

SUBSIDIARY AGREEMENT # 002

BETWEEN

**THE GOVERNMENT OF THE
PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

**REPRESENTING
ADMINISTRATIVE AND PROGRAM SERVICES**

DECEMBER 14, 2021

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ARTICLE 1 - PROBATIONARY PERIOD

- 1.01 Pursuant to Article 27 of the Master Agreement the probationary period for classifications covered by this Agreement shall be twelve (12) months.
- 1.02 Continuous full-time employment with the Employer immediately preceding the appointment to a permanent position, shall be counted towards the probationary period provided that the duties that were performed are comparable to the duties of the permanent position and provided that such reduction of probationary period has the approval of the Employer. Comparability shall only be determined by the comparison of duties performed immediately preceding the appointment to a permanent position to the duties of the permanent position.

ARTICLE 2 - HOURS OF WORK

- 2.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees covered by this Agreement shall be:
- (a) thirty-six and one quarter (36 1/4) hours per week, seven and one quarter (7 1/4) hours per day, for all classes listed in Schedule "A" and Schedule "A-1" of this Agreement; or
 - (b) the equivalent on a bi-weekly, monthly, or annual basis.
- 2.02 Notwithstanding Clause 2.01, the Employer may require certain Employees who are assigned to the Administration 1 or Administration 2 classes to work forty (40) hours per week for which they shall receive 10.34% more than the specified salary for their assigned class. This additional amount shall be considered part of the Employee's annual salary. This provision may be extended to other Employees by mutual agreement of the Parties.
- 2.03 An Employee occupying a class assigned to Schedule "A-1" of this Agreement, who is required to travel to a work location to perform assigned duties, and that location is away from the Employee's normal place of work, shall have such time spent in travel, which is in excess of that time normally spent travelling directly to and from the Employee's residence and normal place of work, counted as time worked.

ARTICLE 3 - OVERTIME

- 3.01 Subject to Article 17 of the Master Agreement, all Employees covered by this Agreement are eligible for premium overtime compensation.
- 3.02 Classes assigned to Schedule "A-1" of this Agreement shall receive overtime compensation in accordance with Article 17 of the Master Agreement.
- 3.03 At the beginning of each month an Employee not included in Clause 3.02 shall indicate in writing a preference between compensatory time off or monetary compensation for overtime worked. Such preference shall be subject to approval by the Employer and where an Employee does not indicate a preference, the Employer shall determine the method of compensation. Where compensatory time off is approved and where it cannot be scheduled before the end of the month following the month in which the overtime was worked, it shall be paid out in accordance with Clause 3.04.

- 3.04 Compensatory time off may be carried forward from month to month only by mutual agreement. In the absence of mutual agreement, payment for overtime will be made by the end of the following month.

ARTICLE 4 - PROTECTIVE CLOTHING

- 4.01 The Employer shall provide, maintain, replace and clean protective clothing where the Employer determines the foregoing is required. Items so provided will remain the property of the Employer.
- 4.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the Occupational Health and Safety Act and any regulation thereto.

ARTICLE 5 - EMPLOYEE RELATIONS COMMITTEE

- 5.01 The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #002 – Administrative and Program Services.

- (a) The Committee shall be composed of:
- (i) Four (4) Government representatives to be appointed by Employer.
 - (ii) Four (4) Union Representatives to be appointed by Local 002.
 - (iii) The Parties may each appoint alternates to serve in the absence of a regular member.
 - (iv) The Parties shall each appoint a Co-Chairperson.
- (b) Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- (c) The Committee shall meet as it deems necessary to discuss matters of mutual interest to Local 002.

The Committee shall develop Terms of Reference. The Terms of Reference shall incorporate a method to achieve recommendations.

- (d) If the Parties, by mutual agreement, give the Committee authority to formulate recommendations within its Terms of Reference, the Committee will make recommendations for the consideration of the Employer and the Union.

ARTICLE 6 - SUPPLIES AND EQUIPMENT

- 6.01 The Employer shall make available to all staff assigned to classes contained in Schedule "A-1" of this Agreement the books, texts, and instructional materials deemed by the Employer to be necessary to the performance of their duties.

SALARY TREATMENT INFORMATION

The Wage rate contained in the April 1, 2019 to March 31, 2020 salary Schedules/ Grids in all of the Subsidiary Agreements shall be increased in accordance with the schedule below;

Effective April 1, 2020 Salary Schedules/ Grids in all of the Subsidiary Agreements shall be increased by zero percent (0%).

Effective April 1, 2021 Salary Schedules/ Grids in all of the Subsidiary Agreements shall be increased by zero percent (0%).

Effective January 1, 2023 Salary Schedules/ Grids in all of the Subsidiary Agreements shall be increased by one point two-five percent (1.25%).

Effective September 1, 2023 Salary Schedules/ Grids in all of the Subsidiary Agreements shall be increased by one point five percent (1.5%), plus an additional 0.5% subject to the following Gain Sharing Formula:

Gain Sharing Formula:

Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of all Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-2024 Fiscal Year.

"Average of all Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year would be a simple average of Alberta's Real GDP for 2023 across the following independent forecasting institutions:

- Conference Board of Canada
- Stokes Economics
- BMO Capital Markets
- CIBC World Markets
- Laurentian Bank
- National Bank
- RBC Royal Bank
- Scotiabank
- TD Bank

The most recent publicly available forecast for Alberta's Real GDP for 2023 would be sourced from each institution at the time the pay-out determination would be made in February 2024.

SCHEDULE "A"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"
EFFECTIVE APRIL 1, 2020

Class No,	Class Title	Pay Grade	
023SC	Scientific 1	67	
024SC	Scientific 2	70	
025SC	Scientific 3	73	
026SC	Scientific 4	80	
027SC	Scientific 5	83	
021PS	Program Services 1	57	
022PS	Program Services 2	61	
023PS	Program Services 3	67	
*023PSMA	Program Services 3 Market Adjustment	66	(effective December 14, 2021)
024PS	Program Services 4	70	
*024PSMA	Program Services 4 Market Adjustment	68	(effective December 14, 2021)
025PS	Program Services 5	73	
21FN	Finance 1	57	
22FN	Finance 2	61	
23FN	Finance 3	67	
24FN	Finance 4	71	
21AN	Administration 1	56	
22AN	Administration 2	62	

* Indicates market adjustments pursuant to Letter of Understanding #5

SCHEDULE "A-1"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B-1"
EFFECTIVE APRIL 1, 2020

Class No.	Class Title	Pay Grade
021ED	Education 1	78*

* Psychometricians allocated to Education 1 shall be paid at Pay Grade 83.

Schedule B
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ½ HOUR)*
 Effective April 1, 2020

