	70351	73165
To:	A	61522	63979	66541	69202	71969	74848
	B	62445	64939	67539	70240	73049	75971
	C	63382	65913	68552	71294	74145	77111
	D	64333	66902	69580	72363	75257	78268

EG-07

From:	\$	66150	68798	71549	74411	77389	80483
To:	A	67671	70380	73195	76122	79169	82334
	B	68686	71436	74293	77264	80357	83569
	C	69716	72508	75407	78423	81562	84823
	D	70762	73596	76538	79599	82785	86095

EG-08

From:	\$	72770	75680	78704	81852	85126	88531
To:	A	74444	77421	80514	83735	87084	90567
	B	75561	78582	81722	84991	88390	91926
	C	76694	79761	82948	86266	89716	93305
	D	77844	80957	84192	87560	91062	94705

EL - ELECTRONICS GROUP
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EL-01

From:	\$	30051	31450	32859	34267	35675	37078	38481	39879	41281	42932
To:	A	30742	32173	33615	35055	36496	37931	39366	40796	42230	43919
	B	31203	32656	34119	35581	37043	38500	39956	41408	42863	44578
	C	31671	33146	34631	36115	37599	39078	40555	42029	43506	45247
	D	32146	33643	35150	36657	38163	39664	41163	42659	44159	45926

EL-02

From:	\$	41332	42917	46340	49765	51756
To:	A	42283	43904	47406	50910	52946
	B	42917	44563	48117	51674	53740
	C	43561	45231	48839	52449	54546
	D	44214	45909	49572	53236	55364

EL-03

From:	\$	45911	47665	51462	55262	57472
To:	A	46967	48761	52646	56533	58794
	B	47672	49492	53436	57381	59676
	C	48387	50234	54238	58242	60571
	D	49113	50988	55052	59116	61480

EL-04

From:	\$	51178	53141	55112	57083	59366	61503
To:	A	52355	54363	56380	58396	60731	62918
	B	53140	55178	57226	59272	61642	63862
	C	53937	56006	58084	60161	62567	64820
	D	54746	56846	58955	61063	63506	65792

EL-05

From:	\$	56747	58936	61122	63310	65843	68214
To:	A	58052	60292	62528	64766	67357	69783
	B	58923	61196	63466	65737	68367	70830
	C	59807	62114	64418	66723	69393	71892
	D	60704	63046	65384	67724	70434	72970

EL-06

From:	\$	62629	65051	67484	69915	72709	75326
To:	A	64069	66547	69036	71523	74381	77058
	B	65030	67545	70072	72596	75497	78214
	C	66005	68558	71123	73685	76629	79387
	D	66995	69586	72190	74790	77778	80578

EL-07

From:	\$	68607	71150	73690	76229	79281	82135
To:	A	70185	72786	75385	77982	81104	84024
	B	71238	73878	76516	79152	82321	85284
	C	72307	74986	77664	80339	83556	86563
	D	73392	76111	78829	81544	84809	87861

EL-08

From:	\$	74067	76668	79270	81871	85146	88210
To:	A	75771	78431	81093	83754	87104	90239
	B	76908	79607	82309	85010	88411	91593
	C	78062	80801	83544	86285	89737	92967
	D	79233	82013	84797	87579	91083	94362

EL-09

From:	\$	79532	82357	85182	88000	91520	94815
To:	A	81361	84251	87141	90024	93625	96996
	B	82581	85515	88448	91374	95029	98451
	C	83820	86798	89775	92745	96454	99928
	D	85077	88100	91122	94136	97901	101427

EN - ENG - ENGINEERING GROUP
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
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EN-ENG-01

From:	\$	38272	to	45844
To:	A	39152	to	46898
	B	39739	to	47601
	C	40335	to	48315
	D	40940	to	49040

EN-ENG-02

From:	\$	49260	51384	53357	55331	57306
To:	A	50393	52566	54584	56604	58624
	B	51149	53354	55403	57453	59503
	C	51916	54154	56234	58315	60396
	D	52695	54966	57078	59190	61302

EN-ENG-03

From:	\$	59529	62004	64475	66941	69411	71881	74346
To:	A	60898	63430	65958	68481	71007	73534	76056
	B	61811	64381	66947	69508	72072	74637	77197
	C	62738	65347	67951	70551	73153	75757	78355
	D	63679	66327	68970	71609	74250	76893	79530

EN-ENG-04

From:	\$	69790	72469	75153	77836	80518	83198
To:	A	71395	74136	76882	79626	82370	85112
	B	72466	75248	78035	80820	83606	86389
	C	73553	76377	79206	82032	84860	87685
	D	74656	77523	80394	83262	86133	89000

EN-ENG-05

From:	\$	80089	83206	86336	89467	92600	95740
To:	A	81931	85120	88322	91525	94730	97942
	B	83160	86397	89647	92898	96151	99411
	C	84407	87693	90992	94291	97593	100902
	D	85673	89008	92357	95705	99057	102416

EN-ENG-06

From:	\$	89490	92812	96141	99463	102789	106109
To:	A	91548	94947	98352	101751	105153	108550
	B	92921	96371	99827	103277	106730	110178
	C	94315	97817	101324	104826	108331	111831
	D	95730	99284	102844	106398	109956	113508

ES - ECONOMICS AND SOCIOLOGY GROUP
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

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ES-01

From:	\$	42061	43681	45361	47109	48923
To:	A	43028	44686	46404	48193	50048
	B	43673	45356	47100	48916	50799
	C	44328	46036	47807	49650	51561
	D	44993	46727	48524	50395	52334

ES-02

From:	\$	47534	49069	50654	52289	53980
To:	A	48627	50198	51819	53492	55222
	B	49356	50951	52596	54294	56050
	C	50096	51715	53385	55108	56891
	D	50847	52491	54186	55935	57744

ES-03

From:	\$	55964	58089	60297	62585	64962
To:	A	57251	59425	61684	64024	66456
	B	58110	60316	62609	64984	67453
	C	58982	61221	63548	65959	68465
	D	59867	62139	64501	66948	69492

ES-04

From:	\$	66969	69404	71927	74540	77250
To:	A	68509	71000	73581	76254	79027
	B	69537	72065	74685	77398	80212
	C	70580	73146	75805	78559	81415
	D	71639	74243	76942	79737	82636

ES-05

From:	\$	76102	78902	81807	84817	87940
To:	A	77852	80717	83689	86768	89963
	B	79020	81928	84944	88070	91312
	C	80205	83157	86218	89391	92682
	D	81408	84404	87511	90732	94072

ES-06

From:	\$	85585	88612	91747	94993	98354
To:	A	87553	90650	93857	97178	100616
	B	88866	92010	95265	98636	102125
	C	90199	93390	96694	100116	103657
	D	91552	94791	98144	101618	105212

ES-07

From:	\$	93666	96712	99859	103108	106461
To:	A	95820	98936	102156	105479	108910
	B	97257	100420	103688	107061	110544
	C	98716	101926	105243	108667	112202
	D	100197	103455	106822	110297	113885

ES-08

From:	\$	98436	to	113937
To:	A	100700	to	116558
	B	102211	to	118306
	C	103744	to	120081
	D	105300	to	121882

FI - FINANCIAL ADMINISTRATION
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
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FI – DEVELOPMENT

From:	\$	24232	to	44549
To:	A	24789	to	45574
	B	25161	to	46258
	C	25538	to	46952
	D	25921	to	47656

FI-01

From:	\$	45321	47415	49513	51611	53703	55802	57899	59993	62331
To:	A	46363	48506	50652	52798	54938	57085	59231	61373	63765
	B	47058	49234	51412	53590	55762	57941	60119	62294	64721
	C	47764	49973	52183	54394	56598	58810	61021	63228	65692
	D	48480	50723	52966	55210	57447	59692	61936	64176	66677

FI-02

From:	\$	55169	57726	60287	62846	65407	67969	70527	73371
To:	A	56438	59054	61674	64291	66911	69532	72149	75059
	B	57285	59940	62599	65255	67915	70575	73231	76185
	C	58144	60839	63538	66234	68934	71634	74329	77328
	D	59016	61752	64491	67228	69968	72709	75444	78488

FI-03

From:	\$	69806	72744	75687	78625	81563	84831	88225
To:	A	71412	74417	77428	80433	83439	86782	90254
	B	72483	75533	78589	81639	84691	88084	91608
	C	73570	76666	79768	82864	85961	89405	92982
	D	74674	77816	80965	84107	87250	90746	94377

FI-04

From:	\$	77962	81267	84578	87892	91201	94877	98673
To:	A	79755	83136	86523	89914	93299	97059	100942
	B	80951	84383	87821	91263	94698	98515	102456
	C	82165	85649	89138	92632	96118	99993	103993
	D	83397	86934	90475	94021	97560	101493	105553

**FO - FORESTRY GROUP
ANNUAL RATES OF PAY**
(in dollars)

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FO-01

From:	\$	27401	to	46552	*	48771	50282	52030	53791	56655	58742	60809	62880	64952	67025
To:	A	28031	to	47623	*	49893	51438	53227	55028	57958	60093	62208	64326	66446	68567
	B	28451	to	48337	*	50641	52210	54025	55853	58827	60994	63141	65291	67443	69596
	C	28878	to	49062	*	51401	52993	54835	56691	59709	61908	64088	66270	68455	70640
	D	29311	to	49798	*	52172	53788	55658	57541	60605	62837	65049	67264	69482	71700

*(ROUNDED TO THE NEAREST \$10.00)

FO-02

From:	\$	64543	66548	68676	71030	73155	75253	77354
To:	A	66027	68079	70256	72664	74838	76984	79133
	B	67017	69100	71310	73754	75961	78139	80320
	C	68022	70137	72380	74860	77100	79311	81525
	D	69042	71189	73466	75983	78257	80501	82748

FO-03

From:	\$	75392	77529	79636	82282	84895	87510
To:	A	77126	79312	81468	84174	86848	89523
	B	78283	80502	82690	85437	88151	90866
	C	79457	81710	83930	86719	89473	92229
	D	80649	82936	85189	88020	90815	93612

FO-04

From:	\$	84711	87049	89385	91727	93971	96217
To:	A	86659	89051	91441	93837	96132	98430
	B	87959	90387	92813	95245	97574	99906
	C	89278	91743	94205	96674	99038	101405
	D	90617	93119	95618	98124	100524	102926

GL - GENERAL LABOUR & TRADES
BOILER-MAKING AND BLACKSMITHING SUB-GROUP (BOB)
HOURLY RATES OF PAY
(in dollars)

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GL-BOB 01

		Zone 1	Zone 2				
From:	\$	17.38	16.44				
To:	A	17.78	16.82		Step 1	Step 2	Step 3
	B	18.05	17.07	X	16.61	17.33	18.05
				C	16.86	17.59	18.32
				D	17.11	17.85	18.59

GL-BOB 02

		Zone 1	Zone 2				
From:	\$	17.96	17.00				
To:	A	18.37	17.39		Step 1	Step 2	Step 3
	B	18.65	17.65	X	17.16	17.90	18.65
				C	17.42	18.17	18.93
				D	17.68	18.44	19.21

GL-BOB 03

		Zone 1	Zone 2				
From:	\$	18.62	17.57				
To:	A	19.05	17.97		Step 1	Step 2	Step 3
	B	19.34	18.24	X	17.79	18.57	19.34
				C	18.06	18.85	19.63
				D	18.33	19.13	19.92

GL-BOB 04

		Zone 1	Zone 2				
From:	\$	19.19	18.14				
To:	A	19.63	18.56		Step 1	Step 2	Step 3
	B	19.92	18.84	X	18.33	19.12	19.92
				C	18.60	19.41	20.22
				D	18.88	19.70	20.52

GL-BOB 05

		Zone 1	Zone 2				
From:	\$	19.85	18.85				
To:	A	20.31	19.28		Step 1	Step 2	Step 3
	B	20.61	19.57	X	18.96	19.79	20.61
				C	19.24	20.09	20.92
				D	19.53	20.39	21.23

GL-BOB 06

		Zone 1	Zone 2				
From:	\$	20.57	19.41				
To:	A	21.04	19.86		Step 1	Step 2	Step 3
	B	21.36	20.16	X	19.65	20.51	21.36
				C	19.94	20.82	21.68
				D	20.24	21.13	22.01

