

BASE HOURLY RATE UNLICENSED JOBS
January 2006

Grade	Date	Increase %	Job #	Job Title	Rates at 85%		Rates at 90%		Rates at 95%		Rates at 100%	
					Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
13	Eff Nov 1, 2005		1348	Senior Business Analyst-Service Desk	\$31.40	\$4,781	\$33.25	\$5,063	\$35.10	\$5,344	\$36.95	\$5,625
			1355	Senior Technical Analyst-Reg.Support								
			1354	Senior Technical Analyst								
			1357	Senior Application Analyst								
			1361	Senior Data Administrator								
			1360	Senior Database Administrator								
	Eff Nov 1, 2006	1.0%			\$31.72	\$4,829	\$33.58	\$5,113	\$35.45	\$5,397	\$37.32	\$5,681
Eff Nov 1, 2007	1.0%			\$32.04	\$4,877	\$33.92	\$5,164	\$35.80	\$5,451	\$37.69	\$5,738	
12	As at Nov 1, 2005		1368	Intermediate Technical Analyst-Service Desk	\$29.20	\$4,446	\$30.92	\$4,707	\$32.63	\$4,969	\$34.35	\$5,230
			1351	Intermediate Technical Analyst-Reg.Support								
			1349	Intermediate Application Administrator								
			1353	Intermediate Technical Analyst								
			1356	Intermediate Application Analyst								
			1347	Intermediate Application Developer								
	1359	Intermediate Database Administrator										
Eff Nov 1, 2006	1.0%			\$29.49	\$4,490	\$31.23	\$4,754	\$32.96	\$5,018	\$34.69	\$5,282	
Eff Nov 1, 2007	1.0%			\$29.79	\$4,535	\$31.54	\$4,802	\$33.29	\$5,068	\$35.04	\$5,335	
12	As of Nov 1, 2005		4999	Senior Chief Steward (Spirit / North)	\$27.85	\$4,241	\$29.49	\$4,490	\$31.13	\$4,740	\$32.77	\$4,989
	As of Nov 1, 2006	1.0%			\$28.13	\$4,283	\$29.79	\$4,535	\$31.44	\$4,787	\$33.10	\$5,039
	As of Nov 1, 2007	1.0%			\$28.41	\$4,326	\$30.08	\$4,580	\$31.76	\$4,835	\$33.43	\$5,089
12	As of Nov 1, 2005		4999	Senior Chief Steward (Large)	\$26.03	\$3,964	\$27.56	\$4,197	\$29.10	\$4,430	\$30.63	\$4,663
	As of Nov 1, 2006	1.0%			\$26.29	\$4,003	\$27.84	\$4,239	\$29.39	\$4,474	\$30.93	\$4,710
	As of Nov 1, 2007	1.0%			\$26.56	\$4,043	\$28.12	\$4,281	\$29.68	\$4,519	\$31.24	\$4,757
12	As of Nov 1, 2005		4999	Senior Chief Steward (Intermediate)	\$25.10	\$3,822	\$26.58	\$4,046	\$28.05	\$4,271	\$29.53	\$4,496
	As of Nov 1, 2006	1.0%			\$25.35	\$3,860	\$26.84	\$4,087	\$28.33	\$4,314	\$29.83	\$4,541
	As of Nov 1, 2007	1.0%			\$25.61	\$3,898	\$27.11	\$4,128	\$28.62	\$4,357	\$30.12	\$4,586
12	As at Nov 1, 2004			No positions at this rate currently	\$25.77	\$3,923	\$27.28	\$4,154	\$28.80	\$4,384	\$30.31	\$4,615
	Eff Nov 1, 2005	1.0%			\$26.02	\$3,962	\$27.55	\$4,195	\$29.08	\$4,428	\$30.62	\$4,661
	Eff Nov 1, 2006	1.0%			\$26.28	\$4,002	\$27.83	\$4,237	\$29.38	\$4,472	\$30.92	\$4,708
11	As at Nov 1, 2005		4963	Maintenance Analyst, Terminals	\$25.98	\$3,956	\$27.51	\$4,189	\$29.04	\$4,421	30.57	\$4,654
			1339	Maintenance Analyst, Vessels								
	Eff Nov 1, 2006	1.0%			\$26.24	\$3,995	\$27.79	\$4,230	\$29.33	\$4,466	\$30.87	\$4,701
Eff Nov 1, 2007	1.0%			\$26.51	\$4,035	\$28.06	\$4,273	\$29.62	\$4,510	\$31.18	\$4,748	

