

**SUBSIDIARY AGREEMENT #005**

**BETWEEN**

**THE GOVERNMENT OF THE  
PROVINCE OF ALBERTA**

**AND**

**THE ALBERTA UNION  
OF PROVINCIAL EMPLOYEES**

**REPRESENTING  
NATURAL RESOURCES CONSERVATION  
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.

## 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 thirty-six and one-quarter (36 1/4) hours per week.
- 2.02 The above will be worked over five (5) consecutive days at seven and one-quarter (7 1/4) hours per day, unless otherwise mutually agreed.
- 2.03 Notwithstanding Clause 2.02 above, Wage Employees may be required to work more than five (5) consecutive days as long as the equivalent of thirty-six and one-quarter (36 1/4) hours per week is worked on a monthly basis.
- 2.04 Notwithstanding the generality of the above, Clauses 2.01, 2.02 and 2.03 shall not apply to Employees covered by Article 6 of this Agreement.

## ARTICLE 3 - OVERTIME

- 3.01 Pursuant to Article 17 of the Master Agreement, Employees covered by this Agreement will be compensated for authorized overtime hours worked.
- 3.02 Notwithstanding the generality of the above, Article 3 shall not apply to Employees covered by Article 6 of this Agreement.

## ARTICLE 4 - PROTECTIVE CLOTHING

- 4.01 Where the Employer determines that uniforms, coveralls, smocks, or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided and replaced upon approval by the Employer.
- 4.02 Protective clothing and safety equipment shall be supplied by the Employer as required by the *Occupational Health and Safety Act*, the *Radiation Protection Act* and any regulations thereto.
- 4.03 Notwithstanding the generality of Clause 4.01 above, where the Employer determines that an Employee is required to wear boots or shoes as part of the dress uniform, the Employer shall not be required to provide or replace the boots or shoes. Where the Employer does not provide or replace the boots or shoes as part of the dress uniform, the Employee shall be entitled to an allowance of two hundred and forty dollars (\$240.00) every two years.
- 4.04 Where the Employer determines that safety footwear should be provided, the Employer shall either provide the actual safety footwear or pay to each such eligible Employee the cost of such footwear up to a maximum of three hundred (\$300.00) dollars every two years.

## ARTICLE 5 - MEDICAL EXAMINATIONS

- 5.01 Where the Employer requires an Employee to undergo compulsory medical examinations, the cost of such examinations shall be paid by the Employer. This Article does not apply to proof of illness as required under Article 33 of the Master Agreement.

## ARTICLE 6 - APPLICATION OF MASTER AGREEMENT TO LOOKOUTS

- 6.01 Pursuant to Clause 3.01 of the Master Agreement, the following Articles of the Master Agreement shall not apply to Employees who are employed as a Lookout or Senior Lookout while assigned to a tower:

Article 16 - Hours of Work  
Article 17 - Overtime  
Article 18 - Shift Differential  
Article 19 - Call Back Pay  
Article 20 - Reporting Pay  
Article 21 - Standby Pay

- 6.02 An Employee covered by Clause 6.01 above and while assigned to a tower shall receive in addition to regular pay one-seventh (1/7) of a day's pay for every full day worked on the tower. For the purposes of this provision, one day's pay shall be defined as the annual salary divided by two hundred and sixty-one (261). Additional salary earned under this section shall be payable at the normal pay periods.

- 6.03 Lookouts at the commencement of their fifth (5th) consecutive season shall be entitled to:

- (a) in lieu of receiving paid holidays, be allowed, in addition to regular earnings, pay at 5.2% of regular earnings, and for working on a paid holiday, pay at time and one-half the regular daily rate for that day; and
- (b) in lieu of receiving annual vacation leave, be allowed, in addition to regular earnings, pay at 6% of regular earnings; and
- (c) in lieu of receiving other benefits, be allowed, in addition to regular earnings, pay at 1% of regular earnings; and
- (d) in lieu of receiving casual and general illness leave, be allowed six (6) days of paid sick leave per year.

## ARTICLE 7 - WILDERNESS CAMP ALLOWANCE

- 7.01 An Employee who is required to stay overnight in a wilderness tent camp at which the Employee must provide their own domestic services shall have added to their regular salary a daily allowance of eight dollars and fifty cents (\$8.50) for each such night spent in camp.

### 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 EFFECTIVE APRIL 1, 2020**

<b>Class No.</b>	<b>Class Title</b>	<b>Pay Grade</b>
052LO	Lookout	37
057MT	Meteorologist 1	70
058MT	Meteorologist 2	73
051NR	Natural Resources 1	35
052NR	Natural Resources 2	39
053NR	Natural Resources 3	42
054NR	Natural Resources 4	44
055NR	Natural Resources 5	48
056NR	Natural Resources 6	57
057NR	Natural Resources 7	65
058NR	Natural Resources 8	70
<b>*059NRMA</b>	<b>Natural Resources 9 Market Adjustment</b>	<b>72 (effective December 14, 2021)</b>
059NR	Natural Resources 9	73

