

**HEALTH SERVICES & SUPPORT FACILITIES SECTOR  
(FORMERLY HEU MASTER)  
WAGE SCHEDULE (MONTHLY)  
EFFECTIVE DATE: NOVEMBER 30, 1997  
+Comparability (See \*)  
+1.0% General Wage Increase**

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	2,590		* LW3	2,807		MW7	4,024	
* BMW2	2,590		* LW4	2,914		MW7A	4,125	
* BSW2	2,927		* LW5	3,063		MW8	4,183	
* BSW3	3,047		* LW6	3,458		PC1	2,279	2,324
* BSW4	3,174					PC2	2,394	2,440
* CA1	2,672					* PC3	2,778	2,843
			M1	2,396	2,464	* PC3A	2,769	2,835
			M2	2,613	2,724	* PC3B	2,749	2,815
* COOK1	2,853		M3	2,662	2,728	PC4	2,356	
* COOK2	2,867		M4	2,841	2,977	* PC5	2,831	2,883
* COOK3	3,023		M4A	3,107	3,265	PC6	2,519	2,557
* COOK4	3,110		M5	3,265	3,441	* PC7	2,780	2,834
* COOK5	3,128		M6	3,616		* PC8	2,931	2,995
* COOK6	3,264		M7	3,639		* PC8A	2,903	2,966
* COOK7	3,477		M7A	3,441	3,639	* PC9	2,864	2,923
			M7B	3,639	3,868	* PC9A	2,844	2,903
			M8	3,921		* PC10	2,998	3,064
FFIN	3,410		M9	3,868	4,133	* PC11	2,995	3,118
						* PC11A	2,966	3,090
* FSS1	3,117					PC12	2,930	3,027
* FSS2	3,229		MS1	3,672		* PC13	2,987	3,040
* FSS3	3,396		MS2	3,917		* PC14	3,188	3,253
* FSS4	3,610		MS3	4,183		* PC15	3,227	3,330
* FSW1	2,556		MS4	4,465		* PC16	3,110	3,182
* FSW2	2,603		MS5	4,771		PC17	2,983	3,064
* FSW3	2,671		MS6	5,098		* PC17A	3,311	3,471
GK1	2,664		MW1	2,664		* PC18	3,402	3,490
GK2	2,843		MW2	2,843		* PC18C	3,311	3,399
GK3	3,026		MW3	3,026		* PC19	3,516	3,605
GK4	3,227		MW4	3,227		PC20	3,368	3,498
GK5	3,442		MW5	3,442		* PC21	3,692	3,801
* HSKPR	3,307		MW6	3,777		PC22	3,575	3,746
* LW1	2,587		MW6A	3,878		PC22A	3,694	3,803
* LW2	2,740					* PC22B	3,941	4,098

\* - Comparability Adjustment

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Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
* PC23	4,181	4,336	* R19	3,286	3,359	* SM1	2,300	2,345
* PC24	4,275	4,439	R19A	3,197	3,280	* SM2	2,552	2,612
* PC25	4,468	4,719	R19C	3,107	3,182	* SM3	2,616	2,663
* PC25 + 5%	4,691	4,955	* R19D	3,372	3,446	* SM4	2,728	2,801
* R1	2,414	2,473	R19E	3,170	3,245	* SM5	2,862	2,936
* R2	2,449	2,493	* R19F	3,352	3,426	SM6	2,886	2,954
R3	2,294	2,332	R20	3,182	3,292			
* R4	2,514	2,588	R20A	3,226	3,406			
* R5	2,675	2,724	* R21	3,627	3,725			
* R5B	2,696	2,744	* R21C	3,472	3,571			
R6	2,468	2,520	R21D	3,445	3,544	T1	2,691	
R6A	2,475	2,576	* R21E	3,563	3,661	T2	2,764	
* R7	2,764	2,825	R21F	3,381	3,480	T3	2,871	
* R7A	2,785	2,845	R22	3,440	3,550	T4	2,948	
* R8	2,825	2,883	R23	3,550	3,672	T5	2,821	
* R9	2,883	2,932	R23A	3,454	3,721	T6	2,884	
R9C	2,639	2,688	* R24	3,761	3,895	T7	3,004	
R10	2,804		* R25	3,805	3,941	T8	3,220	
* R11	2,997	3,069	R26	3,850	4,007	TD1	3,440	
* R11A	2,947	3,013	R27	4,007	4,160	TD1 + 5%	3,612	
R11C	2,751	2,824	R27A	3,923	4,246	TD2	3,504	
R12	2,765	2,837	R28	4,160	4,310	TD2 + 5%	3,678	
R13	2,810	2,885	R29	4,310	4,451	TD3	3,626	
R13A	2,742	2,948				TD3 + 5%	3,808	
* R14	3,130	3,206	SE3	3,507		TD4	3,639	
* R14B	3,150	3,226	SE3A	3,612		TD4 + 5%	3,821	
R14C	2,948	3,024	SE3B	3,926		TD5	3,762	
R15	3,030		SE4	3,200		TD5 + 5%	3,950	
* R16	3,117	3,196	SE4A	3,291		TD6	3,873	
R17	3,028	3,107	SE4B	3,474		TD6 + 5%	4,067	
R18	3,123		SEB	3,063		TD7	3,878	
R18A	3,014	3,240	SEB A	3,150		TD7 + 5%	4,072	

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+1.0% General Wage Increase**