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11	As at Nov 1, 2005		764	Maintenance Planner	\$24.94	\$3,797	\$26.41	\$4,020	\$27.87	\$4,244	\$29.34	\$4,467
	Eff Nov 1, 2006	1.0%			\$25.19	\$3,835	\$26.67	\$4,061	\$28.15	\$4,286	\$29.63	\$4,512
	Eff Nov 1, 2007	1.0%			\$25.44	\$3,873	\$26.94	\$4,101	\$28.43	\$4,329	\$29.93	\$4,557
11	As at Nov 1, 2005		166	Chief Draftsperson	\$24.60	\$3,746	\$26.05	\$3,966	\$27.50	\$4,187	\$28.95	\$4,407
	Eff Nov 1, 2006	1.0%			\$24.85	\$3,783	\$26.31	\$4,006	\$27.77	\$4,229	\$29.24	\$4,451
	Eff Nov 1, 2007	1.0%			\$25.10	\$3,821	\$26.57	\$4,046	\$28.05	\$4,271	\$29.53	\$4,496
10	As at Nov 1, 2005		377	Chief Steward (Spirit)	\$26.53	\$4,039	\$28.09	\$4,277	\$29.65	\$4,514	\$31.21	\$4,752
	Eff Nov 1, 2006	1.0%			\$26.80	\$4,080	\$28.37	\$4,320	\$29.95	\$4,560	\$31.52	\$4,800
	Eff Nov 1, 2007	1.0%			\$27.06	\$4,120	\$28.66	\$4,363	\$30.25	\$4,605	\$31.84	\$4,848
10	As at Nov 1, 2005			No positions at this rate currently	\$26.17	\$3,984	\$27.71	\$4,218	\$29.25	\$4,453	\$30.78	\$4,687
	Eff Nov 1, 2006	1.0%			\$26.43	\$4,024	\$27.98	\$4,260	\$29.54	\$4,497	\$31.09	\$4,734
	Eff Nov 1, 2007	1.0%			\$26.69	\$4,064	\$28.26	\$4,303	\$29.83	\$4,542	\$31.40	\$4,781
10	As at Nov 1, 2005		219	Occupational Safety Health Off	\$25.61	\$3,899	\$27.12	\$4,128	\$28.62	\$4,358	\$30.13	\$4,587
	Eff Nov 1, 2006	1.0%			\$25.86	\$3,938	\$27.39	\$4,170	\$28.91	\$4,401	\$30.43	\$4,633
	Eff Nov 1, 2007	1.0%			\$26.12	\$3,977	\$27.66	\$4,211	\$29.20	\$4,445	\$30.73	\$4,679
10	As at Nov 1, 2005		1058 228	Sales & Mktg Develop Specialist Graphic Design & Production Specialist	\$25.43	\$3,872	\$26.93	\$4,100	\$28.42	\$4,327	\$29.92	\$4,555
	Eff Nov 1, 2006	1.0%			\$25.68	\$3,910	\$27.20	\$4,140	\$28.71	\$4,371	\$30.22	\$4,601
	Eff Nov 1, 2007	1.0%			\$25.94	\$3,950	\$27.47	\$4,182	\$28.99	\$4,414	\$30.52	\$4,647
10	As at Nov 1, 2005		377	Chief Steward (Large)	\$24.79	\$3,775	\$26.25	\$3,997	\$27.71	\$4,219	\$29.17	\$4,441
	Eff Nov 1, 2006	1.0%			\$25.04	\$3,813	\$26.51	\$4,037	\$27.99	\$4,261	\$29.46	\$4,485
	Eff Nov 1, 2007	1.0%			\$25.29	\$3,851	\$26.78	\$4,077	\$28.27	\$4,304	\$29.76	\$4,530
10	As at Nov 1, 2005		452	Asst Quality Control Superintendent	\$24.67	\$3,756	\$26.12	\$3,977	\$27.57	\$4,198	\$29.02	\$4,419
	Eff Nov 1, 2006	1.0%			\$24.92	\$3,794	\$26.38	\$4,017	\$27.85	\$4,240	\$29.31	\$4,463
	Eff Nov 1, 2007	1.0%			\$25.17	\$3,832	\$26.65	\$4,057	\$28.13	\$4,282	\$29.61	\$4,508
10	As at Nov 1, 2005		305	Inventory Administrator	\$24.65	\$3,753	\$26.10	\$3,974	\$27.55	\$4,194	\$29.00	\$4,415
	Eff Nov 1, 2006	1.0%			\$24.90	\$3,790	\$26.36	\$4,013	\$27.82	\$4,236	\$29.29	\$4,459
	Eff Nov 1, 2007	1.0%			\$25.14	\$3,828	\$26.62	\$4,053	\$28.10	\$4,279	\$29.58	\$4,504