**\* Indicates market adjustments pursuant to Letter of Understanding #4**

**SCHEDULE B  
NATURAL RESOURCES CONSERVATION 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
33	\$1,438.87	\$19.85	\$1,482.76	\$20.45	\$1,531.28	\$21.12	\$1,582.92	\$21.83	\$1,639.69	\$22.62	\$1,693.39	\$23.36	\$1,751.22	\$24.15
34	\$1,460.54	\$20.15	\$1,508.57	\$20.81	\$1,557.10	\$21.48	\$1,611.31	\$22.22	\$1,667.06	\$22.99	\$1,723.86	\$23.78	\$1,783.22	\$24.60
35	\$1,482.76	\$20.45	\$1,531.28	\$21.12	\$1,582.92	\$21.83	\$1,639.69	\$22.62	\$1,693.39	\$23.36	\$1,751.22	\$24.15	\$1,814.21	\$25.02
36	\$1,508.57	\$20.81	\$1,557.10	\$21.48	\$1,611.31	\$22.22	\$1,667.06	\$22.99	\$1,723.86	\$23.78	\$1,783.22	\$24.60	\$1,846.72	\$25.47
37	\$1,531.28	\$21.12	\$1,582.92	\$21.83	\$1,639.69	\$22.62	\$1,693.39	\$23.36	\$1,751.22	\$24.15	\$1,814.21	\$25.02	\$1,879.25	\$25.92
38	\$1,557.10	\$21.48	\$1,611.31	\$22.22	\$1,667.06	\$22.99	\$1,723.86	\$23.78	\$1,783.22	\$24.60	\$1,846.72	\$25.47	\$1,913.32	\$26.39
39	\$1,582.92	\$21.83	\$1,639.69	\$22.62	\$1,693.39	\$23.36	\$1,751.22	\$24.15	\$1,814.21	\$25.02	\$1,879.25	\$25.92	\$1,947.92	\$26.87
40	\$1,611.31	\$22.22	\$1,667.06	\$22.99	\$1,723.86	\$23.78	\$1,783.22	\$24.60	\$1,846.72	\$25.47	\$1,913.32	\$26.39	\$1,986.65	\$27.40
41	\$1,639.69	\$22.62	\$1,693.39	\$23.36	\$1,751.22	\$24.15	\$1,814.21	\$25.02	\$1,879.25	\$25.92	\$1,947.92	\$26.87	\$2,017.09	\$27.82
42	\$1,667.06	\$22.99	\$1,723.86	\$23.78	\$1,783.22	\$24.60	\$1,846.72	\$25.47	\$1,913.32	\$26.39	\$1,986.65	\$27.40	\$2,052.71	\$28.31
43	\$1,693.39	\$23.36	\$1,751.22	\$24.15	\$1,814.21	\$25.02	\$1,879.25	\$25.92	\$1,947.92	\$26.87	\$2,017.09	\$27.82	\$2,089.89	\$28.83
44	\$1,723.86	\$23.78	\$1,783.22	\$24.60	\$1,846.72	\$25.47	\$1,913.32	\$26.39	\$1,986.65	\$27.40	\$2,052.71	\$28.31	\$2,128.63	\$29.36
45	\$1,751.22	\$24.15	\$1,814.21	\$25.02	\$1,879.25	\$25.92	\$1,947.92	\$26.87	\$2,017.09	\$27.82	\$2,089.89	\$28.83	\$2,171.98	\$29.96
46	\$1,783.22	\$24.60	\$1,846.72	\$25.47	\$1,913.32	\$26.39	\$1,986.65	\$27.40	\$2,052.71	\$28.31	\$2,128.63	\$29.36	\$2,211.22	\$30.50
47	\$1,814.21	\$25.02	\$1,879.25	\$25.92	\$1,947.92	\$26.87	\$2,017.09	\$27.82	\$2,089.89	\$28.83	\$2,171.98	\$29.96	\$2,245.30	\$30.97
48	\$1,846.72	\$25.47	\$1,913.32	\$26.39	\$1,986.65	\$27.40	\$2,052.71	\$28.31	\$2,128.63	\$29.36	\$2,211.22	\$30.50	\$2,294.86	\$31.65
49	\$1,879.25	\$25.92	\$1,947.92	\$26.87	\$2,017.09	\$27.82	\$2,089.89	\$28.83	\$2,171.98	\$29.96	\$2,245.30	\$30.97	\$2,339.77	\$32.27
50	\$1,913.32	\$26.39	\$1,986.65	\$27.40	\$2,052.71	\$28.31	\$2,128.63	\$29.36	\$2,211.22	\$30.50	\$2,294.86	\$31.65	\$2,388.82	\$32.95
51	\$1,947.92	\$26.87	\$2,017.09	\$27.82	\$2,089.89	\$28.83	\$2,171.98	\$29.96	\$2,245.30	\$30.97	\$2,339.77	\$32.27	\$2,434.77	\$33.58
52	\$1,986.65	\$27.40	\$2,052.71	\$28.31	\$2,128.63	\$29.36	\$2,211.22	\$30.50	\$2,294.86	\$31.65	\$2,388.82	\$32.95	\$2,487.95	\$34.32
53	\$2,017.09	\$27.82	\$2,089.89	\$28.83	\$2,171.98	\$29.96	\$2,245.30	\$30.97	\$2,339.77	\$32.27	\$2,434.77	\$33.58	\$2,537.00	\$34.99
54	\$2,052.71	\$28.31	\$2,128.63	\$29.36	\$2,211.22	\$30.50	\$2,294.86	\$31.65	\$2,388.82	\$32.95	\$2,487.95	\$34.32	\$2,593.27	\$35.77
55	\$2,089.89	\$28.83	\$2,171.98	\$29.96	\$2,245.30	\$30.97	\$2,339.77	\$32.27	\$2,434.77	\$33.58	\$2,537.00	\$34.99	\$2,644.90	\$36.48
56	\$2,128.63	\$29.36	\$2,211.22	\$30.50	\$2,294.86	\$31.65	\$2,388.82	\$32.95	\$2,487.95	\$34.32	\$2,593.27	\$35.77	\$2,707.88	\$37.35
57	\$2,171.98	\$29.96	\$2,245.30	\$30.97	\$2,339.77	\$32.27	\$2,434.77	\$33.58	\$2,537.00	\$34.99	\$2,644.90	\$36.48	\$2,761.57	\$38.09
58	\$2,211.22	\$30.50	\$2,294.86	\$31.65	\$2,388.82	\$32.95	\$2,487.95	\$34.32	\$2,593.27	\$35.77	\$2,707.88	\$37.35	\$2,818.88	\$38.88
59	\$2,245.30	\$30.97	\$2,339.77	\$32.27	\$2,434.77	\$33.58	\$2,537.00	\$34.99	\$2,644.90	\$36.48	\$2,761.57	\$38.09	\$2,877.22	\$39.69
60	\$2,294.86	\$31.65	\$2,388.82	\$32.95	\$2,487.95	\$34.32	\$2,593.27	\$35.77	\$2,707.88	\$37.35	\$2,818.88	\$38.88	\$2,938.13	\$40.53
61	\$2,339.77	\$32.27	\$2,434.77	\$33.58	\$2,537.00	\$34.99	\$2,644.90	\$36.48	\$2,761.57	\$38.09	\$2,877.22	\$39.69	\$3,005.26	\$41.45
62	\$2,388.82	\$32.95	\$2,487.95	\$34.32	\$2,593.27	\$35.77	\$2,707.88	\$37.35	\$2,818.88	\$38.88	\$2,938.13	\$40.53	\$3,068.24	\$42.32
63	\$2,434.77	\$33.58	\$2,537.00	\$34.99	\$2,644.90	\$36.48	\$2,761.57	\$38.09	\$2,877.22	\$39.69	\$3,005.26	\$41.45	\$3,130.18	\$43.17
64	\$2,487.95	\$34.32	\$2,593.27	\$35.77	\$2,707.88	\$37.35	\$2,818.88	\$38.88	\$2,938.13	\$40.53	\$3,068.24	\$42.32	\$3,199.89	\$44.14