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
48	\$1,766.20	\$24.36	\$1,837.96	\$25.35	\$1,908.17	\$26.32	\$1,986.12	\$27.39	\$2,062.54	\$28.45	\$2,152.89	\$29.70	\$2,237.55	\$30.86
49	\$1,799.74	\$24.82	\$1,873.06	\$25.84	\$1,941.73	\$26.78	\$2,020.20	\$27.86	\$2,106.93	\$29.06	\$2,188.51	\$30.19	\$2,281.95	\$31.48
50	\$1,837.96	\$25.35	\$1,908.17	\$26.32	\$1,986.12	\$27.39	\$2,062.54	\$28.45	\$2,152.89	\$29.70	\$2,237.55	\$30.86	\$2,336.16	\$32.22
51	\$1,873.06	\$25.84	\$1,941.73	\$26.78	\$2,020.20	\$27.86	\$2,106.93	\$29.06	\$2,188.51	\$30.19	\$2,281.95	\$31.48	\$2,390.89	\$32.98
52	\$1,908.17	\$26.32	\$1,986.12	\$27.39	\$2,062.54	\$28.45	\$2,152.89	\$29.70	\$2,237.55	\$30.86	\$2,336.16	\$32.22	\$2,443.54	\$33.70
53	\$1,941.73	\$26.78	\$2,020.20	\$27.86	\$2,106.93	\$29.06	\$2,188.51	\$30.19	\$2,281.95	\$31.48	\$2,390.89	\$32.98	\$2,500.34	\$34.49
54	\$1,986.12	\$27.39	\$2,062.54	\$28.45	\$2,152.89	\$29.70	\$2,237.55	\$30.86	\$2,336.16	\$32.22	\$2,443.54	\$33.70	\$2,556.10	\$35.26
55	\$2,020.20	\$27.86	\$2,106.93	\$29.06	\$2,188.51	\$30.19	\$2,281.95	\$31.48	\$2,390.89	\$32.98	\$2,500.34	\$34.49	\$2,613.91	\$36.05
56	\$2,062.54	\$28.45	\$2,152.89	\$29.70	\$2,237.55	\$30.86	\$2,336.16	\$32.22	\$2,443.54	\$33.70	\$2,556.10	\$35.26	\$2,683.10	\$37.01
57	\$2,106.93	\$29.06	\$2,188.51	\$30.19	\$2,281.95	\$31.48	\$2,390.89	\$32.98	\$2,500.34	\$34.49	\$2,613.91	\$36.05	\$2,738.86	\$37.78
58	\$2,152.89	\$29.70	\$2,237.55	\$30.86	\$2,336.16	\$32.22	\$2,443.54	\$33.70	\$2,556.10	\$35.26	\$2,683.10	\$37.01	\$2,803.40	\$38.67
59	\$2,188.51	\$30.19	\$2,281.95	\$31.48	\$2,390.89	\$32.98	\$2,500.34	\$34.49	\$2,613.91	\$36.05	\$2,738.86	\$37.78	\$2,863.28	\$39.49
60	\$2,237.55	\$30.86	\$2,336.16	\$32.22	\$2,443.54	\$33.70	\$2,556.10	\$35.26	\$2,683.10	\$37.01	\$2,803.40	\$38.67	\$2,930.40	\$40.42
61	\$2,281.95	\$31.48	\$2,390.89	\$32.98	\$2,500.34	\$34.49	\$2,613.91	\$36.05	\$2,738.86	\$37.78	\$2,863.28	\$39.49	\$2,993.39	\$41.29
62	\$2,336.16	\$32.22	\$2,443.54	\$33.70	\$2,556.10	\$35.26	\$2,683.10	\$37.01	\$2,803.40	\$38.67	\$2,930.40	\$40.42	\$3,066.17	\$42.29
63	\$2,390.89	\$32.98	\$2,500.34	\$34.49	\$2,613.91	\$36.05	\$2,738.86	\$37.78	\$2,863.28	\$39.49	\$2,993.39	\$41.29	\$3,129.16	\$43.16
64	\$2,443.54	\$33.70	\$2,556.10	\$35.26	\$2,683.10	\$37.01	\$2,803.40	\$38.67	\$2,930.40	\$40.42	\$3,066.17	\$42.29	\$3,203.51	\$44.19
65	\$2,500.34	\$34.49	\$2,613.91	\$36.05	\$2,738.86	\$37.78	\$2,863.28	\$39.49	\$2,993.39	\$41.29	\$3,129.16	\$43.16	\$3,273.73	\$45.15
66	\$2,556.10	\$35.26	\$2,683.10	\$37.01	\$2,803.40	\$38.67	\$2,930.40	\$40.42	\$3,066.17	\$42.29	\$3,203.51	\$44.19	\$3,355.81	\$46.29
67	\$2,613.91	\$36.05	\$2,738.86	\$37.78	\$2,863.28	\$39.49	\$2,993.39	\$41.29	\$3,129.16	\$43.16	\$3,273.73	\$45.15	\$3,428.61	\$47.29
68	\$2,683.10	\$37.01	\$2,803.40	\$38.67	\$2,930.40	\$40.42	\$3,066.17	\$42.29	\$3,203.51	\$44.19	\$3,355.81	\$46.29	\$3,507.06	\$48.37
69	\$2,738.86	\$37.78	\$2,863.28	\$39.49	\$2,993.39	\$41.29	\$3,129.16	\$43.16	\$3,273.73	\$45.15	\$3,428.61	\$47.29	\$3,584.52	\$49.44
70	\$2,803.40	\$38.67	\$2,930.40	\$40.42	\$3,066.17	\$42.29	\$3,203.51	\$44.19	\$3,355.81	\$46.29	\$3,507.06	\$48.37	\$3,674.86	\$50.69
71	\$2,863.28	\$39.49	\$2,993.39	\$41.29	\$3,129.16	\$43.16	\$3,273.73	\$45.15	\$3,428.61	\$47.29	\$3,584.52	\$49.44	\$3,760.56	\$51.87
72	\$2,930.40	\$40.42	\$3,066.17	\$42.29	\$3,203.51	\$44.19	\$3,355.81	\$46.29	\$3,507.06	\$48.37	\$3,674.86	\$50.69	\$3,854.02	\$53.16
73	\$2,993.39	\$41.29	\$3,129.16	\$43.16	\$3,273.73	\$45.15	\$3,428.61	\$47.29	\$3,584.52	\$49.44	\$3,760.56	\$51.87	\$3,943.85	\$54.40
74	\$3,066.17	\$42.29	\$3,203.51	\$44.19	\$3,355.81	\$46.29	\$3,507.06	\$48.37	\$3,674.86	\$50.69	\$3,854.02	\$53.16	\$4,052.78	\$55.90
75	\$3,129.16	\$43.16	\$3,273.73	\$45.15	\$3,428.61	\$47.29	\$3,584.52	\$49.44	\$3,760.56	\$51.87	\$3,943.85	\$54.40	\$4,144.68	\$57.17
76	\$3,203.51	\$44.19	\$3,355.81	\$46.29	\$3,507.06	\$48.37	\$3,674.86	\$50.69	\$3,854.02	\$53.16	\$4,052.78	\$55.90	\$4,245.35	\$58.56
77	\$3,273.73	\$45.15	\$3,428.61	\$47.29	\$3,584.52	\$49.44	\$3,760.56	\$51.87	\$3,943.85	\$54.40	\$4,144.68	\$57.17	\$4,340.34	\$59.87
78	\$3,355.81	\$46.29	\$3,507.06	\$48.37	\$3,674.86	\$50.69	\$3,854.02	\$53.16	\$4,052.78	\$55.90	\$4,245.35	\$58.56	\$4,453.40	\$61.43
79	\$3,428.61	\$47.29	\$3,584.52	\$49.44	\$3,760.56	\$51.87	\$3,943.85	\$54.40	\$4,144.68	\$57.17	\$4,340.34	\$59.87	\$4,550.99	\$62.77
80	\$3,507.06	\$48.37	\$3,674.86	\$50.69	\$3,854.02	\$53.16	\$4,052.78	\$55.90	\$4,245.35	\$58.56	\$4,453.40	\$61.43	\$4,655.27	\$64.21

81	\$3,584.52	\$49.44	\$3,760.56	\$51.87	\$3,943.85	\$54.40	\$4,144.68	\$57.17	\$4,340.34	\$59.87	\$4,550.99	\$62.77	\$4,770.92	\$65.81
82	\$3,674.86	\$50.69	\$3,854.02	\$53.16	\$4,052.78	\$55.90	\$4,245.35	\$58.56	\$4,453.40	\$61.43	\$4,655.27	\$64.21	\$4,881.41	\$67.33
83	\$3,760.56	\$51.87	\$3,943.85	\$54.40	\$4,144.68	\$57.17	\$4,340.34	\$59.87	\$4,550.99	\$62.77	\$4,770.92	\$65.81	\$4,994.98	\$68.90
84	\$3,854.02	\$53.16	\$4,052.78	\$55.90	\$4,245.35	\$58.56	\$4,453.40	\$61.43	\$4,655.27	\$64.21	\$4,881.41	\$67.33	\$5,118.52	\$70.60
85	\$3,943.85	\$54.40	\$4,144.68	\$57.17	\$4,340.34	\$59.87	\$4,550.99	\$62.77	\$4,770.92	\$65.81	\$4,994.98	\$68.90	\$5,229.58	\$72.13

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)*
 Effective January 1, 2023