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10	As at Nov 1, 2005			No positions at this rate currently	\$24.64	\$3,751	\$26.09	\$3,972	\$27.54	\$4,192	\$28.99	\$4,413
	Eff Nov 1, 2006	1.0%			\$24.88	\$3,789	\$26.35	\$4,011	\$27.81	\$4,234	\$29.28	\$4,457
	Eff Nov 1, 2007	1.0%			\$25.13	\$3,826	\$26.61	\$4,052	\$28.09	\$4,277	\$29.57	\$4,502
10	As at Nov 1, 2005		377 454	Chief Steward (Intermediate) Environmental Officer	\$23.91	\$3,640	\$25.31	\$3,854	\$26.72	\$4,068	\$28.12	\$4,282
	Eff Nov 1, 2006	1.0%			\$24.15	\$3,676	\$25.57	\$3,892	\$26.99	\$4,109	\$28.41	\$4,325
	Eff Nov 1, 2007	1.0%			\$24.39	\$3,713	\$25.82	\$3,931	\$27.26	\$4,150	\$28.69	\$4,368
10	As at Nov 1, 2005		768	Asbestos & Environment Officer	\$23.77	\$3,618	\$25.16	\$3,831	\$26.56	\$4,044	\$27.96	\$4,257
	Eff Nov 1, 2006	1.0%			\$24.00	\$3,655	\$25.42	\$3,870	\$26.83	\$4,085	\$28.24	\$4,300
	Eff Nov 1, 2007	1.0%			\$24.24	\$3,691	\$25.67	\$3,908	\$27.10	\$4,125	\$28.52	\$4,343
10	As at Nov 1, 2005			No positions at this rate currently	\$23.14	\$3,522	\$24.50	\$3,730	\$25.86	\$3,937	\$27.22	\$4,144
	Eff Nov 1, 2006	1.0%			\$23.37	\$3,558	\$24.74	\$3,767	\$26.12	\$3,976	\$27.49	\$4,185
	Eff Nov 1, 2007	1.0%			\$23.60	\$3,593	\$24.99	\$3,805	\$26.38	\$4,016	\$27.77	\$4,227
10	As at Nov 1, 2005		117	Marine Draughtsperson	\$22.09	\$3,363	\$23.39	\$3,561	\$24.69	\$3,759	\$25.99	\$3,957
	Eff Nov 1, 2006	1.0%			\$22.31	\$3,397	\$23.63	\$3,597	\$24.94	\$3,797	\$26.25	\$3,997
	Eff Nov 1, 2007	1.0%			\$22.54	\$3,431	\$23.86	\$3,633	\$25.19	\$3,835	\$26.51	\$4,037
9	As at Nov 1, 2005		1350 1358 1352 1346	Associate Technical Analyst-Service Desk Associate Application Administrator Associate Technical Analyst Associate Application Developer	\$23.15	\$3,525	\$24.51	\$3,732	\$25.88	\$3,940	\$27.24	\$4,147
	Eff Nov 1, 2006	1.0%			\$23.38	\$3,560	\$24.76	\$3,770	\$26.13	\$3,979	\$27.51	\$4,188
	Eff Nov 1, 2007	1.0%			\$23.62	\$3,596	\$25.01	\$3,807	\$26.40	\$4,019	\$27.79	\$4,230
9	As at Nov 1, 2005		1302	Audio & Respiratory Programs Coordinator	\$23.15	\$3,524	\$24.51	\$3,731	\$25.87	\$3,939	\$27.23	\$4,146
	Eff Nov 1, 2006	1.0%			\$23.38	\$3,559	\$24.75	\$3,769	\$26.13	\$3,978	\$27.50	\$4,187
	Eff Nov 1, 2007	1.0%			\$23.61	\$3,595	\$25.00	\$3,806	\$26.39	\$4,018	\$27.78	\$4,229
9	As at Nov 1, 2005		1194 149	Shore Food Facility Supervisor Second Steward (Spirit)	\$23.10	\$3,516	\$24.46	\$3,723	\$25.81	\$3,930	\$27.17	\$4,137
	Eff Nov 1, 2006	1.0%			\$23.33	\$3,552	\$24.70	\$3,761	\$26.07	\$3,969	\$27.44	\$4,178
	Eff Nov 1, 2007	1.0%			\$23.56	\$3,587	\$24.95	\$3,798	\$26.33	\$4,009	\$27.72	\$4,220

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9	As at Nov 1, 2005		277	Shift Supervisor	\$22.48	\$3,422	\$23.80	\$3,623	\$25.12	\$3,825	\$26.44	\$4,026
	Eff Nov 1, 2006	1.0%			\$22.70	\$3,456	\$24.04	\$3,660	\$25.37	\$3,863	\$26.71	\$4,066
	Eff Nov 1, 2007	1.0%			\$22.93	\$3,491	\$24.28	\$3,696	\$25.63	\$3,902	\$26.97	\$4,107
9	As at Nov 1, 2005		149	Second Steward	\$22.42	\$3,413	\$23.73	\$3,614	\$25.05	\$3,814	\$26.37	\$4,015
			249	Supervisor, Accounts Payable								
			251	Supervisor, Terminal Revenue								
			292	Supervisor, Payroll Operations								
			278	Warehouse Supervisor								
	Eff Nov 1, 2006	1.0%			\$22.64	\$3,447	\$23.97	\$3,650	\$25.30	\$3,852	\$26.63	\$4,055
	Eff Nov 1, 2007	1.0%			\$22.87	\$3,481	\$24.21	\$3,686	\$25.56	\$3,891	\$26.90	\$4,096
9	As at Nov 1, 2005		240	Shipper Receiver	\$21.91	\$3,335	\$23.20	\$3,532	\$24.48	\$3,728	\$25.77	\$3,924
			1063	Terminal Operations Supervisor								
	Eff Nov 1, 2006	1.0%			\$22.13	\$3,369	\$23.43	\$3,567	\$24.73	\$3,765	\$26.03	\$3,963
	Eff Nov 1, 2007	1.0%			\$22.35	\$3,402	\$23.66	\$3,603	\$24.98	\$3,803	\$26.29	\$4,003
8	As at Nov 1, 2005		1055	Business Support - CHARTS	\$21.78	\$3,316	\$23.06	\$3,511	\$24.34	\$3,706	\$25.62	\$3,901
			788	Retail Buyer								
			217	Supervisor, Accounts Receivable								
	Eff Nov 1, 2006	1.0%			\$22.00	\$3,349	\$23.29	\$3,546	\$24.58	\$3,743	\$25.88	\$3,940
	Eff Nov 1, 2007	1.0%			\$22.22	\$3,382	\$23.52	\$3,581	\$24.83	\$3,780	\$26.14	\$3,979
8	As at Nov 1, 2005		979	Correspondence Officer	\$21.20	\$3,227	\$22.45	\$3,417	\$23.69	\$3,607	\$24.94	\$3,797
	Eff Nov 1, 2006	1.0%			\$21.41	\$3,260	\$22.67	\$3,451	\$23.93	\$3,643	\$25.19	\$3,835
	Eff Nov 1, 2007	1.0%			\$21.62	\$3,292	\$22.90	\$3,486	\$24.17	\$3,680	\$25.44	\$3,873
7	As at Nov 1, 2005		426	Purchasing Agent 3	\$23.69	\$3,607	\$25.08	\$3,819	\$26.48	\$4,031	\$27.87	\$4,243
			1344	Draughting Services Adm./Draughtsperson								
			1334	Client Services Administrator								
			1335	Repair Administrator								
	Eff Nov 1, 2006	1.0%			\$23.93	\$3,643	\$25.33	\$3,857	\$26.74	\$4,071	\$28.15	\$4,285
	Eff Nov 1, 2007	1.0%			\$24.16	\$3,679	\$25.59	\$3,895	\$27.01	\$4,112	\$28.43	\$4,328