65	\$2,537.00	\$34.99	\$2,644.90	\$36.48	\$2,761.57	\$38.09	\$2,877.22	\$39.69	\$3,005.26	\$41.45	\$3,130.18	\$43.17	\$3,263.92	\$45.02
66	\$2,593.27	\$35.77	\$2,707.88	\$37.35	\$2,818.88	\$38.88	\$2,938.13	\$40.53	\$3,068.24	\$42.32	\$3,199.89	\$44.14	\$3,335.67	\$46.01
67	\$2,644.90	\$36.48	\$2,761.57	\$38.09	\$2,877.22	\$39.69	\$3,005.26	\$41.45	\$3,130.18	\$43.17	\$3,263.92	\$45.02	\$3,407.45	\$47.00
68	\$2,707.88	\$37.35	\$2,818.88	\$38.88	\$2,938.13	\$40.53	\$3,068.24	\$42.32	\$3,199.89	\$44.14	\$3,335.67	\$46.01	\$3,480.76	\$48.01
69	\$2,761.57	\$38.09	\$2,877.22	\$39.69	\$3,005.26	\$41.45	\$3,130.18	\$43.17	\$3,263.92	\$45.02	\$3,407.45	\$47.00	\$3,556.13	\$49.05
70	\$2,818.88	\$38.88	\$2,938.13	\$40.53	\$3,068.24	\$42.32	\$3,199.89	\$44.14	\$3,335.67	\$46.01	\$3,480.76	\$48.01	\$3,640.79	\$50.22
71	\$2,877.22	\$39.69	\$3,005.26	\$41.45	\$3,130.18	\$43.17	\$3,263.92	\$45.02	\$3,407.45	\$47.00	\$3,556.13	\$49.05	\$3,718.74	\$51.29
72	\$2,938.13	\$40.53	\$3,068.24	\$42.32	\$3,199.89	\$44.14	\$3,335.67	\$46.01	\$3,480.76	\$48.01	\$3,640.79	\$50.22	\$3,805.49	\$52.49
73	\$3,005.26	\$41.45	\$3,130.18	\$43.17	\$3,263.92	\$45.02	\$3,407.45	\$47.00	\$3,556.13	\$49.05	\$3,718.74	\$51.29	\$3,889.13	\$53.64
74	\$3,068.24	\$42.32	\$3,199.89	\$44.14	\$3,335.67	\$46.01	\$3,480.76	\$48.01	\$3,640.79	\$50.22	\$3,805.49	\$52.49	\$3,977.91	\$54.87
75	\$3,130.18	\$43.17	\$3,263.92	\$45.02	\$3,407.45	\$47.00	\$3,556.13	\$49.05	\$3,718.74	\$51.29	\$3,889.13	\$53.64	\$4,067.28	\$56.10

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

**SCHEDULE B**  
**NATURAL RESOURCES CONSERVATION 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
33	\$1,456.86	\$20.09	\$1,501.30	\$20.71	\$1,550.43	\$21.39	\$1,602.71	\$22.11	\$1,660.19	\$22.90	\$1,714.56	\$23.65	\$1,773.12	\$24.46
34	\$1,478.80	\$20.40	\$1,527.43	\$21.07	\$1,576.57	\$21.75	\$1,631.46	\$22.50	\$1,687.90	\$23.28	\$1,745.41	\$24.07	\$1,805.52	\$24.90
35	\$1,501.30	\$20.71	\$1,550.43	\$21.39	\$1,602.71	\$22.11	\$1,660.19	\$22.90	\$1,714.56	\$23.65	\$1,773.12	\$24.46	\$1,836.89	\$25.34
36	\$1,527.43	\$21.07	\$1,576.57	\$21.75	\$1,631.46	\$22.50	\$1,687.90	\$23.28	\$1,745.41	\$24.07	\$1,805.52	\$24.90	\$1,869.81	\$25.79
37	\$1,550.43	\$21.39	\$1,602.71	\$22.11	\$1,660.19	\$22.90	\$1,714.56	\$23.65	\$1,773.12	\$24.46	\$1,836.89	\$25.34	\$1,902.75	\$26.24
38	\$1,576.57	\$21.75	\$1,631.46	\$22.50	\$1,687.90	\$23.28	\$1,745.41	\$24.07	\$1,805.52	\$24.90	\$1,869.81	\$25.79	\$1,937.24	\$26.72
39	\$1,602.71	\$22.11	\$1,660.19	\$22.90	\$1,714.56	\$23.65	\$1,773.12	\$24.46	\$1,836.89	\$25.34	\$1,902.75	\$26.24	\$1,972.27	\$27.20
40	\$1,631.46	\$22.50	\$1,687.90	\$23.28	\$1,745.41	\$24.07	\$1,805.52	\$24.90	\$1,869.81	\$25.79	\$1,937.24	\$26.72	\$2,011.49	\$27.74
41	\$1,660.19	\$22.90	\$1,714.56	\$23.65	\$1,773.12	\$24.46	\$1,836.89	\$25.34	\$1,902.75	\$26.24	\$1,972.27	\$27.20	\$2,042.31	\$28.17
42	\$1,687.90	\$23.28	\$1,745.41	\$24.07	\$1,805.52	\$24.90	\$1,869.81	\$25.79	\$1,937.24	\$26.72	\$2,011.49	\$27.74	\$2,078.37	\$28.67
43	\$1,714.56	\$23.65	\$1,773.12	\$24.46	\$1,836.89	\$25.34	\$1,902.75	\$26.24	\$1,972.27	\$27.20	\$2,042.31	\$28.17	\$2,116.02	\$29.19
44	\$1,745.41	\$24.07	\$1,805.52	\$24.90	\$1,869.81	\$25.79	\$1,937.24	\$26.72	\$2,011.49	\$27.74	\$2,078.37	\$28.67	\$2,155.24	\$29.73
45	\$1,773.12	\$24.46	\$1,836.89	\$25.34	\$1,902.75	\$26.24	\$1,972.27	\$27.20	\$2,042.31	\$28.17	\$2,116.02	\$29.19	\$2,199.13	\$30.33
46	\$1,805.52	\$24.90	\$1,869.81	\$25.79	\$1,937.24	\$26.72	\$2,011.49	\$27.74	\$2,078.37	\$28.67	\$2,155.24	\$29.73	\$2,238.87	\$30.88
47	\$1,836.89	\$25.34	\$1,902.75	\$26.24	\$1,972.27	\$27.20	\$2,042.31	\$28.17	\$2,116.02	\$29.19	\$2,199.13	\$30.33	\$2,273.37	\$31.36
48	\$1,869.81	\$25.79	\$1,937.24	\$26.72	\$2,011.49	\$27.74	\$2,078.37	\$28.67	\$2,155.24	\$29.73	\$2,238.87	\$30.88	\$2,323.55	\$32.05
49	\$1,902.75	\$26.24	\$1,972.27	\$27.20	\$2,042.31	\$28.17	\$2,116.02	\$29.19	\$2,199.13	\$30.33	\$2,273.37	\$31.36	\$2,369.02	\$32.68
50	\$1,937.24	\$26.72	\$2,011.49	\$27.74	\$2,078.37	\$28.67	\$2,155.24	\$29.73	\$2,238.87	\$30.88	\$2,323.55	\$32.05	\$2,418.69	\$33.36
51	\$1,972.27	\$27.20	\$2,042.31	\$28.17	\$2,116.02	\$29.19	\$2,199.13	\$30.33	\$2,273.37	\$31.36	\$2,369.02	\$32.68	\$2,465.21	\$34.00
52	\$2,011.49	\$27.74	\$2,078.37	\$28.67	\$2,155.24	\$29.73	\$2,238.87	\$30.88	\$2,323.55	\$32.05	\$2,418.69	\$33.36	\$2,519.05	\$34.75
53	\$2,042.31	\$28.17	\$2,116.02	\$29.19	\$2,199.13	\$30.33	\$2,273.37	\$31.36	\$2,369.02	\$32.68	\$2,465.21	\$34.00	\$2,568.72	\$35.43
54	\$2,078.37	\$28.67	\$2,155.24	\$29.73	\$2,238.87	\$30.88	\$2,323.55	\$32.05	\$2,418.69	\$33.36	\$2,519.05	\$34.75	\$2,625.69	\$36.22
55	\$2,116.02	\$29.19	\$2,199.13	\$30.33	\$2,273.37	\$31.36	\$2,369.02	\$32.68	\$2,465.21	\$34.00	\$2,568.72	\$35.43	\$2,677.97	\$36.94
56	\$2,155.24	\$29.73	\$2,238.87	\$30.88	\$2,323.55	\$32.05	\$2,418.69	\$33.36	\$2,519.05	\$34.75	\$2,625.69	\$36.22	\$2,741.73	\$37.82
57	\$2,199.13	\$30.33	\$2,273.37	\$31.36	\$2,369.02	\$32.68	\$2,465.21	\$34.00	\$2,568.72	\$35.43	\$2,677.97	\$36.94	\$2,796.09	\$38.57
58	\$2,238.87	\$30.88	\$2,323.55	\$32.05	\$2,418.69	\$33.36	\$2,519.05	\$34.75	\$2,625.69	\$36.22	\$2,741.73	\$37.82	\$2,854.12	\$39.37
59	\$2,273.37	\$31.36	\$2,369.02	\$32.68	\$2,465.21	\$34.00	\$2,568.72	\$35.43	\$2,677.97	\$36.94	\$2,796.09	\$38.57	\$2,913.19	\$40.18
60	\$2,323.55	\$32.05	\$2,418.69	\$33.36	\$2,519.05	\$34.75	\$2,625.69	\$36.22	\$2,741.73	\$37.82	\$2,854.12	\$39.37	\$2,974.86	\$41.03
61	\$2,369.02	\$32.68	\$2,465.21	\$34.00	\$2,568.72	\$35.43	\$2,677.97	\$36.94	\$2,796.09	\$38.57	\$2,913.19	\$40.18	\$3,042.83	\$41.97
62	\$2,418.69	\$33.36	\$2,519.05	\$34.75	\$2,625.69	\$36.22	\$2,741.73	\$37.82	\$2,854.12	\$39.37	\$2,974.86	\$41.03	\$3,106.60	\$42.85
63	\$2,465.21	\$34.00	\$2,568.72	\$35.43	\$2,677.97	\$36.94	\$2,796.09	\$38.57	\$2,913.19	\$40.18	\$3,042.83	\$41.97	\$3,169.31	\$43.71
64	\$2,519.05	\$34.75	\$2,625.69	\$36.22	\$2,741.73	\$37.82	\$2,854.12	\$39.37	\$2,974.86	\$41.03	\$3,106.60	\$42.85	\$3,239.89	\$44.69

