

HEABC/HEU MASTER WAGE SCHEDULES (MONTHLY)

EFFECTIVE DATE: APRIL 1, 1997

+Pay Equity Adjustments

+Comparability (See *)

WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)			WAGE RATE LEVELS (\$ per month)		
Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
* BMW1	2,564		* LW3	2,779		MW7	3,984	
* BMW2	2,564		* LW4	2,885		MW7A	4,084	
* BSW2	2,898		* LW5	3,033		MW8	4,142	
* BSW3	3,017		* LW6	3,424		PC1	2,256	2,301
* BSW4	3,143					PC2	2,370	2,416
* CA1	2,646					* PC3	2,750	2,815
			M1	2,372	2,440	* PC3A	2,742	2,807
			M2	2,587	2,697	* PC3B	2,722	2,787
* COOK1	2,825		M3	2,636	2,701	PC4	2,333	
* COOK2	2,839		M4	2,813	2,948	* PC5	2,803	2,854
* COOK3	2,993		M4A	3,076	3,233	PC6	2,494	2,532
* COOK4	3,079		M5	3,233	3,407	* PC7	2,752	2,806
* COOK5	3,097		M6	3,580		* PC8	2,902	2,965
* COOK6	3,232		M7	3,603		* PC8A	2,874	2,937
* COOK7	3,443		M7A	3,407	3,603	* PC9	2,836	2,894
			M7B	3,603	3,830	* PC9A	2,816	2,874
			M8	3,882		* PC10	2,968	3,034
FFIN	3,376		M9	3,830	4,092	* PC11	2,965	3,087
						* PC11A	2,937	3,059
* FSS1	3,086					PC12	2,901	2,997
* FSS2	3,197					* PC13	2,957	3,010
* FSS3	3,362		MS1	3,636		* PC14	3,156	3,221
* FSS4	3,574		MS2	3,878		* PC15	3,195	3,297
* FSW1	2,531		MS3	4,142		* PC16	3,079	3,150
* FSW2	2,577		MS4	4,421		PC17	2,953	3,034
* FSW3	2,645		MS5	4,724		* PC17A	3,278	3,437
GK1	2,638		MS6	5,048		* PC18	3,368	3,455
GK2	2,815		MW1	2,638		* PC18C	3,278	3,365
GK3	2,996		MW2	2,815		* PC19	3,481	3,569
GK4	3,195		MW3	2,996		PC20	3,335	3,463
GK5	3,408		MW4	3,195		* PC21	3,655	3,763
* HSKPR	3,274		MW5	3,408		PC22	3,540	3,709
* LW1	2,561		MW6	3,740		PC22A	3,657	3,765
* LW2	2,713		MW6A	3,840		* PC22B	3,902	4,057