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7	As at Nov 1, 2005		425	Purchasing Agent 2	\$21.74	\$3,310	\$23.02	\$3,505	\$24.30	\$3,699	\$25.58	\$3,894
	Eff Nov 1, 2006	1.0%			\$21.96	\$3,343	\$23.25	\$3,540	\$24.54	\$3,736	\$25.83	\$3,933
	Eff Nov 1, 2007	1.0%			\$22.18	\$3,376	\$23.48	\$3,575	\$24.79	\$3,774	\$26.09	\$3,972
7	As at Nov 1, 2005		209	Tower Controller	\$21.50	\$3,273	\$22.76	\$3,466	\$24.03	\$3,658	\$25.29	\$3,851
	Eff Nov 1, 2006	1.0%			\$21.71	\$3,306	\$22.99	\$3,501	\$24.27	\$3,695	\$25.55	\$3,890
	Eff Nov 1, 2007	1.0%			\$21.93	\$3,339	\$23.22	\$3,536	\$24.51	\$3,732	\$25.80	\$3,928
7	As at Nov 1, 2005		259	Draughtsperson	\$21.41	\$3,260	\$22.67	\$3,452	\$23.93	\$3,643	\$25.19	\$3,835
	Eff Nov 1, 2006	1.0%			\$21.62	\$3,292	\$22.90	\$3,486	\$24.17	\$3,680	\$25.44	\$3,873
	Eff Nov 1, 2007	1.0%			\$21.84	\$3,325	\$23.13	\$3,521	\$24.41	\$3,716	\$25.70	\$3,912
7	As at Nov 1, 2005		193	Inventory Supervisor	\$21.37	\$3,254	\$22.63	\$3,445	\$23.89	\$3,637	\$25.14	\$3,828
			472	Program Support Analyst								
			303	Office Services Coordinator								
			135	Oracle Project Accounting (OPA) Administrator								
	Eff Nov 1, 2006	1.0%			\$21.59	\$3,286	\$22.85	\$3,480	\$24.12	\$3,673	\$25.39	\$3,866
	Eff Nov 1, 2007	1.0%			\$21.80	\$3,319	\$23.08	\$3,514	\$24.37	\$3,710	\$25.65	\$3,905
7	As at Nov 1, 2005		357	Clothing Administrator	\$20.33	\$3,095	\$21.52	\$3,277	\$22.72	\$3,459	\$23.91	\$3,641
			785	ISM Administrative Coordinator								
			227	Materials Coordinator								
			248	Purchasing Agent 1								
			787	Retail Merchandiser								
			233	Shift Supervisor - Reservation								
			288	Trainer/Project Coord								
			268	Warehouse Shift Supervisor								
			192	Contract Administrator								
	Eff Nov 1, 2006	1.0%			\$20.53	\$3,126	\$21.74	\$3,310	\$22.95	\$3,494	\$24.15	\$3,677
	Eff Nov 1, 2007	1.0%			\$20.74	\$3,157	\$21.96	\$3,343	\$23.18	\$3,528	\$24.40	\$3,714
7	As at Nov 1, 2005		123	Terminal Supervisor	\$20.24	\$3,081	\$21.43	\$3,263	\$22.62	\$3,444	\$23.81	\$3,625
			165	Technical Storesperson								
	Eff Nov 1, 2006	1.0%			\$20.44	\$3,112	\$21.64	\$3,295	\$22.85	\$3,478	\$24.05	\$3,661
	Eff Nov 1, 2007	1.0%			\$20.64	\$3,143	\$21.86	\$3,328	\$23.07	\$3,513	\$24.29	\$3,698
7	As at Nov 1, 2005		1008	Documentation Supervisor	\$19.67	\$2,995	\$20.83	\$3,172	\$21.99	\$3,348	\$23.15	\$3,524
	Eff Nov 1, 2006	1.0%			\$19.87	\$3,025	\$21.04	\$3,203	\$22.21	\$3,381	\$23.38	\$3,559
	Eff Nov 1, 2007	1.0%			\$20.07	\$3,056	\$21.25	\$3,235	\$22.43	\$3,415	\$23.61	\$3,595