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
48	\$1,788.28	\$24.67	\$1,860.94	\$25.67	\$1,932.03	\$26.65	\$2,010.95	\$27.74	\$2,088.33	\$28.80	\$2,179.81	\$30.07	\$2,265.52	\$31.25
49	\$1,822.24	\$25.13	\$1,896.48	\$26.16	\$1,966.01	\$27.12	\$2,045.46	\$28.21	\$2,133.27	\$29.42	\$2,215.87	\$30.56	\$2,310.48	\$31.87
50	\$1,860.94	\$25.67	\$1,932.03	\$26.65	\$2,010.95	\$27.74	\$2,088.33	\$28.80	\$2,179.81	\$30.07	\$2,265.52	\$31.25	\$2,365.37	\$32.63
51	\$1,896.48	\$26.16	\$1,966.01	\$27.12	\$2,045.46	\$28.21	\$2,133.27	\$29.42	\$2,215.87	\$30.56	\$2,310.48	\$31.87	\$2,420.78	\$33.39
52	\$1,932.03	\$26.65	\$2,010.95	\$27.74	\$2,088.33	\$28.80	\$2,179.81	\$30.07	\$2,265.52	\$31.25	\$2,365.37	\$32.63	\$2,474.09	\$34.13
53	\$1,966.01	\$27.12	\$2,045.46	\$28.21	\$2,133.27	\$29.42	\$2,215.87	\$30.56	\$2,310.48	\$31.87	\$2,420.78	\$33.39	\$2,531.60	\$34.92
54	\$2,010.95	\$27.74	\$2,088.33	\$28.80	\$2,179.81	\$30.07	\$2,265.52	\$31.25	\$2,365.37	\$32.63	\$2,474.09	\$34.13	\$2,588.06	\$35.70
55	\$2,045.46	\$28.21	\$2,133.27	\$29.42	\$2,215.87	\$30.56	\$2,310.48	\$31.87	\$2,420.78	\$33.39	\$2,531.60	\$34.92	\$2,646.59	\$36.50
56	\$2,088.33	\$28.80	\$2,179.81	\$30.07	\$2,265.52	\$31.25	\$2,365.37	\$32.63	\$2,474.09	\$34.13	\$2,588.06	\$35.70	\$2,716.64	\$37.47
57	\$2,133.27	\$29.42	\$2,215.87	\$30.56	\$2,310.48	\$31.87	\$2,420.78	\$33.39	\$2,531.60	\$34.92	\$2,646.59	\$36.50	\$2,773.10	\$38.25
58	\$2,179.81	\$30.07	\$2,265.52	\$31.25	\$2,365.37	\$32.63	\$2,474.09	\$34.13	\$2,588.06	\$35.70	\$2,716.64	\$37.47	\$2,838.45	\$39.15
59	\$2,215.87	\$30.56	\$2,310.48	\$31.87	\$2,420.78	\$33.39	\$2,531.60	\$34.92	\$2,646.59	\$36.50	\$2,773.10	\$38.25	\$2,899.08	\$39.99
60	\$2,265.52	\$31.25	\$2,365.37	\$32.63	\$2,474.09	\$34.13	\$2,588.06	\$35.70	\$2,716.64	\$37.47	\$2,838.45	\$39.15	\$2,967.03	\$40.92
61	\$2,310.48	\$31.87	\$2,420.78	\$33.39	\$2,531.60	\$34.92	\$2,646.59	\$36.50	\$2,773.10	\$38.25	\$2,899.08	\$39.99	\$3,030.81	\$41.80
62	\$2,365.37	\$32.63	\$2,474.09	\$34.13	\$2,588.06	\$35.70	\$2,716.64	\$37.47	\$2,838.45	\$39.15	\$2,967.03	\$40.92	\$3,104.50	\$42.82
63	\$2,420.78	\$33.39	\$2,531.60	\$34.92	\$2,646.59	\$36.50	\$2,773.10	\$38.25	\$2,899.08	\$39.99	\$3,030.81	\$41.80	\$3,168.28	\$43.70
64	\$2,474.09	\$34.13	\$2,588.06	\$35.70	\$2,716.64	\$37.47	\$2,838.45	\$39.15	\$2,967.03	\$40.92	\$3,104.50	\$42.82	\$3,243.56	\$44.74
65	\$2,531.60	\$34.92	\$2,646.59	\$36.50	\$2,773.10	\$38.25	\$2,899.08	\$39.99	\$3,030.81	\$41.80	\$3,168.28	\$43.70	\$3,314.66	\$45.72
66	\$2,588.06	\$35.70	\$2,716.64	\$37.47	\$2,838.45	\$39.15	\$2,967.03	\$40.92	\$3,104.50	\$42.82	\$3,243.56	\$44.74	\$3,397.76	\$46.87
67	\$2,646.59	\$36.50	\$2,773.10	\$38.25	\$2,899.08	\$39.99	\$3,030.81	\$41.80	\$3,168.28	\$43.70	\$3,314.66	\$45.72	\$3,471.47	\$47.88
68	\$2,716.64	\$37.47	\$2,838.45	\$39.15	\$2,967.03	\$40.92	\$3,104.50	\$42.82	\$3,243.56	\$44.74	\$3,397.76	\$46.87	\$3,550.90	\$48.98
69	\$2,773.10	\$38.25	\$2,899.08	\$39.99	\$3,030.81	\$41.80	\$3,168.28	\$43.70	\$3,314.66	\$45.72	\$3,471.47	\$47.88	\$3,629.33	\$50.06
70	\$2,838.45	\$39.15	\$2,967.03	\$40.92	\$3,104.50	\$42.82	\$3,243.56	\$44.74	\$3,397.76	\$46.87	\$3,550.90	\$48.98	\$3,720.80	\$51.32
71	\$2,899.08	\$39.99	\$3,030.81	\$41.80	\$3,168.28	\$43.70	\$3,314.66	\$45.72	\$3,471.47	\$47.88	\$3,629.33	\$50.06	\$3,807.57	\$52.52
72	\$2,967.03	\$40.92	\$3,104.50	\$42.82	\$3,243.56	\$44.74	\$3,397.76	\$46.87	\$3,550.90	\$48.98	\$3,720.80	\$51.32	\$3,902.20	\$53.82
73	\$3,030.81	\$41.80	\$3,168.28	\$43.70	\$3,314.66	\$45.72	\$3,471.47	\$47.88	\$3,629.33	\$50.06	\$3,807.57	\$52.52	\$3,993.15	\$55.08
74	\$3,104.50	\$42.82	\$3,243.56	\$44.74	\$3,397.76	\$46.87	\$3,550.90	\$48.98	\$3,720.80	\$51.32	\$3,902.20	\$53.82	\$4,103.44	\$56.60
75	\$3,168.28	\$43.70	\$3,314.66	\$45.72	\$3,471.47	\$47.88	\$3,629.33	\$50.06	\$3,807.57	\$52.52	\$3,993.15	\$55.08	\$4,196.49	\$57.88
76	\$3,243.56	\$44.74	\$3,397.76	\$46.87	\$3,550.90	\$48.98	\$3,720.80	\$51.32	\$3,902.20	\$53.82	\$4,103.44	\$56.60	\$4,298.42	\$59.29
77	\$3,314.66	\$45.72	\$3,471.47	\$47.88	\$3,629.33	\$50.06	\$3,807.57	\$52.52	\$3,993.15	\$55.08	\$4,196.49	\$57.88	\$4,394.60	\$60.62
78	\$3,397.76	\$46.87	\$3,550.90	\$48.98	\$3,720.80	\$51.32	\$3,902.20	\$53.82	\$4,103.44	\$56.60	\$4,298.42	\$59.29	\$4,509.07	\$62.19
79	\$3,471.47	\$47.88	\$3,629.33	\$50.06	\$3,807.57	\$52.52	\$3,993.15	\$55.08	\$4,196.49	\$57.88	\$4,394.60	\$60.62	\$4,607.88	\$63.56
80	\$3,550.90	\$48.98	\$3,720.80	\$51.32	\$3,902.20	\$53.82	\$4,103.44	\$56.60	\$4,298.42	\$59.29	\$4,509.07	\$62.19	\$4,713.47	\$65.01

81	\$3,629.33	\$50.06	\$3,807.57	\$52.52	\$3,993.15	\$55.08	\$4,196.49	\$57.88	\$4,394.60	\$60.62	\$4,607.88	\$63.56	\$4,830.56	\$66.63
82	\$3,720.80	\$51.32	\$3,902.20	\$53.82	\$4,103.44	\$56.60	\$4,298.42	\$59.29	\$4,509.07	\$62.19	\$4,713.47	\$65.01	\$4,942.43	\$68.17
83	\$3,807.57	\$52.52	\$3,993.15	\$55.08	\$4,196.49	\$57.88	\$4,394.60	\$60.62	\$4,607.88	\$63.56	\$4,830.56	\$66.63	\$5,057.42	\$69.76
84	\$3,902.20	\$53.82	\$4,103.44	\$56.60	\$4,298.42	\$59.29	\$4,509.07	\$62.19	\$4,713.47	\$65.01	\$4,942.43	\$68.17	\$5,182.51	\$71.48
85	\$3,993.15	\$55.08	\$4,196.49	\$57.88	\$4,394.60	\$60.62	\$4,607.88	\$63.56	\$4,830.56	\$66.63	\$5,057.42	\$69.76	\$5,294.95	\$73.03

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)*
Effective September 1, 2023