GL-BOB 07						
		Zone 1	Zone 2			
From:	\$	21.25	20.07			
To:	A	21.74	20.53		Step 1	Step 2
	B	22.07	20.84	X	20.30	21.19
				C	20.60	21.51
				D	20.91	21.83
						Step 3
						22.07
						22.40
						22.74
GL-BOB 08						
		Zone 1	Zone 2			
From:	\$	22.08	20.85			
To:	A	22.59	21.33		Step 1	Step 2
	B	22.93	21.65	X	21.10	22.01
				C	21.42	22.34
				D	21.74	22.68
						Step 3
						22.93
						23.27
						23.62
GL-BOB 09						
		Zone 1	Zone 2			
From:	\$	22.94	21.64			
To:	A	23.47	22.14		Step 1	Step 2
	B	23.82	22.47	X	21.91	22.87
				C	22.24	23.21
				D	22.57	23.56
						Step 3
						23.82
						24.18
						24.54
GL-BOB 10						
		Zone 1	Zone 2			
From:	\$	23.78	22.46			
To:	A	24.33	22.98		Step 1	Step 2
	B	24.69	23.32	X	22.71	23.70
				C	23.05	24.06
				D	23.40	24.42
						Step 3
						24.69
						25.06
						25.44
GL-BOB 11						
		Zone 1	Zone 2			
From:	\$	24.64	23.20			
To:	A	25.21	23.73		Step 1	Step 2
	B	25.59	24.09	X	23.54	24.57
				C	23.89	24.94
				D	24.25	25.31
						Step 3
						25.59
						25.97
						26.36
GL-BOB 12						
		Zone 1	Zone 2			
From:	\$	25.50	24.05			
To:	A	26.09	24.60		Step 1	Step 2
	B	26.48	24.97	X	24.36	25.42
				C	24.73	25.80
				D	25.10	26.19
						Step 3
						26.48
						26.88
						27.28
GL-BOB 13						
		Zone 1	Zone 2			
From:	\$	26.39	24.83			
To:	A	27.00	25.40		Step 1	Step 2
	B	27.41	25.78	X	25.22	26.31
				C	25.60	26.70
				D	25.98	27.10
						Step 3
						27.41
						27.82
						28.24
GL-BOB 14						
		Zone 1	Zone 2			
From:	\$	27.25	25.60			
To:	A	27.88	26.19		Step 1	Step 2
	B	28.30	26.58	X	26.04	27.17
				C	26.43	27.58
				D	26.83	27.99
						Step 3
						28.30
						28.72
						29.15

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
CONSTRUCTION INSPECTING SUB-GROUP (COI)
HOURLY RATES OF PAY
(in dollars)**

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GL-COI 01 STEP-1

		Zone 1	Zone 2				
From:	\$	17.86	18.88				
To:	A	18.27	19.31		Step 1	Step 2	Step 3
	B	18.54	19.60	X	18.03	18.82	19.60
				C	18.30	19.10	19.89
				D	18.57	19.39	20.19

GL-COI 02 STEP-1

		Zone 1	Zone 2				
From:	\$	18.48	19.57				
To:	A	18.91	20.02		Step 1	Step 2	Step 3
	B	19.19	20.32	X	18.69	19.51	20.32
				C	18.97	19.80	20.62
				D	19.25	20.10	20.93

GL-COI 03 STEP-1

		Zone 1	Zone 2				
From:	\$	19.15	20.22				
To:	A	19.59	20.69		Step 1	Step 2	Step 3
	B	19.88	21.00	X	19.32	20.16	21.00
				C	19.61	20.46	21.32
				D	19.90	20.77	21.64

GL-COI 04 STEP-1

		Zone 1	Zone 2				
From:	\$	19.73	20.89				
To:	A	20.18	21.37		Step 1	Step 2	Step 3
	B	20.48	21.69	X	19.95	20.82	21.69
				C	20.25	21.13	22.02
				D	20.55	21.45	22.35

GL-COI 05 STEP-1

		Zone 1	Zone 2				
From:	\$	20.43	21.63				
To:	A	20.90	22.13		Step 1	Step 2	Step 3
	B	21.21	22.46	X	20.66	21.56	22.46
				C	20.97	21.88	22.80
				D	21.28	22.21	23.14

GL-COI 06 STEP-1

		Zone 1	Zone 2				
From:	\$	21.15	22.38				
To:	A	21.64	22.89		Step 1	Step 2	Step 3
	B	21.96	23.23	X	21.37	22.30	23.23
				C	21.69	22.63	23.58
				D	22.02	22.97	23.93

GL-COI 07 STEP-1

		Zone 1	Zone 2				
From:	\$	21.88	23.14				
To:	A	22.38	23.67		Step 1	Step 2	Step 3
	B	22.72	24.03	X	22.11	23.07	24.03
				C	22.44	23.42	24.39
				D	22.78	23.77	24.76

GL-COI 08 STEP-1

		Zone 1	Zone 2				
From:	\$	22.69	24.10				
To:	A	23.21	24.65		Step 1	Step 2	Step 3
	B	23.56	25.02	X	23.02	24.02	25.02
				C	23.37	24.38	25.40
				D	23.72	24.75	25.78

GL-COI 09 STEP-1

		Zone 1	Zone 2				
From:	\$	23.62	25.02				
To:	A	24.16	25.60		Step 1	Step 2	Step 3
	B	24.52	25.98	X	23.90	24.94	25.98
				C	24.26	25.31	26.37
				D	24.62	25.69	26.77

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories

Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
CONSTRUCTION INSPECTING SUB-GROUP (COI) (CONSTRUCTION INSPECTOR)
HOURLY RATES OF PAY
(in dollars)**

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GL-COI 09 STEP-2

		Zone 1	Zone 2				
From:	\$	26.47	25.71				
To:	A	27.08	26.30		Step 1	Step 2	Step 3
	B	27.49	26.69	X	25.29	26.39	27.49
				C	25.67	26.79	27.90
				D	26.06	27.19	28.32

GL-COI 10 STEP-2

		Zone 1	Zone 2				
From:	\$	27.49	26.68				
To:	A	28.12	27.29		Step 1	Step 2	Step 3
	B	28.54	27.70	X	26.26	27.40	28.54
				C	26.65	27.81	28.97
				D	27.05	28.23	29.40

GL-COI 11 STEP-2

		Zone 1	Zone 2				
From:	\$	28.51	27.66				
To:	A	29.17	28.30		Step 1	Step 2	Step 3
	B	29.61	28.72	X	27.24	28.43	29.61
				C	27.65	28.86	30.05
				D	28.06	29.29	30.50

GL-COI 12 STEP-2

		Zone 1	Zone 2				
From:	\$	29.54	28.64				
To:	A	30.22	29.30		Step 1	Step 2	Step 3
	B	30.67	29.74	X	28.22	29.44	30.67
				C	28.64	29.88	31.13
				D	29.07	30.33	31.60

GL-COI 13 STEP-2

		Zone 1	Zone 2				
From:	\$	30.53	29.62				
To:	A	31.23	30.30		Step 1	Step 2	Step 3
	B	31.70	30.75	X	29.16	30.43	31.70
				C	29.60	30.89	32.18
				D	30.04	31.35	32.66

GL-COI 14 STEP-2

		Zone 1	Zone 2				
From:	\$	31.57	30.65				
To:	A	32.30	31.35		Step 1	Step 2	Step 3
	B	32.78	31.82	X	30.16	31.47	32.78
				C	30.61	31.94	33.27
				D	31.07	32.42	33.77

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
ELECTRICAL INSTALLING AND MAINTAINING SUB-GROUP (EIM)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
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GL-EIM 01 STEP-1

		Zone 1	Zone 2				
From:	\$	19.23	18.77				
To:	A	19.67	19.20		Step 1	Step 2	Step 3
	B	19.97	19.49	X	18.37	19.17	19.97
				C	18.65	19.46	20.27
				D	18.93	19.75	20.57

GL-EIM 02 STEP-1

		Zone 1	Zone 2				
From:	\$	19.92	19.41				
To:	A	20.38	19.86		Step 1	Step 2	Step 3
	B	20.69	20.16	X	19.03	19.86	20.69
				C	19.32	20.16	21.00
				D	19.61	20.46	21.32

GL-EIM 03 STEP-1

		Zone 1	Zone 2				
From:	\$	20.58	20.07				
To:	A	21.05	20.53		Step 1	Step 2	Step 3
	B	21.37	20.84	X	19.66	20.52	21.37
				C	19.95	20.83	21.69
				D	20.25	21.14	22.02

GL-EIM 04 STEP-1

		Zone 1	Zone 2				
From:	\$	21.29	20.79				
To:	A	21.78	21.27		Step 1	Step 2	Step 3
	B	22.11	21.59	X	20.34	21.23	22.11
				C	20.65	21.55	22.44
				D	20.96	21.87	22.78

GL-EIM 05 STEP-1

		Zone 1	Zone 2				
From:	\$	22.01	21.48				
To:	A	22.52	21.97		Step 1	Step 2	Step 3
	B	22.86	22.30	X	21.03	21.95	22.86
				C	21.35	22.28	23.20
				D	21.67	22.61	23.55

GL-EIM 06 STEP-1

		Zone 1	Zone 2				
From:	\$	22.85	22.26				
To:	A	23.38	22.77		Step 1	Step 2	Step 3
	B	23.73	23.11	X	21.83	22.78	23.73
				C	22.16	23.12	24.09
				D	22.49	23.47	24.45

GL-EIM 07 STEP-1

		Zone 1	Zone 2				
From:	\$	23.63	23.02				
To:	A	24.17	23.55		Step 1	Step 2	Step 3
	B	24.53	23.90	X	22.57	23.55	24.53
				C	22.91	23.90	24.90
				D	23.25	24.26	25.27

GL-EIM 08 STEP-1

		Zone 1	Zone 2				
From:	\$	24.62	23.96				
To:	A	25.19	24.51		Step 1	Step 2	Step 3
	B	25.57	24.88	X	23.52	24.55	25.57
				C	23.87	24.92	25.95
				D	24.23	25.29	26.34

GL-EIM 09 STEP-1

		Zone 1	Zone 2				
From:	\$	25.60	24.89				
To:	A	26.19	25.46		Step 1	Step 2	Step 3
	B	26.58	25.84	X	24.45	25.52	26.58
				C	24.82	25.90	26.98
				D	25.19	26.29	27.38

GL-EIM 10 STEP-1

		Zone 1	Zone 2				
From:	\$	26.54	25.85				
To:	A	27.15	26.44		Step 1	Step 2	Step 3
	B	27.56	26.84	X	25.36	26.46	27.56
				C	25.74	26.86	27.97
				D	26.13	27.26	28.39

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories

Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
ELECTRICAL INSTALLING AND MAINTAINING SUB-GROUP (EIM) (ELECTRICIAN)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-EIM 10 STEP-2

		Zone 1	Zone 2				
From:	\$	27.25	26.55				
To:	A	27.88	27.16				
	B	28.30	27.57	X	26.04	27.17	28.30
				C	26.43	27.58	28.72
				D	26.83	27.99	29.15

GL-EIM 11 STEP-2

		Zone 1	Zone 2				
From:	\$	28.25	27.49				
To:	A	28.90	28.12				
	B	29.33	28.54	X	26.98	28.16	29.33
				C	27.38	28.58	29.77
				D	27.79	29.01	30.22

GL-EIM 12 STEP-2

		Zone 1	Zone 2				
From:	\$	29.26	28.50				
To:	A	29.93	29.16				
	B	30.38	29.60	X	27.95	29.16	30.38
				C	28.37	29.60	30.84
				D	28.80	30.04	31.30

GL-EIM 13 STEP-2

		Zone 1	Zone 2				
From:	\$	30.26	29.48				
To:	A	30.96	30.16				
	B	31.42	30.61	X	28.91	30.16	31.42
				C	29.34	30.61	31.89
				D	29.78	31.07	32.37

GL-EIM 14 STEP-2

		Zone 1	Zone 2				
From:	\$	31.26	30.47				
To:	A	31.98	31.17				
	B	32.46	31.64	X	29.86	31.16	32.46
				C	30.31	31.63	32.95
				D	30.76	32.10	33.44

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
ELEMENTAL SUB-GROUP (ELE)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-ELE 01

		Zone 1	Zone 2				
From:	\$	17.45	16.78				
To:	A	17.85	17.17		Step 1	Step 2	Step 3
	B	18.12	17.43	X	16.67	17.40	18.12
				C	16.92	17.66	18.39
				D	17.17	17.92	18.67

GL-ELE 02

		Zone 1	Zone 2				
From:	\$	18.12	17.35				
To:	A	18.54	17.75		Step 1	Step 2	Step 3
	B	18.82	18.02	X	17.31	18.07	18.82
				C	17.57	18.34	19.10
				D	17.83	18.62	19.39