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7	As at Nov 1, 2005			No positions at this rate currently	\$19.07	\$2,904	\$20.19	\$3,074	\$21.31	\$3,245	\$22.44	\$3,416
	Eff Nov 1, 2006	1.0%			\$19.26	\$2,933	\$20.40	\$3,105	\$21.53	\$3,278	\$22.66	\$3,450
	Eff Nov 1, 2007	1.0%			\$19.45	\$2,962	\$20.60	\$3,136	\$21.74	\$3,310	\$22.89	\$3,485
7	As at Nov 1, 2005		518	Coffee Shop Watch Supervisor	\$18.49	\$2,815	\$19.58	\$2,981	\$20.67	\$3,146	\$21.75	\$3,312
	Eff Nov 1, 2006	1.0%			\$18.68	\$2,843	\$19.77	\$3,011	\$20.87	\$3,178	\$21.97	\$3,345
	Eff Nov 1, 2007	1.0%			\$18.86	\$2,872	\$19.97	\$3,041	\$21.08	\$3,210	\$22.19	\$3,379
6	As at Nov 1, 2005		302	Admin. Assistant, Retail	\$19.70	\$2,999	\$20.86	\$3,175	\$22.01	\$3,352	\$23.17	\$3,528
			778	Secretary - Food & Beverage								
			115	Administrative Assistant-Engin								
			977	Marine Data Coordinator								
			432	Night Shift Supervisor-Major								
			354	Supervisor, Traffic Statistics								
			1317	Secretary, Purchasing								
	Eff Nov 1, 2006	1.0%			\$19.89	\$3,029	\$21.06	\$3,207	\$22.23	\$3,385	\$23.40	\$3,563
	Eff Nov 1, 2007	1.0%			\$20.09	\$3,059	\$21.27	\$3,239	\$22.46	\$3,419	\$23.64	\$3,599
6	As at Nov 1, 2005			No positions at this rate currently	\$19.28	\$2,935	\$20.41	\$3,108	\$21.55	\$3,280	\$22.68	\$3,453
	Eff Nov 1, 2006	1.0%			\$19.47	\$2,964	\$20.62	\$3,139	\$21.76	\$3,313	\$22.91	\$3,488
	Eff Nov 1, 2007	1.0%			\$19.67	\$2,994	\$20.82	\$3,170	\$21.98	\$3,346	\$23.14	\$3,522
6	As at Nov 1, 2005		980	Correspondence Assistant	\$19.09	\$2,906	\$20.21	\$3,077	\$21.33	\$3,248	\$22.46	\$3,419
			130	Documentation Coordinator								
			334	Terminal Traffic Controller								
			427	Audiometric Technician								
			1098	A/R - Senior Accounting Clerk								
	Eff Nov 1, 2006	1.0%			\$19.28	\$2,935	\$20.41	\$3,108	\$21.55	\$3,281	\$22.68	\$3,453
	Eff Nov 1, 2007	1.0%			\$19.47	\$2,965	\$20.62	\$3,139	\$21.76	\$3,313	\$22.91	\$3,488
6	As at Nov 1, 2005		789	Giftshop Retailer	\$19.08	\$2,905	\$20.20	\$3,076	\$21.33	\$3,247	\$22.45	\$3,418
			510	Senior Ticket Agent-Swartz Bay								
			252	Terminal Revenue Clerk								
	Eff Nov 1, 2006	1.0%			\$19.27	\$2,934	\$20.41	\$3,107	\$21.54	\$3,280	\$22.67	\$3,452
	Eff Nov 1, 2007	1.0%			\$19.47	\$2,964	\$20.61	\$3,138	\$21.76	\$3,312	\$22.90	\$3,487

BASE HOURLY RATE UNLICENSED JOBS
January 2006

Grade	Date	Increase %	Job #	Job Title	Rates at 85%		Rates at 90%		Rates at 95%		Rates at 100%	
					Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
6	As at Nov 1, 2005		484	Asst Eng/ERA - Route 40	\$18.73	\$2,852	\$19.83	\$3,020	\$20.93	\$3,187	\$22.04	\$3,355
			353	Asst Engineer/ERA								
			1045	Junior Watchkeeper - Eng.								
	Eff Nov 1, 2006	1.0%			\$18.92	\$2,880	\$20.03	\$3,050	\$21.14	\$3,219	\$22.26	\$3,389
	Eff Nov 1, 2007	1.0%			\$19.11	\$2,909	\$20.23	\$3,080	\$21.36	\$3,251	\$22.48	\$3,422
6	As at Nov 1, 2005		350	Bdlg Service Supervisor	\$18.46	\$2,810	\$19.54	\$2,975	\$20.63	\$3,141	\$21.71	\$3,306
	Eff Nov 1, 2006	1.0%			\$18.64	\$2,838	\$19.74	\$3,005	\$20.83	\$3,172	\$21.93	\$3,339
	Eff Nov 1, 2007	1.0%			\$18.83	\$2,867	\$19.94	\$3,035	\$21.04	\$3,204	\$22.15	\$3,372
6	As at Nov 1, 2005		352	Senior Bar Steward	\$18.42	\$2,804	\$19.50	\$2,969	\$20.58	\$3,134	\$21.67	\$3,299
	Eff Nov 1, 2006	1.0%			\$18.60	\$2,832	\$19.70	\$2,999	\$20.79	\$3,165	\$21.88	\$3,332
	Eff Nov 1, 2007	1.0%			\$18.79	\$2,861	\$19.89	\$3,029	\$21.00	\$3,197	\$22.10	\$3,365
6	As at Nov 1, 2005		1064	Terminal Services Agent	\$18.41	\$2,802	\$19.49	\$2,967	\$20.57	\$3,132	\$21.66	\$3,297
			1065	Ticket Agent - Northern Services								
	Eff Nov 1, 2006	1.0%			\$18.59	\$2,830	\$19.68	\$2,997	\$20.78	\$3,163	\$21.87	\$3,330
	Eff Nov 1, 2007	1.0%			\$18.78	\$2,859	\$19.88	\$3,027	\$20.99	\$3,195	\$22.09	\$3,363
6	As at Nov 1, 2005		348	Ticket Attendant	\$18.31	\$2,787	\$19.38	\$2,951	\$20.46	\$3,115	\$21.54	\$3,279
	Eff Nov 1, 2006	1.0%			\$18.49	\$2,815	\$19.58	\$2,981	\$20.66	\$3,146	\$21.75	\$3,312
	Eff Nov 1, 2007	1.0%			\$18.67	\$2,843	\$19.77	\$3,010	\$20.87	\$3,178	\$21.97	\$3,345
5	As at Nov 1, 2005		1197	Hostler/Deckhand Bridgework	N/A	N/A	N/A	N/A	N/A	N/A	\$23.03	\$3,506
	Eff Nov 1, 2006	1.0%			N/A	N/A	N/A	N/A	N/A	N/A	\$23.26	\$3,541
	Eff Nov 1, 2007	1.0%			N/A	N/A	N/A	N/A	N/A	N/A	\$23.49	\$3,576
5	As at Nov 1, 2005		445	Accounting Administrator	\$19.39	\$2,952	\$20.53	\$3,126	\$21.67	\$3,299	\$22.81	\$3,473
			449	Information, Privacy & Records Administrator								
			1373	Assistant, Business Sustainment								
	Eff Nov 1, 2006	1.0%			\$19.58	\$2,982	\$20.74	\$3,157	\$21.89	\$3,332	\$23.04	\$3,508
	Eff Nov 1, 2007	1.0%			\$19.78	\$3,011	\$20.94	\$3,189	\$22.11	\$3,366	\$23.27	\$3,543
5	As at Nov 1, 2005		1042	Deckhand Bridgework	N/A	N/A	N/A	N/A	N/A	N/A	\$22.33	\$3,400
	Eff Nov 1, 2006	1.0%			N/A	N/A	N/A	N/A	N/A	N/A	\$22.56	\$3,434
	Eff Nov 1, 2007	1.0%			N/A	N/A	N/A	N/A	N/A	N/A	\$22.78	\$3,468