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
48	\$1,815.11	\$25.04	\$1,888.86	\$26.05	\$1,961.02	\$27.05	\$2,041.12	\$28.15	\$2,119.66	\$29.24	\$2,212.51	\$30.52	\$2,299.51	\$31.72
49	\$1,849.58	\$25.51	\$1,924.93	\$26.55	\$1,995.51	\$27.52	\$2,076.15	\$28.64	\$2,165.27	\$29.87	\$2,249.11	\$31.02	\$2,345.14	\$32.35
50	\$1,888.86	\$26.05	\$1,961.02	\$27.05	\$2,041.12	\$28.15	\$2,119.66	\$29.24	\$2,212.51	\$30.52	\$2,299.51	\$31.72	\$2,400.86	\$33.12
51	\$1,924.93	\$26.55	\$1,995.51	\$27.52	\$2,076.15	\$28.64	\$2,165.27	\$29.87	\$2,249.11	\$31.02	\$2,345.14	\$32.35	\$2,457.10	\$33.89
52	\$1,961.02	\$27.05	\$2,041.12	\$28.15	\$2,119.66	\$29.24	\$2,212.51	\$30.52	\$2,299.51	\$31.72	\$2,400.86	\$33.12	\$2,511.21	\$34.64
53	\$1,995.51	\$27.52	\$2,076.15	\$28.64	\$2,165.27	\$29.87	\$2,249.11	\$31.02	\$2,345.14	\$32.35	\$2,457.10	\$33.89	\$2,569.58	\$35.44
54	\$2,041.12	\$28.15	\$2,119.66	\$29.24	\$2,212.51	\$30.52	\$2,299.51	\$31.72	\$2,400.86	\$33.12	\$2,511.21	\$34.64	\$2,626.89	\$36.23
55	\$2,076.15	\$28.64	\$2,165.27	\$29.87	\$2,249.11	\$31.02	\$2,345.14	\$32.35	\$2,457.10	\$33.89	\$2,569.58	\$35.44	\$2,686.29	\$37.05
56	\$2,119.66	\$29.24	\$2,212.51	\$30.52	\$2,299.51	\$31.72	\$2,400.86	\$33.12	\$2,511.21	\$34.64	\$2,626.89	\$36.23	\$2,757.39	\$38.03
57	\$2,165.27	\$29.87	\$2,249.11	\$31.02	\$2,345.14	\$32.35	\$2,457.10	\$33.89	\$2,569.58	\$35.44	\$2,686.29	\$37.05	\$2,814.70	\$38.82
58	\$2,212.51	\$30.52	\$2,299.51	\$31.72	\$2,400.86	\$33.12	\$2,511.21	\$34.64	\$2,626.89	\$36.23	\$2,757.39	\$38.03	\$2,881.03	\$39.74
59	\$2,249.11	\$31.02	\$2,345.14	\$32.35	\$2,457.10	\$33.89	\$2,569.58	\$35.44	\$2,686.29	\$37.05	\$2,814.70	\$38.82	\$2,942.57	\$40.59
60	\$2,299.51	\$31.72	\$2,400.86	\$33.12	\$2,511.21	\$34.64	\$2,626.89	\$36.23	\$2,757.39	\$38.03	\$2,881.03	\$39.74	\$3,011.54	\$41.54
61	\$2,345.14	\$32.35	\$2,457.10	\$33.89	\$2,569.58	\$35.44	\$2,686.29	\$37.05	\$2,814.70	\$38.82	\$2,942.57	\$40.59	\$3,076.28	\$42.43
62	\$2,400.86	\$33.12	\$2,511.21	\$34.64	\$2,626.89	\$36.23	\$2,757.39	\$38.03	\$2,881.03	\$39.74	\$3,011.54	\$41.54	\$3,151.07	\$43.46
63	\$2,457.10	\$33.89	\$2,569.58	\$35.44	\$2,686.29	\$37.05	\$2,814.70	\$38.82	\$2,942.57	\$40.59	\$3,076.28	\$42.43	\$3,215.81	\$44.36
64	\$2,511.21	\$34.64	\$2,626.89	\$36.23	\$2,757.39	\$38.03	\$2,881.03	\$39.74	\$3,011.54	\$41.54	\$3,151.07	\$43.46	\$3,292.22	\$45.41
65	\$2,569.58	\$35.44	\$2,686.29	\$37.05	\$2,814.70	\$38.82	\$2,942.57	\$40.59	\$3,076.28	\$42.43	\$3,215.81	\$44.36	\$3,364.38	\$46.41
66	\$2,626.89	\$36.23	\$2,757.39	\$38.03	\$2,881.03	\$39.74	\$3,011.54	\$41.54	\$3,151.07	\$43.46	\$3,292.22	\$45.41	\$3,448.73	\$47.57
67	\$2,686.29	\$37.05	\$2,814.70	\$38.82	\$2,942.57	\$40.59	\$3,076.28	\$42.43	\$3,215.81	\$44.36	\$3,364.38	\$46.41	\$3,523.55	\$48.60
68	\$2,757.39	\$38.03	\$2,881.03	\$39.74	\$3,011.54	\$41.54	\$3,151.07	\$43.46	\$3,292.22	\$45.41	\$3,448.73	\$47.57	\$3,604.17	\$49.71
69	\$2,814.70	\$38.82	\$2,942.57	\$40.59	\$3,076.28	\$42.43	\$3,215.81	\$44.36	\$3,364.38	\$46.41	\$3,523.55	\$48.60	\$3,683.77	\$50.81
70	\$2,881.03	\$39.74	\$3,011.54	\$41.54	\$3,151.07	\$43.46	\$3,292.22	\$45.41	\$3,448.73	\$47.57	\$3,604.17	\$49.71	\$3,776.62	\$52.09
71	\$2,942.57	\$40.59	\$3,076.28	\$42.43	\$3,215.81	\$44.36	\$3,364.38	\$46.41	\$3,523.55	\$48.60	\$3,683.77	\$50.81	\$3,864.69	\$53.31
72	\$3,011.54	\$41.54	\$3,151.07	\$43.46	\$3,292.22	\$45.41	\$3,448.73	\$47.57	\$3,604.17	\$49.71	\$3,776.62	\$52.09	\$3,960.74	\$54.63
73	\$3,076.28	\$42.43	\$3,215.81	\$44.36	\$3,364.38	\$46.41	\$3,523.55	\$48.60	\$3,683.77	\$50.81	\$3,864.69	\$53.31	\$4,053.05	\$55.90
74	\$3,151.07	\$43.46	\$3,292.22	\$45.41	\$3,448.73	\$47.57	\$3,604.17	\$49.71	\$3,776.62	\$52.09	\$3,960.74	\$54.63	\$4,165.00	\$57.45
75	\$3,215.81	\$44.36	\$3,364.38	\$46.41	\$3,523.55	\$48.60	\$3,683.77	\$50.81	\$3,864.69	\$53.31	\$4,053.05	\$55.90	\$4,259.44	\$58.75
76	\$3,292.22	\$45.41	\$3,448.73	\$47.57	\$3,604.17	\$49.71	\$3,776.62	\$52.09	\$3,960.74	\$54.63	\$4,165.00	\$57.45	\$4,362.90	\$60.18
77	\$3,364.38	\$46.41	\$3,523.55	\$48.60	\$3,683.77	\$50.81	\$3,864.69	\$53.31	\$4,053.05	\$55.90	\$4,259.44	\$58.75	\$4,460.52	\$61.52
78	\$3,448.73	\$47.57	\$3,604.17	\$49.71	\$3,776.62	\$52.09	\$3,960.74	\$54.63	\$4,165.00	\$57.45	\$4,362.90	\$60.18	\$4,576.71	\$63.13
79	\$3,523.55	\$48.60	\$3,683.77	\$50.81	\$3,864.69	\$53.31	\$4,053.05	\$55.90	\$4,259.44	\$58.75	\$4,460.52	\$61.52	\$4,677.00	\$64.51
80	\$3,604.17	\$49.71	\$3,776.62	\$52.09	\$3,960.74	\$54.63	\$4,165.00	\$57.45	\$4,362.90	\$60.18	\$4,576.71	\$63.13	\$4,784.18	\$65.99

81	\$3,683.77	\$50.81	\$3,864.69	\$53.31	\$4,053.05	\$55.90	\$4,259.44	\$58.75	\$4,460.52	\$61.52	\$4,677.00	\$64.51	\$4,903.02	\$67.63
82	\$3,776.62	\$52.09	\$3,960.74	\$54.63	\$4,165.00	\$57.45	\$4,362.90	\$60.18	\$4,576.71	\$63.13	\$4,784.18	\$65.99	\$5,016.57	\$69.19
83	\$3,864.69	\$53.31	\$4,053.05	\$55.90	\$4,259.44	\$58.75	\$4,460.52	\$61.52	\$4,677.00	\$64.51	\$4,903.02	\$67.63	\$5,133.29	\$70.80
84	\$3,960.74	\$54.63	\$4,165.00	\$57.45	\$4,362.90	\$60.18	\$4,576.71	\$63.13	\$4,784.18	\$65.99	\$5,016.57	\$69.19	\$5,260.25	\$72.56
85	\$4,053.05	\$55.90	\$4,259.44	\$58.75	\$4,460.52	\$61.52	\$4,677.00	\$64.51	\$4,903.02	\$67.63	\$5,133.29	\$70.80	\$5,374.38	\$74.13