GL-ELE 03

		Zone 1	Zone 2				
From:	\$	18.73	17.95				
To:	A	19.16	18.36		Step 1	Step 2	Step 3
	B	19.45	18.64	X	17.89	18.67	19.45
				C	18.16	18.95	19.74
				D	18.43	19.23	20.04

GL-ELE 04

		Zone 1	Zone 2				
From:	\$	19.27	18.53				
To:	A	19.71	18.96		Step 1	Step 2	Step 3
	B	20.01	19.24	X	18.41	19.21	20.01
				C	18.69	19.50	20.31
				D	18.97	19.79	20.61

GL-ELE 05

		Zone 1	Zone 2				
From:	\$	20.02	19.21				
To:	A	20.48	19.65		Step 1	Step 2	Step 3
	B	20.79	19.94	X	19.13	19.96	20.79
				C	19.42	20.26	21.10
				D	19.71	20.56	21.42

GL-ELE 06

		Zone 1	Zone 2				
From:	\$	20.67	19.84				
To:	A	21.15	20.30		Step 1	Step 2	Step 3
	B	21.47	20.60	X	19.75	20.61	21.47
				C	20.05	20.92	21.79
				D	20.35	21.23	22.12

GL-ELE 07							
		Zone 1	Zone 2				
From:	\$	21.38	20.46				
To:	A	21.87	20.93		Step 1	Step 2	Step 3
	B	22.20	21.24	X	20.42	21.31	22.20
				C	20.73	21.63	22.53
				D	21.04	21.95	22.87
GL-ELE 08							
		Zone 1	Zone 2				
From:	\$	22.21	21.30				
To:	A	22.72	21.79		Step 1	Step 2	Step 3
	B	23.06	22.12	X	21.22	22.14	23.06
				C	21.54	22.47	23.41
				D	21.86	22.81	23.76
GL-ELE 09							
		Zone 1	Zone 2				
From:	\$	23.03	22.10				
To:	A	23.56	22.61		Step 1	Step 2	Step 3
	B	23.91	22.95	X	22.00	22.95	23.91
				C	22.33	23.29	24.27
				D	22.66	23.64	24.63
GL-ELE 10							
		Zone 1	Zone 2				
From:	\$	23.93	22.84				
To:	A	24.48	23.37		Step 1	Step 2	Step 3
	B	24.85	23.72	X	22.86	23.86	24.85
				C	23.20	24.22	25.22
				D	23.55	24.58	25.60
GL-ELE 11							
		Zone 1	Zone 2				
From:	\$	24.83	23.69				
To:	A	25.40	24.23		Step 1	Step 2	Step 3
	B	25.78	24.59	X	23.72	24.75	25.78
				C	24.08	25.12	26.17
				D	24.44	25.50	26.56
GL-ELE 12							
		Zone 1	Zone 2				
From:	\$	25.67	24.53				
To:	A	26.26	25.09		Step 1	Step 2	Step 3
	B	26.65	25.47	X	24.52	25.58	26.65
				C	24.89	25.96	27.05
				D	25.26	26.35	27.46
GL-ELE 13							
		Zone 1	Zone 2				
From:	\$	26.54	25.35				
To:	A	27.15	25.93		Step 1	Step 2	Step 3
	B	27.56	26.32	X	25.36	26.46	27.56
				C	25.74	26.86	27.97
				D	26.13	27.26	28.39
GL-ELE 14							
		Zone 1	Zone 2				
From:	\$	27.38	26.17				
To:	A	28.01	26.77		Step 1	Step 2	Step 3
	B	28.43	27.17	X	26.16	27.29	28.43
				C	26.55	27.70	28.86
				D	26.95	28.12	29.29

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
MACHINERY MAINTAINING SUB-GROUP (MAM)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-MAM 01

		Zone 1	Zone 2				
From:	\$	18.76	17.52				
To:	A	19.19	17.92		Step 1	Step 2	Step 3
	B	19.48	18.19	X	17.92	18.70	19.48
				C	18.19	18.98	19.77
				D	18.46	19.26	20.07

GL-MAM 02

		Zone 1	Zone 2				
From:	\$	19.49	18.09				
To:	A	19.94	18.51		Step 1	Step 2	Step 3
	B	20.24	18.79	X	18.62	19.43	20.24
				C	18.90	19.72	20.54
				D	19.18	20.02	20.85

GL-MAM 03

		Zone 1	Zone 2				
From:	\$	20.14	18.76				
To:	A	20.60	19.19		Step 1	Step 2	Step 3
	B	20.91	19.48	X	19.24	20.07	20.91
				C	19.53	20.37	21.22
				D	19.82	20.68	21.54

GL-MAM 04

		Zone 1	Zone 2				
From:	\$	20.80	19.33				
To:	A	21.28	19.77		Step 1	Step 2	Step 3
	B	21.60	20.07	X	19.87	20.74	21.60
				C	20.17	21.05	21.92
				D	20.47	21.37	22.25

GL-MAM 05

		Zone 1	Zone 2				
From:	\$	21.54	20.00				
To:	A	22.04	20.46		Step 1	Step 2	Step 3
	B	22.37	20.77	X	20.58	21.48	22.37
				C	20.89	21.80	22.71
				D	21.20	22.13	23.05

GL-MAM 06

		Zone 1	Zone 2				
From:	\$	22.31	20.72				
To:	A	22.82	21.20		Step 1	Step 2	Step 3
	B	23.16	21.52	X	21.31	22.23	23.16
				C	21.63	22.56	23.51
				D	21.95	22.90	23.86

GL-MAM 07							
		Zone 1	Zone 2				
From:	\$	23.05	21.36				
To:	A	23.58	21.85		Step 1	Step 2	Step 3
	B	23.93	22.18	X	22.02	22.97	23.93
				C	22.35	23.31	24.29
				D	22.69	23.66	24.65
GL-MAM 08							
		Zone 1	Zone 2				
From:	\$	24.00	22.26				
To:	A	24.55	22.77		Step 1	Step 2	Step 3
	B	24.92	23.11	X	22.93	23.92	24.92
				C	23.27	24.28	25.29
				D	23.62	24.64	25.67
GL-MAM 09							
		Zone 1	Zone 2				
From:	\$	24.95	23.11				
To:	A	25.52	23.64		Step 1	Step 2	Step 3
	B	25.90	23.99	X	23.83	24.86	25.90
				C	24.19	25.23	26.29
				D	24.55	25.61	26.68
GL-MAM 10							
		Zone 1	Zone 2				
From:	\$	25.92	23.96				
To:	A	26.52	24.51		Step 1	Step 2	Step 3
	B	26.92	24.88	X	24.77	25.84	26.92
				C	25.14	26.23	27.32
				D	25.52	26.62	27.73
GL-MAM 11							
		Zone 1	Zone 2				
From:	\$	26.86	24.83				
To:	A	27.48	25.40		Step 1	Step 2	Step 3
	B	27.89	25.78	X	25.66	26.77	27.89
				C	26.04	27.17	28.31
				D	26.43	27.58	28.73
GL-MAM 12							
		Zone 1	Zone 2				
From:	\$	27.83	25.70				
To:	A	28.47	26.29		Step 1	Step 2	Step 3
	B	28.90	26.68	X	26.59	27.74	28.90
				C	26.99	28.16	29.33
				D	27.39	28.58	29.77
GL-MAM 13							
		Zone 1	Zone 2				
From:	\$	28.77	26.58				
To:	A	29.43	27.19		Step 1	Step 2	Step 3
	B	29.87	27.60	X	27.48	28.68	29.87
				C	27.89	29.11	30.32
				D	28.31	29.55	30.77
GL-MAM 14							
		Zone 1	Zone 2				
From:	\$	29.70	27.47				
To:	A	30.38	28.10		Step 1	Step 2	Step 3
	B	30.84	28.52	X	28.37	29.61	30.84
				C	28.80	30.05	31.30
				D	29.23	30.50	31.77

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
MANIPULATION SUB-GROUP (MAN)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
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- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-MAN 01

		Zone 1	Zone 2				
From:	\$	19.08	17.76				
To:	A	19.52	18.17		Step 1	Step 2	Step 3
	B	19.81	18.44	X	18.23	19.02	19.81
				C	18.50	19.31	20.11
				D	18.78	19.60	20.41

GL-MAN 02

		Zone 1	Zone 2				
From:	\$	19.71	18.35				
To:	A	20.16	18.77		Step 1	Step 2	Step 3
	B	20.46	19.05	X	18.82	19.64	20.46
				C	19.10	19.93	20.77
				D	19.39	20.23	21.08

GL-MAN 03

		Zone 1	Zone 2				
From:	\$	20.40	18.94				
To:	A	20.87	19.38		Step 1	Step 2	Step 3
	B	21.18	19.67	X	19.49	20.33	21.18
				C	19.78	20.63	21.50
				D	20.08	20.94	21.82

GL-MAN 04

		Zone 1	Zone 2				
From:	\$	21.09	19.61				
To:	A	21.58	20.06		Step 1	Step 2	Step 3
	B	21.90	20.36	X	20.15	21.02	21.90
				C	20.45	21.34	22.23
				D	20.76	21.66	22.56

GL-MAN 05

		Zone 1	Zone 2				
From:	\$	21.81	20.30				
To:	A	22.31	20.77		Step 1	Step 2	Step 3
	B	22.64	21.08	X	20.83	21.73	22.64
				C	21.14	22.06	22.98
				D	21.46	22.39	23.32

GL-MAN 06

		Zone 1	Zone 2				
From:	\$	22.56	20.96				
To:	A	23.08	21.44		Step 1	Step 2	Step 3
	B	23.43	21.76	X	21.56	22.49	23.43
				C	21.88	22.83	23.78
				D	22.21	23.17	24.14

GL-MAN 07						
		Zone 1	Zone 2			
From:	\$	23.33	21.67			
To:	A	23.87	22.17		Step 1	Step 2
	B	24.23	22.50	X	22.29	23.26
				C	22.62	23.61
				D	22.96	23.96
						24.23
						24.59
						24.96
GL-MAN 08						
		Zone 1	Zone 2			
From:	\$	24.36	22.54			
To:	A	24.92	23.06		Step 1	Step 2
	B	25.29	23.41	X	23.27	24.28
				C	23.62	24.64
				D	23.97	25.01
						25.29
						25.67
						26.06
GL-MAN 09						
		Zone 1	Zone 2			
From:	\$	25.29	23.39			
To:	A	25.87	23.93		Step 1	Step 2
	B	26.26	24.29	X	24.16	25.21
				C	24.52	25.59
				D	24.89	25.97
						26.26
						26.65
						27.05
GL-MAN 10						
		Zone 1	Zone 2			
From:	\$	26.28	24.29			
To:	A	26.88	24.85		Step 1	Step 2
	B	27.28	25.22	X	25.10	26.19
				C	25.48	26.58
				D	25.86	26.98
						27.28
						27.69
						28.11
GL-MAN 11						
		Zone 1	Zone 2			
From:	\$	27.23	25.16			
To:	A	27.86	25.74		Step 1	Step 2
	B	28.28	26.13	X	26.02	27.15
				C	26.41	27.56
				D	26.81	27.97
						28.28
						28.70
						29.13
GL-MAN 12						
		Zone 1	Zone 2			
From:	\$	28.18	26.06			
To:	A	28.83	26.66		Step 1	Step 2
	B	29.26	27.06	X	26.92	28.09
				C	27.32	28.51
				D	27.73	28.94
						29.26
						29.70
						30.15
GL-MAN 13						
		Zone 1	Zone 2			
From:	\$	29.21	26.93			
To:	A	29.88	27.55		Step 1	Step 2
	B	30.33	27.96	X	27.90	29.12
				C	28.32	29.56
				D	28.74	30.00
						30.33
						30.78
						31.24
GL-MAN 14						
		Zone 1	Zone 2			
From:	\$	30.12	27.81			
To:	A	30.81	28.45		Step 1	Step 2
	B	31.27	28.88	X	28.77	30.02
				C	29.20	30.47
				D	29.64	30.93
						31.27
						31.74
						32.22

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
MACHINE DRIVING-OPERATING SUB-GROUP (MDO)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-MDO 01

		Zone 1	Zone 2				
From:	\$	17.73	16.51				
To:	A	18.14	16.89		Step 1	Step 2	Step 3
	B	18.41	17.14	X	16.94	17.67	18.41
				C	17.19	17.94	18.69
				D	17.45	18.21	18.97