BASE HOURLY RATE UNLICENSED JOBS
January 2006

Grade	Date	Increase %	Job #	Job Title	Rates at 85%		Rates at 90%		Rates at 95%		Rates at 100%	
					Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
5	As at Nov 1, 2005		344	Dock Repair Worker	\$18.82	\$2,865	\$19.93	\$3,034	\$21.03	\$3,202	\$22.14	\$3,371
			236	Hostler/Deckhand								
			342	Tradeshelper								
	Eff Nov 1, 2006	1.0%			\$19.01	\$2,894	\$20.13	\$3,064	\$21.24	\$3,234	\$22.36	\$3,405
	Eff Nov 1, 2007	1.0%			\$19.20	\$2,923	\$20.33	\$3,095	\$21.46	\$3,267	\$22.59	\$3,439
5	As at Nov 1, 2005		197	Benefits Clerk	\$18.41	\$2,802	\$19.49	\$2,967	\$20.57	\$3,132	\$21.66	\$3,297
			485	Catering Service Worker-Rte 40								
			189	Communications Admin Assistant								
			296	Cost Control Clerk								
			297	Invoice Clerk								
			195	Payroll Clerk								
			43	Secretary, Vessel Projects								
			180	Secretary, Environment								
			250	Secretary, Terminal Maintenance								
			293	Secretary, Terminal Manager								
			294	Secretary, Terminal Mgr (LANG)								
			252	Terminal Cashier								
			345	Ticket Agent-Major Terminals								
			308	Ticketing Agent-Reservations								
			412	Secretary, Catering								
			339	Secretary, Asst. Catering Mgr								
			1370	Marketing Admin. Assistant, Corporate Marketing								
	Eff Nov 1, 2006	1.0%			\$18.59	\$2,830	\$19.68	\$2,997	\$20.78	\$3,163	\$21.87	\$3,330
	Eff Nov 1, 2007	1.0%			\$18.78	\$2,859	\$19.88	\$3,027	\$20.99	\$3,195	\$22.09	\$3,363
5	As at Nov 1, 2005		141	Deckhand	\$18.25	\$2,779	\$19.32	\$2,942	\$20.40	\$3,106	\$21.47	\$3,269
			221	Warehouse Stockperson								
	Eff Nov 1, 2006	1.0%			\$18.43	\$2,806	\$19.52	\$2,972	\$20.60	\$3,137	\$21.69	\$3,302
	Eff Nov 1, 2007	1.0%			\$18.62	\$2,835	\$19.71	\$3,001	\$20.81	\$3,168	\$21.90	\$3,335
4	As at Nov 1, 2005		237	Driver - Stores	\$18.65	\$2,840	\$19.75	\$3,007	\$20.85	\$3,174	\$21.94	\$3,341
	Eff Nov 1, 2006	1.0%			\$18.84	\$2,868	\$19.95	\$3,037	\$21.06	\$3,206	\$22.16	\$3,374
	Eff Nov 1, 2007	1.0%			\$19.03	\$2,897	\$20.15	\$3,067	\$21.27	\$3,238	\$22.39	\$3,408