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)*
 Effective September 1, 2023

Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-24 Fiscal Year

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
48	\$1,824.19	\$25.16	\$1,898.31	\$26.18	\$1,970.83	\$27.18	\$2,051.33	\$28.29	\$2,130.26	\$29.38	\$2,223.58	\$30.67	\$2,311.01	\$31.88
49	\$1,858.83	\$25.64	\$1,934.56	\$26.68	\$2,005.49	\$27.66	\$2,086.54	\$28.78	\$2,176.10	\$30.02	\$2,260.36	\$31.18	\$2,356.87	\$32.51
50	\$1,898.31	\$26.18	\$1,970.83	\$27.18	\$2,051.33	\$28.29	\$2,130.26	\$29.38	\$2,223.58	\$30.67	\$2,311.01	\$31.88	\$2,412.87	\$33.28
51	\$1,934.56	\$26.68	\$2,005.49	\$27.66	\$2,086.54	\$28.78	\$2,176.10	\$30.02	\$2,260.36	\$31.18	\$2,356.87	\$32.51	\$2,469.39	\$34.06
52	\$1,970.83	\$27.18	\$2,051.33	\$28.29	\$2,130.26	\$29.38	\$2,223.58	\$30.67	\$2,311.01	\$31.88	\$2,412.87	\$33.28	\$2,523.77	\$34.81
53	\$2,005.49	\$27.66	\$2,086.54	\$28.78	\$2,176.10	\$30.02	\$2,260.36	\$31.18	\$2,356.87	\$32.51	\$2,469.39	\$34.06	\$2,582.43	\$35.62
54	\$2,051.33	\$28.29	\$2,130.26	\$29.38	\$2,223.58	\$30.67	\$2,311.01	\$31.88	\$2,412.87	\$33.28	\$2,523.77	\$34.81	\$2,640.03	\$36.41
55	\$2,086.54	\$28.78	\$2,176.10	\$30.02	\$2,260.36	\$31.18	\$2,356.87	\$32.51	\$2,469.39	\$34.06	\$2,582.43	\$35.62	\$2,699.73	\$37.24
56	\$2,130.26	\$29.38	\$2,223.58	\$30.67	\$2,311.01	\$31.88	\$2,412.87	\$33.28	\$2,523.77	\$34.81	\$2,640.03	\$36.41	\$2,771.18	\$38.22
57	\$2,176.10	\$30.02	\$2,260.36	\$31.18	\$2,356.87	\$32.51	\$2,469.39	\$34.06	\$2,582.43	\$35.62	\$2,699.73	\$37.24	\$2,828.78	\$39.02
58	\$2,223.58	\$30.67	\$2,311.01	\$31.88	\$2,412.87	\$33.28	\$2,523.77	\$34.81	\$2,640.03	\$36.41	\$2,771.18	\$38.22	\$2,895.44	\$39.94
59	\$2,260.36	\$31.18	\$2,356.87	\$32.51	\$2,469.39	\$34.06	\$2,582.43	\$35.62	\$2,699.73	\$37.24	\$2,828.78	\$39.02	\$2,957.29	\$40.79
60	\$2,311.01	\$31.88	\$2,412.87	\$33.28	\$2,523.77	\$34.81	\$2,640.03	\$36.41	\$2,771.18	\$38.22	\$2,895.44	\$39.94	\$3,026.60	\$41.75
61	\$2,356.87	\$32.51	\$2,469.39	\$34.06	\$2,582.43	\$35.62	\$2,699.73	\$37.24	\$2,828.78	\$39.02	\$2,957.29	\$40.79	\$3,091.67	\$42.64
62	\$2,412.87	\$33.28	\$2,523.77	\$34.81	\$2,640.03	\$36.41	\$2,771.18	\$38.22	\$2,895.44	\$39.94	\$3,026.60	\$41.75	\$3,166.83	\$43.68
63	\$2,469.39	\$34.06	\$2,582.43	\$35.62	\$2,699.73	\$37.24	\$2,828.78	\$39.02	\$2,957.29	\$40.79	\$3,091.67	\$42.64	\$3,231.89	\$44.58
64	\$2,523.77	\$34.81	\$2,640.03	\$36.41	\$2,771.18	\$38.22	\$2,895.44	\$39.94	\$3,026.60	\$41.75	\$3,166.83	\$43.68	\$3,308.69	\$45.64
65	\$2,582.43	\$35.62	\$2,699.73	\$37.24	\$2,828.78	\$39.02	\$2,957.29	\$40.79	\$3,091.67	\$42.64	\$3,231.89	\$44.58	\$3,381.21	\$46.64
66	\$2,640.03	\$36.41	\$2,771.18	\$38.22	\$2,895.44	\$39.94	\$3,026.60	\$41.75	\$3,166.83	\$43.68	\$3,308.69	\$45.64	\$3,465.98	\$47.81
67	\$2,699.73	\$37.24	\$2,828.78	\$39.02	\$2,957.29	\$40.79	\$3,091.67	\$42.64	\$3,231.89	\$44.58	\$3,381.21	\$46.64	\$3,541.17	\$48.84
68	\$2,771.18	\$38.22	\$2,895.44	\$39.94	\$3,026.60	\$41.75	\$3,166.83	\$43.68	\$3,308.69	\$45.64	\$3,465.98	\$47.81	\$3,622.20	\$49.96
69	\$2,828.78	\$39.02	\$2,957.29	\$40.79	\$3,091.67	\$42.64	\$3,231.89	\$44.58	\$3,381.21	\$46.64	\$3,541.17	\$48.84	\$3,702.19	\$51.06
70	\$2,895.44	\$39.94	\$3,026.60	\$41.75	\$3,166.83	\$43.68	\$3,308.69	\$45.64	\$3,465.98	\$47.81	\$3,622.20	\$49.96	\$3,795.51	\$52.35
71	\$2,957.29	\$40.79	\$3,091.67	\$42.64	\$3,231.89	\$44.58	\$3,381.21	\$46.64	\$3,541.17	\$48.84	\$3,702.19	\$51.06	\$3,884.02	\$53.57
72	\$3,026.60	\$41.75	\$3,166.83	\$43.68	\$3,308.69	\$45.64	\$3,465.98	\$47.81	\$3,622.20	\$49.96	\$3,795.51	\$52.35	\$3,980.55	\$54.90
73	\$3,091.67	\$42.64	\$3,231.89	\$44.58	\$3,381.21	\$46.64	\$3,541.17	\$48.84	\$3,702.19	\$51.06	\$3,884.02	\$53.57	\$4,073.32	\$56.18
74	\$3,166.83	\$43.68	\$3,308.69	\$45.64	\$3,465.98	\$47.81	\$3,622.20	\$49.96	\$3,795.51	\$52.35	\$3,980.55	\$54.90	\$4,185.83	\$57.74
75	\$3,231.89	\$44.58	\$3,381.21	\$46.64	\$3,541.17	\$48.84	\$3,702.19	\$51.06	\$3,884.02	\$53.57	\$4,073.32	\$56.18	\$4,280.74	\$59.04
76	\$3,308.69	\$45.64	\$3,465.98	\$47.81	\$3,622.20	\$49.96	\$3,795.51	\$52.35	\$3,980.55	\$54.90	\$4,185.83	\$57.74	\$4,384.72	\$60.48
77	\$3,381.21	\$46.64	\$3,541.17	\$48.84	\$3,702.19	\$51.06	\$3,884.02	\$53.57	\$4,073.32	\$56.18	\$4,280.74	\$59.04	\$4,482.83	\$61.83
78	\$3,465.98	\$47.81	\$3,622.20	\$49.96	\$3,795.51	\$52.35	\$3,980.55	\$54.90	\$4,185.83	\$57.74	\$4,384.72	\$60.48	\$4,599.60	\$63.44