65	\$2,568.72	\$35.43	\$2,677.97	\$36.94	\$2,796.09	\$38.57	\$2,913.19	\$40.18	\$3,042.83	\$41.97	\$3,169.31	\$43.71	\$3,304.72	\$45.58
66	\$2,625.69	\$36.22	\$2,741.73	\$37.82	\$2,854.12	\$39.37	\$2,974.86	\$41.03	\$3,106.60	\$42.85	\$3,239.89	\$44.69	\$3,377.37	\$46.58
67	\$2,677.97	\$36.94	\$2,796.09	\$38.57	\$2,913.19	\$40.18	\$3,042.83	\$41.97	\$3,169.31	\$43.71	\$3,304.72	\$45.58	\$3,450.05	\$47.59
68	\$2,741.73	\$37.82	\$2,854.12	\$39.37	\$2,974.86	\$41.03	\$3,106.60	\$42.85	\$3,239.89	\$44.69	\$3,377.37	\$46.58	\$3,524.27	\$48.61
69	\$2,796.09	\$38.57	\$2,913.19	\$40.18	\$3,042.83	\$41.97	\$3,169.31	\$43.71	\$3,304.72	\$45.58	\$3,450.05	\$47.59	\$3,600.59	\$49.66
70	\$2,854.12	\$39.37	\$2,974.86	\$41.03	\$3,106.60	\$42.85	\$3,239.89	\$44.69	\$3,377.37	\$46.58	\$3,524.27	\$48.61	\$3,686.30	\$50.85
71	\$2,913.19	\$40.18	\$3,042.83	\$41.97	\$3,169.31	\$43.71	\$3,304.72	\$45.58	\$3,450.05	\$47.59	\$3,600.59	\$49.66	\$3,765.23	\$51.93
72	\$2,974.86	\$41.03	\$3,106.60	\$42.85	\$3,239.89	\$44.69	\$3,377.37	\$46.58	\$3,524.27	\$48.61	\$3,686.30	\$50.85	\$3,853.06	\$53.15
73	\$3,042.83	\$41.97	\$3,169.31	\$43.71	\$3,304.72	\$45.58	\$3,450.05	\$47.59	\$3,600.59	\$49.66	\$3,765.23	\$51.93	\$3,937.75	\$54.31
74	\$3,106.60	\$42.85	\$3,239.89	\$44.69	\$3,377.37	\$46.58	\$3,524.27	\$48.61	\$3,686.30	\$50.85	\$3,853.06	\$53.15	\$4,027.64	\$55.55
75	\$3,169.31	\$43.71	\$3,304.72	\$45.58	\$3,450.05	\$47.59	\$3,600.59	\$49.66	\$3,765.23	\$51.93	\$3,937.75	\$54.31	\$4,118.13	\$56.80