* - Comparability Adjustment

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Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
* PC23	4,140	4,293	* R19	3,253	3,326	* SM1	2,277	2,322
* PC24	4,233	4,395	R19A	3,165	3,248	* SM2	2,527	2,586
* PC25	4,424	4,672	R19C	3,076	3,150	* SM3	2,590	2,637
* PC25 + 5%	4,645	4,906	* R19D	3,339	3,412	* SM4	2,701	2,773
			R19E	3,139	3,213	* SM5	2,834	2,907
* R1	2,390	2,449	* R19F	3,319	3,392	SM6	2,857	2,925
* R2	2,425	2,468	R20	3,150	3,259			
R3	2,271	2,309	R20A	3,194	3,372	T1	2,664	
* R4	2,489	2,562	* R21	3,591	3,688	T2	2,737	
* R5	2,649	2,697	* R21C	3,438	3,536	T3	2,843	
* R5B	2,669	2,717	R21D	3,411	3,509	T4	2,919	
R6	2,444	2,495	* R21E	3,528	3,625	T5	2,793	
R6A	2,450	2,550	R21F	3,348	3,446	T6	2,855	
* R7	2,737	2,797	R22	3,406	3,515	T7	2,974	
* R7A	2,757	2,817	R23	3,515	3,636	T8	3,188	
* R8	2,797	2,854	R23A	3,420	3,684	TD1	3,406	
* R9	2,854	2,903	* R24	3,724	3,856	TD1 + 5%	3,576	
R9C	2,613	2,661	* R25	3,767	3,902	TD2	3,469	
R10	2,776		R26	3,812	3,967	TD2 + 5%	3,642	
* R11	2,967	3,039	R27	3,967	4,119	TD3	3,590	
* R11A	2,918	2,983	R27A	3,884	4,204	TD3 + 5%	3,770	
R11C	2,724	2,796	R28	4,119	4,267	TD4	3,603	
R12	2,738	2,809	R29	4,267	4,407	TD4 + 5%	3,783	
R13	2,782	2,856				TD5	3,725	
R13A	2,715	2,919				TD5 + 5%	3,911	
* R14	3,099	3,174	SE3	3,472		TD6	3,835	
* R14B	3,119	3,194	SE3A	3,576		TD6 + 5%	4,027	
R14C	2,919	2,994	SE3B	3,887		TD7	3,840	
R15	3,000		SE4	3,168		TD7 + 5%	4,032	
* R16	3,086	3,164	SE4A	3,258				
R17	2,998	3,076	SE4B	3,440				
R18	3,092		SEB	3,033				
R18A	2,984	3,208	SEB A	3,119				

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HEABC/HEU MASTER WAGE SCHEDULES (HOURLY)
EFFECTIVE DATE: APRIL 1, 1997
+Pay Equity Adjustments
+Comparability (See *)

WAGE RATE LEVELS (\$ per hour)				WAGE RATE LEVELS (\$ per hour)				WAGE RATE LEVELS (\$ per hour)			
Rate		Start	12 months	Rate		Start	12 months	Rate		Start	12 months
*	BMW1	16.43590		*	LW3	17.81410			MW7	25.53846	
*	BMW2	16.43590		*	LW4	18.49359			MW7A	26.17949	
*	BSW2	18.57692		*	LW5	19.44231			MW8	26.55128	
*	BSW3	19.33974		*	LW6	21.94872			PC1	14.46154	14.75000
*	BSW4	20.14744							PC2	15.19231	15.48718
*	CA1	16.96154						*	PC3	17.62821	18.04487
				M1	15.20513	15.64103		*	PC3A	17.57692	17.99359
				M2	16.58333	17.28846		*	PC3B	17.44872	17.86538
*	COOK1	18.10897		M3	16.89744	17.31410			PC4	14.95513	
*	COOK2	18.19872		M4	18.03205	18.89744		*	PC5	17.96795	18.29487
*	COOK3	19.18590		M4A	19.71795	20.72436			PC6	15.98718	16.23077
*	COOK4	19.73718		M5	20.72436	21.83974		*	PC7	17.64103	17.98718
*	COOK5	19.85256		M6	22.94872			*	PC8	18.60256	19.00641
*	COOK6	20.71795		M7	23.09615			*	PC8A	18.42308	18.82692
*	COOK7	22.07051		M7A	21.83974	23.09615		*	PC9	18.17949	18.55128
				M7B	23.09615	24.55128		*	PC9A	18.05128	18.42308
				M8	24.88462			*	PC10	19.02564	19.44872
	FFIN	21.64103		M9	24.55128	26.23077		*	PC11	19.00641	19.78846
								*	PC11A	18.82692	19.60897
*	FSS1	19.78205							PC12	18.59615	19.21154
*	FSS2	20.49359		MS1	23.30769			*	PC13	18.95513	19.29487
*	FSS3	21.55128		MS2	24.85897			*	PC14	20.23077	20.64744
*	FSS4	22.91026		MS3	26.55128			*	PC15	20.48077	21.13462
*	FSW1	16.22436		MS4	28.33974			*	PC16	19.73718	20.19231
*	FSW2	16.51923		MS5	30.28205				PC17	18.92949	19.44872
*	FSW3	16.95513		MS6	32.35897			*	PC17A	21.01282	22.03205
	GK1	16.91026		MW1	16.91026			*	PC18	21.58974	22.14744
	GK2	18.04487		MW2	18.04487			*	PC18C	21.01282	21.57051
	GK3	19.20513		MW3	19.20513			*	PC19	22.31410	22.87821
	GK4	20.48077		MW4	20.48077				PC20	21.37821	22.19872
	GK5	21.84615		MW5	21.84615			*	PC21	23.42949	24.12179
*	HSKPR	20.98718		MW6	23.97436				PC22	22.69231	23.77564
*	LW1	16.41667		MW6A	24.61538				PC22A	23.44231	24.13462
*	LW2	17.39103						*	PC22B	25.01282	26.00641