79	\$3,541.17	\$48.84	\$3,702.19	\$51.06	\$3,884.02	\$53.57	\$4,073.32	\$56.18	\$4,280.74	\$59.04	\$4,482.83	\$61.83	\$4,700.39	\$64.83
80	\$3,622.20	\$49.96	\$3,795.51	\$52.35	\$3,980.55	\$54.90	\$4,185.83	\$57.74	\$4,384.72	\$60.48	\$4,599.60	\$63.44	\$4,808.11	\$66.32
81	\$3,702.19	\$51.06	\$3,884.02	\$53.57	\$4,073.32	\$56.18	\$4,280.74	\$59.04	\$4,482.83	\$61.83	\$4,700.39	\$64.83	\$4,927.54	\$67.97
82	\$3,795.51	\$52.35	\$3,980.55	\$54.90	\$4,185.83	\$57.74	\$4,384.72	\$60.48	\$4,599.60	\$63.44	\$4,808.11	\$66.32	\$5,041.66	\$69.54
83	\$3,884.02	\$53.57	\$4,073.32	\$56.18	\$4,280.74	\$59.04	\$4,482.83	\$61.83	\$4,700.39	\$64.83	\$4,927.54	\$67.97	\$5,158.96	\$71.16
84	\$3,980.55	\$54.90	\$4,185.83	\$57.74	\$4,384.72	\$60.48	\$4,599.60	\$63.44	\$4,808.11	\$66.32	\$5,041.66	\$69.54	\$5,286.56	\$72.92
85	\$4,073.32	\$56.18	\$4,280.74	\$59.04	\$4,482.83	\$61.83	\$4,700.39	\$64.83	\$4,927.54	\$67.97	\$5,158.96	\$71.16	\$5,401.26	\$74.50

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B-1
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)*
Effective April 1, 2020

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
74	\$2,843.66	\$39.22	\$2,974.79	\$41.03	\$3,113.68	\$42.95	\$3,259.78	\$44.96	\$3,417.24	\$47.13	\$3,581.94	\$49.41	\$3,764.19	\$51.92
75	\$2,907.68	\$40.11	\$3,042.43	\$41.96	\$3,183.90	\$43.92	\$3,332.58	\$45.97	\$3,496.75	\$48.23	\$3,666.08	\$50.57	\$3,858.15	\$53.22
76	\$2,974.79	\$41.03	\$3,113.68	\$42.95	\$3,259.78	\$44.96	\$3,417.24	\$47.13	\$3,581.94	\$49.41	\$3,764.19	\$51.92	\$3,960.88	\$54.63
77	\$3,042.43	\$41.96	\$3,183.90	\$43.92	\$3,332.58	\$45.97	\$3,496.75	\$48.23	\$3,666.08	\$50.57	\$3,858.15	\$53.22	\$4,058.99	\$55.99
78	\$3,113.68	\$42.95	\$3,259.78	\$44.96	\$3,417.24	\$47.13	\$3,581.94	\$49.41	\$3,764.19	\$51.92	\$3,960.88	\$54.63	\$4,167.39	\$57.48
79	\$3,183.90	\$43.92	\$3,332.58	\$45.97	\$3,496.75	\$48.23	\$3,666.08	\$50.57	\$3,858.15	\$53.22	\$4,058.99	\$55.99	\$4,268.58	\$58.88
80	\$3,259.78	\$44.96	\$3,417.24	\$47.13	\$3,581.94	\$49.41	\$3,764.19	\$51.92	\$3,960.88	\$54.63	\$4,167.39	\$57.48	\$4,384.74	\$60.48
81	\$3,332.58	\$45.97	\$3,496.75	\$48.23	\$3,666.08	\$50.57	\$3,858.15	\$53.22	\$4,058.99	\$55.99	\$4,268.58	\$58.88	\$4,489.04	\$61.92
82	\$3,417.24	\$47.13	\$3,581.94	\$49.41	\$3,764.19	\$51.92	\$3,960.88	\$54.63	\$4,167.39	\$57.48	\$4,384.74	\$60.48	\$4,612.94	\$63.63
83	\$3,496.75	\$48.23	\$3,666.08	\$50.57	\$3,858.15	\$53.22	\$4,058.99	\$55.99	\$4,268.58	\$58.88	\$4,489.04	\$61.92	\$4,720.84	\$65.12
84	\$3,581.94	\$49.41	\$3,764.19	\$51.92	\$3,960.88	\$54.63	\$4,167.39	\$57.48	\$4,384.74	\$60.48	\$4,612.94	\$63.63	\$4,854.04	\$66.95
85	\$3,666.08	\$50.57	\$3,858.15	\$53.22	\$4,058.99	\$55.99	\$4,268.58	\$58.88	\$4,489.04	\$61.92	\$4,720.84	\$65.12	\$4,964.00	\$68.47

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B-1
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)*
 Effective January 1, 2023

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
74	\$2,879.21	\$39.71	\$3,011.98	\$41.54	\$3,152.61	\$43.48	\$3,300.53	\$45.52	\$3,459.96	\$47.72	\$3,626.72	\$50.02	\$3,811.25	\$52.57
75	\$2,944.03	\$40.61	\$3,080.47	\$42.49	\$3,223.70	\$44.46	\$3,374.24	\$46.54	\$3,540.46	\$48.83	\$3,711.91	\$51.20	\$3,906.38	\$53.88
76	\$3,011.98	\$41.54	\$3,152.61	\$43.48	\$3,300.53	\$45.52	\$3,459.96	\$47.72	\$3,626.72	\$50.02	\$3,811.25	\$52.57	\$4,010.40	\$55.32
77	\$3,080.47	\$42.49	\$3,223.70	\$44.46	\$3,374.24	\$46.54	\$3,540.46	\$48.83	\$3,711.91	\$51.20	\$3,906.38	\$53.88	\$4,109.73	\$56.69
78	\$3,152.61	\$43.48	\$3,300.53	\$45.52	\$3,459.96	\$47.72	\$3,626.72	\$50.02	\$3,811.25	\$52.57	\$4,010.40	\$55.32	\$4,219.49	\$58.20
79	\$3,223.70	\$44.46	\$3,374.24	\$46.54	\$3,540.46	\$48.83	\$3,711.91	\$51.20	\$3,906.38	\$53.88	\$4,109.73	\$56.69	\$4,321.94	\$59.61
80	\$3,300.53	\$45.52	\$3,459.96	\$47.72	\$3,626.72	\$50.02	\$3,811.25	\$52.57	\$4,010.40	\$55.32	\$4,219.49	\$58.20	\$4,439.55	\$61.24
81	\$3,374.24	\$46.54	\$3,540.46	\$48.83	\$3,711.91	\$51.20	\$3,906.38	\$53.88	\$4,109.73	\$56.69	\$4,321.94	\$59.61	\$4,545.16	\$62.69
82	\$3,459.96	\$47.72	\$3,626.72	\$50.02	\$3,811.25	\$52.57	\$4,010.40	\$55.32	\$4,219.49	\$58.20	\$4,439.55	\$61.24	\$4,670.61	\$64.42
83	\$3,540.46	\$48.83	\$3,711.91	\$51.20	\$3,906.38	\$53.88	\$4,109.73	\$56.69	\$4,321.94	\$59.61	\$4,545.16	\$62.69	\$4,779.86	\$65.93
84	\$3,626.72	\$50.02	\$3,811.25	\$52.57	\$4,010.40	\$55.32	\$4,219.49	\$58.20	\$4,439.55	\$61.24	\$4,670.61	\$64.42	\$4,914.72	\$67.79
85	\$3,711.91	\$51.20	\$3,906.38	\$53.88	\$4,109.73	\$56.69	\$4,321.94	\$59.61	\$4,545.16	\$62.69	\$4,779.86	\$65.93	\$5,026.05	\$69.32

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B-1
ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)*
 Effective September 1, 2023

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
74	\$2,922.40	\$40.31	\$3,057.16	\$42.17	\$3,199.90	\$44.14	\$3,350.04	\$46.21	\$3,511.86	\$48.44	\$3,681.13	\$50.77	\$3,868.42	\$53.36
75	\$2,988.20	\$41.22	\$3,126.68	\$43.13	\$3,272.06	\$45.13	\$3,424.86	\$47.24	\$3,593.57	\$49.57	\$3,767.59	\$51.97	\$3,964.98	\$54.69
76	\$3,057.16	\$42.17	\$3,199.90	\$44.14	\$3,350.04	\$46.21	\$3,511.86	\$48.44	\$3,681.13	\$50.77	\$3,868.42	\$53.36	\$4,070.56	\$56.15
77	\$3,126.68	\$43.13	\$3,272.06	\$45.13	\$3,424.86	\$47.24	\$3,593.57	\$49.57	\$3,767.59	\$51.97	\$3,964.98	\$54.69	\$4,171.38	\$57.54
78	\$3,199.90	\$44.14	\$3,350.04	\$46.21	\$3,511.86	\$48.44	\$3,681.13	\$50.77	\$3,868.42	\$53.36	\$4,070.56	\$56.15	\$4,282.79	\$59.07
79	\$3,272.06	\$45.13	\$3,424.86	\$47.24	\$3,593.57	\$49.57	\$3,767.59	\$51.97	\$3,964.98	\$54.69	\$4,171.38	\$57.54	\$4,386.77	\$60.51
80	\$3,350.04	\$46.21	\$3,511.86	\$48.44	\$3,681.13	\$50.77	\$3,868.42	\$53.36	\$4,070.56	\$56.15	\$4,282.79	\$59.07	\$4,506.15	\$62.15
81	\$3,424.86	\$47.24	\$3,593.57	\$49.57	\$3,767.59	\$51.97	\$3,964.98	\$54.69	\$4,171.38	\$57.54	\$4,386.77	\$60.51	\$4,613.34	\$63.63
82	\$3,511.86	\$48.44	\$3,681.13	\$50.77	\$3,868.42	\$53.36	\$4,070.56	\$56.15	\$4,282.79	\$59.07	\$4,506.15	\$62.15	\$4,740.67	\$65.39
83	\$3,593.57	\$49.57	\$3,767.59	\$51.97	\$3,964.98	\$54.69	\$4,171.38	\$57.54	\$4,386.77	\$60.51	\$4,613.34	\$63.63	\$4,851.56	\$66.92
84	\$3,681.13	\$50.77	\$3,868.42	\$53.36	\$4,070.56	\$56.15	\$4,282.79	\$59.07	\$4,506.15	\$62.15	\$4,740.67	\$65.39	\$4,988.45	\$68.81
85	\$3,767.59	\$51.97	\$3,964.98	\$54.69	\$4,171.38	\$57.54	\$4,386.77	\$60.51	\$4,613.34	\$63.63	\$4,851.56	\$66.92	\$5,101.45	\$70.36