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

**SCHEDULE B**  
**NATURAL RESOURCES CONSERVATION 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
33	\$1,478.72	\$20.40	\$1,523.82	\$21.02	\$1,573.69	\$21.71	\$1,626.76	\$22.44	\$1,685.10	\$23.24	\$1,740.28	\$24.00	\$1,799.72	\$24.82
34	\$1,500.99	\$20.70	\$1,550.35	\$21.38	\$1,600.22	\$22.07	\$1,655.94	\$22.84	\$1,713.22	\$23.63	\$1,771.60	\$24.44	\$1,832.61	\$25.28
35	\$1,523.82	\$21.02	\$1,573.69	\$21.71	\$1,626.76	\$22.44	\$1,685.10	\$23.24	\$1,740.28	\$24.00	\$1,799.72	\$24.82	\$1,864.45	\$25.72
36	\$1,550.35	\$21.38	\$1,600.22	\$22.07	\$1,655.94	\$22.84	\$1,713.22	\$23.63	\$1,771.60	\$24.44	\$1,832.61	\$25.28	\$1,897.86	\$26.18
37	\$1,573.69	\$21.71	\$1,626.76	\$22.44	\$1,685.10	\$23.24	\$1,740.28	\$24.00	\$1,799.72	\$24.82	\$1,864.45	\$25.72	\$1,931.30	\$26.64
38	\$1,600.22	\$22.07	\$1,655.94	\$22.84	\$1,713.22	\$23.63	\$1,771.60	\$24.44	\$1,832.61	\$25.28	\$1,897.86	\$26.18	\$1,966.30	\$27.12
39	\$1,626.76	\$22.44	\$1,685.10	\$23.24	\$1,740.28	\$24.00	\$1,799.72	\$24.82	\$1,864.45	\$25.72	\$1,931.30	\$26.64	\$2,001.86	\$27.61
40	\$1,655.94	\$22.84	\$1,713.22	\$23.63	\$1,771.60	\$24.44	\$1,832.61	\$25.28	\$1,897.86	\$26.18	\$1,966.30	\$27.12	\$2,041.67	\$28.16
41	\$1,685.10	\$23.24	\$1,740.28	\$24.00	\$1,799.72	\$24.82	\$1,864.45	\$25.72	\$1,931.30	\$26.64	\$2,001.86	\$27.61	\$2,072.95	\$28.59
42	\$1,713.22	\$23.63	\$1,771.60	\$24.44	\$1,832.61	\$25.28	\$1,897.86	\$26.18	\$1,966.30	\$27.12	\$2,041.67	\$28.16	\$2,109.55	\$29.10
43	\$1,740.28	\$24.00	\$1,799.72	\$24.82	\$1,864.45	\$25.72	\$1,931.30	\$26.64	\$2,001.86	\$27.61	\$2,072.95	\$28.59	\$2,147.77	\$29.62
44	\$1,771.60	\$24.44	\$1,832.61	\$25.28	\$1,897.86	\$26.18	\$1,966.30	\$27.12	\$2,041.67	\$28.16	\$2,109.55	\$29.10	\$2,187.57	\$30.17
45	\$1,799.72	\$24.82	\$1,864.45	\$25.72	\$1,931.30	\$26.64	\$2,001.86	\$27.61	\$2,072.95	\$28.59	\$2,147.77	\$29.62	\$2,232.12	\$30.79
46	\$1,832.61	\$25.28	\$1,897.86	\$26.18	\$1,966.30	\$27.12	\$2,041.67	\$28.16	\$2,109.55	\$29.10	\$2,187.57	\$30.17	\$2,272.46	\$31.34
47	\$1,864.45	\$25.72	\$1,931.30	\$26.64	\$2,001.86	\$27.61	\$2,072.95	\$28.59	\$2,147.77	\$29.62	\$2,232.12	\$30.79	\$2,307.48	\$31.83
48	\$1,897.86	\$26.18	\$1,966.30	\$27.12	\$2,041.67	\$28.16	\$2,109.55	\$29.10	\$2,187.57	\$30.17	\$2,272.46	\$31.34	\$2,358.41	\$32.53
49	\$1,931.30	\$26.64	\$2,001.86	\$27.61	\$2,072.95	\$28.59	\$2,147.77	\$29.62	\$2,232.12	\$30.79	\$2,307.48	\$31.83	\$2,404.56	\$33.17
50	\$1,966.30	\$27.12	\$2,041.67	\$28.16	\$2,109.55	\$29.10	\$2,187.57	\$30.17	\$2,272.46	\$31.34	\$2,358.41	\$32.53	\$2,454.98	\$33.86
51	\$2,001.86	\$27.61	\$2,072.95	\$28.59	\$2,147.77	\$29.62	\$2,232.12	\$30.79	\$2,307.48	\$31.83	\$2,404.56	\$33.17	\$2,502.19	\$34.51
52	\$2,041.67	\$28.16	\$2,109.55	\$29.10	\$2,187.57	\$30.17	\$2,272.46	\$31.34	\$2,358.41	\$32.53	\$2,454.98	\$33.86	\$2,556.84	\$35.27
53	\$2,072.95	\$28.59	\$2,147.77	\$29.62	\$2,232.12	\$30.79	\$2,307.48	\$31.83	\$2,404.56	\$33.17	\$2,502.19	\$34.51	\$2,607.26	\$35.96
54	\$2,109.55	\$29.10	\$2,187.57	\$30.17	\$2,272.46	\$31.34	\$2,358.41	\$32.53	\$2,454.98	\$33.86	\$2,556.84	\$35.27	\$2,665.08	\$36.76
55	\$2,147.77	\$29.62	\$2,232.12	\$30.79	\$2,307.48	\$31.83	\$2,404.56	\$33.17	\$2,502.19	\$34.51	\$2,607.26	\$35.96	\$2,718.14	\$37.49
56	\$2,187.57	\$30.17	\$2,272.46	\$31.34	\$2,358.41	\$32.53	\$2,454.98	\$33.86	\$2,556.84	\$35.27	\$2,665.08	\$36.76	\$2,782.86	\$38.38
57	\$2,232.12	\$30.79	\$2,307.48	\$31.83	\$2,404.56	\$33.17	\$2,502.19	\$34.51	\$2,607.26	\$35.96	\$2,718.14	\$37.49	\$2,838.04	\$39.15
58	\$2,272.46	\$31.34	\$2,358.41	\$32.53	\$2,454.98	\$33.86	\$2,556.84	\$35.27	\$2,665.08	\$36.76	\$2,782.86	\$38.38	\$2,896.94	\$39.96
59	\$2,307.48	\$31.83	\$2,404.56	\$33.17	\$2,502.19	\$34.51	\$2,607.26	\$35.96	\$2,718.14	\$37.49	\$2,838.04	\$39.15	\$2,956.89	\$40.78
60	\$2,358.41	\$32.53	\$2,454.98	\$33.86	\$2,556.84	\$35.27	\$2,665.08	\$36.76	\$2,782.86	\$38.38	\$2,896.94	\$39.96	\$3,019.49	\$41.65
61	\$2,404.56	\$33.17	\$2,502.19	\$34.51	\$2,607.26	\$35.96	\$2,718.14	\$37.49	\$2,838.04	\$39.15	\$2,956.89	\$40.78	\$3,088.48	\$42.60
62	\$2,454.98	\$33.86	\$2,556.84	\$35.27	\$2,665.08	\$36.76	\$2,782.86	\$38.38	\$2,896.94	\$39.96	\$3,019.49	\$41.65	\$3,153.20	\$43.49
63	\$2,502.19	\$34.51	\$2,607.26	\$35.96	\$2,718.14	\$37.49	\$2,838.04	\$39.15	\$2,956.89	\$40.78	\$3,088.48	\$42.60	\$3,216.85	\$44.37
64	\$2,556.84	\$35.27	\$2,665.08	\$36.76	\$2,782.86	\$38.38	\$2,896.94	\$39.96	\$3,019.49	\$41.65	\$3,153.20	\$43.49	\$3,288.49	\$45.36