GL-MDO 02

		Zone 1	Zone 2				
From:	\$	18.35	17.13				
To:	A	18.77	17.52		Step 1	Step 2	Step 3
	B	19.05	17.78	X	17.53	18.29	19.05
				C	17.79	18.56	19.34
				D	18.06	18.84	19.63

GL-MDO 03

		Zone 1	Zone 2				
From:	\$	18.97	17.64				
To:	A	19.41	18.05		Step 1	Step 2	Step 3
	B	19.70	18.32	X	18.12	18.91	19.70
				C	18.39	19.19	20.00
				D	18.67	19.48	20.30

GL-MDO 04

		Zone 1	Zone 2				
From:	\$	19.61	18.26				
To:	A	20.06	18.68		Step 1	Step 2	Step 3
	B	20.36	18.96	X	18.73	19.55	20.36
				C	19.01	19.84	20.67
				D	19.30	20.14	20.98

GL-MDO 05

		Zone 1	Zone 2				
From:	\$	20.68	19.28				
To:	A	21.16	19.72		Step 1	Step 2	Step 3
	B	21.48	20.02	X	19.76	20.62	21.48
				C	20.06	20.93	21.80
				D	20.36	21.24	22.13

GL-MDO 06

		Zone 1	Zone 2				
From:	\$	21.42	19.91				
To:	A	21.91	20.37		Step 1	Step 2	Step 3
	B	22.24	20.68	X	20.46	21.35	22.24
				C	20.77	21.67	22.57
				D	21.08	22.00	22.91

GL-MDO 07

		Zone 1	Zone 2				
From:	\$	22.14	20.55				
To:	A	22.65	21.02		Step 1	Step 2	Step 3
	B	22.99	21.34	X	21.15	22.07	22.99
				C	21.47	22.40	23.33
				D	21.79	22.74	23.68

GL-MDO 08

		Zone 1	Zone 2				
From:	\$	23.03	21.34				
To:	A	23.56	21.83		Step 1	Step 2	Step 3
	B	23.91	22.16	X	22.00	22.95	23.91
				C	22.33	23.29	24.27
				D	22.66	23.64	24.63

GL-MDO 09

		Zone 1	Zone 2				
From:	\$	23.91	22.15				
To:	A	24.46	22.66		Step 1	Step 2	Step 3
	B	24.83	23.00	X	22.84	23.84	24.83
				C	23.18	24.20	25.20
				D	23.53	24.56	25.58

GL-MDO 10

		Zone 1	Zone 2				
From:	\$	24.84	22.94				
To:	A	25.41	23.47		Step 1	Step 2	Step 3
	B	25.79	23.82	X	23.73	24.76	25.79
				C	24.09	25.13	26.18
				D	24.45	25.51	26.57

GL-MDO 11

		Zone 1	Zone 2				
From:	\$	25.72	23.78				
To:	A	26.31	24.33		Step 1	Step 2	Step 3
	B	26.70	24.69	X	24.56	25.63	26.70
				C	24.93	26.01	27.10
				D	25.30	26.40	27.51

GL-MDO12

		Zone 1	Zone 2				
From:	\$	26.66	24.60				
To:	A	27.27	25.17		Step 1	Step 2	Step 3
	B	27.68	25.55	X	25.47	26.57	27.68
				C	25.85	26.97	28.10
				D	26.24	27.37	28.52

GL-MDO 13

		Zone 1	Zone 2				
From:	\$	27.58	25.41				
To:	A	28.21	25.99		Step 1	Step 2	Step 3
	B	28.63	26.38	X	26.34	27.48	28.63
				C	26.74	27.89	29.06
				D	27.14	28.31	29.50

GL-MDO 14

		Zone 1	Zone 2				
From:	\$	28.44	26.22				
To:	A	29.09	26.82		Step 1	Step 2	Step 3
	B	29.53	27.22	X	27.17	28.35	29.53
				C	27.58	28.78	29.97
				D	27.99	29.21	30.42

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories

Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
MACHINE OPERATING-CONTROLLING SUB-GROUP (MOC)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-MOC 01

		Zone 1	Zone 2				
From:	\$	18.69	17.77				
To:	A	19.12	18.18		Step 1	Step 2	Step 3
	B	19.41	18.45	X	17.86	18.63	19.41
				C	18.13	18.91	19.70
				D	18.40	19.19	20.00

GL-MOC 02

		Zone 1	Zone 2				
From:	\$	19.29	18.41				
To:	A	19.73	18.83		Step 1	Step 2	Step 3
	B	20.03	19.11	X	18.43	19.23	20.03
				C	18.71	19.52	20.33
				D	18.99	19.81	20.63

GL-MOC 03

		Zone 1	Zone 2				
From:	\$	20.00	18.99				
To:	A	20.46	19.43		Step 1	Step 2	Step 3
	B	20.77	19.72	X	19.11	19.94	20.77
				C	19.40	20.24	21.08
				D	19.69	20.54	21.40

GL-MOC 04

		Zone 1	Zone 2				
From:	\$	20.61	19.63				
To:	A	21.08	20.08		Step 1	Step 2	Step 3
	B	21.40	20.38	X	19.69	20.54	21.40
				C	19.99	20.85	21.72
				D	20.29	21.16	22.05

GL-MOC 05

		Zone 1	Zone 2				
From:	\$	21.38	20.35				
To:	A	21.87	20.82		Step 1	Step 2	Step 3
	B	22.20	21.13	X	20.42	21.31	22.20
				C	20.73	21.63	22.53
				D	21.04	21.95	22.87

GL-MOC 06

		Zone 1	Zone 2				
From:	\$	22.13	21.03				
To:	A	22.64	21.51		Step 1	Step 2	Step 3
	B	22.98	21.83	X	21.14	22.06	22.98
				C	21.46	22.39	23.32
				D	21.78	22.73	23.67

GL-MOC 07

		Zone 1	Zone 2				
From:	\$	22.91	21.76				
To:	A	23.44	22.26		Step 1	Step 2	Step 3
	B	23.79	22.59	X	21.89	22.84	23.79
				C	22.22	23.18	24.15
				D	22.55	23.53	24.51

GL-MOC 08

		Zone 1	Zone 2				
From:	\$	23.86	22.59				
To:	A	24.41	23.11		Step 1	Step 2	Step 3
	B	24.78	23.46	X	22.80	23.79	24.78
				C	23.14	24.15	25.15
				D	23.49	24.51	25.53

GL-MOC 09

		Zone 1	Zone 2				
From:	\$	24.76	23.45				
To:	A	25.33	23.99		Step 1	Step 2	Step 3
	B	25.71	24.35	X	23.65	24.68	25.71
				C	24.00	25.05	26.10
				D	24.36	25.43	26.49

GL-MOC 10

		Zone 1	Zone 2				
From:	\$	25.71	24.36				
To:	A	26.30	24.92		Step 1	Step 2	Step 3
	B	26.69	25.29	X	24.55	25.62	26.69
				C	24.92	26.00	27.09
				D	25.29	26.39	27.50

GL-MOC 11

		Zone 1	Zone 2				
From:	\$	26.66	25.24				
To:	A	27.27	25.82		Step 1	Step 2	Step 3
	B	27.68	26.21	X	25.47	26.57	27.68
				C	25.85	26.97	28.10
				D	26.24	27.37	28.52

GL-MOC 12

		Zone 1	Zone 2				
From:	\$	27.58	26.14				
To:	A	28.21	26.74		Step 1	Step 2	Step 3
	B	28.63	27.14	X	26.34	27.48	28.63
				C	26.74	27.89	29.06
				D	27.14	28.31	29.50

GL-MOC 13

		Zone 1	Zone 2				
From:	\$	28.51	27.03				
To:	A	29.17	27.65		Step 1	Step 2	Step 3
	B	29.61	28.06	X	27.24	28.43	29.61
				C	27.65	28.86	30.05
				D	28.06	29.29	30.50

GL-MOC 14

		Zone 1	Zone 2				
From:	\$	29.45	27.86				
To:	A	30.13	28.50		Step 1	Step 2	Step 3
	B	30.58	28.93	X	28.13	29.36	30.58
				C	28.55	29.80	31.04
				D	28.98	30.25	31.51

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories

Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
PAINTING AND CONSTRUCTION FINISHING SUB-GROUP (PCF)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-PCF 06

		Zone 1	Zone 2				
From:	\$	24.62	22.88				
To:	A	25.19	23.41		Step 1	Step 2	Step 3
	B	25.57	23.76	X	23.52	24.55	25.57
				C	23.87	24.92	25.95
				D	24.23	25.29	26.34

GL-PCF 07

		Zone 1	Zone 2				
From:	\$	25.47	23.70				
To:	A	26.06	24.25		Step 1	Step 2	Step 3
	B	26.45	24.61	X	24.33	25.39	26.45
				C	24.69	25.77	26.85
				D	25.06	26.16	27.25

GL-PCF 08

		Zone 1	Zone 2				
From:	\$	26.53	24.72				
To:	A	27.14	25.29		Step 1	Step 2	Step 3
	B	27.55	25.67	X	25.35	26.45	27.55
				C	25.73	26.85	27.96
				D	26.12	27.25	28.38

GL-PCF 09

		Zone 1	Zone 2				
From:	\$	27.60	25.70				
To:	A	28.23	26.29		Step 1	Step 2	Step 3
	B	28.65	26.68	X	26.36	27.50	28.65
				C	26.76	27.91	29.08
				D	27.16	28.33	29.52

GL-PCF 10

		Zone 1	Zone 2				
From:	\$	28.69	26.67				
To:	A	29.35	27.28		Step 1	Step 2	Step 3
	B	29.79	27.69	X	27.41	28.60	29.79
				C	27.82	29.03	30.24
				D	28.24	29.47	30.69

GL-PCF 11

		Zone 1	Zone 2				
From:	\$	29.71	27.66				
To:	A	30.39	28.30		Step 1	Step 2	Step 3
	B	30.85	28.72	X	28.38	29.62	30.85
				C	28.81	30.06	31.31
				D	29.24	30.51	31.78

GL-PCF 12

		Zone 1	Zone 2				
From:	\$	30.79	28.63				
To:	A	31.50	29.29		Step 1	Step 2	Step 3
	B	31.97	29.73	X	29.41	30.69	31.97
				C	29.85	31.15	32.45
				D	30.30	31.62	32.94

GL-PCF 13

		Zone 1	Zone 2				
From:	\$	31.87	29.60				
To:	A	32.60	30.28		Step 1	Step 2	Step 3
	B	33.09	30.73	X	30.44	31.77	33.09
				C	30.90	32.25	33.59
				D	31.36	32.73	34.09

GL-PCF 14

		Zone 1	Zone 2				
From:	\$	32.91	30.55				
To:	A	33.67	31.25		Step 1	Step 2	Step 3
	B	34.18	31.72	X	31.45	32.81	34.18
				C	31.92	33.30	34.69
				D	32.40	33.80	35.21

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
PIPEFITTING SUB-GROUP (PIP)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-PIP 01 Step-1

		Zone 1	Zone 2				
From:	\$	18.30	19.39				
To:	A	18.72	19.84		Step 1	Step 2	Step 3
	B	19.00	20.14	X	18.53	19.33	20.14
				C	18.81	19.62	20.44
				D	19.09	19.91	20.75

GL-PIP 02 Step-1

		Zone 1	Zone 2				
From:	\$	18.94	20.07				
To:	A	19.38	20.53		Step 1	Step 2	Step 3
	B	19.67	20.84	X	19.17	20.01	20.84
				C	19.46	20.31	21.15
				D	19.75	20.61	21.47

GL-PIP 03 Step-1

		Zone 1	Zone 2				
From:	\$	19.55	20.81				
To:	A	20.00	21.29		Step 1	Step 2	Step 3
	B	20.30	21.61	X	19.88	20.75	21.61
				C	20.18	21.06	21.93
				D	20.48	21.38	22.26

GL-PIP 04 Step-1

		Zone 1	Zone 2				
From:	\$	20.21	21.47				
To:	A	20.67	21.96		Step 1	Step 2	Step 3
	B	20.98	22.29	X	20.51	21.40	22.29
				C	20.82	21.72	22.62
				D	21.13	22.05	22.96

GL-PIP 05 Step-1

		Zone 1	Zone 2				
From:	\$	20.93	22.28				
To:	A	21.41	22.79		Step 1	Step 2	Step 3
	B	21.73	23.13	X	21.28	22.20	23.13
				C	21.60	22.53	23.48
				D	21.92	22.87	23.83