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	16.60256		* LW3	17.99359		MW7	25.79487	
* BMW2	16.60256		* LW4	18.67949		MW7A	26.44231	
* BSW2	18.76282		* LW5	19.63462		MW8	26.81410	
* BSW3	19.53205		* LW6	22.16667		PC1	14.60897	14.89744
* BSW4	20.34615					PC2	15.34615	15.64103
* CA1	17.12821					* PC3	17.80769	18.22436
			M1	15.35897	15.79487	* PC3A	17.75000	18.17308
			M2	16.75000	17.46154	* PC3B	17.62179	18.04487
* COOK1	18.28846		M3	17.06410	17.48718	PC4	15.10256	
* COOK2	18.37821		M4	18.21154	19.08333	* PC5	18.14744	18.48077
* COOK3	19.37821		M4A	19.91667	20.92949	PC6	16.14744	16.39103
* COOK4	19.93590		M5	20.92949	22.05769	* PC7	17.82051	18.16667
* COOK5	20.05128		M6	23.17949		* PC8	18.78846	19.19872
* COOK6	20.92308		M7	23.32692		* PC8A	18.60897	19.01282
* COOK7	22.28846		M7A	22.05769	23.32692	* PC9	18.35897	18.73718
			M7B	23.32692	24.79487	* PC9A	18.23077	18.60897
FFIN	21.85897		M8	25.13462		* PC10	19.21795	19.64103
			M9	24.79487	26.49359	* PC11	19.19872	19.98718
* FSS1	19.98077					* PC11A	19.01282	19.80769
* FSS2	20.69872					PC12	18.78205	19.40385
* FSS3	21.76923		MS1	23.53846		* PC13	19.14744	19.48718
* FSS4	23.14103		MS2	25.10897		* PC14	20.43590	20.85256
* FSW1	16.38462		MS3	26.81410		* PC15	20.68590	21.34615
* FSW2	16.68590		MS4	28.62179		* PC16	19.93590	20.39744
* FSW3	17.12179		MS5	30.58333		PC17	19.12179	19.64103
GK1	17.07692		MS6	32.67949		* PC17A	21.22436	22.25000
GK2	18.22436		MW1	17.07692		* PC18	21.80769	22.37179
GK3	19.39744		MW2	18.22436		* PC18C	21.22436	21.78846
GK4	20.68590		MW3	19.39744		* PC19	22.53846	23.10897
GK5	22.06410		MW4	20.68590		PC20	21.58974	22.42308
* HSKPR	21.19872		MW5	22.06410		* PC21	23.66667	24.36538
* LW1	16.58333		MW6	24.21154		PC22	22.91667	24.01282
* LW2	17.56410		MW6A	24.85897		PC22A	23.67949	24.37821
						* PC22B	25.26282	26.26923

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Rate	Start	12 months	Rate	Start	12 months	Rate	Start	12 months
* PC23	26.80128	27.79487	* R19	21.06410	21.53205	* SM1	14.74359	15.03205
* PC24	27.40385	28.45513	R19A	20.49359	21.02564	* SM2	16.35897	16.74359
* PC25	28.64103	30.25000	R19C	19.91667	20.39744	* SM3	16.76923	17.07051
* PC25 + 5%	30.07051	31.76282	* R19D	21.61538	22.08974	* SM4	17.48718	17.95513
			R19E	20.32051	20.80128	* SM5	18.34615	18.82051
* R1	15.47436	15.85256	* R19F	21.48718	21.96154	SM6	18.50000	18.93590
* R2	15.69872	15.98077	R20	20.39744	21.10256			
R3	14.70513	14.94872	R20A	20.67949	21.83333			
* R4	16.11538	16.58974	* R21	23.25000	23.87821	T1	17.25000	
* R5	17.14744	17.46154	* R21C	22.25641	22.89103	T2	17.71795	
* R5B	17.28205	17.58974	R21D	22.08333	22.71795	T3	18.40385	
R6	15.82051	16.15385	* R21E	22.83974	23.46795	T4	18.89744	
R6A	15.86538	16.51282	R21F	21.67308	22.30769	T5	18.08333	
* R7	17.71795	18.10897	R22	22.05128	22.75641	T6	18.48718	
* R7A	17.85256	18.23718	R23	22.75641	23.53846	T7	19.25641	
* R8	18.10897	18.48077	R23A	22.14103	23.85256	T8	20.64103	
* R9	18.48077	18.79487	* R24	24.10897	24.96795	TD1	22.05128	
R9C	16.91667	17.23077	* R25	24.39103	25.26282	TD1 + 5%	23.15385	
R10	17.97436		R26	24.67949	25.68590	TD2	22.46154	
* R11	19.21154	19.67308	R27	25.68590	26.66667	TD2 + 5%	23.57692	
* R11A	18.89103	19.31410	R27A	25.14744	27.21795	TD3	23.24359	
R11C	17.63462	18.10256	R28	26.66667	27.62821	TD3 + 5%	24.41026	
R12	17.72436	18.18590	R29	27.62821	28.53205	TD4	23.32692	
R13	18.01282	18.49359				TD4 + 5%	24.49359	
R13A	17.57692	18.89744	SE3	22.48077		TD5	24.11538	
* R14	20.06410	20.55128	SE3A	23.15385		TD5 + 5%	25.32051	
* R14B	20.19231	20.67949	SE3B	25.16667		TD6	24.82692	
R14C	18.89744	19.38462	SE4	20.51282		TD6 + 5%	26.07051	
R15	19.42308		SE4A	21.09615		TD7	24.85897	
* R16	19.98077	20.48718	SE4B	22.26923		TD7 + 5%	26.10256	
R17	19.41026	19.91667	SEB	19.63462				
R18	20.01923		SEB A	20.19231				
R18A	19.32051	20.76923						

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