65	\$2,607.26	\$35.96	\$2,718.14	\$37.49	\$2,838.04	\$39.15	\$2,956.89	\$40.78	\$3,088.48	\$42.60	\$3,216.85	\$44.37	\$3,354.30	\$46.27
66	\$2,665.08	\$36.76	\$2,782.86	\$38.38	\$2,896.94	\$39.96	\$3,019.49	\$41.65	\$3,153.20	\$43.49	\$3,288.49	\$45.36	\$3,428.04	\$47.28
67	\$2,718.14	\$37.49	\$2,838.04	\$39.15	\$2,956.89	\$40.78	\$3,088.48	\$42.60	\$3,216.85	\$44.37	\$3,354.30	\$46.27	\$3,501.81	\$48.30
68	\$2,782.86	\$38.38	\$2,896.94	\$39.96	\$3,019.49	\$41.65	\$3,153.20	\$43.49	\$3,288.49	\$45.36	\$3,428.04	\$47.28	\$3,577.14	\$49.34
69	\$2,838.04	\$39.15	\$2,956.89	\$40.78	\$3,088.48	\$42.60	\$3,216.85	\$44.37	\$3,354.30	\$46.27	\$3,501.81	\$48.30	\$3,654.60	\$50.41
70	\$2,896.94	\$39.96	\$3,019.49	\$41.65	\$3,153.20	\$43.49	\$3,288.49	\$45.36	\$3,428.04	\$47.28	\$3,577.14	\$49.34	\$3,741.60	\$51.61
71	\$2,956.89	\$40.78	\$3,088.48	\$42.60	\$3,216.85	\$44.37	\$3,354.30	\$46.27	\$3,501.81	\$48.30	\$3,654.60	\$50.41	\$3,821.71	\$52.71
72	\$3,019.49	\$41.65	\$3,153.20	\$43.49	\$3,288.49	\$45.36	\$3,428.04	\$47.28	\$3,577.14	\$49.34	\$3,741.60	\$51.61	\$3,910.86	\$53.94
73	\$3,088.48	\$42.60	\$3,216.85	\$44.37	\$3,354.30	\$46.27	\$3,501.81	\$48.30	\$3,654.60	\$50.41	\$3,821.71	\$52.71	\$3,996.82	\$55.13
74	\$3,153.20	\$43.49	\$3,288.49	\$45.36	\$3,428.04	\$47.28	\$3,577.14	\$49.34	\$3,741.60	\$51.61	\$3,910.86	\$53.94	\$4,088.06	\$56.39
75	\$3,216.85	\$44.37	\$3,354.30	\$46.27	\$3,501.81	\$48.30	\$3,654.60	\$50.41	\$3,821.71	\$52.71	\$3,996.82	\$55.13	\$4,179.91	\$57.65

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

**SCHEDULE B  
NATURAL RESOURCES CONSERVATION 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
33	\$1,486.12	\$20.50	\$1,531.44	\$21.12	\$1,581.56	\$21.81	\$1,634.90	\$22.55	\$1,693.53	\$23.36	\$1,748.99	\$24.12	\$1,808.72	\$24.95
34	\$1,508.50	\$20.81	\$1,558.11	\$21.49	\$1,608.23	\$22.18	\$1,664.22	\$22.95	\$1,721.79	\$23.75	\$1,780.46	\$24.56	\$1,841.78	\$25.40
35	\$1,531.44	\$21.12	\$1,581.56	\$21.81	\$1,634.90	\$22.55	\$1,693.53	\$23.36	\$1,748.99	\$24.12	\$1,808.72	\$24.95	\$1,873.78	\$25.85
36	\$1,558.11	\$21.49	\$1,608.23	\$22.18	\$1,664.22	\$22.95	\$1,721.79	\$23.75	\$1,780.46	\$24.56	\$1,841.78	\$25.40	\$1,907.35	\$26.31
37	\$1,581.56	\$21.81	\$1,634.90	\$22.55	\$1,693.53	\$23.36	\$1,748.99	\$24.12	\$1,808.72	\$24.95	\$1,873.78	\$25.85	\$1,940.96	\$26.77
38	\$1,608.23	\$22.18	\$1,664.22	\$22.95	\$1,721.79	\$23.75	\$1,780.46	\$24.56	\$1,841.78	\$25.40	\$1,907.35	\$26.31	\$1,976.14	\$27.26
39	\$1,634.90	\$22.55	\$1,693.53	\$23.36	\$1,748.99	\$24.12	\$1,808.72	\$24.95	\$1,873.78	\$25.85	\$1,940.96	\$26.77	\$2,011.87	\$27.75
40	\$1,664.22	\$22.95	\$1,721.79	\$23.75	\$1,780.46	\$24.56	\$1,841.78	\$25.40	\$1,907.35	\$26.31	\$1,976.14	\$27.26	\$2,051.88	\$28.30
41	\$1,693.53	\$23.36	\$1,748.99	\$24.12	\$1,808.72	\$24.95	\$1,873.78	\$25.85	\$1,940.96	\$26.77	\$2,011.87	\$27.75	\$2,083.32	\$28.74
42	\$1,721.79	\$23.75	\$1,780.46	\$24.56	\$1,841.78	\$25.40	\$1,907.35	\$26.31	\$1,976.14	\$27.26	\$2,051.88	\$28.30	\$2,120.10	\$29.24
43	\$1,748.99	\$24.12	\$1,808.72	\$24.95	\$1,873.78	\$25.85	\$1,940.96	\$26.77	\$2,011.87	\$27.75	\$2,083.32	\$28.74	\$2,158.51	\$29.77
44	\$1,780.46	\$24.56	\$1,841.78	\$25.40	\$1,907.35	\$26.31	\$1,976.14	\$27.26	\$2,051.88	\$28.30	\$2,120.10	\$29.24	\$2,198.51	\$30.32
45	\$1,808.72	\$24.95	\$1,873.78	\$25.85	\$1,940.96	\$26.77	\$2,011.87	\$27.75	\$2,083.32	\$28.74	\$2,158.51	\$29.77	\$2,243.29	\$30.94
46	\$1,841.78	\$25.40	\$1,907.35	\$26.31	\$1,976.14	\$27.26	\$2,051.88	\$28.30	\$2,120.10	\$29.24	\$2,198.51	\$30.32	\$2,283.83	\$31.50
47	\$1,873.78	\$25.85	\$1,940.96	\$26.77	\$2,011.87	\$27.75	\$2,083.32	\$28.74	\$2,158.51	\$29.77	\$2,243.29	\$30.94	\$2,319.02	\$31.99
48	\$1,907.35	\$26.31	\$1,976.14	\$27.26	\$2,051.88	\$28.30	\$2,120.10	\$29.24	\$2,198.51	\$30.32	\$2,283.83	\$31.50	\$2,370.21	\$32.69
49	\$1,940.96	\$26.77	\$2,011.87	\$27.75	\$2,083.32	\$28.74	\$2,158.51	\$29.77	\$2,243.29	\$30.94	\$2,319.02	\$31.99	\$2,416.59	\$33.33
50	\$1,976.14	\$27.26	\$2,051.88	\$28.30	\$2,120.10	\$29.24	\$2,198.51	\$30.32	\$2,283.83	\$31.50	\$2,370.21	\$32.69	\$2,467.26	\$34.03
51	\$2,011.87	\$27.75	\$2,083.32	\$28.74	\$2,158.51	\$29.77	\$2,243.29	\$30.94	\$2,319.02	\$31.99	\$2,416.59	\$33.33	\$2,514.71	\$34.69
52	\$2,051.88	\$28.30	\$2,120.10	\$29.24	\$2,198.51	\$30.32	\$2,283.83	\$31.50	\$2,370.21	\$32.69	\$2,467.26	\$34.03	\$2,569.63	\$35.44
53	\$2,083.32	\$28.74	\$2,158.51	\$29.77	\$2,243.29	\$30.94	\$2,319.02	\$31.99	\$2,416.59	\$33.33	\$2,514.71	\$34.69	\$2,620.30	\$36.14
54	\$2,120.10	\$29.24	\$2,198.51	\$30.32	\$2,283.83	\$31.50	\$2,370.21	\$32.69	\$2,467.26	\$34.03	\$2,569.63	\$35.44	\$2,678.41	\$36.94
55	\$2,158.51	\$29.77	\$2,243.29	\$30.94	\$2,319.02	\$31.99	\$2,416.59	\$33.33	\$2,514.71	\$34.69	\$2,620.30	\$36.14	\$2,731.74	\$37.68
56	\$2,198.51	\$30.32	\$2,283.83	\$31.50	\$2,370.21	\$32.69	\$2,467.26	\$34.03	\$2,569.63	\$35.44	\$2,678.41	\$36.94	\$2,796.78	\$38.58
57	\$2,243.29	\$30.94	\$2,319.02	\$31.99	\$2,416.59	\$33.33	\$2,514.71	\$34.69	\$2,620.30	\$36.14	\$2,731.74	\$37.68	\$2,852.24	\$39.34
58	\$2,283.83	\$31.50	\$2,370.21	\$32.69	\$2,467.26	\$34.03	\$2,569.63	\$35.44	\$2,678.41	\$36.94	\$2,796.78	\$38.58	\$2,911.43	\$40.16
59	\$2,319.02	\$31.99	\$2,416.59	\$33.33	\$2,514.71	\$34.69	\$2,620.30	\$36.14	\$2,731.74	\$37.68	\$2,852.24	\$39.34	\$2,971.68	\$40.99
60	\$2,370.21	\$32.69	\$2,467.26	\$34.03	\$2,569.63	\$35.44	\$2,678.41	\$36.94	\$2,796.78	\$38.58	\$2,911.43	\$40.16	\$3,034.59	\$41.86
61	\$2,416.59	\$33.33	\$2,514.71	\$34.69	\$2,620.30	\$36.14	\$2,731.74	\$37.68	\$2,852.24	\$39.34	\$2,971.68	\$40.99	\$3,103.93	\$42.81
62	\$2,467.26	\$34.03	\$2,569.63	\$35.44	\$2,678.41	\$36.94	\$2,796.78	\$38.58	\$2,911.43	\$40.16	\$3,034.59	\$41.86	\$3,168.97	\$43.71
63	\$2,514.71	\$34.69	\$2,620.30	\$36.14	\$2,731.74	\$37.68	\$2,852.24	\$39.34	\$2,971.68	\$40.99	\$3,103.93	\$42.81	\$3,232.94	\$44.59
64	\$2,569.63	\$35.44	\$2,678.41	\$36.94	\$2,796.78	\$38.58	\$2,911.43	\$40.16	\$3,034.59	\$41.86	\$3,168.97	\$43.71	\$3,304.94	\$45.59