BASE HOURLY RATE UNLICENSED JOBS
January 2006

Grade	Date	Increase %	Job #	Job Title	Rates at 85%		Rates at 90%		Rates at 95%		Rates at 100%	
					Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
4	As at Nov 1, 2005		343	Cashier-Giftshop/Newsstands	\$18.41	\$2,802	\$19.49	\$2,967	\$20.57	\$3,132	\$21.66	\$3,297
			1363	Cashier-Hospitality Services								
	Eff Nov 1, 2006	1.0%			\$18.59	\$2,830	\$19.68	\$2,997	\$20.78	\$3,163	\$21.87	\$3,330
	Eff Nov 1, 2007	1.0%			\$18.78	\$2,859	\$19.88	\$3,027	\$20.99	\$3,195	\$22.09	\$3,363
4	As at Nov 1, 2005		396	Equipment Operator	\$18.39	\$2,800	\$19.47	\$2,965	\$20.55	\$3,129	\$21.64	\$3,294
	Eff Nov 1, 2006	1.0%			\$18.57	\$2,828	\$19.67	\$2,994	\$20.76	\$3,161	\$21.85	\$3,327
	Eff Nov 1, 2007	1.0%			\$18.76	\$2,856	\$19.86	\$3,024	\$20.97	\$3,192	\$22.07	\$3,360
4	As at Nov 1, 2005		453	A/R Clerk - Customer Accounts	\$17.84	\$2,717	\$18.89	\$2,876	\$19.94	\$3,036	\$20.99	\$3,196
			462	Accounting Clerk - A/R								
			178	Admin Support Clk, Info Serv								
			253	Clerk/Typist - Purchasing								
			108	Inventory Clerk								
			196	Payroll Administrative Clk								
			420	Revenue Clerk - Terminal Ops								
			817	Senior Accounts Payable Clerk								
			1041	Support Clerk, Northern Ops								
			1396	Accounting Clerk								
	Eff Nov 1, 2006	1.0%			\$18.02	\$2,744	\$19.08	\$2,905	\$20.14	\$3,067	\$21.20	\$3,228
	Eff Nov 1, 2007	1.0%			\$18.20	\$2,771	\$19.27	\$2,934	\$20.34	\$3,097	\$21.41	\$3,260
4	As at Nov 1, 2005		257	Traffic Statistics Clerk	\$17.71	\$2,696	\$18.75	\$2,855	\$19.79	\$3,013	\$20.83	\$3,172
	Eff Nov 1, 2006	1.0%			\$17.89	\$2,723	\$18.94	\$2,883	\$19.99	\$3,044	\$21.04	\$3,204
	Eff Nov 1, 2007	1.0%			\$18.06	\$2,750	\$19.13	\$2,912	\$20.19	\$3,074	\$21.25	\$3,236
3	As at Nov 1, 2005		213	Labourer	\$18.22	\$2,774	\$19.29	\$2,938	\$20.37	\$3,101	\$21.44	\$3,264
	Eff Nov 1, 2006	1.0%			\$18.40	\$2,802	\$19.49	\$2,967	\$20.57	\$3,132	\$21.65	\$3,297
	Eff Nov 1, 2007	1.0%			\$18.59	\$2,830	\$19.68	\$2,997	\$20.78	\$3,163	\$21.87	\$3,330
3	As at Nov 1, 2005		210	Stores Forwarder	\$17.88	\$2,722	\$18.93	\$2,882	\$19.98	\$3,042	\$21.03	\$3,202
	Eff Nov 1, 2006	1.0%			\$18.06	\$2,749	\$19.12	\$2,911	\$20.18	\$3,072	\$21.24	\$3,234
	Eff Nov 1, 2007	1.0%			\$18.24	\$2,776	\$19.31	\$2,940	\$20.38	\$3,103	\$21.45	\$3,266
3	As at Nov 1, 2005		314	Bar Steward	\$17.87	\$2,720	\$18.92	\$2,880	\$19.97	\$3,040	\$21.02	\$3,200
	Eff Nov 1, 2006	1.0%			\$18.04	\$2,747	\$19.11	\$2,909	\$20.17	\$3,070	\$21.23	\$3,232
	Eff Nov 1, 2007	1.0%			\$18.22	\$2,775	\$19.30	\$2,938	\$20.37	\$3,101	\$21.44	\$3,264