* Hourly rates (to 2 decimal places) shown for informational purposes only

Schedule B-1

ADMINISTRATIVE AND PROGRAM SERVICES – SALARY GRID (36 ¼ HOUR)*

Effective September 1, 2023

Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective September 1, 2023 for the 2023-24 Fiscal Year

Grade	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7	
	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly
74	\$2,937.02	\$40.51	\$3,072.45	\$42.38	\$3,215.90	\$44.36	\$3,366.80	\$46.44	\$3,529.42	\$48.68	\$3,699.54	\$51.03	\$3,887.77	\$53.62
75	\$3,003.15	\$41.42	\$3,142.32	\$43.34	\$3,288.43	\$45.36	\$3,441.99	\$47.48	\$3,611.54	\$49.81	\$3,786.43	\$52.23	\$3,984.81	\$54.96
76	\$3,072.45	\$42.38	\$3,215.90	\$44.36	\$3,366.80	\$46.44	\$3,529.42	\$48.68	\$3,699.54	\$51.03	\$3,887.77	\$53.62	\$4,090.92	\$56.43
77	\$3,142.32	\$43.34	\$3,288.43	\$45.36	\$3,441.99	\$47.48	\$3,611.54	\$49.81	\$3,786.43	\$52.23	\$3,984.81	\$54.96	\$4,192.24	\$57.82
78	\$3,215.90	\$44.36	\$3,366.80	\$46.44	\$3,529.42	\$48.68	\$3,699.54	\$51.03	\$3,887.77	\$53.62	\$4,090.92	\$56.43	\$4,304.21	\$59.37
79	\$3,288.43	\$45.36	\$3,441.99	\$47.48	\$3,611.54	\$49.81	\$3,786.43	\$52.23	\$3,984.81	\$54.96	\$4,192.24	\$57.82	\$4,408.71	\$60.81
80	\$3,366.80	\$46.44	\$3,529.42	\$48.68	\$3,699.54	\$51.03	\$3,887.77	\$53.62	\$4,090.92	\$56.43	\$4,304.21	\$59.37	\$4,528.69	\$62.46
81	\$3,441.99	\$47.48	\$3,611.54	\$49.81	\$3,786.43	\$52.23	\$3,984.81	\$54.96	\$4,192.24	\$57.82	\$4,408.71	\$60.81	\$4,636.41	\$63.95
82	\$3,529.42	\$48.68	\$3,699.54	\$51.03	\$3,887.77	\$53.62	\$4,090.92	\$56.43	\$4,304.21	\$59.37	\$4,528.69	\$62.46	\$4,764.38	\$65.72
83	\$3,611.54	\$49.81	\$3,786.43	\$52.23	\$3,984.81	\$54.96	\$4,192.24	\$57.82	\$4,408.71	\$60.81	\$4,636.41	\$63.95	\$4,875.82	\$67.25
84	\$3,699.54	\$51.03	\$3,887.77	\$53.62	\$4,090.92	\$56.43	\$4,304.21	\$59.37	\$4,528.69	\$62.46	\$4,764.38	\$65.72	\$5,013.40	\$69.15
85	\$3,786.43	\$52.23	\$3,984.81	\$54.96	\$4,192.24	\$57.82	\$4,408.71	\$60.81	\$4,636.41	\$63.95	\$4,875.82	\$67.25	\$5,126.96	\$70.72

* Hourly rates (to 2 decimal places) shown for informational purposes only

LETTER OF UNDERSTANDING #1 – Salary Modifiers

1. The Parties agree that a salary modifier may be applied to the salaries of Employees who perform work that meets the “Senior Tax Officer” criteria. This modifier will be equivalent to three pay grades and will be administered by assigning eligible Employees to pay grade 74 on Schedule “B” of the Subsidiary 002 agreement.
2. The modifiers identified in Item 1 above will form part of an eligible Employee’s annual salary and will be pensionable.
3. An Employee who ceases to qualify for a modifier identified in Item 1 above shall have the modifier discontinued upon ninety (90) days written notice to the Employee.
4. Pursuant to Article 29.01(b) of the Master Agreement between the Parties, complaints relating to whether an Employee’s assigned duties meet the criteria for a modifier according to this Letter shall not be subject to the grievance procedure.
5. This Letter of Understanding shall remain in effect for the term of the current Collective Agreement.

LETTER OF UNDERSTANDING #2 – Community and Social Services, Alberta Supports and Income and Employment Services (ASIES) Program Advisory Committee

The Parties agree to continue a joint Employee – Management Program Advisory Committee.

The Committee shall be co-chaired by Assistant Deputy Minister (ADM), Delivery Services or a representative within one reporting level appointed by the ADM from Community and Social Services and an ASIES Employee representative appointed to the co-chair role by the AUPE. Management membership shall be comprised of the management Co-Chair and representatives of the service delivery regions, appointed by the Management Co-Chair. Employee membership shall be the co-chair and members, not to exceed eight (8) in number, who are appointed by AUPE to represent the delivery regions of Community and Social Services.

The purpose of the Committee is to discuss items of mutual interest to the Parties related to the delivery of the programs of Community and Social Services. Discussion topics may include, but are not limited to:

- Program delivery improvement strategies;
- Program delivery changes;
- Occupational Health and Safety issues that have a provincial focus;
- Workload management strategies.

Recommendations of the Committee are intended for the consideration of the appropriate ADM from Community and Social Services, whose decision on any action to be taken is final.

The Committee will meet at least quarterly with the option to hold additional meetings as necessary. Employees sitting on the Committee will receive regular pay (no premium payments, including overtime). Travel time will be compensated at straight time rates. Travel and subsistence costs will be paid by the Employer.

Where matters of mutual interest affect Employees from other subsidiary agreements, this Committee will operate as the forum for discussions, with ad-hoc representation from Employees covered by those subsidiary agreements.

The Chair of Local 002 shall be an ex-officio member of the Committee and Local 002 shall be responsible for salary and expenses related to the Chair’s attendance at committee meetings.

Letter of Understanding #3 - 9.06-Hour Shift Rotation Alberta Serious Incident Response Team (ASIRT)

Pursuant to Clause 2.01 (b) of the Master Agreement the Parties agree to administer the Collective Agreement to allow for the operation of a 9.06 hour shift rotation.

The Investigators working the 9.06-hour shift rotation are expected to work the same number of hours over a 1 week balancing period as Employees who work a 5/2 schedule of 36.25 hours per week.

The 9.06-hour shift schedule will be deemed to satisfy the annual hours of work requirement and will not be treated as overtime.

Employees working 9.06 hours per day shall have all benefits and entitlements calculated so as to ensure no loss or gain in Employee entitlements. The Articles listed below will be administered in the following manner:

Articles 4.03(a), 4.04, 14, 23, 31, 32, 33A, 36, 37 and 38 of the Master Agreement shall be administered so as to provide the same number of hours of total entitlement as would be provided to an Employee who normally works a 7.25 hour shift.

This agreement only applies to Investigators of the Department of Justice and Solicitor General, Public Security Division, ASIRT, who are assigned to the 9.06-hour shift rotation.

Either Party may terminate this Letter of Understanding within 120-calendar days' written notice to the other Party.

This Letter of Understanding will be effective from November 1, 2008.

LETTER OF UNDERSTANDING #4 – Subsidiary 02 Employees Working in S.C.A.N.