65	\$2,620.30	\$36.14	\$2,731.74	\$37.68	\$2,852.24	\$39.34	\$2,971.68	\$40.99	\$3,103.93	\$42.81	\$3,232.94	\$44.59	\$3,371.08	\$46.50
66	\$2,678.41	\$36.94	\$2,796.78	\$38.58	\$2,911.43	\$40.16	\$3,034.59	\$41.86	\$3,168.97	\$43.71	\$3,304.94	\$45.59	\$3,445.19	\$47.52
67	\$2,731.74	\$37.68	\$2,852.24	\$39.34	\$2,971.68	\$40.99	\$3,103.93	\$42.81	\$3,232.94	\$44.59	\$3,371.08	\$46.50	\$3,519.32	\$48.54
68	\$2,796.78	\$38.58	\$2,911.43	\$40.16	\$3,034.59	\$41.86	\$3,168.97	\$43.71	\$3,304.94	\$45.59	\$3,445.19	\$47.52	\$3,595.03	\$49.59
69	\$2,852.24	\$39.34	\$2,971.68	\$40.99	\$3,103.93	\$42.81	\$3,232.94	\$44.59	\$3,371.08	\$46.50	\$3,519.32	\$48.54	\$3,672.88	\$50.66
70	\$2,911.43	\$40.16	\$3,034.59	\$41.86	\$3,168.97	\$43.71	\$3,304.94	\$45.59	\$3,445.19	\$47.52	\$3,595.03	\$49.59	\$3,760.31	\$51.87
71	\$2,971.68	\$40.99	\$3,103.93	\$42.81	\$3,232.94	\$44.59	\$3,371.08	\$46.50	\$3,519.32	\$48.54	\$3,672.88	\$50.66	\$3,840.82	\$52.98
72	\$3,034.59	\$41.86	\$3,168.97	\$43.71	\$3,304.94	\$45.59	\$3,445.19	\$47.52	\$3,595.03	\$49.59	\$3,760.31	\$51.87	\$3,930.42	\$54.21
73	\$3,103.93	\$42.81	\$3,232.94	\$44.59	\$3,371.08	\$46.50	\$3,519.32	\$48.54	\$3,672.88	\$50.66	\$3,840.82	\$52.98	\$4,016.81	\$55.40
74	\$3,168.97	\$43.71	\$3,304.94	\$45.59	\$3,445.19	\$47.52	\$3,595.03	\$49.59	\$3,760.31	\$51.87	\$3,930.42	\$54.21	\$4,108.51	\$56.67
75	\$3,232.94	\$44.59	\$3,371.08	\$46.50	\$3,519.32	\$48.54	\$3,672.88	\$50.66	\$3,840.82	\$52.98	\$4,016.81	\$55.40	\$4,200.81	\$57.94

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

**EMPLOYEE RELATIONS COMMITTEE  
TERMS OF REFERENCE**

**1.0 PREAMBLE**

- 1.1 The Parties agree to establish a joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by the Natural Resources Conservation Services, Subsidiary #005. The sole purpose of the discussions is to foster a mutual understanding of the perspective of both Parties on matters of mutual interest.
- 1.2 The Committee shall be comprised of equal representation of the Parties and shall be co-chaired. The Committee shall meet a minimum of two (2) times a year. Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.
- 1.3 Any recommendations for changes must be approved by the majority of the members of the Committee and if accepted by both the Employer and the Union may be implemented by mutual agreement.

**2.0 NAME OF COMMITTEES**

- 2.1 The name of the Committee shall be: "Employee Relations Committee".

**3.0 OBJECTIVE(S)**

- 3.1 To promote and maintain effective communications in the areas of:
  - (a) working conditions;
  - (b) policies and procedures;
  - (c) staff development;
  - (d) suggestions for improved efficiency;
  - (e) information exchange relative to proposed operational changes;
  - (f) other matters as agreed to mutually by the Committee; and
  - (g) class series.
- 3.2 It is agreed that the Committee will not deal with:
  - (i) issues for which there exist avenues for discussion or resolution which have not been explored,
  - (ii) pending or potential grievances,
  - (iii) terms and conditions of the Master Agreement.

**4.0 MEMBERSHIP**

- 4.1 The Committee shall be composed of equal representatives from Subsidiary #005 and Management.
- 4.2 Employee representatives will be members of the A.U.P.E. Subsidiary #005 employed by the Government of the Province of Alberta.
- 4.3 Employee representatives will be chosen by A.U.P.E. Subsidiary #005.