GL-PIP 06 Step-1

		Zone 1	Zone 2				
From:	\$	21.66	23.08				
To:	A	22.16	23.61		Step 1	Step 2	Step 3
	B	22.49	23.96	X	22.04	23.00	23.96
				C	22.37	23.35	24.32
				D	22.71	23.70	24.68

GL-PIP 07 Step-1							
		Zone 1	Zone 2				
From:	\$	22.38	23.81				
To:	A	22.89	24.36		Step 1	Step 2	Step 3
	B	23.23	24.73	X	22.75	23.74	24.73
				C	23.09	24.10	25.10
				D	23.44	24.46	25.48
GL PIP-08 Step-1							
		Zone 1	Zone 2				
From:	\$	23.28	24.83				
To:	A	23.82	25.40		Step 1	Step 2	Step 3
	B	24.18	25.78	X	23.72	24.75	25.78
				C	24.08	25.12	26.17
				D	24.44	25.50	26.56
GL PIP-09 Step-1							
		Zone 1	Zone 2				
From:	\$	24.24	25.83				
To:	A	24.80	26.42		Step 1	Step 2	Step 3
	B	25.17	26.82	X	24.67	25.75	26.82
				C	25.04	26.14	27.22
				D	25.42	26.53	27.63
GL PIP-10 Step-1							
		Zone 1	Zone 2				
From:	\$	25.16	26.76				
To:	A	25.74	27.38		Step 1	Step 2	Step 3
	B	26.13	27.79	X	25.57	26.68	27.79
				C	25.95	27.08	28.21
				D	26.34	27.49	28.63
GL-PIP 11 Step-1							
		Zone 1	Zone 2				
From:	\$	26.01	27.81				
To:	A	26.61	28.45		Step 1	Step 2	Step 3
	B	27.01	28.88	X	26.57	27.72	28.88
				C	26.97	28.14	29.31
				D	27.37	28.56	29.75
GL-PIP 12 Step-1							
		Zone 1	Zone 2				
From:	\$	26.99	28.77				
To:	A	27.61	29.43		Step 1	Step 2	Step 3
	B	28.02	29.87	X	27.48	28.68	29.87
				C	27.89	29.11	30.32
				D	28.31	29.55	30.77
GL-PIP 13 Step-1							
		Zone 1	Zone 2				
From:	\$	27.89	29.77				
To:	A	28.53	30.45		Step 1	Step 2	Step 3
	B	28.96	30.91	X	28.44	29.67	30.91
				C	28.87	30.12	31.37
				D	29.30	30.57	31.84
GL-PIP 14 Step-1							
		Zone 1	Zone 2				
From:	\$	28.80	30.75				
To:	A	29.46	31.46		Step 1	Step 2	Step 3
	B	29.90	31.93	X	29.38	30.65	31.93
				C	29.82	31.11	32.41
				D	30.27	31.58	32.90

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
PIPEFITTING SUB-GROUP (PIP) (PIPEFITTER AND PLUMBER)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-PIP 09 Step-2

	Zone 1	Zone 2				
From:	\$ 26.71	26.53				
To:	A 27.32	27.14		Step 1	Step 2	Step 3
	B 27.73	27.55	X	25.51	26.62	27.73
			C	25.89	27.02	28.15
			D	26.28	27.43	28.57

GL-PIP 10 Step-2

	Zone 1	Zone 2				
From:	\$ 27.81	27.52				
To:	A 28.45	28.15		Step 1	Step 2	Step 3
	B 28.88	28.57	X	26.57	27.72	28.88
			C	26.97	28.14	29.31
			D	27.37	28.56	29.75

GL-PIP 11 Step-2

	Zone 1	Zone 2				
From:	\$ 28.79	28.57				
To:	A 29.45	29.23		Step 1	Step 2	Step 3
	B 29.89	29.67	X	27.50	28.69	29.89
			C	27.91	29.12	30.34
			D	28.33	29.56	30.80

GL-PIP 12 Step-2

	Zone 1	Zone 2				
From:	\$ 29.80	29.54				
To:	A 30.49	30.22		Step 1	Step 2	Step 3
	B 30.95	30.67	X	28.47	29.71	30.95
			C	28.90	30.16	31.41
			D	29.33	30.61	31.88

GL-PIP 13 Step-2

	Zone 1	Zone 2				
From:	\$ 30.84	30.53				
To:	A 31.55	31.23		Step 1	Step 2	Step 3
	B 32.02	31.70	X	29.46	30.74	32.02
			C	29.90	31.20	32.50
			D	30.35	31.67	32.99

GL-PIP 14 Step-2

	Zone 1	Zone 2				
From:	\$ 31.86	31.54				
To:	A 32.59	32.27		Step 1	Step 2	Step 3
	B 33.08	32.75	X	30.43	31.76	33.08
			C	30.89	32.24	33.58
			D	31.35	32.72	34.08

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
PRECISION WORKING SUB-GROUP(PRW)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-PRW 01 Step-1

		Zone 1	Zone 2				
From:	\$	19.09	17.77				
To:	A	19.53	18.18		Step 1	Step 2	Step 3
	B	19.82	18.45	X	18.23	19.03	19.82
				C	18.50	19.32	20.12
				D	18.78	19.61	20.42

GL-PRW 02 Step-1

		Zone 1	Zone 2				
From:	\$	19.73	18.41				
To:	A	20.18	18.83		Step 1	Step 2	Step 3
	B	20.48	19.11	X	18.84	19.66	20.48
				C	19.12	19.95	20.79
				D	19.41	20.25	21.10

GL-PRW 03 Step-1

		Zone 1	Zone 2				
From:	\$	20.41	18.99				
To:	A	20.88	19.43		Step 1	Step 2	Step 3
	B	21.19	19.72	X	19.49	20.34	21.19
				C	19.78	20.65	21.51
				D	20.08	20.96	21.83

GL-PRW 04 Step-1

		Zone 1	Zone 2				
From:	\$	21.09	19.62				
To:	A	21.58	20.07		Step 1	Step 2	Step 3
	B	21.90	20.37	X	20.15	21.02	21.90
				C	20.45	21.34	22.23
				D	20.76	21.66	22.56

GL-PRW 05 Step-1

		Zone 1	Zone 2				
From:	\$	21.81	20.32				
To:	A	22.31	20.79		Step 1	Step 2	Step 3
	B	22.64	21.10	X	20.83	21.73	22.64
				C	21.14	22.06	22.98
				D	21.46	22.39	23.32

GL-PRW 06 Step-1

		Zone 1	Zone 2				
From:	\$	22.63	20.98				
To:	A	23.15	21.46		Step 1	Step 2	Step 3
	B	23.50	21.78	X	21.62	22.56	23.50
				C	21.94	22.90	23.85
				D	22.27	23.24	24.21

GL-PRW 07 Step-1						
		Zone 1	Zone 2			
From:	\$	23.36	21.76			
To:	A	23.90	22.26		Step 1	Step 2
	B	24.26	22.59	X	22.32	23.29
				C	22.65	23.64
				D	22.99	23.99
						Step 3
						24.26
						24.62
						24.99

GL-PRW 08 Step-1						
		Zone 1	Zone 2			
From:	\$	24.38	22.55			
To:	A	24.94	23.07		Step 1	Step 2
	B	25.31	23.42	X	23.29	24.30
				C	23.64	24.66
				D	23.99	25.03
						Step 3
						25.31
						25.69
						26.08

GL-PRW 09 Step-1						
		Zone 1	Zone 2			
From:	\$	25.34	23.44			
To:	A	25.92	23.98		Step 1	Step 2
	B	26.31	24.34	X	24.21	25.26
				C	24.57	25.64
				D	24.94	26.02
						Step 3
						26.31
						26.70
						27.10

GL-PRW 10 Step-1						
		Zone 1	Zone 2			
From:	\$	26.32	24.36			
To:	A	26.93	24.92		Step 1	Step 2
	B	27.33	25.29	X	25.14	26.24
				C	25.52	26.63
				D	25.90	27.03
						Step 3
						27.33
						27.74
						28.16

GL-PRW 11 Step-1						
		Zone 1	Zone 2			
From:	\$	27.29	25.24			
To:	A	27.92	25.82		Step 1	Step 2
	B	28.34	26.21	X	26.07	27.21
				C	26.46	27.62
				D	26.86	28.03
						Step 3
						28.34
						28.77
						29.20

GL-PRW 12 Step-1						
		Zone 1	Zone 2			
From:	\$	28.25	26.13			
To:	A	28.90	26.73		Step 1	Step 2
	B	29.33	27.13	X	26.98	28.16
				C	27.38	28.58
				D	27.79	29.01
						Step 3
						29.33
						29.77
						30.22

GL-PRW 13 Step-1						
		Zone 1	Zone 2			
From:	\$	29.22	27.03			
To:	A	29.89	27.65		Step 1	Step 2
	B	30.34	28.06	X	27.91	29.13
				C	28.33	29.57
				D	28.75	30.01
						Step 3
						30.34
						30.80
						31.26

GL-PRW 14 Step-1						
		Zone 1	Zone 2			
From:	\$	30.21	27.86			
To:	A	30.90	28.50		Step 1	Step 2
	B	31.36	28.93	X	28.85	30.11
				C	29.28	30.56
				D	29.72	31.02
						Step 3
						31.36
						31.83
						32.31

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories

Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

GL - GENERAL LABOUR AND TRADES
PRECISION WORKING SUB-GROUP (PRW) (PAINTER, BRICKLAYER, STONEMASON AND PLASTERER)
HOURLY RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-PRW 06 Step-2

		Zone 1	Zone 2				
From:	\$	24.62	22.88				
To:	A	25.19	23.41		Step 1	Step 2	Step 3
	B	25.57	23.76	X	23.52	24.55	25.57
				C	23.87	24.92	25.95
				D	24.23	25.29	26.34

GL-PRW 07 Step-2

		Zone 1	Zone 2				
From:	\$	25.47	23.70				
To:	A	26.06	24.25		Step 1	Step 2	Step 3
	B	26.45	24.61	X	24.33	25.39	26.45
				C	24.69	25.77	26.85
				D	25.06	26.16	27.25

GL-PRW 08 Step-2

		Zone 1	Zone 2				
From:	\$	26.53	24.72				
To:	A	27.14	25.29		Step 1	Step 2	Step 3
	B	27.55	25.67	X	25.35	26.45	27.55
				C	25.73	26.85	27.96
				D	26.12	27.25	28.38

GL-PRW 09 Step-2

		Zone 1	Zone 2				
From:	\$	27.60	25.70				
To:	A	28.23	26.29		Step 1	Step 2	Step 3
	B	28.65	26.68	X	26.36	27.50	28.65
				C	26.76	27.91	29.08
				D	27.16	28.33	29.52

GL-PRW 10 Step-2

		Zone 1	Zone 2				
From:	\$	28.69	26.67				
To:	A	29.35	27.28		Step 1	Step 2	Step 3
	B	29.79	27.69	X	27.41	28.60	29.79
				C	27.82	29.03	30.24
				D	28.24	29.47	30.69

GL-PRW 11 Step-2

		Zone 1	Zone 2				
From:	\$	29.71	27.66				
To:	A	30.39	28.30		Step 1	Step 2	Step 3
	B	30.85	28.72	X	28.38	29.62	30.85
				C	28.81	30.06	31.31
				D	29.24	30.51	31.78

GL-PRW 12 Step-2

		Zone 1	Zone 2				
From:	\$	30.79	28.63				
To:	A	31.50	29.29		Step 1	Step 2	Step 3
	B	31.97	29.73	X	29.41	30.69	31.97
				C	29.85	31.15	32.45
				D	30.30	31.62	32.94

GL-PRW 13 Step-2

		Zone 1	Zone 2				
From:	\$	31.87	29.60				
To:	A	32.60	30.28		Step 1	Step 2	Step 3
	B	33.09	30.73	X	30.44	31.77	33.09
				C	30.90	32.25	33.59
				D	31.36	32.73	34.09

GL-PRW 14 Step-2

		Zone 1	Zone 2				
From:	\$	32.91	30.55				
To:	A	33.67	31.25		Step 1	Step 2	Step 3
	B	34.18	31.72	X	31.45	32.81	34.18
				C	31.92	33.30	34.69
				D	32.40	33.80	35.21

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories

Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
VEHICLE AND HEAVY EQUIPMENT MAINTAINING SUB-GROUP (VHE)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-VHE 01