BASE HOURLY RATE UNLICENSED JOBS
January 2006

Grade	Date	Increase %	Job #	Job Title	Rates at 85%		Rates at 90%		Rates at 95%		Rates at 100%	
					Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
3	As at Nov 1, 2005		160	Lost & Found Clerk	\$17.86	\$2,719	\$18.91	\$2,879	\$19.96	\$3,039	\$21.01	\$3,199
	Eff Nov 1, 2006	1.0%			\$18.04	\$2,746	\$19.10	\$2,908	\$20.16	\$3,069	\$21.22	\$3,231
	Eff Nov 1, 2007	1.0%			\$18.22	\$2,774	\$19.29	\$2,937	\$20.36	\$3,100	\$21.43	\$3,263
3	As at Nov 1, 2005		313 1066	Terminal Attendant Terminal Services Attendant	\$17.54	\$2,671	\$18.57	\$2,828	\$19.61	\$2,985	\$20.64	\$3,142
	Eff Nov 1, 2006	1.0%			\$17.72	\$2,697	\$18.76	\$2,856	\$19.80	\$3,015	\$20.84	\$3,173
	Eff Nov 1, 2007	1.0%			\$17.89	\$2,724	\$18.95	\$2,885	\$20.00	\$3,045	\$21.05	\$3,205
3	As at Nov 1, 2005		340	Galley Attendant	\$17.22	\$2,621	\$18.23	\$2,776	\$19.24	\$2,930	\$20.26	\$3,084
	Eff Nov 1, 2006	1.0%			\$17.39	\$2,648	\$18.41	\$2,803	\$19.44	\$2,959	\$20.46	\$3,115
	Eff Nov 1, 2007	1.0%			\$17.56	\$2,674	\$18.60	\$2,831	\$19.63	\$2,989	\$20.66	\$3,146
3	As at Nov 1, 2005		156 295 239 309 468 1342	A/P Clerk - General Invoices Coffee Shop Attendant Foot Passenger Ticket Agent Front Counter Clerk-Reservations Receptionist - Marine Ops IIS Switchboard Operator II	\$17.20	\$2,619	\$18.21	\$2,773	\$19.22	\$2,927	\$20.24	\$3,081
	Eff Nov 1, 2006	1.0%			\$17.37	\$2,645	\$18.39	\$2,801	\$19.42	\$2,956	\$20.44	\$3,112
	Eff Nov 1, 2007	1.0%			\$17.55	\$2,671	\$18.58	\$2,829	\$19.61	\$2,986	\$20.64	\$3,143
2	As at Nov 1, 2005		38	Galley Helper - OFA	\$17.20	\$2,619	\$18.21	\$2,773	\$19.22	\$2,927	\$20.24	\$3,081
	Eff Nov 1, 2006	1.0%			\$17.37	\$2,645	\$18.39	\$2,801	\$19.42	\$2,956	\$20.44	\$3,112
	Eff Nov 1, 2007	1.0%			\$17.55	\$2,671	\$18.58	\$2,829	\$19.61	\$2,986	\$20.64	\$3,143
2	As at Nov 1, 2005		208 492 856	Galley Helper Galley Helper - Mid Coast Galley Helper - OFA Des North	\$17.15	\$2,611	\$18.16	\$2,765	\$19.17	\$2,918	\$20.18	\$3,072
	Eff Nov 1, 2006	1.0%			\$17.32	\$2,637	\$18.34	\$2,792	\$19.36	\$2,948	\$20.38	\$3,103
	Eff Nov 1, 2007	1.0%			\$17.50	\$2,664	\$18.52	\$2,820	\$19.55	\$2,977	\$20.58	\$3,134

BASE HOURLY RATE UNLICENSED JOBS
January 2006

Grade	Date	Increase %	Job #	Job Title	Rates at 85%		Rates at 90%		Rates at 95%		Rates at 100%	
					Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
2	As at Nov 1, 2005		244	Cleaner/Driver	\$17.13	\$2,608	\$18.14	\$2,761	\$19.14	\$2,915	\$20.15	\$3,068
	Eff Nov 1, 2006	1.0%			\$17.30	\$2,634	\$18.32	\$2,789	\$19.33	\$2,944	\$20.35	\$3,099
	Eff Nov 1, 2007	1.0%			\$17.47	\$2,660	\$18.50	\$2,817	\$19.53	\$2,973	\$20.56	\$3,130
2	As at Apr 1, 2006		1371	Customer Service Attendant	\$16.49	\$2,510	\$17.46	\$2,658	\$18.43	\$2,805	\$19.40	\$2,953
	Eff Nov 1, 2007	1.0%			\$16.65	\$2,535	\$17.63	\$2,684	\$18.61	\$2,833	\$19.59	\$2,983
2	As at Nov 1, 2005		212	Catering Attendant	\$16.39	\$2,495	\$17.35	\$2,642	\$18.31	\$2,788	\$19.28	\$2,935
			866	Catering Attendant - OFA Desig								
			287	Control Agent								
			107	Customer Sales & Service Rep								
			1048	Night Catering Att - Northern								
			100	Switchboard Operator								
			413	Terminal Operations Support CI								
			177	Tours & Groups Representative								
	Eff Nov 1, 2006	1.0%			\$16.55	\$2,520	\$17.52	\$2,668	\$18.50	\$2,816	\$19.47	\$2,964
	Eff Nov 1, 2007	1.0%			\$16.72	\$2,545	\$17.70	\$2,695	\$18.68	\$2,844	\$19.66	\$2,994
1	As at Nov 1, 2005		230	Building Service Worker	\$16.43	\$2,502	\$17.40	\$2,649	\$18.36	\$2,796	\$19.33	\$2,943
	Eff Nov 1, 2006	1.0%			\$16.59	\$2,527	\$17.57	\$2,675	\$18.55	\$2,824	\$19.52	\$2,972
	Eff Nov 1, 2007	1.0%			\$16.76	\$2,552	\$17.75	\$2,702	\$18.73	\$2,852	\$19.72	\$3,002
1	As at Nov 1, 2005		185	Cleaner	\$16.41	\$2,499	\$17.38	\$2,646	\$18.34	\$2,793	\$19.31	\$2,940
			41	Cleaner - OFA Designate								
	Eff Nov 1, 2006	1.0%			\$16.58	\$2,524	\$17.55	\$2,672	\$18.53	\$2,821	\$19.50	\$2,969
	Eff Nov 1, 2007	1.0%			\$16.74	\$2,549	\$17.73	\$2,699	\$18.71	\$2,849	\$19.70	\$2,999
1	As at Nov 1, 2005		194	File Clerk - Payroll	\$15.59	\$2,373	\$16.50	\$2,513	\$17.42	\$2,652	\$18.34	\$2,792
			162	Office Services Clerk								
			110	Mail Clerk - Revenue								
			143	Mail Clerk - Accounts Payable								
			267	Receptionist - Head Office								
			306	Tours & Groups Clerk								
			394	Casual Clerk								
	Eff Nov 1, 2006	1.0%			\$15.74	\$2,397	\$16.67	\$2,538	\$17.60	\$2,679	\$18.52	\$2,820
	Eff Nov 1, 2007	1.0%			\$15.90	\$2,421	\$16.84	\$2,563	\$17.77	\$2,706	\$18.71	\$2,848