- 4.4 The Employee Co-Chairperson shall be appointed from and elected by the Employee representatives of the Committee. The Management Co-Chairperson will be appointed by the Employer.
- 4.5 Participation by Departments in providing Management representatives shall be voluntary.
- 4.6 Ideally the Co-Chairperson will serve for a period of at least one year.

## **5.0 GENERAL**

- 5.1 All members of the Committee will have equal authority to advise, recommend and vote.
- 5.2 The two Co-Chairpersons will alternate in chairing the meetings.
- 5.3 A recording secretary will be provided by the assigned Co-Chairperson. Minutes will be approved and signed by the Co-Chairpersons and distributed to all members within one (1) week from any meeting.
- 5.4 Meetings will be held a minimum of two (2) times a year - in Edmonton, unless another location is mutually agreed to. Duration of any meeting shall not normally exceed one day. Additional meetings may be scheduled if required, and mutually agreed.
- 5.5 An agenda is to be prepared and circulated fifteen (15) days in advance of the meeting. Other submissions and rationale may be added to the agenda by agreement of both Co-Chairpersons. The final agenda will be set by mutual agreement of the Co-Chairpersons.
- 5.6 Individuals who are not representatives on the Committee may make presentations at meetings with the agreement of the Co-Chairpersons and providing written notice is offered to the Co-Chairpersons in advance of the meeting. Subjects to be discussed will have been previously entered on the agenda.
- 5.7 The Committee shall be entitled to have, upon approval of the Co-Chairpersons, resource personnel in attendance at meetings. Advisors may attend on behalf of Management or Employees, but in either case they will have no status except that of providing information.
- 5.8 These terms of reference may be amended at any regular meeting of the Committee, providing that a proper notice to amend was made at the preceding regular meeting.

### **LETTER OF UNDERSTANDING #1 - Seasonal Wage Employees**

It is understood by the Parties to this Agreement that Wage Employees who work less than twelve (12) consecutive months from their date of hire or last increment but who return in the next season in the same classification may be eligible for an increment effective the first day of the bi-weekly pay period following the completion of a total of twelve months worked.

## LETTER OF UNDERSTANDING #2 - Lookouts

The Parties agree that the terms and conditions that the Parties have negotiated with respect to Lookouts recognizes the uniqueness of their work and work environment. Therefore the Parties agree to the following:

1. The Parties agree that subject to section 1.2 of the Alberta Employment Standards Regulation, regarding Lookout observer exemptions, compensation under this agreement will be provided to Lookouts, where eligible, according to the terms of the attached Schedule.
2. This Letter, including the attached Schedule, is without prejudice and will set no precedent for any future position that the Parties may wish to take on similar matters.
3. This Letter of Understanding shall be effective for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

## SCHEDULE - LOOKOUTS

This schedule will remain in effect for the term of the Collective Agreement pursuant to Article 47 of the Master Agreement.

The Parties recognize that Employees employed as Lookouts assigned to lookout towers may be required to work more than 7.25 hours per day on days where the fire hazard is "High" or "Extreme" and that they may work less than 7.25 hours per day where the fire hazard is "Low" or "Moderate". To recognize that in fire seasons where there is an unusually high fire hazard Lookouts will be required to work more hours than in seasons with lower fire hazard, the following compensation will apply:

1. Lookouts who are assigned to a lookout tower will be entitled to additional compensation in those fire seasons where more than one third (33%) of the total days that their assigned lookout tower is open in a month, are designated by the Employer as "High" or "Extreme" hazard days.
2. Lookouts will be paid \$30.00 per day for each additional "High" or "Extreme" hazard day worked which is in excess of the one third (33%) referred to in Item #1. (Example: Tower A is open for 30 days in a month. 12 of these days are designated as "High" or "Extreme" hazard. Compensation of \$30.00 per day would apply to 2 days which would equal \$60.00.)
3. The Employer will determine the fire season which is defined as the total number of days that a lookout tower is open within a year.
4. The Parties agree to discuss issues which arise with respect to the application of this Schedule.
5. This Schedule is without prejudice and will set no precedent for any future position that the Parties may wish to take on similar matters.

### LETTER OF UNDERSTANDING #3 - Specialist Modifier

The Parties agree to the following:

1. If the Employer determines that a Market Modifier is necessary the Employer and the Union will meet and discuss the implementation of any modifier. The market modifier will be added directly to the Employee's salary and is pensionable. Employees will be given notice if the market modifier is to be reduced or removed. An Employee's base pay as negotiated between the A.U.P.E. and the Crown as contained in Schedules A and B of the Subsidiary #005 Agreement will not be affected by the modifier.
2. A Specialist Modifier will apply to the following functions:
  - Air Attack Officer
  - Certified Fire Behaviour Analyst
  - Certified Ignition Specialist
  - Control Tactics Instructor or Defensive Tactics Instructor
  - Firearms Instructor
  - Helicopter/Sling Rescue Team Leader
  - Incident Commander 2 or Type I Certification in Wildfire
  - Medical Response Team Leader
  - Predator Response Team Leader or Human Wildlife Conflict Control Specialist
  - Problem Wildlife Specialist
  - Rescue Response Team Leader
  - Search Management Instructor
  - Summer and Winter Mountaineering Instructor
  - Surveillance Team Leader
  - Undercover Operator
  - Water Safety and Small Vessel Instructor
3. The Specialist Modifier will be \$85.87 per bi-weekly pay period. The Employer will identify and assign the specialist modifier functions. The Employer maintains the right to assign, re-assign and or discontinue the use of any specialist modifier functions upon 90 days written notice to the affected Employee(s). The Employer further retains the right to immediately remove the modifier if the Employee does not meet the required certification and/or qualifications. The modifier is considered pensionable.
4. The Specialist Modifier will be used in circumstances where the Employer needs an Employee(s) to maintain a specialized set of skills or certification that may only be used in emergency or special circumstances beyond the scope of the Employee's assigned responsibilities. A flat rate modifier will be added to the Employee's bi-weekly cheque.
5. Employees will be selected to perform the Specialist Modifier functions based on the Employer requiring that function and the Employees attaining and maintaining any credentials or training as defined by the Employer.

**LETTER OF UNDERSTANDING #4 - 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:

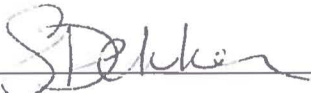
	Classification	Former Pay Grade	New Pay Grade
Subsidiary Agreement 002	Program Services 3	67	66
	Program Services 4	70	68
Subsidiary Agreement 005	Natural Resources 9	73	72

- \* 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 place 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.


Dated this 27 day of January, 2022

ORIGINAL SIGNED BY

  
\_\_\_\_\_

Witness

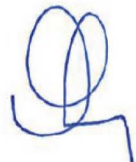
ORIGINAL SIGNED BY

  
\_\_\_\_\_

TIM GRANT

Public Service Commissioner

ORIGINAL SIGNED BY

  
\_\_\_\_\_

Witness

ORIGINAL SIGNED BY

  
\_\_\_\_\_

GUY SMITH

President, Alberta Union of Provincial  
Employees