		Zone 1	Zone 2				
From:	\$	18.76	17.35				
To:	A	19.19	17.75		Step 1	Step 2	Step 3
	B	19.48	18.02	X	17.92	18.70	19.48
				C	18.19	18.98	19.77
				D	18.46	19.26	20.07

GL-VHE 02

		Zone 1	Zone 2				
From:	\$	19.49	17.97				
To:	A	19.94	18.38		Step 1	Step 2	Step 3
	B	20.24	18.66	X	18.62	19.43	20.24
				C	18.90	19.72	20.54
				D	19.18	20.02	20.85

GL-VHE 03

		Zone 1	Zone 2				
From:	\$	20.14	18.59				
To:	A	20.60	19.02		Step 1	Step 2	Step 3
	B	20.91	19.31	X	19.24	20.07	20.91
				C	19.53	20.37	21.22
				D	19.82	20.68	21.54

GL-VHE 04

		Zone 1	Zone 2				
From:	\$	20.80	19.21				
To:	A	21.28	19.65		Step 1	Step 2	Step 3
	B	21.60	19.94	X	19.87	20.74	21.60
				C	20.17	21.05	21.92
				D	20.47	21.37	22.25

GL-VHE 05

		Zone 1	Zone 2				
From:	\$	21.54	19.85				
To:	A	22.04	20.31		Step 1	Step 2	Step 3
	B	22.37	20.61	X	20.58	21.48	22.37
				C	20.89	21.80	22.71
				D	21.20	22.13	23.05

GL-VHE 06

		Zone 1	Zone 2				
From:	\$	22.31	20.53				
To:	A	22.82	21.00		Step 1	Step 2	Step 3
	B	23.16	21.32	X	21.31	22.23	23.16
				C	21.63	22.56	23.51
				D	21.95	22.90	23.86

GL-VHE 07						
		Zone 1	Zone 2			
From:	\$	23.05	21.25			
To:	A	23.58	21.74		Step 1	Step 2
	B	23.93	22.07	X	22.02	22.97
				C	22.35	23.31
				D	22.69	23.66
						24.29
						24.65
GL-VHE 08						
		Zone 1	Zone 2			
From:	\$	24.00	22.08			
To:	A	24.55	22.59		Step 1	Step 2
	B	24.92	22.93	X	22.93	23.92
				C	23.27	24.28
				D	23.62	24.64
						25.29
						25.67
GL-VHE 09						
		Zone 1	Zone 2			
From:	\$	24.95	22.84			
To:	A	25.52	23.37		Step 1	Step 2
	B	25.90	23.72	X	23.83	24.86
				C	24.19	25.23
				D	24.55	25.61
						26.29
						26.68
GL-VHE 10						
		Zone 1	Zone 2			
From:	\$	25.92	23.74			
To:	A	26.52	24.29		Step 1	Step 2
	B	26.92	24.65	X	24.77	25.84
				C	25.14	26.23
				D	25.52	26.62
						27.32
						27.73
GL-VHE 11						
		Zone 1	Zone 2			
From:	\$	26.86	24.59			
To:	A	27.48	25.16		Step 1	Step 2
	B	27.89	25.54	X	25.66	26.77
				C	26.04	27.17
				D	26.43	27.58
						28.31
						28.73
GL-VHE 12						
		Zone 1	Zone 2			
From:	\$	27.83	25.46			
To:	A	28.47	26.05		Step 1	Step 2
	B	28.90	26.44	X	26.59	27.74
				C	26.99	28.16
				D	27.39	28.58
						28.90
						29.33
						29.77
GL-VHE 13						
		Zone 1	Zone 2			
From:	\$	28.77	26.33			
To:	A	29.43	26.94		Step 1	Step 2
	B	29.87	27.34	X	27.48	28.68
				C	27.89	29.11
				D	28.31	29.55
						30.32
						30.77
GL-VHE 14						
		Zone 1	Zone 2			
From:	\$	29.70	27.19			
To:	A	30.38	27.82		Step 1	Step 2
	B	30.84	28.24	X	28.37	29.61
				C	28.80	30.05
				D	29.23	30.50
						31.30
						31.77

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
WOODWORKING SUB-GROUP (WOW)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-WOW 01 Step-1

		Zone 1	Zone 2				
From:	\$	17.55	17.76				
To:	A	17.95	18.17		Step 1	Step 2	Step 3
	B	18.22	18.44	X	16.96	17.70	18.44
				C	17.21	17.97	18.72
				D	17.47	18.24	19.00

GL-WOW 02 Step-1

		Zone 1	Zone 2				
From:	\$	18.17	18.35				
To:	A	18.59	18.77		Step 1	Step 2	Step 3
	B	18.87	19.05	X	17.53	18.29	19.05
				C	17.79	18.56	19.34
				D	18.06	18.84	19.63

GL-WOW 03 Step-1

		Zone 1	Zone 2				
From:	\$	18.76	18.98				
To:	A	19.19	19.42		Step 1	Step 2	Step 3
	B	19.48	19.71	X	18.13	18.92	19.71
				C	18.40	19.20	20.01
				D	18.68	19.49	20.31

GL-WOW 04 Step-1

		Zone 1	Zone 2				
From:	\$	19.41	19.62				
To:	A	19.86	20.07		Step 1	Step 2	Step 3
	B	20.16	20.37	X	18.74	19.56	20.37
				C	19.02	19.85	20.68
				D	19.31	20.15	20.99

GL-WOW 05 Step-1

		Zone 1	Zone 2				
From:	\$	20.09	20.32				
To:	A	20.55	20.79		Step 1	Step 2	Step 3
	B	20.86	21.10	X	19.41	20.26	21.10
				C	19.70	20.56	21.42
				D	20.00	20.87	21.74

GL-WOW 06 Step-1

		Zone 1	Zone 2				
From:	\$	20.74	20.96				
To:	A	21.22	21.44		Step 1	Step 2	Step 3
	B	21.54	21.76	X	20.02	20.89	21.76
				C	20.32	21.20	22.09
				D	20.62	21.52	22.42

GL-WOW 07 Step-1

		Zone 1	Zone 2		Step 1	Step 2	Step 3
From:	\$	21.47	21.70				
To:	A	21.96	22.20				
	B	22.29	22.53	X	20.73	21.63	22.53
				C	21.04	21.95	22.87
				D	21.36	22.28	23.21

GL-WOW 08 Step-1

		Zone 1	Zone 2		Step 1	Step 2	Step 3
From:	\$	22.31	22.54				
To:	A	22.82	23.06				
	B	23.16	23.41	X	21.54	22.47	23.41
				C	21.86	22.81	23.76
				D	22.19	23.15	24.12

GL-WOW 09 Step-1

		Zone 1	Zone 2		Step 1	Step 2	Step 3
From:	\$	23.21	23.44				
To:	A	23.74	23.98				
	B	24.10	24.34	X	22.39	23.37	24.34
				C	22.73	23.72	24.71
				D	23.07	24.08	25.08

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GL - GENERAL LABOUR AND TRADES
WOODWORKING SUB-GROUP (WOW) (CARPENTER)
HOURLY RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GL-WOW 09 Step-2

		Zone 1	Zone 2				
From:	\$	25.40	24.08				
To:	A	25.98	24.63		Step 1	Step 2	Step 3
	B	26.37	25.00	X	24.26	25.32	26.37
				C	24.62	25.70	26.77
				D	24.99	26.09	27.17

GL-WOW 10 Step-2

		Zone 1	Zone 2				
From:	\$	26.39	25.01				
To:	A	27.00	25.59		Step 1	Step 2	Step 3
	B	27.41	25.97	X	25.22	26.31	27.41
				C	25.60	26.70	27.82
				D	25.98	27.10	28.24

GL-WOW 11 Step-2

		Zone 1	Zone 2				
From:	\$	27.36	25.89				
To:	A	27.99	26.49		Step 1	Step 2	Step 3
	B	28.41	26.89	X	26.14	27.27	28.41
				C	26.53	27.68	28.84
				D	26.93	28.10	29.27

GL-WOW 12 Step-2

		Zone 1	Zone 2				
From:	\$	28.37	26.84				
To:	A	29.02	27.46		Step 1	Step 2	Step 3
	B	29.46	27.87	X	27.10	28.28	29.46
				C	27.51	28.70	29.90
				D	27.92	29.13	30.35

GL-WOW 13 Step-2

		Zone 1	Zone 2				
From:	\$	29.32	27.78				
To:	A	29.99	28.42		Step 1	Step 2	Step 3
	B	30.44	28.85	X	28.00	29.22	30.44
				C	28.42	29.66	30.90
				D	28.85	30.10	31.36

GL-WOW 14 Step-2

		Zone 1	Zone 2				
From:	\$	30.27	28.66				
To:	A	30.97	29.32		Step 1	Step 2	Step 3
	B	31.43	29.76	X	28.92	30.17	31.43
				C	29.35	30.62	31.90
				D	29.79	31.08	32.38

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

**GS- GENERAL SERVICES
HOURLY RATES OF PAY**
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- X) Zone Conversion
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GS 01

		Zone 1	Zone 2				
From:	\$	14.12	12.88				
To:	A	14.44	13.18		Step 1	Step 2	Step 3
	B	14.66	13.38	X	13.49	14.07	14.66
				C	13.69	14.28	14.88
				D	13.90	14.49	15.10

GS 02

		Zone 1	Zone 2				
From:	\$	16.97	15.45				
To:	A	17.36	15.81		Step 1	Step 2	Step 3
	B	17.62	16.05	X	16.21	16.92	17.62
				C	16.45	17.17	17.88
				D	16.70	17.43	18.15

GS 03

		Zone 1	Zone 2				
From:	\$	19.85	18.06				
To:	A	20.31	18.48		Step 1	Step 2	Step 3
	B	20.61	18.76	X	18.96	19.79	20.61
				C	19.24	20.09	20.92
				D	19.53	20.39	21.23

GS 04

		Zone 1	Zone 2				
From:	\$	20.87	19.01				
To:	A	21.35	19.45		Step 1	Step 2	Step 3
	B	21.67	19.74	X	19.94	20.80	21.67
				C	20.24	21.11	22.00
				D	20.54	21.43	22.33

GS 05

		Zone 1	Zone 2				
From:	\$	23.27	21.80				
To:	A	23.81	22.30		Step 1	Step 2	Step 3
	B	24.17	22.63	X	22.24	23.20	24.17
				C	22.57	23.55	24.53
				D	22.91	23.90	24.90

GS 06

		Zone 1	Zone 2				
From:	\$	24.02	22.39				
To:	A	24.57	22.90		Step 1	Step 2	Step 3
	B	24.94	23.24	X	22.94	23.94	24.94
				C	23.28	24.30	25.31
				D	23.63	24.66	25.69

GS 07						
		Zone 1	Zone 2			
From:	\$	25.13	23.51			
To:	A	25.71	24.05		Step 1	Step 2
	B	26.10	24.41	X	24.01	25.06
				C	24.37	25.44
				D	24.74	25.82
						Step 3
						26.10
						26.49
						26.89
GS 08						
		Zone 1	Zone 2			
From:	\$	26.34	24.55			
To:	A	26.95	25.11		Step 1	Step 2
	B	27.35	25.49	X	25.16	26.26
				C	25.54	26.65
				D	25.92	27.05
						Step 3
						27.35
						27.76
						28.18
GS 09						
		Zone 1	Zone 2			
From:	\$	28.79	26.24			
To:	A	29.45	26.84		Step 1	Step 2
	B	29.89	27.24	X	27.50	28.69
				C	27.91	29.12
				D	28.33	29.56
						Step 3
						29.89
						30.34
						30.80
GS 10						
		Zone 1	Zone 2			
From:	\$	30.36	27.71			
To:	A	31.06	28.35		Step 1	Step 2
	B	31.53	28.78	X	29.01	30.27
				C	29.45	30.72
				D	29.89	31.18
						Step 3
						31.53
						32.00
						32.48
GS 11						
		Zone 1	Zone 2			
From:	\$	31.56	28.81			
To:	A	32.29	29.47		Step 1	Step 2
	B	32.77	29.91	X	30.15	31.46
				C	30.60	31.93
				D	31.06	32.41
						Step 3
						32.77
						33.26
						33.76
GS 12						
		Zone 1	Zone 2			
From:	\$	32.85	29.98			
To:	A	33.61	30.67		Step 1	Step 2
	B	34.11	31.13	X	31.38	32.75
				C	31.85	33.24
				D	32.33	33.74
						Step 3
						34.11
						34.62
						35.14
GS 13						
		Zone 1	Zone 2			
From:	\$	34.14	31.15			
To:	A	34.93	31.87		Step 1	Step 2
	B	35.45	32.35	X	32.61	34.03
				C	33.10	34.54
				D	33.60	35.06
						Step 3
						35.45
						35.98
						36.52