Whereas Employees are classified in the Program Services Stream to work in their S.C.A.N operation;

And whereas the normal daily hours for Employees classified as Program Services are 7.25 hours per workday;

The Parties agree that, notwithstanding the outlined provisions of Articles 16 and 17 of the Master Agreement and Article 4 and 5 of Subsidiary Agreement 02:

- Staff will be assigned to a schedule whereby the normal daily hours of work are 9.06, which averages over a 1 week period.
- A complete annual schedule will be posted in the worksite that outlines the shifts and shift patterns on a daily, weekly and monthly basis.
- The 9.06-hour shift schedule will be deemed to satisfy the annual hours of work requirement and will not be treated as overtime.
- Employees assigned to the shift rotation shall have all benefits and entitlements that are expressed in terms of daily and weekly entitlements converted to the equivalent number of hours of benefit and entitlements to ensure this will result in no loss or gain in Employee benefits and/ or entitlements.

This Letter is effective the day of signing and may be cancelled with 30 days' written notice by either Party.

LETTER OF UNDERSTANDING #5 - Market Adjustments

The Parties agree to the following Pay Grade adjustments:

As such:

- 1 The Former Pay grades for the following classifications (the "impacted classifications") will be adjusted to the New Pay Grades, as below:

	Classification	Former Pay Grade	New Pay Grade
Subsidiary Agreement 002	Program Services 3	67	66
	Program Services 4	70	68
Subsidiary Agreement 005	Natural Resources 9	73	72

- * Both New Employees and Current Incumbents will continue to receive salary increases and increments subject to the terms below.
2. Schedule "A", Assignment of Classes to Pay Grades in Scheduled "B", contained in each applicable Subsidiary Agreement shall be updated to reflect the New Pay Grades, effective the date of the new Collective Agreement and shall be applicable for all Employees moving into positions in the impacted classifications.
 3. Employees who are current incumbents in one of the impacted classifications, as of the effective date of this new Collective Agreement, shall remain in the Former Pay Grade for the classification while the Employee remains in their current position, subject to the following:
 - (a) If an Employee is laterally transferred through an Employer initiated action (i.e. reorganization or position abolishment) and transferred to another position in the same classification, they shall continue to remain in the Former Pay Grade for the classification.
 - (b) Any other voluntary transfer or promotion out of the Employee's current position shall result in the Employee being moved to the New Pay Grade for the Classification in accordance with item #4, below.
 4. An Employee who moves from the Former Pay Grade to the New Pay Grade for an impacted classification, pursuant to #3(b) above, with a current salary:
 - (a) exceeding the maximum salary of the New Pay Grade, will be moved to the maximum of the New Pay Grade;
 - (b) below the maximum salary of the New Pay Grade will be placed at a pay period on the New Pay Grade that ensures at least one increment increase. The maximum salary of the New Pay Grade will not be exceeded.

The provisions of this Letter of Understanding shall take effect on the effective date of the collective agreement and will remain in effect until there are no longer Employees on the Former Pay Grades for the impacted classifications.

**LETTER OF UNDERSTANDING #6 - 8-Week Shift Rotation Transportation Management
Centre Officer of the Planning, Finance and Technical Standards Branch – Highway
Operations Unit in Edmonton Alberta**

Re: 8-Week Shift Rotation Under Subsidiary 002: Program Services 1/Transportation Management Centre Officer of the Planning, Finance and Technical Standards Division – Technical Standards Branch – Highway Operations Unit in Edmonton, Alberta

1. In accordance with Clause 2.01 (b) of the Master Agreement, the Parties agree to administer the Master Agreement and Subsidiary Agreement 002 to allow for the operation of the eight (8) week shift rotation schedule outlined within Appendix A for Transportation Management Centre Officer of the Technical Services/Planning, Finance and Technical Standards Branch – Highway Operations Unit at Edmonton, Alberta.
2. The shift schedule outlined within Appendix A is deemed to satisfy the annual hours of work requirement and shall not be treated as overtime. The Parties agree that any hours worked beyond 8.28 hours per day shall be subject to overtime compensation as per Article 17 of the Master Agreement.
3. Employees shall be assigned to the day or night shift rotation schedule as outlined within Appendix A. Employees may be required to start on different weeks of the shift rotation schedule.
4. Employees assigned to the shift rotation shall have all benefits and entitlements that are expressed in terms of daily and weekly entitlements converted to the equivalent number of hours of benefits and entitlements as would be provided to an Employee who normally works a 7.25-hour shift. This will result in no loss or gain in Employee benefits and/or entitlements.
5. Shift exchanges between individual Employees shall require prior notification in writing and approval from the Manager. Such arrangements will require completion of the appropriate form/memo and be forwarded to the Manager.
6. Employees scheduled to work on a paid holiday will be paid one and a half times their regular salary and a day off in lieu will be banked to use at a mutually agreeable later date.
7. Employees not scheduled to work on a paid holiday, will be granted holiday leave on the day deemed as the holiday and the scheduled day of rest will be banked to use at a mutually agreeable later date.
8. This agreement only applies to anyone employed as Transportation Management Centre Officers of the Highway Operations Unit at Edmonton, Alberta under the Subsidiary 002 Agreement.
9. This Letter of Understanding shall be in effect as of the date of signing and will remain in effect for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.
10. Either Party may terminate this Letter of Understanding by providing 120 calendar days written notice to the other Party.

Appendix A: 8-Week Shift Rotation

Shift	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
1	8.28	8.28	8.28				8.28
2	8.28	8.28	8.28	8.28			
3	8.28	8.28	8.28	8.28	8.28		
4		8.28	8.28	8.28	8.28	8.28	
5			8.28	8.28	8.28	8.28	8.28
6				8.28	8.28	8.28	8.28
7	8.28				8.28	8.28	8.28
8	8.28	8.28				8.28	8.28

Days

06:45-15:32, with 0.5 hour

Nights

8.28-hour shifts: 22:45-07:32, with 0.5 hour lunch

Morning

8.28-hour shifts: 14:45-23:32, with 0.5 hour lunch

LETTER OF UNDERSTANDING #7 - 8-Week Shift Rotation Regulatory Compliance Officers at Alberta EDGE (Environmental and Dangerous Goods Emergencies)

Pursuant to Clause 2.01 (b) of the Master Agreement, the Parties agree to administer the Master Agreement and Subsidiary Agreement 002 to allow for the operation of an eight (8) week shift rotation for Employees of the Alberta EDGE (Environmental and Dangerous Goods Emergencies) within the Technical Standards branch of Alberta Transportation.

Employees shall be assigned to the eight (8) week shift rotation schedule as outlined within Appendix A. Employees may be required to start on different weeks of the rotation schedules to which they are assigned.

The shift schedule outlined within Appendix A is deemed to satisfy the annual hours of work requirement and shall not be treated as overtime. The Parties agree that any hours worked beyond those hours set out in Appendices A shall be subject to overtime compensation as per Article 17 of the Master Agreement.

Employees assigned to the eight (8) week shift rotation shall have all benefits and entitlements calculated in terms of daily and weekly entitlements converted to the equivalent number of hours of benefits and entitlements as would be provided to an Employee who normally works a 7.25-hour shift. This will result in no loss or gain in Employee benefits and/or entitlements.

Shift exchanges between individual Employees shall require prior approval from the Manager. Such arrangements will require completion of the appropriate form/memo and be forwarded to the Manager.

Either Party may terminate this Letter of Understanding by providing 120 calendar days written notice to the other Party.

This Letter of Understanding shall be in effect from the date of signing for the duration of the Collective Agreement pursuant to Article 47 of the Master Agreement.

Dated this ___ day of _____, 2021.

APPENDIX A: 8-WEEK SHIFT ROTATION

Shift Rotation for Regulatory Compliance Officers

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Hours
Week 1		11	11	11	11			44
Week 2		11	11	11				33
Week 3		11	11	11	11			44
Week 4						11		18.5
Week 5		11			11	11	11	51.5
Week 6	11					11	11	33
Week 7	11	11						22
Week 8			11	11	11	11		44
Hours worked over 8 weeks:								290

- Day Shift, 12-hours, 08:00-20:00, with 1 hour lunch
- Day Shift: 8.5 hours, 08:00-16:30, with 1 hour lunch
- Night Shift: 20:00-08:00, with 1 hour lunch (paid straight time)

Dated this 27 day of January 2022

ORIGINAL SIGNED BY




Witness

ORIGINAL SIGNED BY



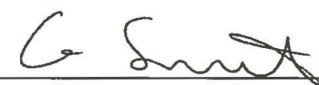
TIM GRANT
Public Service Commissioner

ORIGINAL SIGNED BY



Witness

ORIGINAL SIGNED BY



GUY SMITH
President, Alberta Union of Provincial
Employees