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Rate		Start	12 months	Rate		Start	12 months	Rate		Start	12 months
*	PC23	26.53846	27.51923	*	R19	20.85256	21.32051	*	SM1	14.59615	14.88462
*	PC24	27.13462	28.17308		R19A	20.28846	20.82051	*	SM2	16.19872	16.57692
*	PC25	28.35897	29.94872		R19C	19.71795	20.19231	*	SM3	16.60256	16.90385
*	PC25 + 5%	29.77692	31.44615	*	R19D	21.40385	21.87179	*	SM4	17.31410	17.77564
					R19E	20.12179	20.59615	*	SM5	18.16667	18.63462
*	R1	15.32051	15.69872	*	R19F	21.27564	21.74359		SM6	18.31410	18.75000
*	R2	15.54487	15.82051		R20	20.19231	20.89103				
	R3	14.55769	14.80128		R20A	20.47436	21.61538				
*	R4	15.95513	16.42308	*	R21	23.01923	23.64103				
*	R5	16.98077	17.28846	*	R21C	22.03846	22.66667				
*	R5B	17.10897	17.41667		R21D	21.86538	22.49359		T1	17.07692	
	R6	15.66667	15.99359	*	R21E	22.61538	23.23718		T2	17.54487	
	R6A	15.70513	16.34615		R21F	21.46154	22.08974		T3	18.22436	
*	R7	17.54487	17.92949		R22	21.83333	22.53205		T4	18.71154	
*	R7A	17.67308	18.05769		R23	22.53205	23.30769		T5	17.90385	
*	R8	17.92949	18.29487		R23A	21.92308	23.61538		T6	18.30128	
*	R9	18.29487	18.60897	*	R24	23.87179	24.71795		T7	19.06410	
	R9C	16.75000	17.05769	*	R25	24.14744	25.01282		T8	20.43590	
	R10	17.79487			R26	24.43590	25.42949		TD1	21.83333	
*	R11	19.01923	19.48077		R27	25.42949	26.40385		TD1 + 5%	22.92308	
*	R11A	18.70513	19.12179		R27A	24.89744	26.94872		TD2	22.23718	
	R11C	17.46154	17.92308		R28	26.40385	27.35256		TD2 + 5%	23.34615	
	R12	17.55128	18.00641		R29	27.35256	28.25000		TD3	23.01282	
	R13	17.83333	18.30769						TD3 + 5%	24.16667	
	R13A	17.40385	18.71154						TD4	23.09615	
*	R14	19.86538	20.34615		SE3	22.25641			TD4 + 5%	24.25000	
*	R14B	19.99359	20.47436		SE3A	22.92308			TD5	23.87821	
	R14C	18.71154	19.19231		SE3B	24.91667			TD5 + 5%	25.07051	
	R15	19.23077			SE4	20.30769			TD6	24.58333	
*	R16	19.78205	20.28205		SE4A	20.88462			TD6 + 5%	25.81410	
	R17	19.21795	19.71795		SE4B	22.05128			TD7	24.61538	
	R18	19.82051			SEB	19.44231			TD7 + 5%	25.84615	
	R18A	19.12821	20.56410		SEB A	19.99359					

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