Zone 1 – Alberta, British Columbia, Yukon, Nunavut and Northwest Territories
Zone 2 – Atlantic provinces, Quebec, Ontario, Manitoba and Saskatchewan

GT - GENERAL TECHNICAL GROUP
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

GT- TECHNOLOGICAL INSTITUTE RECRUITMENT

From:	\$	21146	to	34165
To:	A	21632	to	34951
	B	21956	to	35475
	C	22285	to	36007
	D	22619	to	36547

GT-01

From:	\$	36481	37486	38491	39488	41068
To:	A	37320	38348	39376	40396	42013
	B	37880	38923	39967	41002	42643
	C	38448	39507	40567	41617	43283
	D	39025	40100	41176	42241	43932

GT-02

From:	\$	41838	43050	44262	45473	47291
To:	A	42800	44040	45280	46519	48379
	B	43442	44701	45959	47217	49105
	C	44094	45372	46648	47925	49842
	D	44755	46053	47348	48644	50590

GT-03

From:	\$	46787	48190	49605	51011	53052
To:	A	47863	49298	50746	52184	54272
	B	48581	50037	51507	52967	55086
	C	49310	50788	52280	53762	55912
	D	50050	51550	53064	54568	56751

GT-04

From:	\$	52715	54350	55990	57631	59938
To:	A	53927	55600	57278	58957	61317
	B	54736	56434	58137	59841	62237
	C	55557	57281	59009	60739	63171
	D	56390	58140	59894	61650	64119

GT-05

From:	\$	59169	60981	62804	64688	67275
To:	A	60530	62384	64248	66176	68822
	B	61438	63320	65212	67169	69854
	C	62360	64270	66190	68177	70902
	D	63295	65234	67183	69200	71966

GT-06

From:	\$	65478	67616	69768	71914	74789
To:	A	66984	69171	71373	73568	76509
	B	67989	70209	72444	74672	77657
	C	69009	71262	73531	75792	78822
	D	70044	72331	74634	76929	80004

GT-07

From:	\$	75037	77564	80086	82485	85782
To:	A	76763	79348	81928	84382	87755
	B	77914	80538	83157	85648	89071
	C	79083	81746	84404	86933	90407
	D	80269	82972	85670	88237	91763

GT-08

From:	\$	85122	87818	90503	93188	96917
To:	A	87080	89838	92585	95331	99146
	B	88386	91186	93974	96761	100633
	C	89712	92554	95384	98212	102142
	D	91058	93942	96815	99685	103674

HP - HEATING, POWER & STATIONARY PLANT OPERATIONS
HOURLY RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

HP-01

From:	\$	18.41	18.82	19.22
To:	A	18.83	19.25	19.66
	B	19.11	19.54	19.95
	C	19.40	19.83	20.25
	D	19.69	20.13	20.55

HP-02

From:	\$	20.13	20.60	21.07
To:	A	20.59	21.07	21.55
	B	20.90	21.39	21.87
	C	21.21	21.71	22.20
	D	21.53	22.04	22.53

HP-03

From:	\$	21.91	22.45	23.01
To:	A	22.41	22.97	23.54
	B	22.75	23.31	23.89
	C	23.09	23.66	24.25
	D	23.44	24.01	24.61

HP-04

From:	\$	24.59	25.25	25.85
To:	A	25.16	25.83	26.44
	B	25.54	26.22	26.84
	C	25.92	26.61	27.24
	D	26.31	27.01	27.65

HP-05

From:	\$	26.50	27.15	27.82
To:	A	27.11	27.77	28.46
	B	27.52	28.19	28.89
	C	27.93	28.61	29.32
	D	28.35	29.04	29.76

HP-06						
From:	\$	26.61	27.33	28.02	28.73	29.47
To:	A	27.22	27.96	28.66	29.39	30.15
	B	27.63	28.38	29.09	29.83	30.60
	C	28.04	28.81	29.53	30.28	31.06
	D	28.46	29.24	29.97	30.73	31.53

HP-07						
From:	\$	28.87	29.64	30.45	31.22	32.07
To:	A	29.53	30.32	31.15	31.94	32.81
	B	29.97	30.77	31.62	32.42	33.30
	C	30.42	31.23	32.09	32.91	33.80
	D	30.88	31.70	32.57	33.40	34.31

HP-08						
From:	\$	31.00	31.84	32.71	33.55	34.44
To:	A	31.71	32.57	33.46	34.32	35.23
	B	32.19	33.06	33.96	34.83	35.76
	C	32.67	33.56	34.47	35.35	36.30
	D	33.16	34.06	34.99	35.88	36.84

HP-09						
From:	\$	32.85	33.80	34.81	35.79	36.86
To:	A	33.61	34.58	35.61	36.61	37.71
	B	34.11	35.10	36.14	37.16	38.28
	C	34.62	35.63	36.68	37.72	38.85
	D	35.14	36.16	37.23	38.29	39.43

HR - HISTORICAL RESEARCH
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

HR-01

From:	\$	25398	to	44514	*	46271	48084	49898	51716
To:	A	25982	to	45538	*	47335	49190	51046	52905
	B	26372	to	46221	*	48045	49928	51812	53699
	C	26768	to	46914	*	48766	50677	52589	54504
	D	27170	to	47618	*	49497	51437	53378	55322

*(ROUNDED TO THE NEAREST \$10.00)

HR-02

From:	\$	52215	54183	56158	58133
To:	A	53416	55429	57450	59470
	B	54217	56260	58312	60362
	C	55030	57104	59187	61267
	D	55855	57961	60075	62186

HR-03

From:	\$	60261	62535	64817	67094
To:	A	61647	63973	66308	68637
	B	62572	64933	67303	69667
	C	63511	65907	68313	70712
	D	64464	66896	69338	71773

HR-04

From:	\$	70642	73397	76151	78901
To:	A	72267	75085	77902	80716
	B	73351	76211	79071	81927
	C	74451	77354	80257	83156
	D	75568	78514	81461	84403

HR-05

From:	\$	76554	80678	84802	88927
To:	A	78315	82534	86752	90972
	B	79490	83772	88053	92337
	C	80682	85029	89374	93722
	D	81892	86304	90715	95128

IS - INFORMATION SERVICES GROUP
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

IS-01

From:	\$	43436	45089	46800	48580
To:	A	44435	46126	47876	49697
	B	45102	46818	48594	50442
	C	45779	47520	49323	51199
	D	46466	48233	50063	51967

IS-02

From:	\$	48402	50239	52149
To:	A	49515	51394	53348
	B	50258	52165	54148
	C	51012	52947	54960
	D	51777	53741	55784

IS-03

From:	\$	56671	58824	61237
To:	A	57974	60177	62645
	B	58844	61080	63585
	C	59727	61996	64539
	D	60623	62926	65507

IS-04

From:	\$	67655	70226	73143
To:	A	69211	71841	74825
	B	70249	72919	75947
	C	71303	74013	77086
	D	72373	75123	78242

IS-05

From:	\$	75360	78224	81297
To:	A	77093	80023	83167
	B	78249	81223	84415
	C	79423	82441	85681
	D	80614	83678	86966

IS-06

From:	\$	79326	82340	85469	88034	90700
To:	A	81150	84234	87435	90059	92786
	B	82367	85498	88747	91410	94178
	C	83603	86780	90078	92781	95591
	D	84857	88082	91429	94173	97025

LS - LIBRARY SCIENCE
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

LS-01

From:	\$	50090	51645	53196	54749	56298	57852	59403	60956
To:	A	51242	52833	54420	56008	57593	59183	60769	62358
	B	52011	53625	55236	56848	58457	60071	61681	63293
	C	52791	54429	56065	57701	59334	60972	62606	64242
	D	53583	55245	56906	58567	60224	61887	63545	65206

LS-02

From:	\$	55393	57220	59047	60869	62699
To:	A	56667	58536	60405	62269	64141
	B	57517	59414	61311	63203	65103
	C	58380	60305	62231	64151	66080
	D	59256	61210	63164	65113	67071

LS-03

From:	\$	64799	66881	68959	71039	73121
To:	A	66289	68419	70545	72673	74803
	B	67283	69445	71603	73763	75925
	C	68292	70487	72677	74869	77064
	D	69316	71544	73767	75992	78220

LS-04

From:	\$	67086	69505	71920	74343	76761	79177
To:	A	68629	71104	73574	76053	78527	80998
	B	69658	72171	74678	77194	79705	82213
	C	70703	73254	75798	78352	80901	83446
	D	71764	74353	76935	79527	82115	84698

LS-05

From:	\$	80887	83532	86176	88819	91467	94113
To:	A	82747	85453	88158	90862	93571	96278
	B	83988	86735	89480	92225	94975	97722
	C	85248	88036	90822	93608	96400	99188
	D	86527	89357	92184	95012	97846	100676

**PC - PHYSICAL SCIENCES GROUP
ANNUAL RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

PC-01

From:	\$	29920	to	47450 *	51204	53319	55434	57552	59668
To:	A	30608	to	48541 *	52382	54545	56709	58876	61040
	B	31067	to	49269 *	53168	55363	57560	59759	61956
	C	31533	to	50008 *	53966	56193	58423	60655	62885
	D	32006	to	50758 *	54775	57036	59299	61565	63828

*(ROUNDED TO THE NEAREST \$10.00)

PC-02

From:	\$	58465	60786	63094	65411	67725	70033
To:	A	59810	62184	64545	66915	69283	71644
	B	60707	63117	65513	67919	70322	72719
	C	61618	64064	66496	68938	71377	73810
	D	62542	65025	67493	69972	72448	74917

PC-03

From:	\$	70446	73120	75807	78480	81155	83835
To:	A	72066	74802	77551	80285	83022	85763
	B	73147	75924	78714	81489	84267	87049
	C	74244	77063	79895	82711	85531	88355
	D	75358	78219	81093	83952	86814	89680

PC-04

From:	\$	81621	84475	87333	90188	93044	95900
To:	A	83498	86418	89342	92262	95184	98106
	B	84750	87714	90682	93646	96612	99578
	C	86021	89030	92042	95051	98061	101072
	D	87311	90365	93423	96477	99532	102588

PC-05

From:	\$	91955	95111	98279	101449	104613
To:	A	94070	97299	100539	103782	107019
	B	95481	98758	102047	105339	108624
	C	96913	100239	103578	106919	110253
	D	98367	101743	105132	108523	111907

**PG - PURCHASING AND SUPPLY
ANNUAL RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
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- D) Effective August 5, 2010

PG - TECHNOLOGICAL INSTITUTE RECRUITMENT

From:	\$	21472	to	32477 *
To:	A	21966	to	33224 *
	B	22295	to	33722 *
	C	22629	to	34228 *
	D	22968	to	34741 *

*(ROUNDED TO THE NEAREST \$10.00)

PG - DEVELOPMENT

From:	\$	23795	to	36556 *
To:	A	24342	to	37397 *
	B	24707	to	37958 *
	C	25078	to	38527 *
	D	25454	to	39105 *

*(ROUNDED TO THE NEAREST \$10.00)

PG-01

From:	\$	27850	29643	31446	33240	35037	36821	38619	40413	42211	44009	45804
To:	A	28491	30325	32169	34005	35843	37668	39507	41342	43182	45021	46857
	B	28918	30780	32652	34515	36381	38233	40100	41962	43830	45696	47560
	C	29352	31242	33142	35033	36927	38806	40702	42591	44487	46381	48273
	D	29792	31711	33639	35558	37481	39388	41313	43230	45154	47077	48997

PG-02

From:	\$	46019	48062	50113	52154
To:	A	47077	49167	51266	53354
	B	47783	49905	52035	54154
	C	48500	50654	52816	54966
	D	49228	51414	53608	55790

PG-03

From:	\$	51215	53509	55794	58071
To:	A	52393	54740	57077	59407
	B	53179	55561	57933	60298
	C	53977	56394	58802	61202
	D	54787	57240	59684	62120

PG-04

From:	\$	60766	63477	66197	68919
To:	A	62164	64937	67720	70504
	B	63096	65911	68736	71562
	C	64042	66900	69767	72635
	D	65003	67904	70814	73725

PG-05

From:	\$	71506	74721	77929	80932
To:	A	73151	76440	79721	82793
	B	74248	77587	80917	84035
	C	75362	78751	82131	85296
	D	76492	79932	83363	86575

PG-06

From:	\$	80662	82306	83829	85350	86872	88385	89902
To:	A	82517	84199	85757	87313	88870	90418	91970
	B	83755	85462	87043	88623	90203	91774	93350
	C	85011	86744	88349	89952	91556	93151	94750
	D	86286	88045	89674	91301	92929	94548	96171

PM - PROGRAM ADMINISTRATION GROUP
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

PM - DEVELOPMENT

From:	\$	27579	to	41337
To:	A	28213	to	42288
	B	28636	to	42922
	C	29066	to	43566
	D	29502	to	44219

PM-01

From:	\$	43436	45089	46800	48580
To:	A	44435	46126	47876	49697
	B	45102	46818	48594	50442
	C	45779	47520	49323	51199
	D	46466	48233	50063	51967

PM-02

From:	\$	48402	50239	52149
To:	A	49515	51394	53348
	B	50258	52165	54148
	C	51012	52947	54960
	D	51777	53741	55784

PM-03

From:	\$	51879	53850	55897
To:	A	53072	55089	57183
	B	53868	55915	58041
	C	54676	56754	58912
	D	55496	57605	59796

PM-04

From:	\$	56671	58824	61237
To:	A	57974	60177	62645
	B	58844	61080	63585
	C	59727	61996	64539
	D	60623	62926	65507

PM-05

From:	\$	67655	70226	73143
To:	A	69211	71841	74825
	B	70249	72919	75947
	C	71303	74013	77086
	D	72373	75123	78242

PM-06

From:	\$	79326	82340	85469	88034	90700
To:	A	81150	84234	87435	90059	92786
	B	82367	85498	88747	91410	94178
	C	83603	86780	90078	92781	95591
	D	84857	88082	91429	94173	97025

PM-07

From:	\$	81906	to	96408
To:	A	83790	to	98625
	B	85047	to	100104
	C	86323	to	101606
	D	87618	to	103130

**PY - PHOTOGRAPHY
ANNUAL RATES OF PAY**
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

PY-01

From:	\$	28956	29725	30495	31260	32511
To:	A	29622	30409	31196	31979	33259
	B	30066	30865	31664	32459	33758
	C	30517	31328	32139	32946	34264
	D	30975	31798	32621	33440	34778

PY-02

From:	\$	33076	34008	34937	35856	37288
To:	A	33837	34790	35741	36681	38146
	B	34345	35312	36277	37231	38718
	C	34860	35842	36821	37789	39299
	D	35383	36380	37373	38356	39888

PY-03

From:	\$	36050	37088	38136	39178	40745
To:	A	36879	37941	39013	40079	41682
	B	37432	38510	39598	40680	42307
	C	37993	39088	40192	41290	42942
	D	38563	39674	40795	41909	43586

PY-04

From:	\$	38908	40065	41231	42388	44082
To:	A	39803	40986	42179	43363	45096
	B	40400	41601	42812	44013	45772
	C	41006	42225	43454	44673	46459
	D	41621	42858	44106	45343	47156

PY-05

From:	\$	41057	42185	43346	44554	45864	47696
To:	A	42001	43155	44343	45579	46919	48793
	B	42631	43802	45008	46263	47623	49525
	C	43270	44459	45683	46957	48337	50268
	D	43919	45126	46368	47661	49062	51022

PY-06

From:	\$	43985	45306	46668	48063	49505	51485
To:	A	44997	46348	47741	49168	50644	52669
	B	45672	47043	48457	49906	51404	53459
	C	46357	47749	49184	50655	52175	54261
	D	47052	48465	49922	51415	52958	55075

PY-07

From:	\$	46879	48287	49738	51227	52763	54876
To:	A	47957	49398	50882	52405	53977	56138
	B	48676	50139	51645	53191	54787	56980
	C	49406	50891	52420	53989	55609	57835
	D	50147	51654	53206	54799	56443	58703

**SC - DED - SHIPS' CREW
RATES OF PAY**
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

		Monthly *	Annual	Weekly	Daily	Hourly
SC-DED-01						
From:	\$	3429	41148	788.64	157.73	19.72
To:	A	3508	42094	806.78	161.36	20.17
	B	3561	42725	818.88	163.78	20.47
	C	3614	43366	831.16	166.24	20.78
	D	3668	44016	843.63	168.73	21.09
SC-DED-02						
From:	\$	3557	42684	818.08	163.62	20.45
To:	A	3639	43666	836.90	167.38	20.92
	B	3694	44321	849.45	169.89	21.23
	C	3749	44986	862.19	172.44	21.55
	D	3805	45661	875.12	175.03	21.87
SC-DED-03						
From:	\$	3685	44220	847.52	169.50	21.19
To:	A	3770	45237	867.01	173.40	21.68
	B	3827	45916	880.02	176.00	22.01
	C	3884	46605	893.22	178.64	22.34
	D	3942	47304	906.62	181.32	22.68
SC-DED-04						
From:	\$	3785	45420	870.52	174.10	21.76
To:	A	3872	46465	890.54	178.10	22.26
	B	3930	47162	903.90	180.77	22.59
	C	3989	47869	917.46	183.48	22.93
	D	4049	48587	931.22	186.23	23.27
SC-DED-05						
From:	\$	3894	46728	895.58	179.12	22.39
To:	A	3984	47803	916.18	183.24	22.90
	B	4044	48520	929.92	185.99	23.24
	C	4105	49248	943.87	188.78	23.59
	D	4167	49987	958.03	191.61	23.94

SC-DED-06

From:	\$	4001	48012	920.19	184.04	23.01
To:	A	4093	49116	941.35	188.27	23.54
	B	4154	49853	955.47	191.09	23.89
	C	4216	50601	969.80	193.96	24.25
	D	4279	51360	984.35	196.87	24.61

SC-DED-07

From:	\$	4116	49392	946.64	189.33	23.67
To:	A	4211	50528	968.41	193.68	24.21
	B	4274	51286	982.94	196.59	24.57
	C	4338	52055	997.68	199.54	24.94
	D	4403	52836	1012.65	202.53	25.31

***The monthly rate of pay is the rate of pay used to remunerate employees in the SC-DED group**

**SE-RES - RESEARCH SCIENTIST
ANNUAL RATES OF PAY
(in dollars)**

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

SE-RES-01

From:	\$	47244	49730	52216	54703	57189	59669	62159
To:	A	48331	50874	53417	55961	58504	61041	63589
	B	49056	51637	54218	56800	59382	61957	64543
	C	49792	52412	55031	57652	60273	62886	65511
	D	50539	53198	55856	58517	61177	63829	66494

SE-RES-02

From:	\$	58664	62316	65968	69622	73272	76923	80577	84230	87875
To:	A	60013	63749	67485	71223	74957	78692	82430	86167	89896
	B	60913	64705	68497	72291	76081	79872	83666	87460	91244
	C	61827	65676	69524	73375	77222	81070	84921	88772	92613
	D	62754	66661	70567	74476	78380	82286	86195	90104	94002

SE-RES-03

From:	\$	74136	77064	79989	82913	85841	88768	91694	94620	97545
To:	A	75841	78836	81829	84820	87815	90810	93803	96796	99789
	B	76979	80019	83056	86092	89132	92172	95210	98248	101286
	C	78134	81219	84302	87383	90469	93555	96638	99722	102805
	D	79306	82437	85567	88694	91826	94958	98088	101218	104347

SE-RES-04

From:	\$	88787	92036	95284	98531	101780	105029	108276
To:	A	90829	94153	97476	100797	104121	107445	110766
	B	92191	95565	98938	102309	105683	109057	112427
	C	93574	96998	100422	103844	107268	110693	114113
	D	94978	98453	101928	105402	108877	112353	115825

SE-RES-05

From:	\$	97215	100773	104331	107887	111446	115004	118562
To:	A	99451	103091	106731	110368	114009	117649	121289
	B	100943	104637	108332	112024	115719	119414	123108
	C	102457	106207	109957	113704	117455	121205	124955
	D	103994	107800	111606	115410	119217	123023	126829

SE-REM - RESEARCH MANAGER
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
- B) Effective August 5, 2008
- C) Effective August 5, 2009
- D) Effective August 5, 2010

SE-REM-01

From:	\$	75640	78568	81494	84418	87345	90273	93196	96123	99051
To:	A	77380	80375	83368	86360	89354	92349	95340	98334	101329
	B	78541	81581	84619	87655	90694	93734	96770	99809	102849
	C	79719	82805	85888	88970	92054	95140	98222	101306	104392
	D	80915	84047	87176	90305	93435	96567	99695	102826	105958

SE-REM-02

From:	\$	87218	90173	93135	96092	99051	102006	104965	107922	110879
To:	A	89224	92247	95277	98302	101329	104352	107379	110404	113429
	B	90562	93631	96706	99777	102849	105917	108990	112060	115130
	C	91920	95035	98157	101274	104392	107506	110625	113741	116857
	D	93299	96461	99629	102793	105958	109119	112284	115447	118610

SI - SOCIAL SCIENCE SUPPORT
ANNUAL RATES OF PAY
(in dollars)

Effective Dates:

- \$) Effective August 5, 2006
- A) Effective August 5, 2007
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- C) Effective August 5, 2009
- D) Effective August 5, 2010

SI-01

From:	\$	42061	43681	45361	47109	48923
To:	A	43028	44686	46404	48193	50048
	B	43673	45356	47100	48916	50799
	C	44328	46036	47807	49650	51561
	D	44993	46727	48524	50395	52334

SI-02

From:	\$	47534	49069	50654	52289	53980
To:	A	48627	50198	51819	53492	55222
	B	49356	50951	52596	54294	56050
	C	50096	51715	53385	55108	56891
	D	50847	52491	54186	55935	57744

SI-03

From:	\$	52260	53833	55454	57122	58841
To:	A	53462	55071	56729	58436	60194
	B	54264	55897	57580	59313	61097
	C	55078	56735	58444	60203	62013
	D	55904	57586	59321	61106	62943

SI-04

From:	\$	55964	58089	60297	62585	64962
To:	A	57251	59425	61684	64024	66456
	B	58110	60316	62609	64984	67453
	C	58982	61221	63548	65959	68465
	D	59867	62139	64501	66948	69492

SI-05

From:	\$	66969	69404	71927	74540	77250
To:	A	68509	71000	73581	76254	79027
	B	69537	72065	74685	77398	80212
	C	70580	73146	75805	78559	81415
	D	71639	74243	76942	79737	82636

SI-06

From:	\$	76102	78902	81807	84817	87940
To:	A	77852	80717	83689	86768	89963
	B	79020	81928	84944	88070	91312
	C	80205	83157	86218	89391	92682
	D	81408	84404	87511	90732	94072

SI-07

From:	\$	85585	88612	91747	94993	98354
To:	A	87553	90650	93857	97178	100616
	B	88866	92010	95265	98636	102125
	C	90199	93390	96694	100116	103657
	D	91552	94791	98144	101618	105212

SI-08

From:	\$	93666	96712	99859	103108	106461
To:	A	95820	98936	102156	105479	108910
	B	97257	100420	103688	107061	110544
	C	98716	101926	105243	108667	112202
	D	100197	103455	106822	110297	113885

**ST- SECRETARIAL
ANNUAL RATES OF PAY**
(in dollars)

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- D) Effective August 5, 2010

ST-SCY-01

From:	\$	29787	30621	31456	32298	33127	33969	34806	/	35638	36174	37023	37903	38785
To:	A	30472	31325	32179	33041	33889	34750	35607	/	36458	37006	37875	38775	39677
	B	30929	31795	32662	33537	34397	35271	36141	/	37005	37561	38443	39357	40272
	C	31393	32272	33152	34040	34913	35800	36683	/	37560	38124	39020	39947	40876
	D	31864	32756	33649	34551	35437	36337	37233	/	38123	38696	39605	40546	41489

ST-SCY-02

From:	\$	38013	39003	39992	40977
To:	A	38887	39900	40912	41919
	B	39470	40499	41526	42548
	C	40062	41106	42149	43186
	D	40663	41723	42781	43834

ST-SCY-03

From:	\$	39383	40509	41652	42774
To:	A	40289	41441	42610	43758
	B	40893	42063	43249	44414
	C	41506	42694	43898	45080
	D	42129	43334	44556	45756

ST-SCY-04

From:	\$	42330	43625	44912	46183
To:	A	43304	44628	45945	47245
	B	43954	45297	46634	47954
	C	44613	45976	47334	48673
	D	45282	46666	48044	49403